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GOVERNMENT OF MAHARASHTRA  
INDUSTRIES AND LABOUR DEPARTMENT



REPORT OF  
THE NORMS COMMITTEE

PART II  
(Section B)



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INDUSTRIES AND LABOUR DEPARTMENT



**REPORT OF  
THE NORMS COMMITTEE**

**PART II**  
(Section B)



NAGPUR  
GOVERNMENT PRESS  
1969

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### PART II

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## THE CHEMICAL INDUSTRY

In this industry the Committee adopted the same definition which was adopted by the previous 'Norms' Committee for the purpose of classification of Settlements, Agreements and Awards. The definition is as follows :—

"Manufacturing of basic industrial Chemicals such as acids, alkalis and their salts; fertilizers, ammunitions, explosives and fireworks ; turpentine, synthetic resin and plastic products and materials."

During the relevant period the Committee scrutinized and examined 88 Awards (81 published and 7 unpublished) ; 90 settlements under the Industrial Disputes Act, 1947 and 5 Settlements under the Central Provinces and Berar Industrial Disputes and Settlement Act, 1947. The divisionwise break-up of these 88 Awards and 95 Settlements is as follows :—

Division	Awards	Agreements or Settlements	Total
(1)	(2)	(3)	(4)
Bombay .. .. .	81	87	168
Poona .. .. .	2	3	5
Nagpur .. .. .	5	5	10
Aurangabad .. .. .	..	..	..
Total ..	88	95	183

The following list gives the names and reference of the 183 concerns to which these Awards, Agreements and Settlements refer :—

Serial No.	Name of the Concern	Reference
(1)	(2)	(3)
<b>AWARDS</b>		
<b>Bombay Division</b>		
1	M/s. Chembur Bone and Fertilizer Co., Bombay .. .. .	DATE AND PAGES Nos. OF MAHARASHTRA GOVERNMENT GAZETTE, PART I-L. 26-2-1959 (873-874).
2	Sonawalla Industries Pvt. Ltd., Bombay .. .. .	15-4-1959 (Unpublished).
3	Indian Plastics Ltd., Bombay .. .. .	13-5-1959 (Unpublished).
4	The Indian Oxygen Ltd., Bombay .. .. .	16-7-1959 (3130—3136).
5	Ciba Dyes Pvt. Ltd., Bombay .. .. .	27-8-1959 (3795—3801)
6	Dadajee Dhakjee and Co. Pvt. Ltd., Bombay. (Colour Department) .. .. .	5-11-1959 (4853—4862).
7	Amar Dye-Chem. Ltd., Bombay, District Thana .. .. .	10-12-1959 (5403—5428)
8	Imperial Chemical Industries (India) Pvt. Ltd., Bombay .. .. .	21-1-1960 (241—255).
9	Dharmasi Morarji Chemical Co. Pvt. Ltd., Ambernath, Bombay .. .. .	30-1-1960 (331—341)
10	Bhor Industries Ltd., Bombay .. .. .	30-3-1960 (Unpublished)
11	Nila Products, Bombay .. .. .	28-4-1960 (1797—1800).
12	The Bright Bros. Pvt. Ltd., Bombay .. .. .	16-6-1960 (457—468).
13	M/s. Kosmek Plastic Mfg. Pvt. Ltd., Bombay .. .. .	1-9-1960 (1234—1241)
14	The Dharmasi Morarji Chemical Co. Ltd., Bombay .. .. .	29-12-1960 (3346—3349).
15	M/s. Jallo Subsidiary Industries Co. (India) Pvt. Ltd., Bombay .. .. .	3-8-1961 (1799—1804).
16	M/s. General Pigment and Chemical Products Pvt. Ltd., Bombay .. .. .	11-12-1961 (Unpublished).
17	The Calico Mills Chemical Division, Bombay .. .. .	21-12-1961 (3504—3515).

(1)	(2)	(3)
18	The Great India Plastics, Bombay .. .. .	4-1-1962 (21—24).
19	M's. Polychem Ltd., Bombay .. .. .	5-3-1962 (Unpublished).
20	M's. Chembur Bone and Fertilizer Co., Pvt. Ltd., Bombay .. .. .	22-3-1962 (1260-1263).
21	The Indian Oxygen Ltd., Bombay .. .. .	29-3-1962 (1374—1391).
22	The Surhid—Geigy Trading Pvt., Ltd., Bombay .. .. .	3-5-1962 (1740—1759).
23	The Podar Plastics Pvt., Ltd., Bombay .. .. .	12-7-1962 (2758—2767)
24	The Jeevan Jyot Chemical Pvt., Ltd., Thana, Bombay .. .. .	12-7-1962 (2780—2787)
25	The Indian Oxygen Ltd., Bombay .. .. .	12-7-1962 (2814—2816).
26	The Bombay Gas Co., Ltd., Bombay .. .. .	19-7-1962 (2857—2861).
27	Arco Bangle Works and Other 68 Concerns, Bombay .. .. .	30-8-1962 (3569—3589).
28	M's. Vijay Bangle Works, Bombay .. .. .	30-8-1962 (3590—3592).
29	The Bhor Industries Ltd., Bombay .. .. .	10-1-1963 (97—102).
30	M's. Indian Plastics Ltd., (Radio Division), Bombay .. .. .	31-1-1963 (402—411).
31	M's. General Chemicals Pvt., Ltd., Bombay .. .. .	7-2-1963( 463—467).
32	M's. Iwacom Pvt., Ltd., Bombay .. .. .	21-3-1963 (1043—1052).
33	The Bombay Gas Co., Ltd., Bombay .. .. .	14-4-1963 (Unpublished).
34	The Indian Oxygen Ltd., Bombay .. .. .	18-4-1963 (1346—1353).
35	The Plastics Extruders Pvt., Ltd., Bombay .. .. .	18-4-1963 (1358—1366).
36	M's. Orient Plastics, Bombay .. .. .	23-5-1963 (2758—2761).
37	The Checo Pharma Laboratories Ltd., Bombay .. .. .	23-5-1963 (1820—1826).
38	M's. Keron Products, Bombay .. .. .	22-8-1963 (2758—2761).
39	Dental Corporation of India, Bombay .. .. .	3-10-1963 (Unpublished).
40	J. K. Chemicals, Bombay .. .. .	17-10-1963 (3343—3349).
41	The Papu Products, Bombay .. .. .	14-11-1963 (3733—3735).
42	The Bhor Industries Ltd., Bombay .. .. .	12-12-1963 (4223—4230).
43	Shree Ganesh Chemical Industry, Bombay .. .. .	23-1-1964 (256—256).
44	The Pfizer Pvt., Ltd., Bombay .. .. .	23-1-1964 (266—273).
45	M/s. Calico Mills Chemical Division, Bombay .. .. .	16-4-1964 (1409-1410).
46	M's. Calico Mills Chemical Division, Bombay .. .. .	16-4-1964 (1411-1412).
47	The Natural Gas Co., Pvt., Ltd., Bombay .. .. .	23-7-1964 (2511—2519).
48	M/s. Art Bangle Pvt., Ltd., Bombay .. .. .	1-10-1964 (3392—3399).
49	Alchemic Pvt., Ltd., Bombay .. .. .	5-11-1964 (3802—3804).
50	M/s. Coats of India Ltd., Bombay .. .. .	5-11-1964 (3813—3820).
51	The Carbide Chemicals Ltd., Bombay .. .. .	4-2-1965 (329—339).
52	Arlabs Ltd., Bombay .. .. .	4-2-1965 (396—398).
53	M's. Amar Dye Chem Ltd., Kalyan, Bombay .. .. .	18-3-1965 (918—924).
54	Indian Plastics Ltd., Bombay .. .. .	8-4-1965 (1024—1026).
55	The Goldfield Mercantile Co., Bombay .. .. .	29-4-1965 (1578—1584).
56	M's. Indian Dye Shift Industries Ltd., Kaiyan, Bombay .. .. .	8-7-1965 (2383—2386).
57	Indian Oxygen Ltd., Bombay .. .. .	2-9-1965 (3034—3045).
58	The Polychem Ltd., Bombay .. .. .	9-12-1965 (4306—4309).
59	M's. Surfactant Pvt., Ltd., Bombay .. .. .	13-1-1966 (136—138).

(1)	(2)	(3)
60	Chloride and Exide Batteries (Easter) Ltd., Bombay .. .. .	17-2-1966 (576—583).
61	The Plastic and Industrial Corporation, Ltd., Bombay .. .. .	3-3-1966 (724—729).
62	Sharad Plastics, Bombay .. .. .	9-6-1966 (1775—1779).
63	M/s. Asian Chemical Works, Bombay .. .. .	9-6-1966 (1798—1804).
64	Bakelite Electrical Mfg. Co. Pvt. Ltd., Bombay .. .. .	8-9-1966 (2841—2846).
65	The Indosal Chemicals Corporation, Pvt. Ltd., Bombay .. .. .	29-9-1966 (3011—3015).
66	M/s. Indo Nippon Chemicals Ltd., Bombay .. .. .	27-10-1966 (3498—3505).
67	The Pen Workers, Bombay .. .. .	10-11-1966 (3533).
68	M/s. Kores (India) pvt. Ltd., (General Staff), Bombay .. .. .	22-12-1966 (4356—4360).
69	M/s. Kores (India) Pvt. Ltd., (Factory Staff), Bombay .. .. .	22-12-1966 (4360—4368).
70	M/s. Kores (India) Pvt. Ltd., (Supervisory Staff), Bombay .. .. .	22-12-1966 (4369—4373).
71	M/s. Garyes Printing Ink Factory Ltd., Bombay .. .. .	29-12-1966 (4419—4430).
72	M/s. Indian Oxygen Ltd., Bombay .. .. .	12-1-1967 (239—242).
73	M/s. Gandhi Parikh Investment Corp'n. Pvt. Ltd., Bombay .. .. .	19-1-1967 (359—366).
74	M/s. Comtek Laboratories, Bombay .. .. .	16-2-1967 (688—690).
75	Indian Plastics Ltd., Bombay .. .. .	2-3-1967 (940—944).
76	M/s. Carbon Dry Colour Works, Thana .. .. .	16-3-1967 (1149—1162).
77	Bombay Sowree Chemicals Mfg. Co. Pvt. Ltd., Bombay .. .. .	27-4-1967 (1872—1876).
78	Kores (India) Pvt. Ltd., Bombay .. .. .	20-6-1967 (2856—2858).
79	Indian Plastics Ltd., Bombay .. .. .	12-10-1967 (4034—4038).
80	Sirdar Carbonic Gas Co. Ltd., Bombay .. .. .	12-10-1967 (4039—4046).
81	Art Bangle Pvt. Ltd., Bombay .. .. .	14-12-1967 (5148—5151).
<b>Poona Division</b>		
82	The West India Chemicals Pvt. Ltd., Poona .. .. .	26-1-1961 (290—294).
83	Pratibha Plastic Industries, Poona .. .. .	14-12-1967 (5140—5144).
<b>Nagpur Division</b>		
84	The Cawnpore Chemicals Works Pvt. Ltd., Kanhan, Nagpur .. .. .	10-11-1960 (1988—1990).
85	The Kanpur Chemicals Works Pvt. Ltd., Kanhan, Nagpur .. .. .	23-3-1961 (761—763).
86	Rajlaxmi Chemical Industry, Nagpur .. .. .	3-8-1961 (1841—1843).
87	M/s. Manohar Chemical Industry, Nagpur .. .. .	24-5-1962 (2110-2111).
88	Sanyal Hasonji Explosive Works, Nagpur .. .. .	9-5-1963 (1675—1676).
<b>AGREEMENTS/SETTLEMENTS</b>		
<i>Date of Settlements/Agreements and Section on I. D. Act, 1947</i>		
<b>Bombay Division</b>		
89	Exen Industry, Bombay .. .. .	1-1-1959, 2 (P).
90	Oriental Plastics Corporation, Bombay .. .. .	12-5-1959, 2 (P).
91	Chloride and Exide Batteries (Easter) Pvt. Ltd., Bombay .. .. .	28-9-1959, 12 (3).
92	Toddington Chemicals Factory Pvt. Ltd., Bombay .. .. .	20-10-1959, 2 (P).
93	The Consolidated Pen Makers, Bombay .. .. .	29-10-1959, 12 (3).
94	Photogravours (India) Pvt. Ltd., Bombay .. .. .	16-12-1959, 12 (3).
95	Estrella Batteries Ltd., Bombay .. .. .	5-1-1960, 2 (P).

(1)	(2)	(3)
96	Renuk Industries Ltd., Bombay .. .. .	24-2-1960, 2 (P).
97	The Bhor Industries Ltd., Bombay .. .. .	29-2-1960, 12 (3).
98	Marani Fire Works, Bombay .. .. .	26-3-1960, 2 (P).
99	Dominion Plastic Industries, Bombay .. .. .	1-6-1960, 12 (3).
100	Dharmasi Morarji Chemicals Co. Ltd., Ambernath .. .. .	6-6-1960, 2 (P).
101	Hindustan Mineral Products Co. Pvt. Ltd., Bombay .. .. .	25-6-1960, 12 (3).
102	Oxy-chloride Flooring Products Ltd., Bombay .. .. .	3-8-1960, 2 (P).
103	Imperial Chemical Industries Pvt. Ltd., Bombay .. .. .	29-8-1960, 12 (3).
104	Jay Bee Plastics, Bombay .. .. .	12-9-1960, 2 (P).
105	Worli Chemical Works, Bombay .. .. .	28-9-1960, 12 (3).
106	Indian Plastics Ltd., Bombay .. .. .	7-10-1960, 12 (3).
107	Estrella Batteries Ltd., Bombay .. .. .	26-12-1960, 2 (P).
108	Industrial Oil Co., Bombay .. .. .	6-1-1961, 2 (P).
109	M/s. Pioneer Chemical Co., Bombay .. .. .	10-2-1961, 2 (P).
110	M. s. Caprihans (India) Pvt. Ltd., Bombay .. .. .	16-2-1961, 12 (3).
111	The Dharmasi Morarji Chemicals Co. Ltd., (Ambernath) .. .. .	15-3-1961, 2 (P).
112	The Sirdar Carbonic Gas Co. Ltd., Bombay .. .. .	15-4-1961, 2 (P).
113	Phoenix Chemicals Work Pvt. Ltd., Bombay .. .. .	24-4-1961, 12 (3).
114	Teddington Chemical Factory Ltd., Bombay .. .. .	25-4-1961, 2 (P).
115	Castrol Ltd., Bombay .. .. .	9-5-1961, 12 (3).
116	Ronuk Industries Ltd., Bombay .. .. .	15-5-1961, 2 (P).
117	Pioneer Chromits Works Division of Bharat Pulversing Mills Pvt. Ltd., Bombay .. .. .	17-6-1961, 2 (P).
118	Standard Batteries, Bombay .. .. .	22-6-1961, 2 (P).
119	The Sirdar Carbonic Gas Co. Ltd., Bombay .. .. .	19-7-1961, 2 (P).
120	Suhrid Geigy Trading Ltd., Bombay .. .. .	26-7-1961, 12 (3).
121	Imperial Chemical Industries (India) Pvt. Ltd., Bombay .. .. .	4-8-1961, 2 (P).
122	Empire Chemical Works, Bombay .. .. .	5-8-1961, 12 (3).
123	M/s. Bombay Chemicals Pvt. Ltd., Bombay .. .. .	12-9-1961, 2 (P).
124	J. K. Chemicals Ltd., Bombay .. .. .	13-9-1961, 12 (3).
125	Unjon Acid and Chemicals Co., Bombay .. .. .	31-10-1961, 12 (3).
126	Sarabhai Chemicals, Bombay .. .. .	20-11-1961, 2 (P).
127	Plastella, Bombay .. .. .	28-11-1961, 12 (3).
128	Hoechst Dyes and Chemicals Ltd., Bombay .. .. .	12-1-1962, 2 (P).
129	J. K. Chemicals Ltd., Thana .. .. .	15-1-1962, 12 (3).
130	Plastics Packing Pvt. Ltd., Bombay .. .. .	23-1-1962, 12 (3).
131	Kosmek Plastics Mfg. Pvt. Ltd., Bombay .. .. .	30-1-1962, 12 (3).
132	Precision Plastics, Bombay .. .. .	13-2-1962, 12 (3).
133	M/s. Polychem Ltd., Bombay .. .. .	5-3-1962, 12 (3).
134	The Ahmedabad Mfg. and Calico Printing Co. Ltd., Calico Mills (Chemical Division), Bombay.	31-3-1962, 12 (3).
135	Sonawalla Industries Pvt. Ltd., Bombay .. .. .	4-4-1962, 2 (P).

(1)	(2)	(3)
136	Sonawalla Industries Pvt. Ltd., Bombay .. .. .	15-4-1962, 12 (3).
137	Bombay Sewree Chemicals Mfg. Co. (Pvt.) Ltd., Bombay .. .. .	15-4-1962, 12 (3).
138	Cole Paintes and Contracts Pvt. Ltd., Bombay .. .. .	30-4-1962, 12 (3).
139	Calico Mills Chemical Division, Bombay .. .. .	30-4-1962, 12 (3).
140	Calico Mills Chemical Division, Bombay .. .. .	11-5-1962, 12 (3).
141	Indian Plastics Pvt. Ltd., Bombay .. .. .	13-5-1962, 12 (3).
142	Ahura Chemicals Products Pvt. Ltd., Bombay .. .. .	18-6-1962, 2 (P).
143	Twilight Products, Bombay .. .. .	3-7-1962, 12 (3).
144	Liberty Chemicals Work, Bombay .. .. .	11-7-1962, 2 (P).
145	Hind Dyes Mfg. Co. Pvt. Ltd., Bombay .. .. .	30-8-1962, 12 (3).
146	Allied Photographic Ltd., Bombay .. .. .	10-9-1962, 12 (3).
147	Plastic-cables Pvt. Ltd., Bombay .. .. .	15-10-1962, 2 (P).
148	M/s. Zone Chemicals Co., Bombay .. .. .	17-10-1962, 2 (P).
149	Paragaon Products (India) Pvt. Ltd., Bombay .. .. .	20-11-1962, 2 (P).
150	Rainbow Ink and Varnish Mfg. Co. Pvt. Ltd., Bombay .. .. .	8-12-1962, 2 (P).
151	Universal Minerals and Chemicals Co., Bombay .. .. .	17-12-1962, 2 (P).
152	M/s. Tulsi Velj Navsagarwalla and Co., Bombay .. .. .	21-12-1962, 2 (P).
153	J. K. Chemicals Ltd., Bombay .. .. .	26-1-1963, 2 (P).
154	Surhid Geigy Trading Ltd., Bombay .. .. .	1-3-1963, 2 (P).
155	Estrelia Batteries Ltd., Bombay .. .. .	29-3-1963, 2 (P).
156	M/s. Esufally Sarafally Rangwalla, Bombay .. .. .	16-4-1963, 2 (P).
157	Tipco The Industrial Plastics Corporation Ltd., Bombay .. .. .	2-5-1963, 12 (3).
158	Ganges Printing Ink Factory, Bombay .. .. .	28-5-1963, 12 (3).
159	Hoechst Dyes and Chemicals Ltd., Bombay .. .. .	10-6-1963, 2 (P).
160	Raghuand Chemicals Industries Pvt. Ltd., Bombay .. .. .	20-6-1963, 12 (3).
161	Poenix Chemical Works Pvt. Ltd., Bombay .. .. .	8-7-1963, 12 (3).
162	Machinery Paints and Chemicals (India) Ltd., Bombay .. .. .	9-7-1963, 2 (P).
163	Indian Organic Chemicals Ltd., Bombay .. .. .	19-7-1963, 12 (3).
164	Garware Plastics Pvt. Ltd., Bombay .. .. .	2-8-1963, 2 (P).
165	Indian Oxygen Ltd., Bombay .. .. .	3-8-1963, 2 (P).
166	Hoogly Ink Co. Ltd., Bombay .. .. .	28-8-1963, 12 (3).
167	Stars Chemicals (Bombay) Pvt. Ltd., Bombay .. .. .	29-8-1963, 12 (3).
168	The Zone Chemicals Co., Bombay .. .. .	29-8-1963, 2 (P).
169	Amar Dye Chemicals Pvt. Ltd., Bombay .. .. .	20-9-1963, 12 (3).
170	M/s. Jeevan Jyot Chemicals Pvt. Ltd., Thana .. .. .	23-9-1963, 2 (P).
171	Pankaj Pen Industries, Bombay .. .. .	14-10-1963, 2 (P).
172	Indian Gum Industries Ltd., Bombay .. .. .	16-10-1963, 2 (P).
173	Indian Oxygen Ltd., Bombay .. .. .	18-10-1963, 2 (P).
174	Pigment and Dyestuff Pvt. Ltd., Bombay .. .. .	19-10-1963, 2 (P).
175	Amar Dye Chemicals Ltd., Thana .. .. .	1-11-1963, 12 (3).



(1)	(2)	(3)
<b>Poona Division</b>		
176	Sudarshan Chemicals Industries, Poona .. .. .	10-2-1961, 2 (P).
177	Walchandnagar Industries Ltd., Plastics Plants, Poona .. .. .	14-6-1961, 2 (P).
178	Alta Laboratories Ltd., Khopoli .. .. .	3-11-1961, 12 (3).
<b>Nagpur Division</b>		
179	Cawonpore Chemicals Co., Kanhan .. .. .	14-2-1959, C. P. and B. I. D. & S. Act.
180	Kanpore Chemicals Work, Kanhan .. .. .	3-7-1958, C. P. and B. I. D. & S. Act.
181	The Sirdar Laboratories Gas Co. Ltd., Kamptee .. .. .	30-12-1959, C. P. and B. I. D. & S. Act.
182	Rajlaxmi Chemicals Industries, Nagpur .. .. .	19-7-1961, C. P. and B. I. D. & S. Act.
183	Sarabhai Chemicals, Nagpur .. .. .	23-3-1962, C. P. and B. I. D. & S. Act.

### WAGES AND DEARNESS ALLOWANCE

The question of wages and dearness allowance was involved in 141 cases ; out of these, 16 cases dealt with dearness allowance only ; wage scales were revised in 61 cases ; both dearness allowance and revision of wages were granted in 45 cases and ad-hoc increments in wages were granted in 19 cases.

The adjustment of wages in the revised scales was done according to the following rules :—

(1) In case the existing basic wages of an employee is less than the minimum of the revised scale he shall get the minimum of the revised scale.

(2) In case the existing wage of an employee is equal to the minimum of the revised scale or above he shall be stepped up to the nearest higher stage in the revised scale.

(3) In case the existing wage of an employee is more than the maximum of the revised scale he shall continue to get the same and the difference shall be treated as his personal pay.

In M/s. Kosmek Plastic Manufacturers, Pvt., Ltd., Bombay (Sr. No. 13) no employee, by reason of adjustment, was allowed to cross the efficiency bar in the wage-scales automatically.

In Imperial Chemical Industries, Pvt., Ltd., Bombay (Sr. No. 103) the workmen who were drawing the maximum of the pay-scales at the date of the settlement and/or who reached the maximum of the pay-scales during the period of operation of the settlement continued to get the annual increments till the settlement was in force.

### INCREMENTS IN THE REVISED WAGE-SCALES FOR LENGTH OF SERVICE

In 7 cases increments were granted after adjustment of existing wages in the revised scales as below :—

Period of service	No. of increments	No. of cases
(a) More than 5 years but less than 8 years .. .. .	1	} 1
8 years and more .. .. .	2	
(b) 1 year .. .. .	1	} 1
More than 1 year and up to 4 years .. .. .	2	
More than 4 years .. .. .	3	
(c) 2 years .. .. .	1	1
(d) 3 years .. .. .	1	} 2
More than 3 years .. .. .	2	
(e) 2 years but less than 6 years .. .. .	1	} 1
6 years and more .. .. .	2	
(f) 1 year but less than 3 years .. .. .	1	} 1
3 years or more .. .. .	2	

In Photogravours (India), Pvt., Ltd., Bombay (Sr. No. 94) all employees who did not get any benefit by adjustment of their wages in the new wage-scales were given an ad-hoc rise in wages to the extent of Rs. 5, Rs. 4 and Rs. 3 per month which were paid to the skilled, semi-skilled and unskilled categories, respectively.

### LEAVE

There were 104 concerns in which various kinds of leave were considered. A statement showing the names of these 104 concerns and the various type of leave granted is attached.

#### Privilege Leave :

There were 44 cases in which privilege leave has been granted. In 15 cases it was granted according to the provisions under the Indian Factories Act, 1948. In 9 cases 21 days in a year, in 5 cases 30 days ; in 3 cases 15 days ; in 2 cases each it was granted for 20 days, 14 days, 1 day for every 20 days worked and 1 day for every 15 days' worked, respectively and in 1 case each it was fixed at 18 days, 7 days, 1 day for every 10 days worked and according to the provisions under the Bombay Shops and Establishments Act, 1948, respectively.

There were 17 cases in which accumulation of privilege leave was granted.

In 5 cases accumulation was granted for 42 days, in 2 cases each it was granted for 90 days, 63 days and 40 days, respectively and in one case each it was granted for 60 days, 48 days, 45 days, 36 days, and 30 days, respectively. In Teddington Chemical Factory Ltd., Bombay (Sr. No. 114) Watchmen were granted privilege leave which could be accumulated to any extent.

#### Sick Leave :

There were 30 cases in which sick leave has been granted. In 11 cases it was granted for 7 days in 6 cases 15 days ; in 4 cases 6 days ; in 2 cases each for 10 days, 4 days, and according to the provisions under the Employees' State Insurance Act, 1948, respectively and in 1 case each it was granted for 14 days 5 days and 3 days, respectively.

There were 13 cases in which accumulation of sick leave was granted. In 5 cases it was granted for 21 days ; in 2 cases each it was granted for 30 days and 12 days, respectively and in one case each it was granted for 45 days, 28 days, 18 days and 14 days, respectively.

In 10 cases condition was laid down to the effect that the application for leave shall be supported by a medical certificate.

#### Maternity Leave :

There were 3 cases in which maternity leave has been considered. In 2 cases it was granted for 12 weeks and in one case it was granted for 21 days.

#### Leave Without Wages :

There were 3 cases in which leave without wages has been granted. In 2 cases it was granted for 15 days in a year and in one case it was granted for one month in a year.

#### Casual Leave :

There were 68 cases in which casual leave has been granted. In 21 cases it was granted for 5 days in a year ; in 18 cases 7 days in a year ; in 9 cases 4 days in a year ; in 7 cases 6 days in a year ; in 6 cases 10 days in a year ; in 5 cases 3 days in a year ; and in one case each it was granted for 8 days and 2 days in a year, respectively.

In 7 cases balance of casual leave not enjoyed was allowed to be encashed at the end of the year. In 7 cases not more than 2 days' casual leave was allowed to be taken at a time and in 9 cases not more than 3 days' casual leave was allowed to be taken at a time.

In 8 cases casual leave was not allowed to be prefixed or suffixed to weekly offs or festival holidays and in 7 cases it was allowed to be prefixed or suffixed to weekly offs and festival holidays.

#### Festival Holidays :

In 71 cases festival holidays ranging from 2 days to 15 days were granted. In 23 cases it was granted for 4 days in a year ; in 15 cases 5 days ; in 8 cases 6 days ; in 5 cases each for 2 days and 8 days in a year respectively ; in 6 cases for 3 days ; in 2 cases each for 9 days and 13 days in 1 year respectively and in one case each for 7 days, 10 days, 12 days, 14 days and 15 days in a year, respectively.

In 4 cases holidays were to be fixed in consultation with the workmen or their unions. In the cases examined it was noticed that following festival holidays were enjoyed :—

Festival Holidays							No. of cases
(a)	26th January	..	..	..	..	..	10
(b)	15th August	..	..	..	..	..	10
(c)	Diwali	..	..	..	..	..	9
(d)	Holi	..	..	..	..	..	7
(e)	1st May	..	..	..	..	..	5
(f)	Ganesh Chaturthi	..	..	..	..	..	5
(g)	Dassera	..	..	..	..	..	4
(h)	2nd October	..	..	..	..	..	2
(i)	1st January	..	..	..	..	..	1
(j)	14th April (Ambedkar Day)	..	..	..	..	..	1
(k)	Ramzan Id	..	..	..	..	..	1
(l)	Coconut Day	..	..	..	..	..	1
(m)	Gokul Ashtami	..	..	..	..	..	1
(n)	Gudi Padva	..	..	..	..	..	1
(o)	Good Friday	..	..	..	..	..	1

In the Natural Gas Co., Pvt., Ltd., Bombay (Sr. No. 47) 3 festival holidays were granted to the workmen on different days as per the convenience and desire of the individual workmen.

#### ALLOWANCES

##### Allowance to Drivers and Cleaners :

In the Ciba Dyes, Pvt., Ltd., Bombay (Sr. No. 5) as there were only drivers and there were no cleaners, the drivers were paid Rs. 15 per month as cleaner allowance.

In the Bhor Industries Ltd., Bhor (Sr. No. 42) the drivers and cleaners were paid Rs. 40 per month as line allowance.

In the Teddington Chemical Factory, Bombay (Sr. No. 114) the drivers were paid an allowance of Rs. 60 per month and motor transport cleaners were paid an allowance of Rs. 20 per month.

##### Allowance for Working on Paid Holidays or Weekly off Days :

Five cases were noted. In the Bombay Sewree Chemicals Manufacturing Co., Pvt., Ltd., Bombay (Sr. No. 137) the workers were paid  $\frac{1}{4}$  of their total wages in addition to their normal wages as compensation for working on Sundays and holidays and they were also given a compensatory holiday in lieu of working on Sunday or holiday.

In the Ciba Dyes, Private, Ltd., Bombay (Sr. No. 5) the compensation for working on festival holidays was paid on the following basis :—

**Clerical Staff.**—Double the basic salary calculated on the basis of 175 hours per month.

**Subordinate Staff.**—Double the basic salary calculated on the basis of 200 hours per month or Re. 1 per hour whichever is higher.

In the Imperial Chemical Industries (India) Pvt., Ltd., Bombay (Sr. No. 8) for work done on Sundays and Holidays the workmen were paid half days' additional total salary and dearness allowance. For working on festival holidays they were paid a day's salary and dearness allowance but they were not given a substitute holiday.

In the Teddington Chemical Factory, Ltd., Bombay (Sr. No. 114) workmen who worked on Sundays were paid half day's wages at overtime rate which was double the rate of normal pay plus dearness allowance and they were also given a compensatory holiday. Workmen who worked on a holiday were paid at double the rate of normal pay plus dearness allowance.

In the Sarabhai Chemicals, Bombay (Sr. No. 126) for work done on a weekly off, the workmen were paid at the rate of twice their normal rate of wages and they were also given a compensatory holiday.

##### Lunch allowances :

Two cases were noted during the course of scrutiny. In the Teddington Chemical Factory, Ltd., Bombay (Sr. No. 114) any workman who had to go for outdoor work during lunch hours was paid an allowance at the rate of Rs. 2 per day.

In the Rainbow Ink and Varnish Manufacturing Co., Pvt., Ltd., Bombay (Sr. No. 150) any workman who had to go out of the factory for work during lunch time was paid Rs. 1.25 nP. per day as lunch allowance. Those workmen whose normal work was outside the factory were paid of Rs. 15 per month.

#### Tea allowance :

In Teddington Chemical Factory, Ltd., Bombay (Sr. No. 114) any workman who had to go an outdoor duty during tea interval was paid an allowance of 20 paise per day.

#### Officiating allowance :

Eleven cases were noted during the course of scrutiny. The details of officiating allowance granted is as follows :—

Name of concern (1)	Conditions (2)	Quantum of officiating allowance (3)
Dadajee Dhakhee and Co. Pvt. Ltd., (Colour Deptt.) Bombay (Sr. No. 6).	Employee in a lower grade who is officiating in higher grade for more than 15 days.	Equivalent to the difference in the salaries.
The Suhrid Geigy Trading Pvt. Ltd., Bombay (Sr. No. 22).	For Officiating in a higher grade for 15 days continuously.	The difference between his existing salary and the starting salary of the higher grade or 15 per cent of his basic salary whichever is higher.
The Bhor Industries Ltd., Bombay (Sr. No. 29).	Do.	.. The starting wage of the higher grade or 20 per cent of his substantive basic wage whichever is higher.
The Pfizer Pvt. Ltd., Bombay (Sr. No. 44).	For officiating in a higher category for 14 days or more.	50 per cent of the difference between the wages of the worker who acts and that of the worker in the higher category.
M/s. Art Bangle Pvt. Ltd., Bombay (Sr. No. 48).	For officiating in a higher grade in excess of 10 days at a time or in excess of 25 days in a year.	Equivalent to 15 per cent of his wages.
The Gold Filled Mercantile Co., Bombay (Sr. No. 55).	Workmen working as mukadams shall be paid officiating allowance on the days they actually work as such.	30 paise per day over and above their wages.
The Polychem Ltd., Bombay (Sr. No. 58).	For working in a higher grade for more than 14 days.	Minimum of the higher grade if he is getting less than the higher grade and if he is getting more then he shall be adjusted in the next step in the higher grade with addition of one increment.
Teddington Chemical Factory Ltd., Bombay (Sr. No. 114).	For officiating in a higher grade for 15 days or more continuously.	One half of the difference between his own current basic salary plus dearness allowance and the minimum basic salary plus D. A. in the higher grade. If the current salary is higher than the higher grade then he will be given one increment in the basic salary in the existing grade.
Rainbow Ink and Varnish Manufacturing Co. Pvt. Ltd., Bombay (Sr. No. 150).	For officiating in a higher grade	.. 25 per cent of his normal wage inclusive of dearness allowance for number of days he officiates.
Hoogly Ink Co. Ltd., Bombay (Sr. No. 166).	For working in a higher grade for more than 15 days.	The employee shall be paid the minimum or the higher post but if his present wage is higher than the minimum of the higher grade then he shall be paid his present wages plus one increment in the higher grade.
Amar Dye Chem. Ltd., Thana, (Sr. No. 169).	For working in a higher category	.. The employee shall be paid the difference between his wages and the minimum wage of the higher category for the days he officiates in the post. If his wage is equal or higher than the minimum of the higher grade, he shall be given one increment in the higher grade.

**Allowance for Overtime work :**

Six cases were noted. The details of overtime allowance granted is as follows :—

Name of concern (1)	Rate of overtime allowance (2)
Ciba Dyes Pvt. Ltd., Bombay (Sr. No. 5) .. .. .	Double the basic salary calculated on the basis of 175 hours per month basis in the case of clerical staff and in the case of subordinate staff calculated on the basis of 200 hours per month or Re. 1 whichever is higher.
Teddington Chemical Factory Ltd., Bombay (Sr. No. 114)	At double the rate of normal pay plus Dearness Allowance.
Calico Mills (Chemical Division) Bombay (Sr. No. 139) ..	Office Staff.—As per the Bombay Shops and Establishments Act, 1948. Factory Workmen.—As per the Factories Act, 1948.
Allied Photographic Ltd., Bombay (Sr. No. 146) .. ..	At single rate of wages.
Hoogly Ink Co. Ltd., Bombay (Sr. No. 166) .. .. .	For work beyond 45 hours and up to 48 hours : At single rate of wages. For work beyond 48 hours : At double rate of wages.
Kanpur Chemical Works, Kanhan (Sr. No. 180) .. ..	As per the Factories Act, 1948.

**Outstation allowance :**

In the Amar Dye Chem., Pvt., Ltd., Bombay (Sr. No. 7) those employees who were drawing less than Rs. 200 per month as pay were paid 3rd Class railway fare and 75 paise per day and those who were drawing over Rs. 200 per month were paid 1st Class railway fare and Rs. 2 per day as outstation allowance.

In the Imperial Chemical Industries, Pvt., Ltd., Bombay (Sr. No. 8) drivers were paid Rs. 5 per day as outstation allowance.

In the Cawnpore Chemical Co., Kanhan (Sr. No. 179) those employees who were sent for outstation duties were paid 0.80 paise per day as outstation allowance provided they were away for more than 5 hours.

**Allowances to Boilermen :**

In the Teddington Chemical Factory Ltd., Bombay (Sr. No. 114) all boilermen in the qualified grade were paid an allowance of Rs. 50 per month.

**Allowance to Watchman :**

In the Teddington Chemical Factory Ltd., Bombay (Sr. No. 114) all watchmen were given an allowance, of Rs. 50 per month.

**Machine allowance :**

In the Sarabhai Chemicals, Bombay (Sr. No. 126) employees were paid allowance as follows :—

(a) Peons who were working on Franking and Cyclostyling machines were paid an allowance of Rs. 5 per month.

(b) Computists and typists were paid an allowance of Rs. 10 per month.

(c) Machine Operators who were working on Accounting machines were paid an allowance of Rs. 20 per month.

(d) Operators who were required to operate Punchers and verifiers were paid an allowance of Rs. 15 per month.

(e) Operators who were required to work on Adrema and Bradma machines were paid an allowance of Rs. 15 per month.

In the Pfizer Private Ltd., Bombay (Sr. No. 44) the Company paid Rs. 10 per month to peons who worked on franking machines.

**Shift allowance :**

In the Rainbow Ink and Varnish Manufacturing Co., Pvt., Ltd., Bombay (Sr. No. 150) all workmen who worked in the third shift were paid a shift allowance of 12½ per cent of their total wages for the number of days they worked in that shift.

**Washing allowance :**

In the Bombay Gas Co. Ltd., Bombay (Sr. No. 26) the Lamp Lighters were paid Rs. 2 every alternate month as washing allowance.

**Permanency :**

22 cases were noted during the relevant period. In 8 cases workmen who had put in 6 months, continuous service were made permanent. In 5 cases each employees who had worked continuously for 240 days and 12 months respectively were made permanent. In 8 cases workmen who had put in 3 months continuous service were made permanent. In one case those employees who had worked for 200 days in a year were made permanent.

**PROMOTION**

In the Teddington Chemical Factory (Sr. No. 114) the following basic principles governed promotion :—

(a) Promotion was not automatic and could not be claimed as a matter of right.

(b) Promotion was against an existing or a new vacancy.

(c) Promotion was ordinarily made from the existing workmen who passed a test or interview and on the basis of educational qualifications, efficiency, satisfactory service, good attendance, good conduct and such other relevant factors.

(d) Efficiency, however, was a primary factor governing promotion, but, other thing being equal, seniority was given due weightage.

**UNIFORMS**

Cases of provision of uniforms were noted during the course of scrutinizing. Details regarding provision of uniform are as follows :—

Name of Concern (1)	Categories of Employees (2)	Description of Uniforms (3)
Indian Plastics Ltd., Kandivli (Sr. No. 3)	Saw Dust Grinders and Sievers	1 half shirt and 1 full pant in a year.
Darmasji Morarji Chemical Co. Ltd., Ambernath, Bombay (Sr. No. 9).	Workmen	Aprons, gumboots, protective clothes.
General Pigment and Chemical Products, Pvt., Ltd., Bombay (Sr. No. 16).	All workmen	2 sets consisting of full pants and under-wears in a year.
Iwacom Pvt., Ltd., Bombay (Sr. No. 32)		Aprons, protective clothes.
Alchemic Pvt., Ltd., Bombay (Sr. No. 49)	Boiler Attendants, Fitters, Watchmen.	2 pairs of full trousers and half sleeve shirts in a year.
	Plant Operators	2 pairs of short trousers and half sleeve shirts.
Gandhi Parekh Investment Corporation, Pvt. Ltd. Bombay (Sr. No. 73).	All employees	2 sets consisting of one half pant and one half shirt every year.
Carbon Dry Colour Works, Thana (Sr. No. 76)	All employees	2 pairs of dresses.
The Cawnpur Chemical Works, Nagpur (Sr. No. 84).	Firemen	2 blue half pants, 3 banyans once in 14 months and a pair of shoes once in 9 months.
	Evaporators	2 blue or Khaki half pants and 3 Banyans in a year.
Exen Industries, Bombay (Sr. No. 89)	Workmen in Buffing Deptt.	1 apron once in a year.
	Workmen in Planting Deptt.	1 apron and rubber boots once in a year.
The Bhor Industries Ltd., Bombay (Sr. No. 97)	Workmen	Shirts and Banyans with half sleeves.
Morani Fire Works, Bombay (Sr. No. 98)	Workers in Chaki Khata	One pair of sarees.
Pioneer Chrome Works, Bombay (Sr. No. 117)	Shift Fitter	2 sets consisting of half pants and shirts.
	Workmen in Bichromate Deptt.	Gloves and Chappals.
Bombay Chemicals Pvt. Ltd., Bombay (Sr. No. 123).	Workmen	Handgloves, goggles, gumboots, aprons.
Union Acid and Chemical Co., Bombay (Sr. No. 125).	Workmen	Aprons.

(1)	(2)	(3)
J. K. Chemicals Ltd., Thana (Sr. No. 129) ..	Watchmen .. ..	Rain-coats, 3 pairs of gumboots, 3 woollen Coats.
	Mazdoors working with acid ..	Aprons, handgloves, faceshield, gumboots.
Calico Mills (Chemical Division) .. ..	Peons .. ..	3 sets of uniforms and caps.
Bombay. (Sr. No. 129 & 140) .. ..	Workmen .. ..	Aprons covering back and front portion of the body with half sleeves.
Indian Plastics Ltd., Kandivli (Sr. No. 141) ..	Saw Dust Grinders .. ..	1 half shirt, 1 full pant.
Kanpur Chemical Works, Kanhan (Sr. No. 180)	Chamber Workers .. ..	Dresses twice in 14 months.
Cawnpur Chemical Co., Kanhan (Sr. No. 179)	Chamberman .. ..	2 shirts, 2 half pants once in 18 months and half yard cloth every 3 months and country shoes every 8 months.

### RETIREMENT AGE

6 the cases were noted during the course of scrutiny. In 3 cases the age of retirement was fixed at 58 years ; in 2 cases at 55 years and in one case at 60 years. In 3 cases the company had the option to continue an employee after the retirement age.

### MEDICAL AID

In the Sarabhai Chemicals, Bombay (Sr. No. 126) the Company gave its own manufactured medicine to an extent of Rs. 12.50 paise each year to the employees on the production of a medical certificate for the sickness of the employee or the members of his family.

### WORKING HOURS

5 cases were noted. In 3 cases the working hours were 48 hours in a week and in one case the working hours were 46 in a week. In one case the clerical staff in the head office worked for 44 hours in a week while the telephone operators and peons worked for 48 hours in a week.

### PROVIDENT FUND

In the Indian Plastics Ltd., Kandivli (Sr. No. 3 and Sr. No. 141) it was agreed that the Co. and the members shall each contribute six and a quarter per cent of the basic wages and dearness allowance of each member as their contribution to the provident fund.

In the Hominion Plastic Industries, Bombay (Sr. No. 99) and in the Plastic Packaging Pvt. Ltd., Bombay (Sr. No. 130) workmen were allowed to contribute to the Provident Fund Scheme after 12 months from the date they became permanent.

In the Consolidated Pen Makers, Bombay (Sr. No. 93) and in the Plastella, Bombay (Sr. No. 127) Provident Fund Schemes for employees based on the Employees' Provident Fund Scheme, 1952 were introduced.

### GRATUITY

Cases were noticed during the relevant period. A table showing the details of the amounts of gratuity granted is attached herewith.

### ATTENDENCE BONUS

In the Machinery Paints and Chemicals (India) Ltd., Bombay (Sr. No. 162) the Compnay paid one day's extra wages as attendence bonus to a workman who actually worked on all the working days in a month 2 days' casual leave in a calendar year was, however, treated as working days for purpose of attendence bonus provided not more than one day's casual leave was taken in any one month.

### INCENTIVE BONUS

In the Sanyal Hasonji Explosive Works, Nagpur (Sr. No. 88) the incentive allowance was calculated at the rate of 1½ paise per coil of 24 feet of safety fuse manufactured in excess of the normal production of the spinning machine in one shift of 8 hours.

The normal production of each spinning machine was 100 coils of safety fuse less than the maximum rated capacity of that machine calculated on the basis of 7½ hours working. (The maximum rated capacity of each machine was directly proportional to the diameter of the pulling drum and the speed of the pulling drum.)

## LATE ATTENDENCE

In the Hoechst Dyes and Chemicals Ltd., Bombay (Sr. No. 159) the following procedure was adopted for late attendance :—

(a) Those coming late between 10 and 15 minutes twice in a calendar month forfeited  $\frac{1}{2}$  day's casual leave if available or  $\frac{1}{2}$  day's privilege leave or  $\frac{1}{2}$  day's wages as the case may be.

(b) Those coming late between 15 minutes and half an hour twice in a month forfeited 1 day's casual leave or 1 day's privilege leave, or 1 day's wages as the case may be.

(c) Late attendance on account of established disorganisation of the public transport system was condoned.

## LEAVING EARLY

In Hoechst Dyes and Chemical Ltd., Bombay (Sr. No. 159) employees were not allowed to leave the factory early on more than 3 occasions in one calendar month. If the total time exceeded one hour in one calendar month, proportionate wages were deducted.

## SUPPLY OF FREE MILK

In the Iwacom, Pvt. Ltd. Bombay (Sr. No. 32) the moulders were given a quarter seer of milk every day. In Dharamji Morarji Chemical Co., Ltd, Ambarnath (Sr. No. 100) the employees working in Hydrochloride Acid Plant, Nitric Acid Plant and Oleum Plant were given milk.

## SPECIAL GRANTS FOR FEAST

In the Cawnpore Chemical Works, Pvt., Ltd., Kanhan (Sr. No 84) the management paid Rs. 100 per year to the Secretary of the recognised union to be spent for feast on any of the following occasions :—

(a) 26th January, (b) 15th August, (c) Dassera.

## FIRST AID ALLOWANCE

In the Teddington Chemical Factory Ltd. Bombay (Sr. No. 114) an allowance of Rs. 5 per month was paid to all workmen included in the official list of personnel available for rendering first aid treatment.

## FIRE FIGHTING ALLOWANCE

In the Teddington Chemical Factory Ltd., Bombay (Sr. No. 114) an allowance of Rs. 5 per month was paid to all workmen included in the company's fire fighting squad.

## STATEMENT SHOWING THE NAMES OF THE CONCERNS AND WAGES AND DEARNESS ALLOWANCE GRANTED IN 'THE CHEMICAL' INDUSTRY

Index Serial No. (1)	Name of the Concern (2)	Wages (3)	Dearness Allowance (4)		
4	The Indian Oxygen Ltd., Bombay.	..	With effect from 1-10-1958 at Consumer Price Index No. 371-380.		
			Pay-scales	Rate	Variation of 10 points
			1st Rs. 100	Per cent 100 (of the Textile Scale).	Per cent 4
			2nd Rs. 101 to Rs. 200	50	2
			3rd Rs. 201 and above	25	1
6	Dadajee Dhakjee and Co. Pvt. Ltd., (Colour Deptt.).	<i>Effective from 1-7-1959</i>			
		Peons—	Rs. 65 per month.		
		Rs. 35-1-45-2-55 (Cycle Peons to get Rs. 5.00 per month more).			
		Lab. Technician—			
		Rs. 80-5-115-7.50-160-10-180.			



(1)	(2)	(3)	(4)
6—cont.		Clerk Grade II— Rs. 90—6—120—8—160—E.B.—10—210. Clerk Grade I— Rs. 65—5—100—7.50—145—E.B.—10—165. Clerk Grade III— Rs. 120—7.50—157.50—10—207.50—E.B.— —12.50—270.	
7 Amar Dye Chemical Ltd., Shahad, (District Thana).		<i>Effective from 1-7-1959</i>	
		(1) Mazdoors— Rs. 68—2—88. (2) Helpers 'A', Lab. Attendants, Packers, Asstt. Linemen, Malis, Cleaners, Watchmen, Peons, Beras and Sweepers (Jamadars) to get Rs. 10 Extra. Rs. 75—2—95. (3) Heavy Gangmen, Heavy Saw Operator— Rs. 80—2—100. (4) Fitters, Mukadams, Cleaners, (Required to obtain licence)— Rs. 82—2.50—112. (5) Masons, Firemen— Rs. 95—4—135. (6) Driller— Rs. 100—5—150—7.50—165. (7) Wiremen, Carpenters, Headquarter Mukadams— Rs. 110—6.50—175. (8) Clerks, Typists— Rs. 110—7.50—185—10—245—15—275. (9) Boiler Attendants— Rs. 120—5—190. (10) Operator, Drivers (Car and Truck) Refrigerator Mechanics, Pulverisers, Plumbers Fitters— Rs. 120—7.50—195. (11) Electrician— Rs. 125—7.50—200. (12) Welders (General Electrical), Blacksmiths, Mechanics— Rs. 130—10—230. (13) Head Boiler Attendants, Head Burners, Turners— Rs. 150—7.50—225—10—235—15—250. (14) Stenographers— Rs. 150—10—240—15—300. (15) Storekeepers— Rs. 150—10—270—15—330—20—370. (16) Engineering Supervisors— Rs. 180—7.50—255—10—275.	
8 Imperial Chemical Industries (India) Pvt. Ltd.		<i>Effective from 1-9-1959</i>	
		(1) Sweepers— Rs. 34—2—50—2.50—60. (2) Sepoys, Hamals, Watchmen (Bcw Makers with an Allowance of Rs. 5)— Rs. 35—2—45—2.50—60—3—75. (3) Lab. Attendants, Electricians, Hamals— Rs. 40—2—50—3—80. (4) Asstt. Hawaldars— Rs. 45—3—81. (5) Butlers, Head Cooks— Rs. 50—5—105. (6) Binders— Rs. 55—3—85. (7) Hawaldars— Rs. 65—3—80—4—96. (8) Clerks Grade C— Rs. 80—5—100—7.50—130—E.B.—10— 250 (Graduates to start on Rs. 90). (9) Clerks Grade B— Rs. 95—7.50—110—10—190—E.B.—12.50 —215—15—290. (10) Clerks Grade A— Rs. 125—10—165—12.50—190—E.B.— 15—310—20—370. (11) Selection Grade— Rs. 140—12.50—190—15—280—E.B.— 20—400.	

(1)	(2)	(3)	(4)																				
11 Nila Products, Bombay	.. Boilermen— Rs. 50—5—110. Supervisors— Rs. 38—4—78. Other Workmen— Rs. 30—3—60.	..																					
12 The Bright Bros. Pvt. Ltd., Bombay.	<i>Effective from 1-3-1959</i> Daily-Rated Workers— Group I—Unskilled— Rs. 1.25—0.10—2.25. Group II—Semi-skilled 'B'— Rs. 1.40—0.15—2.90. Group III—Semi-skilled 'A'— Rs. 1.50—0.20—3.50. Group IV—Skilled 'B'— Rs. 2.10—0.25—4.60. Group V—Skilled 'A'— Rs. 3.00—0.30—6.00. Group VI—Highly-skilled— Rs. 5.00—0.40—9.00. Monthly-Rated Workers— (a) Head Accountants— Rs. 250—20—330—25—455—30—515. (b) Asstt. Accountants— Rs. 150—15—210—20—310—25—360. (c) Sr. Clerks— Rs. 115—12.50—165—15—225—20—305. (d) Jr. Clerks— Rs. 80—10—160—12.50—210. (e) Watchmen— Rs. 80—5—75—10—105. (f) Peons— Rs. 40—5—60—7—95. (g) Coolies not attached to Machine— Rs. 35—2—49—2.50—59.	75 per cent of the Revised Cotton Textile Scale.																					
13 M/s. Kosmek Plastic Mfg. Pvt. Ltd., Bombay.	<i>Effective from 1-3-1960</i> Daily-Rated Workers— <table border="1" data-bbox="637 1264 1092 1986"> <thead> <tr> <th>Categories and Scale on Confirmation</th> <th>Starting Pay</th> </tr> <tr> <td></td> <td>Rs.</td> </tr> </thead> <tbody> <tr> <td>(1) Coolies, Helpers, Sweepers .. (Rs. 2.25—0.09—2.52—0.12— 2.88—0.15—3.33).</td> <td>2.10</td> </tr> <tr> <td>(2) Finishers, Grinders, Mixers, Packers. (Rs. 2.30—0.12—2.66—0.15— 3.11—0.20—3.71).</td> <td>2.20</td> </tr> <tr> <td>(3) Drillers .. .. (Rs. 2.20—0.15—2.95—0.20— 3.55—E.B.—0.25—4.30).</td> <td>2.30</td> </tr> <tr> <td>(4) Operators, Printers .. .. (Rs. 2.60—0.20—3.20—0.25— 3.95—E.B.—0.30—4.85).</td> <td>2.40</td> </tr> <tr> <td>(5) Grade III—Fitters, Millers, Turners. (Rs. 2.75—0.25—3.50—0.30— 4.40—E.B.—0.35—5.45).</td> <td>2.50</td> </tr> <tr> <td>(6) Grade II—Fitters, Millers, Turners. (Rs. 4.00—0.30—4.90—0.40— 6.10—E.B.—0.45—7.45).</td> <td>3.50</td> </tr> <tr> <td>(7) Grade Fitters, Millers, Turners (Rs. 6.00—0.40—7.20—0.50— 8.70—E.B.—0.55—10.35).</td> <td>5.50</td> </tr> <tr> <td>(8) Carpenter-cum-Pattern Maker (Rs. 5.50—0.40—6.70—0.45— 8.05—E.B.—0.50—9.55).</td> <td>5.00</td> </tr> </tbody> </table>	Categories and Scale on Confirmation	Starting Pay		Rs.	(1) Coolies, Helpers, Sweepers .. (Rs. 2.25—0.09—2.52—0.12— 2.88—0.15—3.33).	2.10	(2) Finishers, Grinders, Mixers, Packers. (Rs. 2.30—0.12—2.66—0.15— 3.11—0.20—3.71).	2.20	(3) Drillers .. .. (Rs. 2.20—0.15—2.95—0.20— 3.55—E.B.—0.25—4.30).	2.30	(4) Operators, Printers .. .. (Rs. 2.60—0.20—3.20—0.25— 3.95—E.B.—0.30—4.85).	2.40	(5) Grade III—Fitters, Millers, Turners. (Rs. 2.75—0.25—3.50—0.30— 4.40—E.B.—0.35—5.45).	2.50	(6) Grade II—Fitters, Millers, Turners. (Rs. 4.00—0.30—4.90—0.40— 6.10—E.B.—0.45—7.45).	3.50	(7) Grade Fitters, Millers, Turners (Rs. 6.00—0.40—7.20—0.50— 8.70—E.B.—0.55—10.35).	5.50	(8) Carpenter-cum-Pattern Maker (Rs. 5.50—0.40—6.70—0.45— 8.05—E.B.—0.50—9.55).	5.00		
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(6) Grade II—Fitters, Millers, Turners. (Rs. 4.00—0.30—4.90—0.40— 6.10—E.B.—0.45—7.45).	3.50																						
(7) Grade Fitters, Millers, Turners (Rs. 6.00—0.40—7.20—0.50— 8.70—E.B.—0.55—10.35).	5.50																						
(8) Carpenter-cum-Pattern Maker (Rs. 5.50—0.40—6.70—0.45— 8.05—E.B.—0.50—9.55).	5.00																						
14 Dharmsi Morarjee Chemicals Co. Ltd., Bombay.	<i>Effective from 1-6-1960</i> Drivers— Rs. 65—5—115. Mazdoors— Rs. 35—2—55—3—61.	<table border="1"> <thead> <tr> <th>Consumers Price Index</th> <th>D. A. per day</th> </tr> <tr> <td></td> <td>Rs.</td> </tr> </thead> <tbody> <tr> <td>401—410 .. ..</td> <td>3.16</td> </tr> <tr> <td>411—420 .. ..</td> <td>3.25</td> </tr> <tr> <td>421—430 .. ..</td> <td>3.33</td> </tr> <tr> <td>431—440 .. ..</td> <td>3.42</td> </tr> <tr> <td>441—450 .. ..</td> <td>3.50</td> </tr> </tbody> </table>	Consumers Price Index	D. A. per day		Rs.	401—410 .. ..	3.16	411—420 .. ..	3.25	421—430 .. ..	3.33	431—440 .. ..	3.42	441—450 .. ..	3.50							
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(1)	(2)	(3)	(4)
15 M/s. Jallo Subsidiary Industries Co. (India) Pvt. Ltd.	<i>Effective from 1-1-1961</i>	Consolidated Wages— Female Workers— Rs. 2.50 per day. Semi-skilled— Rs. 3.00 per day. Watchmen— Rs. 65.00 per month.	..
16 M/s. General Pigment and Chemical Products Pvt. Ltd., Bombay.	<i>Effective from 1-1-1962 for 26 working days</i>	<i>With effect from</i>	<i>D. A.</i>
	Group I— Rs. 30.00—1.50—45.00. Group II— Rs. 35.00—2.50—60.00. Group III— Rs. 45.00—3.50—80.00. Group IV— Rs. 85.00—5.00—135.00.	1-1-1962  1-1-1963  1-1-1964	.. Rs. 50 per month.  .. Rs. 60 per month.  .. Rs. 65 per month.
17 The Calico Mills Chemical Division, Bombay.	<i>Effective from 1-7-1961</i>	(1) General Workmen (Mazdoors) Storepeons— Rs. 34—2—44. (2) Watchmen— Rs. 35—2—47. (3) Helpers to Turners and Tester (Acid Filing Deptt.)— Rs. 40—2—58. (4) Cylinder Valve Repairer, Helper to Blacksmith— Rs. 42—2.50—62. (5) Pump Operator, Chlorine Filler, Cooling Plant Operator, Cylinder Turner Tester— Rs. 44—2.50—64. (6) Carpenter, Painter, Blacksmith— Rs. 60—3—84. (7) Welder, Turner— Rs. 80—4—120. (8) Boiler Attendant, Class II— Rs. 65—3—95. (9) Boiler Attendant, Class II— Rs. 85—5—135. (10) Fitter Grade 'A'— Rs. 85—5—140. (11) Fitter Grade 'B'— Rs. 62—3—92. (12) Electrician including Power Plant Operator— Rs. 70—5—130.	..
18 The Great India Plastics, Bombay.	<i>Effective from 1-10-1961</i>	Consolidated Wages— Unskilled— Rs. 2.30—0.05—2.80—0.10—3.30. Semi-skilled— Rs. 3.00—0.10—3.50—0.15—4.25. Skilled 'A'— Rs. 4.15—0.12—4.75—0.20—5.75. Skilled 'B'— Rs. 4.00—0.10—4.50—0.15—5.25.	..
19 M's. Polychem Ltd., Bombay.	<i>Effective from 1-9-1961</i>	(1) Highly-skilled— Welder-cum-Fitter, (Monthly paid)— Rs. 150—15—225—E.B.—20—325. (2) Skilled 'A'— (Daily paid) Tank Farm Operator, Fork Lift Operator, Fitter, Welder, Turners, Workmen in the present skilled category— Rs. 3.00—0.25—4.50. (3) Skilled 'B'— Fitters, Welders, Turner, Carpenter, Painter, Wireman, who are not in the present semi-skilled Junior or Senior category— Rs. 1.75—0.15—2.50—0.20—3.00.	90 per cent of the Textile Mills Scale.

(1)	(2)	(3)	(4)																			
19—cont.		<p>(4) Semi-skilled— Engineering Helper, Helper in Styrene Unloading Deptt. Transport and Warehouse Helper, Peon with knowledge of Carpenter Helper, Finishing Helpers, Laboratory Helper— Rs. 1-25—0-12—1-73—0-15—2-03.</p> <p>(5) Unskilled— Car and Lorry Cleaners, Plant Sweepers, Gardener Helper, Helpers to Painters, Office Peon without knowledge of English. Miscellaneous not covered by semi-skilled category— Rs. 1-15—0-10—1-75.</p>																				
20 M/s. Chembur Bone and Fertilizer Co., Pvt. Ltd., Bombay.	It is agreed to give ad-hoc increments as below with effect from 1-11-1961, 1962 and 1963—		..																			
	<table border="1"> <thead> <tr> <th>Category</th> <th>1961</th> <th>1962</th> <th>1963</th> </tr> <tr> <td></td> <td>Rs.</td> <td>Rs.</td> <td>Rs.</td> </tr> </thead> <tbody> <tr> <td>Permanent Monthly rated workers.</td> <td>5-00 per month.</td> <td>3-00 per month.</td> <td>3-00 per month.</td> </tr> <tr> <td>Male Seasonal Workers (Regularly employed).</td> <td>0-25 per day.</td> <td>0-12 per day.</td> <td>0-12 per day.</td> </tr> <tr> <td>Female Seasonal Workers (Regularly employed).</td> <td>0-31 per day.</td> <td>0-25 per day.</td> <td>0-25 per day.</td> </tr> </tbody> </table>	Category	1961	1962	1963		Rs.	Rs.	Rs.	Permanent Monthly rated workers.	5-00 per month.	3-00 per month.	3-00 per month.	Male Seasonal Workers (Regularly employed).	0-25 per day.	0-12 per day.	0-12 per day.	Female Seasonal Workers (Regularly employed).	0-31 per day.	0-25 per day.	0-25 per day.	
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22 Surhid Geigy Trading Pvt. Ltd., Bombay.	<i>Effective from 1-7-1961</i>																					
	<p>(1) Sweepers, Tea Boys, Hamals— Rs. 33—2-50—48—3—60—4—76.</p> <p>(2) Sepoys, Packers— Rs. 35—2-50—45—3—60—5—80. (Head Sepoy to get Rs. 5 per months more.</p> <p>(3) Watchman— Rs. 35—3—65—5—85.</p> <p>(4) Machine Operator— Rs. 40—3—70—5—90.</p> <p>(5) Drivers— Rs. 70—5—120.</p> <p>(6) Jr. Clerk, Typist, Telephone Operator— Rs. 75—5—85—7-50—160—10—190—E.B.—12-50—227-50.</p> <p>(7) Sr. Clerk, Asstt. to Sectional Head, Stenographer, Lab. Asstt. Comptists— Rs. 120—10—200—15—320—E.B.—20—400.</p>	<table border="1"> <thead> <tr> <th>Basic salary</th> <th>Consumers Price Index No. is between 391—400</th> <th>Variation of 10 points rise or fall</th> </tr> </thead> <tbody> <tr> <td>1 to 100</td> <td>100 per cent of basic salary with minimum of Rs. 85.</td> <td>Per cent 5</td> </tr> <tr> <td>101 to 200</td> <td>50 per cent</td> <td>.. 2½</td> </tr> <tr> <td>201 and above.</td> <td>25 per cent for Subordinate staff Rs. 3.</td> <td>.. 1½ Rs. 3.</td> </tr> </tbody> </table>	Basic salary	Consumers Price Index No. is between 391—400	Variation of 10 points rise or fall	1 to 100	100 per cent of basic salary with minimum of Rs. 85.	Per cent 5	101 to 200	50 per cent	.. 2½	201 and above.	25 per cent for Subordinate staff Rs. 3.	.. 1½ Rs. 3.								
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23 The Podar Plastics Pvt. Ltd., Bombay.	<i>Effective from 1-10-1961</i>																					
	<p>Unskilled— Rs. 1-20—0-06—1-80—per day.</p> <p>Semi-skilled— Rs. 1-35—0-12—2-55—per day.</p> <p>Skilled— Rs. 2-20—0-20—4-20—per day.</p>		..																			
25 The Indian Oxygen Ltd., Bombay.	<i>Effective from 1-9-1961</i>																					
	<p>(1) Sweepers— Rs. 35—2—51—3—66.</p> <p>(2) Mazdoors— Rs. 40—2—50—3—68.</p> <p>(3) Darwan— Rs. 40—2—60—3—75.</p> <p>(4) Cylinder— Rs. 45—3—63—4—87.</p> <p>(5) Mazdoors I— Rs. 45—3—63—4—87.</p> <p>(6) Booking Sircars— Rs. 45—3—60—4—88.</p> <p>(7) Head Darwan— Rs. 45—3—75—4—91.</p> <p>(8) Cylinders Fitters— Rs. 45—3—60—4—92.</p>		..																			

(1)	(2)	(3)	(4)																														
25—cont.		<p>(9) Cylinders Examiners, Task Mistryes— Rs. 50—3—65—5—90—E.B.—5—120.</p> <p>(10) Asstt. Fitters— Rs. 50—3—59—4—95.</p> <p>(11) Compressor Attendants— Rs. 52—3—55—5—80—E.B.—5—110.</p> <p>(12) Carpenter— Rs. 56—3—65—5—90—E.B.—5—130.</p> <p>(13) Fitters, Equipments Repairers— Rs. 60—5—100—E.B.—5—145.</p> <p>(14) Gate Attendants— Rs. 60—4—80—E.B.—5—120.</p> <p>(15) Masons— Rs. 64—4—100—5—110.</p> <p>(16) Car Drivers— Rs. 65—5—120.</p> <p>(17) Mechanists— Rs. 65—5—130—E.B.—7·50—160.</p> <p>(18) Lorry Drivers— Rs. 70—5—130.</p> <p>(19) Plant Operators— Rs. 70—5—85—7·50—115—E.B.—7·50—175.</p> <p>(20) Electrician— Rs. 90—5—120—E.B.—7·50—165.</p> <p>(21) Asstt. Foreman— Rs. 120—10—180.</p>																															
26 The Bombay Gas Co. Ltd., Bombay.		..	Lamp Inspector will get with effect from 1-4-1961 additional D. A. at the rate of 6½ per cent of their Basic salary over and above their existing rate of D. A.																														
27 Arco Bangles Work and 68 other Concerns as per the list attached.		<p>(a) Unskilled workmen and Separators to start on Consolidated wages of Rs. 45 per month and be given increment of Rs. 5 after six month from the date of settlement and thus brought to Rs. 50 per month.</p> <p>(b) All Heatermen shall be given initial wages of Rs. 50 per month and increment of Rs. 5 every six months till they reach upto Rs. 60 per month.</p> <p>(c) All other workmen shall be given ad-hoc increases on the percentage basis on their present wage as below :—</p>																															
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28 Vijay Bangle Works, Borivli, Bombay.		<i>Effective from 9-4-1962</i>																															
		<p>(a) Unskilled workmen and Separators to start on Consolidated wages of Rs. 45 per month and be given increment of Rs. 5 after six months from the date of settlement and thus brought to Rs. 50 per month.</p> <p>(b) All heatermen shall be given initial wages of Rs. 50 per month and increment of Rs. 5 every six months till they reach upto Rs. 60 per month.</p>																															

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29 The Bhor Industries Ltd., (Mfg. of Plastics Cloth, Leather Cloths, etc.), Bom bay.	..	<i>Effective from 1-2-1962</i>	<i>Effective from 1-7-1962</i>								
30 The Indian Plastics I.t.d., Radio Section (Radio Divi- sion), Bombay.	<p>(1) Unskilled— Rs. 1.25—0.06—1.85.</p> <p>(2) Semi-skilled 'B'— Rs. 1.30—0.10—2.30.</p> <p>(3) Semi-skilled 'A'— Rs. 1.40—0.12—2.60.</p> <p>(4) Skilled 'B'— Rs. 1.60—0.15—3.10.</p> <p>(5) Skilled 'A'— Rs. 2.00—0.20—4.00.</p> <p>(6) Highly-skilled 'B'— Rs. 2.50—0.30—5.50.</p>		85 per cent of the Revised Cotton Textile Scale of D. A.  D. A. equivalent to 66½ per cent of the Revised Cotton Textile Rate.								
31 M/s. General Chemicals Pvt. Ltd., Bombay.	<p>Unskilled— Rs. 3.30—0.05—3.60—0.08—4.00.</p> <p>Semi-skilled— Blacksmith, to cut Iron Bars and in size, Pipe Fitter and Carpenter— Rs. 4.00—0.08—4.40—0.10—5.00.</p> <p>Skilled— Welder— Rs. 4.80—0.12—5.40—0.15—6.00.</p>		..								
32 M/s. Iwacom Pvt. Ltd., Bombay.	<p>All temporary workers will be paid a conso- lidated pay of Rs. 3.10 per day (effective from 1-7-1962)</p> <p>(1) Grade I—Supervisors, Boiler Atten- dants, Die Makers— Rs. 100—8—180 per month.</p> <p>(2) Grade II—Wireman— Rs. 75—6—135 per month.</p> <p>(3) Grade III—Spray Painters, Colour Mixer, Carpenter, Fitters— Rs. 57.50—5.00—107.50.</p> <p>(4) Grade IV— Rs. 52.50—5.00—102.50.</p> <p>(5) Grade V—Moulding and Pressing— Rs. 47.50—4.00—87.50.</p> <p>(6) Grade VI—Cutter (includes all Cutting Hand, Painting, Filling, Grinding, Boring, Bending Handle Steaming, Dipping— Rs. 42.50—4.00—82.50.</p> <p>(7) Grade VII—Nose Fixing, Ring Fixing, Wrapping and Packing, Watchman, Fireman— Rs. 37.50—3.00—67.50.</p> <p>(8) Grade VIII—Mazdoors— Rs. 32.50—3.00—62.50.</p>		D.A. at the rate of 80 per cent of the Revised Textile Scales from 1-7-1962 to 30-6-63 and thereafter at the rate of 85 percent of Revised Cotton Textile Scales.								
34 The Indian Oxygen I.t.d., Bombay.	..		Existing variation percentage for 1st slab i.e. for (1st Rs. 100) should be increased from 4 to 5 per cent from 1-1-63.								
35 The Plastic Extruders Pvt. Ltd., Bombay.	<p>(1) Grade 'A'—Charge hand Electrician— Rs. 100—8—180.</p> <p>(2) Grade 'B'—Wireman— Rs. 75—6—135.</p> <p>(3) Grade 'C'—Fitter, Carpenter, Assistant Chargeman— Rs. 57.50—5—107.50.</p> <p>(4) Grade 'D'—Machine Attendants, (Sr.)— Rs. 47.50—4—87.50.</p> <p>(5) Grade 'E'—Machine Attendants, (Jr.)— Rs. 42.50—4—82.50.</p>		At the rate of 80 per cent of the Revised Cotton Textile rate from 1-9-62 and 85 at per cent from 1-9-63.								

(1)	(2)	(3)	(4)
35—cont.	(6) Grade 'F'—Scaler, Packer, Cutter Watchman— Rs. 37.50—3—67.50. (7) Grade 'G'—Mazdoors, Sweepers— Rs. 32.50—3—62.50.		
36 M/s. Orient Plastics, Bombay	<i>Effective from 1-1-63</i>		
	(1) Pressmen, Fileman, Scrappers— Rs. 3.25 per day. (2) Fitter— Rs. 4.00 per day. (3) Supervisors— Rs. 5.00 per day.		..
37 The Chemo-Pharma Laboratories, Ltd., Bombay.	..		Rs. 50 per month for the Cost of Living Index at 441—450, and Rs. 2 for variation of every 10 points increase or decrease by Rs. 2.
38 M/s. Kerman Products, Bombay.	(1) Skilled— Rs. 100—5—125—6—135. (2) Semi-skilled I— Rs. 82—3.50—96—4—128. (3) Semi-skilled II— Rs. 72—3—90—4—110. (4) Unskilled— Rs. 62—2—75—2.50—80—4—100.		..
39 Dental Corporation of India, Bombay.	<i>Effective from 1-4-63</i>		
	(1) Consolidated wages for permanent workers— Rs. 80—4—120. (2) Consolidated wages for temporary workers— Rise of Rs. 5 per month in their present wages.		..
40 J. K. Chemicals, Bombay	.. Those workmen who have reached the maximum of their grade should get one increment on 1-7-64 and another on 1-7-65.		Operatives—At old Textile Rate.
41 The Papu Products, Bombay.	With effect from 1-6-63 each of the 17 workmen (8 monthly paid and rest daily rated) were given a rise of Rs. 12 per month in the present consolidated wages. Each workman will be given yearly increment of Rs. 5 per month, the 1st being due from 1-6-64.		..
42 The Bhor Industries, Ltd., Bombay.	<i>Effective from 1-1-63</i>		
	Skilled— Rs. 1.60—0.15—2.50—E.B.—0.20—4.10. Semi-skilled— Rs. 1.35—0.12—1.95—E.B.—0.15—2.70. Unskilled— Rs. 1.08—0.08—1.88.		The Drivers and cleaners shall be paid D.A. at the rate which is being paid to the workmen in the factory of the concern with effect from 1-1-63.
	<i>Effective from 1-9-62</i>		
	(1) All workmen who are at present paid wholly on piece rates and all workmen who are at present paid at fixed rate shall be granted 25 per cent increase in their present rate as incentive. (2) All the workmen who are at present paid on entirely fixed time rate shall be granted an increase of 30 per cent on their present fixed time rate Above mentioned conditions are not applicable to learners and apprentices present or future.		..
43 Shree Ganesh Chemical Industries, Bombay.	<i>Effective from 1-11-63</i>		
	Welder, Mukadam— Rs. 90—5.50—145. Unskilled Workers— Rs. 80—5—130.		The parties agreed that the index No. of 450 should be basis for new wage-scales. In case of rise in this out of living Index by 10 points (i.e. upto 460), the workmen would be entitled to get D.A. at the rate of 50 per cent of the difference between the D.A. payable to the Textile workers when index is 450 and which would be payable to them when index will be 460.

(1)	(2)	(3)	(4)																	
45 The Calico Mills Chemical Division, Bombay.	<p style="text-align: center;"><i>Effective from 1-9-63.</i></p> Draughtsmen— Rs. 80—10—130. Clerks— Rs. 65—5—95—135—10—225 (Graduates and Stenos would be started at Rs. 80 in the above grade.) Printers— Rs. 28-60 basic salary for 26 working days.	At the same rate as is prevailing from time to time for respective categories in the Textile Industry.																		
47 The Natural Gas Co. Pvt. Ltd., Bombay.	<p style="text-align: center;"><i>Effective from 1-1-63.</i></p> Highly Skilled—Motor Mechanic or Senior Mechanic— Rs. 75—5—120—10—180. Skilled—Drivers, Carpenters, Painters, Domestic Mechanic or Junior Mechanic— Rs. 50—3—95. Unskilled—Watchmen— Rs. 30—2—60. Unskilled—Coolies or Mazdoors (Daily-rated) Grade II— Rs. 1-45—0-10—2-35. Grade I— Rs. 1-20—0-07—1-83.	<table border="0"> <tr> <td style="text-align: center;"><i>Basic Wages</i></td> <td style="text-align: center;"><i>Rates of D.A.</i></td> </tr> <tr> <td>Rs. 1 to 100</td> <td>100 per cent of basic wages, subject to minimum of Rs. 60.</td> </tr> <tr> <td>Rs. 101 to 150.</td> <td>Rs. 110.</td> </tr> <tr> <td>Rs. 151 to 200.</td> <td>Rs. 120.</td> </tr> <tr> <td></td> <td>Rs. 2-00 per day.</td> </tr> <tr> <td></td> <td>Rs. 1-45 per day.</td> </tr> </table>	<i>Basic Wages</i>	<i>Rates of D.A.</i>	Rs. 1 to 100	100 per cent of basic wages, subject to minimum of Rs. 60.	Rs. 101 to 150.	Rs. 110.	Rs. 151 to 200.	Rs. 120.		Rs. 2-00 per day.		Rs. 1-45 per day.						
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	Rs. 1-45 per day.																			
48 M/s. Art Bangle Pvt. Ltd., Bombay.	..	<p>(a) Those earning basic salaries less than Rs. 100 per month at the rate of 62½ per cent of the Revised Scale of D.A. payable to the Textile workers in Bombay.</p> <p>(b) Those drawing basic salaries in excess of Rs. 100 per month at the rate of 105 per cent of the Revised Textile Scale of dearness allowance.</p>																		
49 Alchemic Pvt. Ltd., Bombay	..	<table border="0"> <tr> <td style="text-align: center;">From—</td> <td style="text-align: center;">Rs.</td> <td></td> </tr> <tr> <td></td> <td style="text-align: center;">per cent</td> <td></td> </tr> <tr> <td>1-5-64</td> <td style="text-align: center;">.. 80</td> <td>of the Revised Textile Scale.</td> </tr> <tr> <td>1-5-65</td> <td style="text-align: center;">.. 85</td> <td>Do.</td> </tr> <tr> <td>1-5-66</td> <td style="text-align: center;">.. 90</td> <td>Do.</td> </tr> <tr> <td>1-5-67</td> <td style="text-align: center;">.. 100</td> <td>Do.</td> </tr> </table>	From—	Rs.			per cent		1-5-64	.. 80	of the Revised Textile Scale.	1-5-65	.. 85	Do.	1-5-66	.. 90	Do.	1-5-67	.. 100	Do.
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	per cent																			
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1-5-67	.. 100	Do.																		
50 M/s. Coats of India, Ltd. ..	Clerks— Rs. 132—6—150—7—220—10—270.	<p style="text-align: center;"><i>Effective from 1-6-1964.</i></p> 25 per cent of Textile Scale rounded off to the nearest rupee.																		
51 The Carbide Chemicals Co., Bombay.	<p style="text-align: center;">Hourly rate increased as follows :—</p> <table border="0"> <thead> <tr> <th style="text-align: center;">Grade</th> <th style="text-align: center;">Per Hour Paise</th> <th style="text-align: center;">Increment per hour Paise</th> </tr> </thead> <tbody> <tr> <td>I .. ..</td> <td style="text-align: center;">0-24</td> <td style="text-align: center;">0-02</td> </tr> <tr> <td>II .. ..</td> <td style="text-align: center;">0-35</td> <td style="text-align: center;">0-03</td> </tr> <tr> <td>III .. ..</td> <td style="text-align: center;">0-60</td> <td style="text-align: center;">0-04</td> </tr> <tr> <td>IV .. ..</td> <td style="text-align: center;">0-90</td> <td style="text-align: center;">0-06</td> </tr> <tr> <td>V .. ..</td> <td style="text-align: center;">1-30</td> <td style="text-align: center;">0-08</td> </tr> </tbody> </table>	Grade	Per Hour Paise	Increment per hour Paise	I .. ..	0-24	0-02	II .. ..	0-35	0-03	III .. ..	0-60	0-04	IV .. ..	0-90	0-06	V .. ..	1-30	0-08	Increase by 10 per cent in present rate which is based on Revised Textile Scale.
Grade	Per Hour Paise	Increment per hour Paise																		
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II .. ..	0-35	0-03																		
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IV .. ..	0-90	0-06																		
V .. ..	1-30	0-08																		
52 Arlabs Ltd., Bombay ..	<p>(1) Senior Clerks—            Rs. 225—12-50—300—15—360—E.B.—15—450.</p> <p>(2) Junior Clerk—            Rs. 160—5—170—7-50—200—10—280.            (Graduates to start with 2 increments).</p> <p>(3) Drivers—            Rs. 155—5—210.</p> <p>(4) Cleaners—            Rs. 130—4—170.</p> <p>(5) Peon—            Rs. 130—4—170.</p> <p>(6) Packer—            Rs. 135—5—190.</p> <p>(7) Mazdoor—            Rs. 130—4—170.</p> <p>(8) Lab. Asstt. and Worker—            Rs. 130—5—180.</p> <p>(9) Technical Assistant—            Rs. 175—15—310—E.B.—20—450.</p> <p>(Allowance for Cashier Rs. 20 and Typist and Tel. Operator Rs. 15. Peon shall be given Rs. 1-50 per day when cyclostyling work is being done).</p>																			



(1)	(2)	(3)	(4)
54 M/s. Indian Plastics Ltd., Bombay.	(1) Unskilled— Rs. 1.25—0.10—2.25. (2) Semi skilled ' B '— Rs. 1.40—0.12—2.72. (3) Semi-skilled ' A '— Rs. 1.55—0.15—3.35. (4) Skilled ' B '— Rs. 2.00—0.20—4.20. (5) Skilled ' A '— Rs. 3.00—0.30—6.30. (6) Highly Skilled— Rs. 5.00—0.50—9.50.		
55 The Goldfield Mercantile Co., Bombay.	<i>Effective from 1st January 1965 (Consolidated)</i>		
	All workmen— Rs. 3.10—0.10—4.10—0.15—5.60—0.20 — 6.00—0.25—6.25.		
	Provided that a workman who joins the employ- ment of the company on a permanent basis shall initially be given a consolidated wage of Rs. 2 per day and when found suitable and efficient, will be given a consolidated wage of Rs. 2.50. After the period of six months he shall be fixed in the regular wage scale.		
58 The Polychem Ltd., Bombay	(1) Unskilled— Rs. 1.40—0.10—2.40. (2) Semi-skilled ' B '— Rs. 1.85—0.12—2.09—0.15—3.29. (3) Semi-skilled ' A '— Rs. 2.30—0.15—2.75—0.20—4.15. (4) Skilled ' B '— Rs. 2.75—0.25—5.25. (5) Highly Skilled— Rs. 150—15—225—E.B.—20—325 p. m. (6) Skilled ' A '— Rs. 4.10—0.30—6.50.		
59 M/s. Surfactant Pvt. Ltd., Bombay.	(1) Skilled— Rs. 150—10—250—E.B.—15—325. (2) Semi-skilled— Rs. 104—5—154—7.50—191.50 p. m. Rs. 4.00—0.19—5.90—0.29—7.35 p. d. (3) Unskilled (Mazdoor)— Rs. 3.25—0.10—4.25—0.15—5.00 p. d. Rs. 84.50—2.60—110.50—3.90—130.00 p.m. (4) Watchman— Rs. 80—5—130—7.50—167.50.		
60 Chloride and Exide Batteries (Eastern) Ltd., Bombay	..	With Consumer Price Index figure of 461— 470 and variation of every 10 points by Rs. 2.  D. A. up to 100 .. .. 7.50 Rs. 101 to Rs. 200 .. .. 15.00 Rs. 201 to Rs. 300 .. .. 22.50 Rs. 301 and above .. .. 25.00	
61 The Plastics and Industrial Corporation Ltd., Bombay.	Store Assistant— Rs. 80—5—100—7.50—130—10—150— E.B.—12—210.		
62 Sharad Plastics, Bombay ..	<i>Consolidated Wages (Daily)</i> Rs. 3.50—0.15—3.80—0.20—5.40.		
63 M/s. Asian Chemicals Works, Bombay.	(1) Unskilled— Rs. 85—4—125. (2) Semi-skilled— Rs. 105—6—165. (3) Skilled— Rs. 140—8—220.		
64 Bakelite Electrical Mfg. Co. Pvt. Ltd., Bombay.	<i>Ad-hoc increase for 5 years</i> (1) Unskilled— 15 paise per year. (2) Semi-skilled— 20 paise per year. (3) Skilled— 30 paise per year.		
D. A. as usual i.e. 60 per cent of the Revised Textile Scales.			
On Index Figure of 560 and with variation of one point by one paise per day.			

(1)	(2)	(3)	(4)		
65 The Indosal Chemical Corporation Pvt. Ltd., Bombay.	(1) Unskilled— Rs. 3.25—0.10—3.75—0.10—4.25. (2) Semi-skilled— Rs. 4.25—0.15—5.00—0.15—5.75. (3) Skilled— Rs. 5.25—0.25—7.50—0.25—8.75.				
66 M/s. Indo Nippon Chemical Ltd., Bombay.	(1) Skilled— Rs. 85—3—100—4—120. (2) Semi-skilled 'B'— Rs. 90—4—110—5—135. (3) Semi-skilled 'A'— Rs. 100—5—125—6—155 (4) Skilled— Rs. 150—6—180—7.50—217.50. (5) Supervisors 'B'— Rs. 160—7—195—8—235. (6) Supervisors 'A'— Rs. 175—10—225—15—300. (7) Clerks— Rs. 150—5—175—6—205. (8) Chemist 'B'— Rs. 200—10—250—12.50—312.50. (9) Chemist 'A'— Rs. 250—12.50—325—15—385.	Slab  Rs.	At Index figure 500  Rs.	Variation of 10 points Rs.	up to 100 .. 20 101 and above .. 10 2.50 2.50
67 Pen Workers, Bombay.	(1) Unskilled— Rs. 4.50—0.20—5.50. (2) Semi-skilled— Rs. 5.10—0.30—6.60. (3) Skilled— Rs. 6.60—0.40—7.80.				D. A. on the Cost of Living Index figure 640—649 and for every 10 points vari- ation by 0.10 paise per day.
69 M/s. Kores (India) Ltd., (Factory Staff), Bombay.	<i>Effective from 1-1-1965.</i> Grade 1-A— Rs. 1.50—0.10—2.00—0.12—3.20 per day. Grade-B— Rs. 1.75—0.10—2.25—0.12—3.45 per day. Grade 2-A— Rs. 2.00—0.12—2.60—0.15—4.10—per day. Grade-B— Rs. 2.25—0.12—2.85—0.15—4.35 per day. Grade 3-A— Rs. 2.50—0.15—3.25—0.20—5.25—per day. Grade B— Rs. 2.75—0.15—3.50—0.20—5.50 per day. Grade 4-A— Rs. 3.00—0.20—4.00—0.25—6.50 per day. Grade B— Rs. 3.25—0.20—4.25—0.25—6.75 per day. Grade 5-A— Rs. 3.50—0.25—4.75—0.30—7.75 per day. Grade B— Rs. 3.75—0.25—5.00—0.30—8.00 per day. Peons and Watchmen— Rs. 1.75—0.12—2.35—0.15—3.85 per day.				
70 Kores (India) Ltd., Bombay, (Supervisory and Office Staff).	<i>Effective from 1-1-1966</i> (1) Clerk, Typist, Tel. Operator, Comptist, Jr. Chemist, I. C. I. Punch Operator, Computypist— Rs. 115—10—165—13—230—E.B.— 16—326. (2) Sr. Clerk, Chemist, Steno, Store-keeper— Rs. 150—13—215—16—295—E.B.—20—415. (3) Asstt. Sec. Head— Rs. 200—16—280—20—380—E.B.—25—530. (4) Asstt. Supervisors— Rs. 115—10—165—12—225—E.B.—15—300 (5) Supervisors— Rs. 165—12—225—15—300—E.B.—20— 400. (6) Foreman— Rs. 200—15—275—20—375—E.B.—25— 500. Comptist and computypist will be getting an allowance of Rs. 10 per month.				

(1)	(2)	(3)	(4)																		
71 M/s. Ganges Ptg. Ink Factory Ltd., Bombay.	No. of Workers	Grade	D. A. shall be paid with effect from 1-1-66																		
	<p>1 Rs. 250—25—350—30—470.  7 Rs. 200—20—280—25—380—30—470.  1 Rs. 180—15—225—20—285—30—415.  6 Rs. 100—10—150—15—210—20—290.  4 Rs. 80—10—140—15—200.</p>		<table border="1"> <thead> <tr> <th>Slab</th> <th>Index fig.</th> <th>Variation of 10 Points</th> </tr> <tr> <td></td> <td>651</td> <td>Per cent</td> </tr> </thead> <tbody> <tr> <td>1st 100</td> <td>.. .. 100</td> <td>5</td> </tr> <tr> <td>2nd 100</td> <td>.. .. 50</td> <td>2½</td> </tr> <tr> <td>3rd 100</td> <td>.. .. 45</td> <td>1½</td> </tr> <tr> <td>4th 100 and above</td> <td>40</td> <td>..</td> </tr> </tbody> </table>	Slab	Index fig.	Variation of 10 Points		651	Per cent	1st 100	.. .. 100	5	2nd 100	.. .. 50	2½	3rd 100	.. .. 45	1½	4th 100 and above	40	..
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4th 100 and above	40	..																			
72 M/s. Indian Oxygen Ltd., Bombay.		..	<p><i>Effective from 1st January 1966.</i>  D. A. at the Revised Textile scale to the workers getting Rs. 35 to Rs. 72 p. m.</p>																		
73 M/s. Gandhi Parekh Investment Corpn. Pvt. Ltd., Bombay.		<p>(1) Unskilled : Helpers Watchmen, Sweepers—  Rs. 5.00—0.05—5.50 p. d.  (2) Semi-skilled 'A'—Operators—  Rs. 6.50—0.15—8.00. p. d.  (3) Semi-skilled 'B' Asstt. Operators, Helpers, to Boiler Attendants—  Rs. 5.75—0.10—6.75. p. d.  (4) Skilled : Boiler Attendants, Fitters, Lorry Drivers—  Rs. 8.00—0.25—10.50. p. d.</p>																			
74 M/s. Comtex Laboratories, Bombay.		<p>(1) Unskilled—  Rs. 105—3—135.  (2) Semi-skilled 'B'—  Rs. 110—3½—145.</p>	D. A. shall be given at the same rate as is given to permanent workmen.																		
76 M/s. Carbon Dry colour Works, Thana.		The Company agreed to grant a minimum wage of Rs. 110 to all the employees employed in their works at Thana.	The wages as per demand No. 1 shall be limited to the Bombay working class Cost of Living Index at 650 and for upward variation of 10 points over 650, all the employees shall be given a sum of Rs. 2.50 per month as dearness allowance.																		
77 Bombay Sewree Chemical Mfg. Co. Pvt. Ltd., Bombay.		<p>(i) Unskilled—  Rs. 2.00—0.15—3.50.  (ii) Semi-skilled—  Rs. 1.50—0.15—2.50.  (iii) Skilled—  Rs. 2.75—0.25—4.75.</p>	76 per cent of the Revised Textile Scales. There shall be a variation of 5 paise for every rise of 10 points above the Cost of Living Index Number 670.																		
78 Kores (India) Ltd., Bombay..		..	<p>(a) <i>Basic Wage-Slabs Rate of D. A.</i></p> <p>(i) Up to Rs. 100 115 per cent of the Revised Textile Scale for the days of the month excluding Sundays.</p> <p>(ii) Rs. 101 to 200 50 per cent of the basic wages over Rs. 100.</p> <p>(iii) Rs. 201 to 300 25 per cent of the basic wages over Rs. 200.</p> <p>(iv) To those drawing basic wages of Rs. 301 and above the D. A. at the above rate shall be calculated and paid as if their basic wages were Rs. 300.</p> <p><i>Daily Rated Workman</i></p> <p>(i) Up to Rs. 100 as basic wages, the D. A. shall be 115 per cent of the Revised Textile Scale for actual days worked and paid holidays enjoyed by the workmen.</p> <p>(ii) For monthly basic wages in excess of Rs. 100, the D. A. shall be calculated on the basic stated in (a) (ii) (iii) and (iv) above on the estimated basic wages for all the days of the month excluding Sundays and the actual D. A. payable shall be that proportion of the D. A. so calculated as the total number of days worked and the paid holidays enjoyed in the months bears to the total number of days in the month excluding Sundays.</p>																		



(1)	(2)	(3)	(4)
86	Raj Laxmi Chemicals Industry Nagpur.	<p>The management agreed to an <i>ad-hoc</i> increase as below :—</p> <p>(1) 2 Bhattiwallas— Re. 1 each. 1 Bhattiwalla— Rs. 6 each.</p> <p>(2) Cutter Chhapaiwalla— Re. 1 each.</p> <p>(3) Packer— Rs. 11.</p> <p>(All categories will get increment of Re. 1 for a period of 5 years).</p>	
87	Manohar Chemicals Industries, Nagpur.	<p>With effect from 1-12-61 each employee shall be given increase of Rs. 5 per month.</p> <p style="text-align: center;"><i>Effective from 1-1-59.</i></p>	
89	Exen Industries, Bombay ..	<p>Daily Wages—</p> <p>(1) Unskilled—Sweepers, Watchmen, Coolies, Water Fitters— Rs. 2-5-0 Re. 0-1-0 Rs. 2-15-0.</p> <p>(2) Semi-skilled 'B'—Moulding Machine Pressure Operator, Dieopener, Embossing Assistant Plater (Goods Cleaner and Water Filler) Paper Polish and Ring Cutting— Rs. 2-8-0 Re. 0-1-6 Rs. 3-7-0.</p> <p>(3) Semi skilled 'A'—Assembling Checker, Plated Articles, Finish Buffing, Celluloid work on leather— Rs. 2-12-0 Re. 0-2-0 Rs. 4-0-0</p> <p>(4) Skilled 'B'—Supervisors Tool Room Fitter— Rs. 3-8-0—0-3-0—5-6-0.</p> <p>(5) Skilled 'A' Turner and Chief Plater— Rs. 4-0-0—0-4-0—6-8-0.</p> <p>(6) Highly skilled—Die Maker— Rs. 4-8-0—0-4-0—5-12-0—0-6-0—9-8-0.</p> <p>(7) Watchman— Rs. 60-2-90 per month.</p> <p>New recruit shall be paid Rs. 2-2-0 a day till six months and after that if they are in service shall be given minimum wages.</p>	
90	Oriental Plastics Corporation, Bombay.	<p><i>Effective from 15-5-59—Consolidated Wages.</i></p> <p>In the case of daily-rated workmen an <i>ad-hoc</i> increase of 12 paise per day in their scales of wages and in case of monthly rated an increase of Rs. 3.25 per month.</p>	
91	Chloride and Exide Batteries (Eastern) Pvt. Ltd.	..	<p style="text-align: center;"><i>Effective from 1-1-1959.</i></p> <p>(1) Office Staff, Store-keeper, Asstt. Store-keeper and Store-Clerks, D. A. will be fixed as follows :—</p> <p>First Rs. 100 .. Rs. 60 per month minimum or 60 per cent of basic.</p> <p>Between Rs. 101 to 200. 20 per cent of basic in addition to Rs. 60.</p> <p>Between Rs. 201 to 300. 15 per cent of basic in addition to Rs. 60.</p> <p>301 and above 10 per cent of basic in addition to Rs. 60.</p> <p>Rs. 12 per month more when the Index No. is in the range of 395—425 and for every 30 points variation of Rs. 6.</p> <p>(2) Drivers, Sepoys, Workers and other Subordinate staff basic D. A. is Rs. 65 per month. There will be an addition of Rs. 11 per month more when the index is 395—425 and for every 30 points variation Rs. 5.50.</p>
92	Teddington Chemical Factory Pvt. Ltd., Andheri, Bombay.	<p>It is agreed that the basic wage scales for all workmen (excepting watchmen) shall be extended from 15 years to 18 years by the following rate of increments to provide for the following maximum in the case of each category.</p>	..

(1)	(2)	(3)	(4)																																	
92	Teddington Chemical Factory Pvt. Ltd., Andheri Bombay— <i>cont.</i>	<table border="1"> <thead> <tr> <th>Category</th> <th>Judgement from 16th Year</th> <th>Maximum basic Salary</th> </tr> <tr> <td></td> <td>Rs.</td> <td>Rs.</td> </tr> </thead> <tbody> <tr> <td>Grade I ..</td> <td>15-00</td> <td>302-50</td> </tr> <tr> <td>Grade II ..</td> <td>12-50</td> <td>263-75</td> </tr> <tr> <td>Grade III ..</td> <td>11-00</td> <td>228-00</td> </tr> <tr> <td>Grade A ..</td> <td>10-00</td> <td>300-00</td> </tr> <tr> <td>Grade BI ..</td> <td>7-50</td> <td>200-00</td> </tr> <tr> <td>Grade B ..</td> <td>5-00</td> <td>152-00</td> </tr> <tr> <td>Grade C ..</td> <td>4-00</td> <td>99-00</td> </tr> <tr> <td>Grade D ..</td> <td>3-00</td> <td>120-00</td> </tr> <tr> <td>Carpenters ..</td> <td>5-00</td> <td>..</td> </tr> </tbody> </table>	Category	Judgement from 16th Year	Maximum basic Salary		Rs.	Rs.	Grade I ..	15-00	302-50	Grade II ..	12-50	263-75	Grade III ..	11-00	228-00	Grade A ..	10-00	300-00	Grade BI ..	7-50	200-00	Grade B ..	5-00	152-00	Grade C ..	4-00	99-00	Grade D ..	3-00	120-00	Carpenters ..	5-00	..	
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		<p>So far as the basic wages scales of watchmen are concerned it is agreed that the span will be increased by three years, that is, from 12 years to 15 years by granting an annual increment of Rs. 3-50 from 13th year to reach a maximum of Rs. 91-50.</p>																																		
		<p>It is further agreed that every workman covered by this Agreement who, shall have reached the maximum in this Grade prior to 1st May, 1959 shall receive as many increments in the extended scales as he would have received as on 1st May, 1959 had the span of the scales been 18 years instead of 15 years (and in the case of a watchman 15 years instead of 12 years) provided however that no workman shall receive more than the maximum in the extended scale.</p>																																		
		<p>It is further agreed— (a) that clerks in Grade I will receive one additional increment during the year 1959-60 and a further additional increment during the year 1960-61, and (b) that clerks in Grade III will received the additional increments during the year 1959-60.</p>																																		
		<p>Provided however that in either case no clerk shall receive more than the maximum on his extended scale.</p>																																		
93	The Consolidated Pen Makers, Bombay.	<i>Effective from 1-4-1959.</i>																																		
		<p>(1) Foremen, Chief Mechanics— Rs. 200—15—305 per month. ..</p> <p>(2) Die-makers, Asstt. Mechanics, Turners— Rs. 5-00—0-20—7-00 per day.</p> <p>(3) Fitters— Rs. 4-00—0-20—6-00 per day.</p> <p>(4) Asstt. Turners— Rs. 3-50—0-15—5-00 per day.</p> <p>(5) Rolling Men— Rs. 3-00—0-20—5-00 per day.</p> <p>(6) Power Pressmen— (a) Rs. 3-00—0-10—4-00 per day. (b) Rs. 2-50—0-10—3-50 per day. (c) Rs. 2-35—0-10—3-25 per day.</p> <p>(7) Polishing, Plating and Buffurs— Rs. 3-00—0-10—4-00 per day.</p> <p>(8) General Workers— Rs. 2-31—0-10—3-31 per day.</p>																																		
		<p>If any worker is taken up as an apprentice in any of the above categories for training, he will be paid during the period of his training 50 per cent of the wages of the category in which he is being trained.</p>																																		
94	Photogravaurs (India) Pvt. Ltd., Bombay.	<i>Effective from 1-9-1959.</i>																																		
		<p>Consolidated wages for a month of 26 working days— ..</p> <p>(a) Skilled Rs. 60—4—100—5—135—6—165 per month.</p> <p>(b) Semi-skilled— Rs. 75—3—96—4—116 per month.</p> <p>(c) Unskilled— Rs. 60—2—80—3—95 per month.</p>																																		

(1)	(2)	(3)	(4)
95	Estrela Batteries Ltd., Bombay		<i>Effective from 1-1-1960</i>
		..	Monthly-Rated workers
			1st Rs. 100 (Basic) salary. .. Rs. 75 and 15 per cent of the rest of the basic salary.
96	Ronuk Industries Ltd., Bombay.	(1) Unskilled— Rs. 2-10-0—0-1-0—3-0-0 per day. (2) Semi-skilled— Rs. 2-13-0—0-2-0—3-7-0 per day. (3) Skilled Rs. 3-4-0—0-3-0—4-3-0 per day.	..
97.	The Bhor Industries Ltd., Bombay.	<i>Effective from 1-1-1960.</i>	<i>With effect from 1-10-1960.</i>
	(1) Grade I—Fitters, Boiler Attendants, Welder Extruder Attendants— Rs. 2-50—0-25—3-50—0-50—5-50. (2) Grade II—Mixing Mill Attendants Wireman, Asstt. Fitters— Rs. 2-00—0-15—3-80. (3) Grade III—Film Winders, Sample Cutter, Mixing Attendants, Bank Regulator on the top of Calender, Band Collector, at bottom of calendar cloth feeder and Winders, Attendant, Embossing Attendants, Printing Machine Attendants, Table Winder and Marker, Stamper Spreader— Rs. 1-50—0-10—2-70. (4) Grade IV—All the rest of the employees— Rs. 1-15 on confirmation after 6 months Rs. 1-25—0-06—1-97.	(1) 1st year ending 30-9-60. (2) 2nd year ending 30-9-61.	70 per cent revised textile scale. 75 per cent of revised textile scale.
99	Dominion Plastic Industries, Bombay.	<i>Effective from 1-5-1960.</i> <i>(Consolidated Wages).</i>	<i>Effective from 1-5-1960.</i>
	(1) Jr. Clerk, Typist, Telephone Operator— Rs. 95—10—105—5—135—7-50—165. (2) Sr. Clerk— Rs. 125—10—135—7-50—165—10—225. (3) Jr. Stenographers— Rs. 140—15—155—10—255. (4) Sr. Stenographers— Rs. 150—20—200—15—350. (5) Daily-Rated (Temporary)— Rs. 3-50 per day.		At flat rate of Rs. 60 per month in the category of Senior and Junior Clerks Typist and Telephone Operator and Rs. 75 per month to Stenographers (Junior and Senior.)
100	Dharamsi Morarji Chemical Co. Ltd.	<i>Effective from 1-1-1960</i>	
	(Scales for the workmen of factories other than monthly and clerical staff)—		Index Figure Numbers D. A.
	(1) Unskilled— Rs. 1-03—0-06—1-84 per day.		401—410 .. Rs. 3-16
	(2) Unskilled A— Rs. 1-09—0-09—2-03 per day.		411—420 .. Rs. 3-24
	(3) Semi-skilled— Rs. 1-25—0-15—2-75 per day.		421—430 .. Rs. 3-33
	(4) Semi-skilled A— Rs. 1-62—0-20—3-62.		431—440 .. Rs. 3-42
	(5) Skilled— Rs. 2-15—0-22—3-25—0-25—4-50.		441—450 .. Rs. 3-50
	(6) Highly Skilled— Rs. 3-00—0-30—6-00.		
	(7) Jamadars— Rs. 35—3—80 per month.		
	(8) Watchmen, Peons— Rs. 30—2—70 per month.		
	(9) Drivers— Rs. 65—5—115.		
	(10) Dressers— Rs. 32—2-50—72.		
	(11) Semi-clerk— Rs. 40—4—60—6—120.		
	(12) Head Peons— Rs. 32—2-50—72.		
	(13) Mechanics— Rs. 75—5—130.		

(1)	(2)	(3)	(4)
102 OxyChloride Flooring Products Ltd., Bombay.	<i>Effective from 1-4-1960.</i>	Drivers— Rs. 75—7·50—150. During the apprenticeship and/or probation of one year drivers will be paid a consolidated salary of Rs. 100 per month.	<i>Effective from 1-4-1960.</i>  At flat rate of Rs. 52 per month.
103 Imperial Chemical Industries Pvt. Ltd.	<p>A. Drum Painting, Cases Stock, Clearing and Sorting Local Railway Packing Retail Stores, Garage Receiving, Pharmaceutical, Chemical Godown, and Pool— Rs. 45—2—55—2½—70—3—91.</p> <p>B. Mixing Bulk Filling, Auxiliary Alkathane Bag Makers, Stencilers, Tallymen, Marker, Wiring, Machineman, Garage Serviceman, Railway Inward Clearing Men, Baby Powder Plant and Chemical Workers. Rs. 55—2—65—2½—70—3—91.</p> <p>C. (1) Lable Printers, Paper Cutting Machineman— Rs. 55—2—65—2½—70—3—91. (2) Lable Printers doing Composing work— Rs. 60—2—70—3—94.</p> <p>D. Bearing Machine Operators, Case-makers nailers, Solderman and Banch Fitters— Rs. 60—2—70—3—94.</p> <p>E. Mukadam or Keymen to get Rs. 10 extra at present.</p> <p>F. Lady Supervisor (Packing)— Present Rs. 100 will be increased to Rs. 85—5—110.</p> <p>G. Electrician, Mechanics and Garage Mechanics— Rs. 90—3—120—5—150—E. B.—7½—195—8—211.</p> <p>H. Motor Car and Lorry Drivers— Rs 70—4—98—E.B.—5—138.</p> <p>I. Sepoys, Hamal and Watchman— Rs. 35—2—45—2½—60—3—75.</p> <p>J. Canteen Helper— Rs. 30—2½—45.</p> <p>K. Sweepers— Rs. 34—2—50—2½—60.</p> <p>L. Head Cook— Rs. 50—5—105.</p> <p>M. Carpenters— Rs. 65—3—110.</p> <p>N. Boilermen— Rs. 80—3—112.</p> <p>Clerical Grade— (1) Head Clerk— Rs. 230—15—290—20—310—30—460—40—500. (2) Selection Grade— Rs. 140—12·50—190—15—280—E.B.—20—400. (3) A Grade— Rs. 125—10—165—12·50—190—E.B.—15—310—20—370. (4) B Grade— Rs. 95—7·50—110—10—190—E.B.—12·50—215—15—290. (5) C Grade— Rs. 80—5—100—7·50—130—E. B.—10—250.</p>	..	
104 Jay Bee Plastics, Bombay	<i>Effective from 1-11-1960.</i>	All the permanent workers will get Rs. 2·31—0·25—3·06 per day.	..
105 Worli Chemical Works, Bombay.	<i>Effective from 1-8-1960 to permanent workmen.</i>	(1) Unskilled— Rs. 1·15—0·06—1·75 per day. (2) Semi-skilled 'B'— Rs. 1·37—0·09—2·27 per day. (3) Semi-skilled 'A'— Rs. 1·50—0·12—2·70 per day.	<i>Effective from 1-8-1960.</i> 66½ per cent of the Revised Textile Scale to all the permanent workers.



(1)	(2)	(3)	(4)	
106 Indian Plastics Ltd., Bombay	<i>Effective from 1-8-1960.</i>	(1) Unskilled— Rs. 1.20—0.06—1.50 per day. (2) Semi-skilled 'B'— Rs. 1.30—0.10—1.80 per day. (3) Semi-skilled 'A'— Rs. 1.50—0.15—2.25 per day. (4) Skilled— Rs. 2.25—0.25—3.50 per day. (5) Highly Skilled— Rs. 5.50—0.50—8.00 per day.	<i>Effective from 1-8-1960.</i>	
			60 per cent of the Revised Cotton Textile scale.	
107 Estrella Batteries Ltd., Bombay.	..	<i>Effective from 1-1-1961.</i>	Basic Salary      D. A.	
			1 to 100      ..      Rs. 80 p. m. 101 to 200      ..      20 per cent. Above 200      ..      17½ per cent.	
			Maximum D. A. to be calculated on the basis of Rs. 850 per month.	
108 Industrial Oil Co., Bombay	Minimum consolidated wages shall be Rs. 81 p. m. Daily rates of wages shall be converted into monthly wages multiplying it by 26.	..		
110 M/s. Caprihans (India) Pvt. Ltd.	(1) Unskilled— Rs. 80—7—150. (2) Semi-skilled— Rs. 120—10—220. (3) Skilled— Rs. 160—15—310.	..		
112 The Sirdar Carbonic Gas Co. Ltd., Bombay.	By retaining the present wage scale it was decided to give an extra <i>ad-hoc</i> increase as follows:— <i>Skilled</i> — Re. 0.60 per day. <i>Semi-skilled</i> — Re. 0.30 per day. <i>Unskilled</i> — Re. 0.15 per day.			
113. Phoenix Chemicals Works Pvt. Ltd., Bombay.	<i>Effective from 1-1-1961.</i>	Rs. 3.00 per day to the workers who are drawing less than that and .25 np. as an <i>ad-hoc</i> increment to those who are getting Rs. 3 or more per day.		
114 Teddington Chemical Factory, Bombay.	<i>Effective from 1-5-1961.</i>	<i>Staff</i> — (1) <i>Grade I.</i> —Store-keeper, Cashier, Head Time-keeper, Stenographer, Sr. Clerk and Qualified Personnel Holding approved diplomas and/or qualifications and Electrician Boilerman etc.— Rs. 120—8—160—11—215—12—275—E.B.—15—350. (2) <i>Grade II.</i> —Supervisors— Rs. 100—7.50—137.50—10—187.50—11—242.50 E.B.—12.50—305. (3) <i>Grade III.</i> —Jr. Clerk, Time Keeper, Telephone Operator, Typist, Filing Clerk, Store-clerk, Despatch Clerk, General Clerk— Rs. 80—7—115—9.50—162.50—10.50—215—E.B.—11—270.	Fixed rate of D. A. shall be as follows:— Basic      Rate of D.A.	
			Less than Rs. 80..      Rs. 95.00. Between Rs. 80      ..      Rs. 105.00. and Rs. 100      }	
			Above Rs. 100 and up to Rs. 200.      Rs. 105 plus 50 per cent of the portion of basic pay above Rs. 100.	
			Above Rs. 200.00      Rs. 155.00 plus Rs. 25 per cent of the portion of basic pay above Rs. 200.	
		<i>Worker</i> — (4) <i>Grade A.</i> —Asstt. in Stores & Lab. 'A' Grade Workman, in other Deptt. certified wireman & other certified skilled categories and Drivers— Rs. 70—6—100—8—140—9—185—E.B.—10—235		

(1)	(2)	(3)	(4)
114 (contd.)—		<p>(5) <i>Grade 'BI.'</i>—Table Incharge and Carpenter— Rs. 60—4—80—5—105—6—135—E.B.—7—170.</p> <p>(6) <i>Grade 'B'</i>.—Table II Incharge Sterilising Attendants, Folder Batch No. Stamper, Sealer, Examiner, Fitter &amp; Washer of ampoules, Case Packer, Strapper Maintenance Asstt., Tablet &amp; Other Machine Operator, Cellophane Packer, Liver Processors, Centrifuging Attendants, Helper, (Research Stores etc.) Sr. Mazdoor &amp; Cook— Rs. 50—4—70—4·50—92·50—5—117·50—E.B.—6—147·50.</p> <p>(7) <i>Grade 'C'</i>.—Labellor, Sorter and Packer of ampoules vials and Bottles, Peon, Canteen Vendor, Asstt, Cook and Mazdoor— Rs. 45—3—60—3·50—77·50—4—97·50—E.B.—4·50—120.</p> <p>(8) <i>Grade 'D'</i>.—Cleaner, Mali, Sweeper and Other General Labour— Rs. 40—2·50—52·50—3—67·50—3·50—85 E.B.—4—105.</p> <p>(9) Watchman— Rs. 45—3—60—3·50—77·50—4—97·50—E.B.—4·50—120.</p> <p>All casual workers will be paid at the rate of Rs. 2·50 per working day.</p>	
116 Ronuk Industries Ltd., Bombay		<p><i>Effective from 12-11-1958.</i></p> <p><i>Categories—Consolidated wages per day—</i></p> <p>(1) Unskilled— Rs. 2-11-0—0-1-0—3-0-0.</p> <p>(2) Semi-skilled— Rs. 2-13-0—0-2-0—3-7-0.</p> <p>(3) Skilled— Rs. 3-4-0—0-3-0—4-3-0.</p>	
117 Pioneer Chromate Works Division of Bharat Pulversing Mills Pvt. Ltd., Bombay.		<p><i>Effective from 17-6-1961.</i></p> <p>(1) <i>Skilled</i>— Rs. 3·25—0·20—4·25 per day.</p> <p>(2) <i>Semi-skilled</i>.—(All Deptts. excepting the Furnace Deptt.)— Rs. 2·50—0·15—3·25 per day.</p> <p>(3) <i>Unskilled</i>— Rs. 2·35—0·10—2·85 per day.</p> <p>(4) <i>Semi-skilled</i>.—(In Furnace Deptt.)— Rs. 2·70—0·15—3·45 per day.</p>	
118 Standard Batteries, Bombay		<p><i>Effective from 1-11-1960.</i></p> <p>(1) Unskilled— Rs. 1·25—0·09—1·70—E.B.—0·12—2·30.</p> <p>(2) Heavy Manual— Rs. 1·50—0·09—1·95—E.B.—0·15—2·70.</p> <p>(3) Semi-skilled— Rs. 1·75—0·12—2·35—E.B.—0·19—3·87.</p> <p>(4) Skilled III— Rs. 2·00—0·19—2·75—E.B.—0·31—4·50.</p> <p>(5) Skilled II— Rs. 2·50—0·25—3·75—E.B.—0·31—5·30.</p> <p>(6) Skilled I— Rs. 3·00—0·31—4·55—E.B.—0·27—6·40.</p> <p>(7) Special— Rs. 5·25—0·37—7·10.</p>	<p>At the rate of Cent per cent of the Revised Textile Scales effective from 1-7-1960.</p>
119 The Sirdar Carbonic Gas Co. Ltd., Bombay.		<p><i>Ad-hoc</i> increment will be payable from 1-4-1960 as follows:—</p> <p>(1) Drivers— Rs. 7·50 per month.</p> <p>(2) Watchmen, Peon and Sweepers— Rs. 5·00 per month.</p>	
120 Suhrid Geigy Trading Ltd., Bombay.		<p><i>Effective from 1-4-1960.</i></p> <p>For workmen in Godown—(<i>Basic scale</i>)— Rs. 35—2—55—2·50—67·50.</p>	

(1)	(2)	(3)	(4)
121 Imperial Chemical Industries (IND), Pvt. Ltd., Bombay.	<i>Effective from 1-1-1961.</i>	<i>Clerical and Technical Staff—</i>	
		<p>(1) H. C.— Rs. 230—30—290—20—310—30—460—40—500—40—540.</p> <p>(2) A (S)— Rs. 140—12.50—190—15—280—E.B.—20—400—20—420.</p> <p>(3) A— Rs. 125—10—165—12½—190—E.B.—15—310—20—370—20—390</p> <p>(4) B— Rs. 95—7½—110—10—190—E.B.—12½—215—15—290—15—305.</p> <p>(5) C— Rs. 80—5—100—7½—130—E.B.—10—250—10—266 (Graduates to start on Rs. 90).</p>	
		<i>Service Staff Including Trade and Transport—</i>	
		<p>(6) Sepoy, Hamals, Watchman— Rs. 35—2—45—2.50—60—3—75—3—81.</p> <p>(7) Laboratory Attendants— Rs. 40—2—50—3—80—3—86.</p> <p>(8) Havildar— Rs. 65—3—80—4—96—4—104.</p> <p>(9) Liftman— Rs. 44—2—50—2.50—75—3—81.</p> <p>(10) Buffer Boys &amp; Tea Server— Rs. 30—2.50—45—2.50—50.</p> <p>(11) Butlers Head Cook— Rs. 50—5—105—5—115.</p> <p>(12) Sweepers— Rs. 34—2—50—2.50—60—2.50—65.</p> <p>(13) Carpenter (Trade &amp; Transport)— Rs. 65—3—110—3—116.</p> <p>(14) Binders— Rs. 55—3—85—3—91.</p> <p>(15) Electrician Hamal— Rs. 40—2—50—3—80—3—86.</p> <p>(Typists salaries as per the Divatia Awards).</p>	
122 Empire Chemical Works, Bombay.	<i>Effective from 1-1-1961.</i>	<p>(1) All workmen except Mali— Rs. 70—3—100.</p> <p>(2) Mali— Rs. 60—2—80.</p> <p>(3) Special Pay to some workers— Rs. 100—4—140.</p>	
123 M/s. Bombay Chemicals Pvt., Ltd., Bombay.	..	..	<i>Effective from 1-5-1961.</i>
			Rs. 65 per month to the workers can be increased up to the maximum of Rs. 75 per month inclusive of House Rent Allowance.
126 Sarabhai Chemicals .. ..	<i>Effective from 1-4-1961.</i>	<i>Categories—Basic Salaries</i>	<i>Effective from 1-4-1961.</i>
		<p>(1) I Peons and Workers— Rs. 34—3—40—47—3—59—5—84.</p> <p>(2) II (a) Jr. Clerks— Rs. 75—7.50—135—10—225.</p> <p>(3) II (b) Typist, Comptist— Rs. 75—7.50—135—10—225.</p> <p>(4) III Sr. Clerks and Stenographers— Rs. 125—10—235—E.B.—10—325.</p> <p>(5) IV—Machine Operators working on accounting machine as Tabulators, Sorters, Reproducers, Summery Gang, Punchers, Electronic Calculators, etc., who are required to carry out work independently— Rs. 125—10—235—E.B.—10—325.</p> <p>(6) V—Machine Operators working on accounting machines such as Tabulators, Sorters, Reproducers, Summery Gang Punchers, Electronic Calculators etc.— Rs. 97.50—7.50—135—10—225.</p>	<p><i>Categories D. A.</i></p> <p>(1) I .. 90 p. c. of Revised Textile Scales.</p> <p>(2) II, III and IV. As follows—</p> <p>First Rs. 100 100 p. c. plus 7.50 an additional sum.</p> <p>101 to 150 .. 45 per cent.</p> <p>151 to 200 .. 25 per cent.</p> <p>201 to 300 .. 15 per cent.</p> <p>No additional D. A. shall be paid in respect of basic salary in excess of Rs. 300.</p>

(1)	(2)	(3)	(4)
126—cont.		(7) VI—(a) Operators working on Punchers and Varifiers— Rs. 75—7.50—135—10—225. (8) VI—(b) Adrama and Bradma Machine Operators— Rs. 75—7.50—135—10—225. Graduates who join Co., in category II (a) will be granted starting salary of Rs. 97.50 in the scale applicable to category II (a).	

(1)	(2)	(3)	(4)
127 Plastella	.. .. .	<i>Effective from 1-11-1961.</i> (1) Unskilled— Rs. 1.15—0.06—1.75. (2) Semi-skilled— Rs. 1.25—0.12—2.45. (3) Semi-skilled 'A'—Auto injection moulding such operator shall be paid the prescribed wages— Rs. 1.35—0.19—3.25. (4) Skilled 'B'— Rs. 1.75—0.20—3.75. (5) Skilled 'A'— Rs. 2.50—0.25—5.00.	<i>Effective from 1-11-1961.</i> At the rate of 60 per cent of the Revised Textile rate.

423 Hoechst Dyes and Chemicals Ltd., Bombay.

Group 'I'—Wages	Salary Slab	Index 406—415	Variation of 10 points rise or fall
(1) Grade 'A'—Male and Female Labourers <i>viz.</i> , Sweepers, Cleaners, etc.— Rs. 35—2—59.	(1) Up to basic of Rs. 99.	Rs. 80 fixed.	
(2) Grade 'B'—Garden, Kitchen, Administrative Labourers— Rs. 45—3—75.	(2) 1st Rs. 100 basic.	100 per cent	3 per cent.
(3) Grade 'C'—Production, Processing Store, Packing, Workshop Labourers— Rs. 50—4—98.	(3) Rs. 101 to Rs. 199.	45 per cent additional on the amount exceeding Rs. 100.	2 per cent.

*Group 'M' (Grade (A-1))*

(4) Leaner in production Processing— Rs. 125.00 fixed. (Packing Lab. Workshops Stores the apprentices period will be as follows):— Packing—3 months. Laboratory—6 months. Production, Processing Store Leaner—1 year	(4) Rs. 200 and Rs. 299.	20 per cent additional exceeding Rs. 200.	1 per cent.
(5) Grade (A-2)—Gardner, Cook, Watchman Rs. 50—4—82.	(5) Rs. 300 and Rs. 500.	10 per cent additional on the amount exceeding Rs. 300.	
(6) Grade (B-1)—Gardner-in-charge, cook-in-charge, Watchmen-in-charge, workers-in-production processing, packing, laboratory workshops stores— Rs. 60—4.50—96.			
(7) Grade (B-2)—Skilled workers in production processing, packing, labourer workshops stores— Rs. 70—5—110.			
(8) Grade (C-1)—Sr. skilled workers in production processing, packing, Jr. machine operators— Rs. 80—6—128.			
(9) Grade (C-2)—Sr. machine operators— Rs. 90—7—146.			

*Group 'H'*

(10) (A-1)—Jr. Store Asstt., Jr. Admn. Asstt., Drivers (Drivers Wages includes cleaning allowance)— Rs. 80—6—128.			
(11) (A-2)—Jr. production Asstt., Jr. Processing Asstt., Jr. Team Leader, Jr. Lab. Asstt., Jr. Workshops Specialist., Jr. Draftman, Sr. Store Asstt., Administration Asstt.— Rs. 90—7—146.			
(12) (B-1)—Sr. Production Asstt., Sr. Processing Asstt., Sr. Team Leader., Sr. Lab. Asstt., Sr. Workshop Specialist., Sr. Draftman— Rs. 95—8—159.			

(1)	(2)	(3)	(4)
128—cont.		<p>(13) (B-2)—Jr. 1st Class Licence Holder Highly Skilled Workshop Specialists— Rs. 105—9—177.</p> <p>(14) (C-1)—Sr. 1st Class Licence Holder, Jr. Charge Hand— Rs. 115—10—195.</p> <p>(15) (C-2)—Sr. Chargehand— Rs. 125—12—221.</p>	
		<p style="text-align: center;"><i>Group 'S'</i></p> <p>(16) (A-1)—Trainees (Training period for 6 months to one year)— Rs. 175—fixed.</p> <p>(17) (A-2)—Jr. Pharmacist, Jr. Analyst, Jr. Engineer., Foreman, Store-keeper and Cost Accountant, Sr. Admn. Asstt.— Rs. 150—15—270.</p> <p>(18) (B-1)—Pharmacist, Chemist, Analyst, Cost Accountant, Store Keeper and Secretary— Rs. 200—20—360.</p> <p>(19) (B-2)—Sr. Pharmist, Chemist, Analyst, incharge of the Section, Sr. Engineer and Sr. Foreman— Rs. 250—25—450.</p> <p>(20) (C-1) Departmental Heads— Rs. 350—30—590.</p> <p>(21) (C-2)—Sr. Staff members Previously belonging to (C-1)— Rs. 500—40—820.</p>	
129 K. K. Chemicals, Thana, Bombay.		<i>Effective from 1-7-1961.</i>	
		<p style="text-align: center;"><i>Consolidated Wages.</i></p> <p>(1) <i>Grade I.</i>—Sarang, Fitters, Ractifier Operator, Welder, Wireman, Turner, Mson, Lead Burnder— Rs. 130—7-50—205.</p> <p>(2) <i>Grade II.</i>—Operators, Mukadams, Jr. Fitters, Jr. Carpenters, Metorman, Instrument Mechanics— Rs. 120—5—145.</p> <p>(3) <i>Grade III.</i>—Watch and Ward, Fireman, Time-Helper, Heavy Gangman— Rs. 95—4—115.</p> <p>(4) <i>Grade IV.</i>—Mazdoor, Sweeper, Peon Rs. 85—3—100.</p>	
130 Plastics Packing Pvt. Ltd., Bombay.		<i>Effective from 1-4-1962.</i>	<i>Effective from 1-4-1962.</i>
		<i>Permanent Male Workers other than Piece Rated Basis.</i>	
		<p>(1) <i>Unskilled.</i>—Mazdoors, Sweepers, Peons, Helpers and Trainee Workmen— Rs. 1-20—0-10—2-20 per day.</p> <p>(2) <i>Semi-skilled 'B'.</i>—Crushers, Jr. Machine Operators and Drilling Machine Operator— Rs. 1-25—0-15—2-75 per day.</p> <p>(3) <i>Semi-skilled 'A'.</i>—Sr. Machine Operator, Drilling Machine Operator— Rs. 1-50—0-20—3-50 per day.</p> <p>(4) <i>Skilled 'B'.</i>—Jrs. Carpenter, Miller, Shaper, Metal Grinder, Turner, Fitter, Pattern Maker, Wireman— Rs. 2-00—0-25—4-50 per day.</p> <p>(5) <i>Skilled 'A'.</i>—Carpenter, Miller, Shaper, Metal Grinder, Turner, Fitter, Pattern Maker, Die-Maker, Borer, Electrician, Welder, Moulder, Charge-hand— Rs. 2-50—0-30—5-50 per day.</p> <p>(6) <i>Highly Skilled.</i>—Sr. Die-Maker, Sr. Turner, Sr. Pattern Maker— Rs. 4-00—0-40—8-00 per day.</p> <p>(7) <i>Special Grade.</i>—Highly Experienced Die-Makers, Pattern Makers, Turners— Rs. 5-00—0-50—10-00.</p>	Rs. 1-85 as fixed D. A. to permanent workers only.
		<i>Permanent Female Workers Other than Piece Rated Basis.</i>	
		<p>(8) <i>Grade II.</i>—Jr. Packer— Rs. 1-20—0-10—2-20 per day.</p> <p>(9) <i>Grade I.</i>—Packers— Rs. 1-25—0-15—2-75 per day.</p>	

(1)

(2)

(3)

(4)

- (10) *Specia Grade*—Senior Packer—  
Rs. 2-00—0-25—4-50 per day.

New recruits on temporary, Badli or an apprentice basis shall be paid a consolidated wages of Rs. 2-00 per day (other than piece-rate basis). If a recruit shows satisfactory progress, he would be given an increment of Rs. 0-25 per day after a period of 4 months and another increment at 0-25 per day after a period of 7 months.

131 Kosmek Plastics Mfg. Pvt. A.  
Ltd., Bombay.

*Effective from 1-12-1961.*  
(Consolidated Wages).

- (1) Head Operators—  
Rs. 140—12—200.  
(2) Head Finishers—  
Rs. 130—12—190.  
B. Operators, Printer, Driller, Mixer, Trainee  
in this category will start with Rs. 87—  
Rs. 112—9—157.  
C. Finishers, Packers (Workman under training  
to start with Rs. 87)—  
Rs. 105—8—145.  
D. Tool Room Staff—  
Grade I—  
Rs. 190—15—325.  
Grade II—  
Rs. 130—11—218.  
For Biginers—  
Grade III—  
Rs. 112—8—160.  
E. Carpenter-cum-Pattern-maker—  
Rs. 160—15—280.  
Carpenters, Welders and Electricians—  
Rs. 112—8—152.  
F. Clerical Staff—  
(1) Rs. 165—15—240.  
(2) Rs. 115—10—165.  
G. Peons—  
Rs. 90—7—125.  
H. Watchman—  
Rs. 95—7—125.  
J. Drivers (Car, Lorry)—  
Rs. 150—10—200.  
K. *Grade 'S' for Unskilled:*  
Helpers, including Orinders, Sweepers, Mali,  
Mazdoors—  
Rs. 87—7—122.

*Piece rate workers are to get minimum of Rs. 87 p. m.*

132 Precision Plastics .. ..

*Effective from 1-2-1962.*

*Permanent:*

- (1) *Unskilled.*—All other workers including  
Head Trimmers, Packer, Handler, Scrappers  
and Operators of all machines (except tooth  
brush filling machines)—  
Rs. 2-31 per day.  
(2) *Semi-skilled.*—Tooth Brush Filling  
Machine Operator and Inspector—  
Rs. 2-50 per day.  
(3) *Skilled.*—Technician, In-Charge of Tooth  
Brush Filling Machine—  
Rs. 3-00 per day.

All the temporary workers will be paid minimum  
wage of—  
Rs. 1-50 per day.

133 M/s. Polychem Ltd., Bombay

*Effective from 1-9-1961.*

- (1) Highly Skilled—  
Rs. 150—15—225—E.B.—20—325.  
(2) Skilled 'A' (Daily)—  
Rs. 3-00—0-25—4-50.  
(3) Skilled 'B' (Daily)—  
Rs. 1-75—0-15—2-05—0-20—3-05.  
(4) Semi-skilled (Daily)—  
Rs. 1-25—0-12—1-73—0-15—2-03.  
(5) Unskilled (Daily)—  
Rs. 1-15—0-10—1-75.  
(6) Finishing Packer—  
Rs. 50—5—80 monthly.

D. A. from 80 per cent to 90 per cent at  
the Textile Mills Scales with effect from  
1-9-61.

(1)	(2)	(3)	(4)
134	The Ahmedabad Mfg. and Calico Ptg. Co. Ltd., (Chemical Division), Bombay.	Workmen working in the Calcium Carbide Factory	
		<i>Time Kiln Section :</i>	
		(1) Operator— Rs. 55-00 (2) Fireman— Rs. 42-00. (3) Helper— Rs. 28-60.	D. A. would be paid at the same rate as prevalent in the Cotton Textile Industry in Bombay from time to time.
		<i>Raw Material Handling :</i>	
		(4) Pay Loader Driver— Rs. 40-00. (5) Helper— Rs. 28-00. (6) Screen Operator— Rs. 35-00. (7) Coke Dryer Fireman— Rs. 42-00.	
		<i>Furnace Section :</i>	
		(8) Operator— Rs. 55-00. (9) Stroker— Rs. 42-00. (10) Tapper, Crane— Rs. 35-00. (11) Tapper Helper, Carbide Braker— Rs. 30-00.	
		<i>Packing And Finishing Department :</i>	
		(12) All the workmen in this Deptt. including Packer, Waymen, Helper, etc.— Rs. 28-60.	
		<i>Crushing Section.</i>	
		(13) Operator— Rs. 35-00. (14) Helper— Rs. 28-60.	
		<i>Electrode Preparation Section:</i>	
		(15) Helper— Rs. 28-60.	
		<i>Acetylene Section:</i>	
		(16) Operator— Rs. 45-00. (17) Helper— Rs. 28-00.	
		<i>Maintenance Section:</i>	
		(18) Fitter, Welder, Blacksmith, Mechanic, Turner— Rs. 52-00. (19) Wireman— Rs. 58-00. (20) Greasers— Rs. 42-00. (21) Helpers— Rs. 28-60. (22) Workers employed in water-supply and Compress Air— Rs. 28-60.	
		<i>Daily-Rated :</i>	
137	Bombay Sewree Chemicals Mfg. Co. (Pvt.) Ltd.	(1) Unskilled— Rs. 1-25—0-0—2-25. (2) Semi-skilled— Rs. 1-75—0-15—3-25. (3) Skilled— Rs. 2-50—0-25—4-50.	D. A. shall be paid at the flat rate of Rs. 2-75 per day with effect from 1-6-1961.
		<i>Monthly-Rated :</i>	
		Peons— Rs. 40-3-64 per month. Watchman— Rs. 45-3-69 p.m.	

(1)	(2)	(3)	(4)
138 Cole Paints & Contracts Pvt. Ltd., Bombay.	(1) <i>Unskilled</i> .—Coolie and Water Proofer— Rs. 70—3—100. (2) <i>Semi-skilled</i> .—Single Board Writer, Asstt. Sign Board Writer, Polisher, Carpenter, Painters— Rs. 90—4—130. (3) <i>Skilled</i> .—Sign Board Writer, Polisher, Carpenter, Painters— Rs. 105—5—155. (4) Mukadam— Rs. 115—6—151—8—199.	..	
139 Calico Mills Chemical Division, Bombay.	<i>Clerks employed in Main Office and Factories:</i> (1) Jr. Grade— Rs. 65—5—95—8—135—E.B.—10—225. (Graduates and Stenographers would be started at Rs. 80). (2) Sr. Grade— Rs. 95—8—135—10—195—E.B.—15—255. (3) Telephone Operators— Rs. 46—3—70—E.B.—5—100. (4) Peons— Rs. 28.60 per month.	.. As the Textile Industry for clerks.	
141 Liberty Chemicals Works, Bombay.	..	<i>Effective from 1-1-1962.</i>	.. Rs. 1.85 per working day and will increase in future by Rs. 0.15 n.p.
142 Ahura Chemical Products Pvt., Ltd., Bombay.	<i>Effective from 1-1-1962.</i>	<i>Effective from 1-1-1962.</i>	
	Permanent workmen (excluding monthly-rated) Rs. 1.25—0.10—2.25.		Rs. 2.60 per working day.
143 Twilight Products, Bombay..	<i>Effective from 1-4-1962.</i>	..	
	<i>Consolidated Wages—</i> (1) All the workmen other than specified as <i>Unskilled</i> — Rs. 2.75 per day. (2) <i>Semi-skilled</i> .—Drillers, Buffer, Hand Press Operator, Hand Driller Workman and Stand Assemblage— Rs. 3.00 per day. (3) <i>Skilled</i> .—Workmen Operating power-press— Rs. 3.45 per day.		
145 Hind Dye Mfg. Co. Pvt. Ltd., Bombay.	<i>Effective from 1-1-1962.</i>		
	An <i>ad-hoc</i> increase of 0.50 nP. per day to all workmen.		
146 Allied Photographic, Ltd., Bombay.	<i>Clerical Staff.</i>		
	(1) <i>Grade I</i> .—Sr. Salesman, Accountant, Cashier Sec. Head (Statistical Deptt.), Sr. Steno, Sr. Asstt.— Basic Rs. 180—9—270.		Rs. 70.
	(2) <i>Grade II</i> .—Jr. Steno, Asstt. Accountant, General Asstt., Jr. Salesman, Godown Keeper— Basic Rs. 125—5—175.		Rs. 70.
	(3) <i>Grade III</i> .—Typist, Jr. Asstt., Filing and Despatch Clerk— Basic Rs. 85—4—125.		Rs. 65.
	<i>Labour Staff.</i>		
	(4) <i>Grade I</i> .—Motor Driver, Sr. Workmen Peon— Basic Rs. 60—3—120.		Rs. 55.
	(5) <i>Grade II</i> .—Jr. Workmen, Peon— Rs. 35—2—55.	..	Rs. 55.
147 Plasticables Pvt. Ltd., Bombay	<i>Effective from 1-4-1962.</i>		
	<i>Grades Consolidated Wages.</i> I .. Rs. 2.50—0.10—3.50 per day. II .. Rs. 3.00—0.15—4.50 Do. III .. Rs. 3.50—0.25—6.00 Do. Temporary unskilled workers shall not be paid less than Rs. 2.31 per day.	..	
149 Paragaon Products (India) Pvt., Ltd., Bombay.	For all workmen— Rs. 80—5—155.		15 nP. per point per worker over Bombay Working Class Cost of Living Index 380.



(1)	(2)	(3)	(4)
150 Rainbow Ink & Varnishers Mfg. Co. Pvt. Ltd., Bombay.	..	.. Minimum D. A. payable to workers shall not be less than Rs. 45 p.m. D. A. will be given as follows for the period shown :— 1-1-62 to 30-5-64 .. 55 p.c. of Revised Textile Scale. 1-6-64 to 30-5-67 .. 66½ p.c. of Revised Textile Scale.	
151 Universal Mineral & Chemicals Co., Bombay.	<i>Effective from 1-12-1962.</i>	(1) The existing rates of wages for loading work will be increased from 66 nPs. to 78 nPs. per ton. (2) Workers undertake to give normal work and not to resort to go-slow or coercive tactics.	..
152 M/s. Tulsi Velj Nava Sagarwalla & Co., Bombay.	<i>Effective from 1-1-1963.</i>	0.43 for those whose wages are Rs. 3.00 per day. 0.31 for those whose wages are less than Rs. 3.00 per day. No increment to them whose wages are more than Rs. 3.43.	.. .
154 Suhrid Geigy Trading Ltd., Bombay.	<i>Effective from 1-4-1962.</i>	Asstt. to Sec. Head— Rs. 120—10—200—15—320—EB—20—400	.. ..
157 Tipco Industrial Plastics Corp., Ltd.	<i>Effective from 1-3-1963.</i>	<i>Consolidated wages to permanent staff—</i> (1) <i>Semi-skilled 'B'—Machine Operators and Helpers—</i> Rs. 4.00—0.10—4.50. (2) <i>Semi-skilled 'A'—Machine Operators—</i> Rs. 4.75—0.15—5.50. (3) <i>Skilled.—Rollerman, Machine Man, Fitter—</i> Rs. 5.90—0.19—6.85.	
158 Ganges Ptg. Ink Factory, Bombay.	<i>Effective from 1-11-1962.</i>	(1) Unskilled— Rs. 35.00—1.50—50.00—2.00—70.00. (2) Semi-skilled— Rs. 45.00—1.75—62.50—2.00—82.50. (3) Skilled— Rs. 55.00—2.00—75.00—2.25—97.50.	75 per cent of the Revised Textile Scale from 1-11-1962.
159 Hoechst Dyes and Chemicals Ltd., Bombay.	<i>Group 'L'—</i>	(1) Grade A— Rs. 45—3—81. (2) Grade B— Rs. 55—4—103. <i>Group 'M'—</i> (3) (A—1)— Rs. 140 fixed. For workshop learners 3 years— 1st Year .. .. Rs. 140 fixed. 2nd year .. .. Rs. 150 fixed. 3rd year .. .. Rs. 160 fixed. (4) (A—2)— Rs. 55—4—87. (5) (B—1)— Rs. 65—4.50—101. (6) (B—2)— Rs. 70—4.50—106. (7) (B—3)— Rs. 75—5—115. (8) (C—1)— Rs. 85—6—133. (9) (C—2)— Rs. 95—7—151. <i>Group 'H'—</i> (10) (A—1)— Rs. 85—6—133. (11) (A—2)— Rs. 95—7—151. (12) (B—1)— Rs. 105—8—169.	Salary Slab Cost of Living Index Variation of Bet 436—445. 10 Pts. rise or fall (1) (2) (3) (1) Up to 99 Rs. 90 or 120 p.c. 3 whichever is more. per cent (2) Rs. 100 60 per cent additional 2 to 199. on the amount ex- per cent ceeding Rs. 100. (3) Rs. 200 30 per cent additional 1 to 299. on the amount ex- per cent ceeding Rs. 200. (4) Rs. 300 15 per cent additional .. to 500. on the amount ex- ceeding Rs. 300.

(1)	(2)	(3)	(4)
159—contd.		<p>(13) (B—2)— Rs. 115—9—187.</p> <p>(14) (C—1)— Rs. 145—12—241. (Increment period for this group is 8 years). Group 'S'—</p> <p>(15) (A—1)— Rs. 200 fixed.</p> <p>(16) (A—2)— Rs. 175—15—295.</p> <p>(17) (B—1)— Rs. 225—20—385.</p> <p>(18) (B—2)— Rs. 275—25—475.</p> <p>(19) (C—1)— Rs. 400—30—640.</p>	
160 Raghunand Chemical Industries Pvt. Ltd., Bombay.		<p><i>Effective from 1-5-1963.</i> To all workmen.—An ad-hoc increase of 0.25 nP. per day.</p>	
161 Phoenix Chemical Works Pvt. Ltd., Bombay.		<p>(1) It was agreed that the basis for calculation of wages will be on basis of Rs. 1.25 basic wages and Rs. 2.25 as D. A. The minimum Wage for permanent workmen shall be Rs. 3.50 as consolidated wage on the basis herein mentioned.</p> <p>(2) It was agreed that workmen getting Rs. 3 to Rs. 3.50 shall get Rs. 3.50 per day from 1st April 1963.</p> <p>(3) Between Rs. 3.50 to Rs. 4.00 per day shall get increment of 30 nP.</p> <p>(4) Rs 4.00 and above shall get increase of 20 nP. per day.</p> <p>(5) Those workmen serving for less than six months shall be paid minimum of Rs. 3.50 per day on their confirmation as permanent. Confirmation can take place after completion of one full year's continuous service.</p>	
163 Indian Organic Chemicals Ltd.		<p><i>Effective from 1-4-1963.</i></p> <p>(1) Permanent Workmen drawing up to Rs. 2 per day—Ad-hoc increase 0.25 nP. per day.</p> <p>(2) Permanent Workmen drawing between Rs. 2.25 to Rs. 3.00 per day. Ad-hoc increase 0.15 per day.</p> <p>(3) Permanent Workmen drawing between Rs. 3.00 to Rs. 3.50 per day. Ad-hoc increase Re. 0.10 per day.</p>	15 nP. per point over Bombay working Class Cost of Living Index 380.
164 Garware Plastics Pvt. Ltd., Bombay.		<p><i>Effective from 1-6-1963.</i></p> <p>(1) Permanent Office Peon— Rs. 30—3—45—4—85.</p> <p>(2) Temporary Office Peon at the time of recruitment Rs. 70 p.m. (Consolidated). After 6 months .. Rs. 75 p.m. After 12 months .. Rs. 80 p.m.</p>	
165 Indian Oxygen Ltd., Bombay		<p><i>Effective from 1-8-1963.</i></p> <p>(1) Cylinder Weigher— Rs. 45—3—60—4—92.</p> <p>(2) Asstt. Foreman— Rs. 120—10—200.</p> <p>(3) Number Packers— Rs. 45—3—60—4—88.</p>	
166 Hoogly Ink Co., Ltd.		<p><i>Effective from 1-4-1963.</i></p> <p><i>Daily Rated—</i></p> <p>(1) Sweeper, Cleaner, Helper— Rs. 1.45—0.07—1.80—0.12—3.00 per day</p> <p>(2) Delivery Mazdoor— Rs. 1.75—0.15—2.20—0.19—4.20 per day</p> <p>(3) Packers and Carpenters— Rs. 2.00—0.15—3.50—0.20—5.10 per day.</p> <p>(4) Machine Winders— Rs. 2.60—0.15—3.50—0.20—5.50 per day.</p> <p><i>Monthly Rated Workers :</i></p> <p>(1) Mukadams— Rs. 160—8—200—10—290—12½—315.</p> <p>(2) Drivers— Rs. 130—5—205 (Consolidated plus Rs. 15 p.m. Washing Allowance).</p> <p>(3) Office Peon— Rs. 100—2.50—135.</p>	<p><i>Effective from 1-4-1963.</i></p> <p>Daily rated workers 66 of the Revised Textile Scale for the No. of working days. If the index group is higher than 456—465 the workmen will get 3 per cent of basic for every 10 points variation.</p>

(1)	(2)	(3)	(4)
167 Star Chemicals (Bombay) Pvt. Ltd., Bombay.	All workmen shall continue to draw wages on consolidated wages.	<p>These whose wages are Rs. 84 or above as on 31-5-1963 shall be paid Rs. 10 more and thus new consolidated salary shall be fixed on 1-6-1963. They will further be given increments of Rs. 5 on 1-7-1964, 1-7-1965 and 1-7-1966 resp.</p> <p>Those whose wages are Rs. 82 or less as on 31-5-1963 shall be fixed to Rs. 90 as on 1-6-1963 and further they shall be given increment of Rs. 3 on 1-7-1964, 1-7-1965 and 1-7-1966 resp.</p> <p>Hereafter all new employees employed from the date of this settlement shall be paid minimum consolidated wage of Rs. 85 per month. Such employees shall also be paid Rs. 3 per month after each completed year of service till the continuance of this settlement.</p>	..
168 The Zone Chemicals Co. Ltd., Bombay.	An <i>ad-hoc</i> increment of Rs. 7.50 per month with effect from 1-5-1963 and on 1-5-1964 an <i>ad-hoc</i> increment of Rs. 5 p.m.		
169 Amar Dye Chem. Ltd., Bombay.	<p><i>Effective from 1-4-1963.</i></p> <p><i>Grade A.—(Graduates)—</i> Rs. 140—10—200—12.50—250—E.B.—15—355.</p> <p><i>Grade B.—(Science and Commerce Graduates)—</i> Rs. 170—12.50—245—15—320—E.B.—20—420.</p>		
172 Indian Gum Ind. Ltd., Bombay.	<p><i>Effective from 1-10-1963.</i></p> <p>Unskilled workers— Rs. 3.25 Consolidated Wage.</p>		
173 Indian Oxygen Ltd., Bombay	<p><i>Effective from 1-8-1963.</i></p> <p>(1) Cylinder Weigher— Rs. 45—3—60—4—92.</p> <p>(2) Assistant Foreman— Rs. 120—10—200.</p> <p>(3) Number Taker— Rs. 45—3—60—4—88.</p>		
174 Pigment and Dyestuff Pvt. Ltd., Bombay.	<p><i>Unskilled Permanent :</i></p> <p>Rs. 3.00 Effective from 1-8-1963 to 1-7-1964. Rs. 3.10 Effective from 1-8-1964 to 1-7-1965. Rs. 3.25 Effective from 1-8-1965 to 1-7-1966. Permanent workmen <i>i.e.</i> who have been in the continuous service of the Company for not less than 6 months on 1st August, 1963.</p> <p><i>Temporary and Badli Workmen :</i></p> <p>Rs. 2.50 per day.</p> <p><i>Semi-skilled.—Fitter, Turner, Welder, Carpenter under 'B' Grade—</i> Rs. 4.00—0.50—6.00 per day.</p> <p><i>Skilled.—Grade 'A' Fitter, Turner, and Welder—</i> Rs. 6.00—0.50—8.00 per day.</p>		
176 Sudarshan Chemical Industries Pvt. Ltd., Poona.	<p><i>Effective from 1-1-1961.</i></p> <p><i>Class A.—Accountant, Head Clerk, Sales Tax and General Administration Clerk—</i> Rs. 125—10—145—7—180—E.B.—7—250—E.B.—10—280.</p> <p><i>Class A-1.—Stenographers (Sr.)—</i> Rs. 125—10—175—E.B.—7—210—E.B.—7—280.</p> <p><i>Class B.—Assistant Accountant Excise Clerk, Supervising and Stores Keeper, General Technical Clerk, Intermediate Clerks, Billing and Sales Clerk, Sales Tax Clerk—</i> Rs. 100—10—150—E.B.—5—175—E.B.—5—200—E.B.—5—225.</p> <p><i>Class B-1.—Typist, Jr. Stenographers—</i> Rs. 90—10—100—5—125—E.B.—5—150—E.B.—5—170—E.B.—5—195.</p>		

(1)	(2)	(3)	(4)
176— <i>cont.</i>	<p><i>Class C.</i>—Jr. Clerks, Filling, Inward-Outward Clerk, Stores Clerk, Time Keeper Clerk, Despatch Clerk, Weighing Clerk, Misc. Work Clerk— Rs. 75—5—100—E.B.—5—125—E.B.—5—150.</p> <p><i>Note.</i>—Employees in Class 'C' will get starting salary according to their qualifications as below :— Matriculate— Rs. 85 per month. Intermediate— Rs. 90 per month. Graduate— Rs. 100 per month.</p>	<i>Effective from 1-7-1961.</i>	
178 Alta Laboratories Ltd., Kharoli, Dist. Kolaba.	<p><i>Consolidated Wages.</i></p> <p>(1) Unskilled— Rs. 50—5—65. (2) Semi-skilled— Rs. 57—6—75. (3) Skilled— Rs. 75—8—99.</p>	<i>Effective from 1-1-1956.</i>	
179 Cawnpure Chemical Co., Kanhan (Nagpur).	<p>Permanent Workers— Rs. 1-10-0, Re. 0-1-0, Rs. 3-0-0 p. d. Temporary Workers— Rs. 1-9-0 p. d.</p>		
182 Rajlaxmi Chemical Industry, Nagpur.	<p>(1) Cutter and Chappaiwalla— Rs. 65—Re. 1 <i>ad-hoc</i> increase. (2) Packer— Rs. 60 + Rs. 11 as agreed. (3) Salesman— Rs. 100. An annual increase of Re. 1 for each category for a period of 5 years.</p>	<i>Effective from 1-7-1961.</i>	
183 Sarabhai Chemicals, Nagpur	<p>1. Peon/Packers— Rs. 30—3—51—5—76. 2. Jr. Clerk Typist— Rs. 65—5—70—7½—130—E.B.—10—220 (Graduates to start two steps higher). 3. Sr. Clerks— Rs. 125—10—225—E. B.—10—325.</p>	<i>Effective from 1-4-1961.</i>	<p>(1) Peons and Packers— Rs. 68.00. (2) Clerical Staff up to Rs. 100— Rs. 85.50 on 1st 100. Clerical Staff up to Rs. 150— 45 per cent on the part of the salary between 101—150. Clerical Staff up to Rs. 300— 45 per cent of the part of the salary between 101—150. 25 per cent on the part between 151—200 as above <i>plus</i> 15 per cent on the part between 201—300. No additional D. A. on basic salary above Rs. 300.</p>

## Statement showing the names of the concern and particulars

Serial No. in Index (1)	Name of concern (2)	Privilege Leave (days) (3)	Sick Leave (days) (4)
1	M/s. Chembur Bone and Fertilizer Co., Pvt., Ltd...	..	..
2	Sonawala Industries Pvt., Ltd., Kalyan .. ..	..	..
7	Amar Dye Chem. Ltd., Shahad, District Thana ..	21 (1) (Clerks, peons, Lab., Asstt. and Chemist.) (2) As per Factories Act to other workers.	..
9	Dharamji Morarji Chemical Co. Pvt., Ltd., Ambernath.	..	..
16	M/s. General Pigment and Chemical Products Pvt., Ltd.	15 (Accumulation upto 30 days.)	..
20	M/s. Chembur Bone and Fertilizer Co., Pvt., Ltd. Bombay.	..	..
22	The Surhid Geigy Trading Pvt., Ltd., Bombay ..	..	7 (Accumulation 28 days.)
23	The Podar Plastics Pvt., Ltd., Bombay .. ..	..	..
27	Arco Bangle Works and other 68 concerns as per list attached.	..	..
28	M/s. Vijay Bangle Works, Borivali, Bombay ..	As per the Factories Act .. ..	..
31	M/s. General Chemical Pvt., Ltd., Bombay ..	..	..
32	M/s. Dwacon Pvt., Ltd., Bombay .. ..	20*	7 (With Full pay.) (Accumulation upto 21 days.)
33	The Bombay Gas Co. Ltd., Bombay .. ..	..	..
35	The Plastic Extruders Pvt. Ltd., Bombay ..	14 (Accumulation upto 40 days.)	7 (With Full pay.) (Accumulation upto 21 days.)
36	M/s. Orient Plastics, Bombay .. ..	..	7
38	M/s. Keron Products, Bombay .. ..	..	..
39	Dental Corporation of India, Bombay .. ..	..	*4 (With half pay.) (Accumulation upto 12 days.)
41	The Papu Products, Bombay .. ..	..	..
43	Shree Ganesh Chemical Industries Bombay-12 ..	..	..
46	M/s. Calico Mills Chemical Division, Bombay ..	Effective from 1-4-1964 .. .. 30 days to draughtsmen, clerks and Stenes (Accumulation upto 90 days) 21 days to printers.	..
47	The Natural Gas Company Pvt., Ltd., Bombay ..	..	10 (With half pay.)
48	M/s. Art Bangle Pvt., Ltd., Bombay .. ..	One day for each 20 days of work till a limit of 12 days and at the rate of one day for each 10 days of working in excess of 240 days.	10 (With half pay.) (Accumulation upto 45 days.)
50	M/s. Coats of India Ltd., Bombay .. ..	..	..
51	The Clerical Chemicals Co., Bombay .. ..	..	..

## of leave and Paid Holidays granted in ' the Chemical ' Industry.

Maternity Leave (days)	Leave without pay (days)	Casual leave (days)	Festival Paid holidays (days)	Remarks
(5)	(6)	(7)	(8)	(9)
..	..	..	5*	*Muslim employees to get 3 more holidays.
..	..	..	5	
..	..	..	..	
..	..	..	4	
..	..	5	6	
..	..	3	..	
21	..	..	..	
..	..	..	4	
..	..	..	6	
..	..	..	(where the E. S. I. Scheme is in force.)	
..	..	..	4	
..	..	..	(where the E. S. I. scheme is in force.)	
..	..	..	4	
..	..	3	..	
..	..	..	..	*Includes 6 days casual leave accumulation upto 40 days.
..	..	..	10	
..	..	6	..	
..	..	5	..	
..	..	4	..	
..	..	7	8	*4 days in addition to the benefit under the E.S.I. Scheme.
..	..	5	6	
..	..	7	5	
..	..	Effective from 1-4-64 .. (10 days to Drughtsmen, clerks and Stenos.), 7 days to printers.	..	
..	..	5	3	
..	..	6	..	
..	..	..	7	
..	..	Permanent hourly workers *4 days or 32 hours.	..	*This will be increased to 7 days from 1-1-1967.

(1)	(2)	(3)	(4)
55	The Gold Field Mercantile Co., Bombay.. ..	As per the Factories Act .. ..	As per the E. S. I. Act .. ..
59	M/s. Shrijactant Pvt., Ltd. .. ..	..	..
62	Sharad Plastics, Bombay .. ..	..	..
63	M/s. Asia Chemical Works, Bombay .. ..	..	*5
65	The Indesar Chemical Corpn., Pvt., Ltd. ..	..	..
66	M/s. Indo Nippon Chemical Ltd., Bombay ..	..	..
67	The Pen Workers .. ..	..	..
71	M/s. Ganje's Ptg., Ink Factory, (Supervisory Staff), Bombay.	As per Factories Act .. ..	14
72	M/s. Indian Oxygen Ltd., Bombay.. ..	For 240 days work in a year .. 16 days for every 15 days' work. (Accumulation upto 48 days.)	..
73	M/s. Gandhi Parekh Investment Corpn., Pvt., Ltd., Bombay.	..	..
74	M/s. Comtex Laboratories, Bombay .. ..	..	..
75	Indian Plastics Ltd., Kandivli, Bombay .. ..	..	6 (Provided for the workman covered under the E.S.I. Scheme).
76	M/s. Corbon Dry Colour Works, Thana.. ..	Who have worked for 235 days in a year instead of 240 days provided in the Factories Act, 1948.	..
77	Bombay Sewree Chemicals Mfg. Co., Pvt., Ltd., Bombay	..	..
79	Indian Plastics Ltd., Bombay .. ..	..	..
80	Sirdar Corboril Gas Co., Ltd., Bombay .. ..	..	6 (Provided covered under the E.S.I. Scheme)
83	Pratibha Plastic Industries, Poona .. ..	..	..
89	Exen Industries, Bombay .. ..	As per the Factories Act, 1948..	..
90	Oriental Plastics Corpn., Bombay .. ..	..	..
94	Photogravaurs (India) Pvt., Ltd., Bombay ..	..	..
96	Ronuk Industries Ltd., Bombay .. ..	..	..
97	The Bhor Industries Ltd., Bombay.. ..	..	..
98	Morani Fire Works, Bombay .. ..	As per the Factories Act, 1948..	*7
99	Dominion Plastics Industries, Bombay .. ..	Permanent—21 .. .. (Accumulation 42 days).	As per the E.S.I. Scheme .. ..
100	Dharamji Morarjee Chemical Co., Ltd., Ambernath Bombay.	..	..
103	Imperial Chemicals Industries Pvt. Ltd. .. ..	..	..
104	Jay Dee Plastics, Bombay .. ..	..	..
105	Worli Chemicals Works, Bombay .. ..	Permanent— As per the Factories Act, 1948.	Permanent— *3
106	Indian Plastics, Bombay .. ..	As per the Factories Act, 1948	..
108	Industrial Oil Co., Bombay .. ..	14 (Accumulation up to 42 days).	6 (Accumulation up to 12 days).
109	M/s. Pioneer Chemical Co., Bombay .. ..	..	..

(5)	(6)	(7)	(8)	(9)
..	..	4	4	
..	..	Permanent workers 5	..	
..	..	6	..	
..	..	*5	..	*Permanent workers.
..	..	5	5	
..	..	*7	5	*Permanent workers.
..	..	5	..	
..	..	10	..	
..	..	..	..	
..	..	For work of 240 days in previous years. 6	..	
..	..	7	*Paid Holidays should be given as in case of Perma- nent workmen.	*Not mentained.
..	..	..	..	
..	..	3	13	
..	..	..	6	
..	..	Daily-Rated Workman—5 with (Full Pay).	..	
..	..	..	..	
..	..	..	*3	*Existing entitlement
..	..	5	4	
..	..	..	2	
..	..	3	3	
..	..	5	3	
..	..	7	4	
..	..	..	2	*this includes casual leave also.
..	..	10	4	
..	..	7	..	
..	..	..	5	
..	..	..	6	
..	15	4	8	*Benefit is not for those covered E. S.I. Scheme.
..	..	5	4	
..	1 (month)	..	6	
..	..	4	4	



(1)	(2)	(3)	(4)
110	M's. Caprihans (India) Pvt., Ltd., Bombay ..	21	4
112	The Sirdar Carbonic Gas Co., Bombay ..	..	..
113	Phoenix Chemical Works Pvt., Ltd. .. ..	..	..
114	Teddington Chemicals Factory Ltd., Bombay ..	(1) Grade I, II, III 30 (Permanent) (Accumulation up to 60 days). (2) Grade A, B, C & D. 21 days— (Accumulation up to 42 days). (3) Watchman 30 days— (Accumulation up to without limit).	.. .. ..
116	Ronuk Industries Ltd., Bombay .. ..	..	..
117	Pioneer Chromate Works, Division of Bharat Pulversing Mills Pvt., Ltd.	..	..
118	Standard Batteries .. .. .	20 (permanent workers) .. ..	..
120	Suhrid Geigy Trading Ltd., Bombay .. ..	18 (Accumulation 36 days).	..
123	M's. Bombay Chemicals Co., Pvt., Ltd., Bombay.	7	..
125	Union Acid & Chemical Co., Bombay .. ..	..	..
126	Sarabhai Chemicals, Bombay .. .. .	..	15 (Accumulation up to 30 days.)
127	Plastella, Bombay .. .. .	..	..
128	Hoechst Dyes & Chemicals Ltd., Bombay ..	(1) *After Completion of 1st and 2nd year of service 15 working days. (2) After Completion of 3 years of service. 21 working days. (Accumulation not more than 3 years).	7
129	J. K. Chemicals Ltd., Bombay .. .. .	..	..
130	Plastics Packaging Pvt., Ltd., Bombay .. ..	As per the Factories Act .. ..	..
131	Kosmek Plastic Mfg. Pvt., Ltd., Bombay ..	21 (Accumulation up to 42 days) ..	*7 (Accumulation up to 21 days.)
132	Precisions Plastics, Bombay .. .. .	* 15	..
133	M's. Polychem, Ltd., Bombay .. .. .	..	..
134	A'bad Mfg. and Calico Ptg., Co., Ltd. (Che- mical Division), Bombay.	As per the Factories Act .. ..	..
136	Sonawalla Industries Pvt., Ltd., Kalyan .. ..	..	..
137	Bombay Sewree Chemicals Mfg., Co., Pvt., Ltd., Bombay.	..	..
138	Cole Paints and Contracts Pvt., Ltd., Bombay ..	..	..
139	Calico Mills Chemical Division, Bombay .. ..	Clerks : *30 (Accumulation up to 90 days).	* Clerk not covered under the E. S. I. Scheme. 15 (With half pay only basic wage and not D. A.).
142	Ahura Chemical Products Pvt., Ltd., Bombay ..	..	..
143	Twilight Products, Bombay .. .. .	..	..
144	Liberty Chemical Works, Bombay .. .. .	..	..
145	Hind Dyes Mfg. Co., Pvt., Ltd., Bombay .. ..	..	..

(5)	(6)	(7)	(8)	(9)
..	..	5	11	
..	..	..	5	
..	..	5	5	
..	..	Permanent Workers—10	13	
..	..	5	3	
..	..	..	4	
..	..	..	..	
..	..	..	2	
..	..	..	2	
(12 weeks)	..	2	4	
..	..	10	..	
..	..	4	4	*Not covered the under E.S.I. Scheme.
..	..	Permanent—7	6	*Working days excludes Saturday, Sunday and holidays.
..	..	6	..	
..	..	Permanent—7	4	
..	..	7	8	*Workers not covered under the E.S.I. Scheme.
..	..	..	4	*After completion of one Year service.
..	..	*7	..	*Effective from 1-1-1962.
..	..	7	4	..
..	..	.. ..	5	..
..	..	.. ..	4	..
..	..	Permanent :	..	..
..	..	4	..	*For service period of 1 year.
..	..	10	..	
..	..	6	4	..
..	..	4	5	..
..	..	*5	..	*With effect from 1-1-1963.
..	..	5	5	..

(1)	(2)	(3)	(4)
146	Allied Photographic Ltd., Bombay .. ..	..	<i>Permanent :</i> 15 ( Non-accumulative).
147	Plasticables Pvt., Ltd., Bombay .. ..	..	..
148	M's. Zone Chemical Co., Bombay .. ..	As per the Factories Act .. ..	..
149	Paragon Products (India) Pvt., Ltd., Bombay ..	As per the Shops and Commercial Estts.	7 (With full pay). 15 (With half pay). (No accumulation).
150	Rainbos Ink and Varnishes Mfg., Pvt., Ltd., Bombay	..	..
152	M's. Tulsi Velj Navasagarwala and Co., Bombay.	..	..
156	M's. Esufally Sarafaly Rangwalla, Bombay ..	..	..
157	Tipco the Industrial Plastic Corpn., Ltd., Bombay	..	..
159	Hoechst Dyes and Chemicals Ltd., Bombay ..	.. *21 Working days (Accumulation up to 63 days) ..	7 (Accumulation up to 21 days)
160	Raghunath Chemical Ind., Pvt., Ltd., Bombay ..	..	..
161	Phoenix Chemicals Pvt., Ltd., Bombay .. ..	..	..
162	Machinery Paints and Chemicals (India) Ltd., Bombay.	..	..
164	Garware Plastics Pvt., Ltd., Bombay .. ..	<i>Permanent Peon.</i> 21 (Accumulation up to 42 days).	..
		<i>Temporary Peons :</i> 1 day for every 20 days of work.	
166	Hoogly Ink Co., Ltd., Bombay .. ..	..	7 (Accumulation up to 14 days).
167	Stars Chemicals (Bombay) Pvt. Ltd., Bombay ..	..	..
171	Pankaj Pen Industries, Bombay .. ..	..	..
174	Pigment and Dye Stuff Pvt., Ltd., Bombay ..	As per the Factories Act .. ..	..
177	Walchand Nagar Industries Plastic Plant, Poona ..	<i>Clerical and Supervisory Staff—</i> One day for 15 days of work .. (Accumulation 40 days.)	7 (Accumulation 21 days).
		<i>Other Workers—</i> As per the Factories Act.	
178	Alta Laboratories Ltd., Khapoli, Poona .. ..	As per the Factories Act .. ..	6 (Accumulation up to 18 days).
179	Cawnpore Chemicals Co., Kanhan .. ..	..	..
180	Kanpur Chemical Works, Kanhan .. ..	..	..
183	Sarabhai Chemicals, Nagpur .. ..	30	15 (Accumulation up to 30 days).

(5)	(6)	(7)	(8)	(9)
..	..	7	..	..
..	..	5	5	..
..	..	5	9	..
..	..	..	12	..
..	..	7	8	..
..	15 (Accumulation up to 30 days).	..	5	..
..	..	..	2	..
..	..	6	5	..
..	..	7	8	*Excluding Saturday, Sunday and Holidays.
..	..	3	4	..
..	..	5	6	..
..	..	<i>Permanent :</i> 7	5	..
..	..	7	..	..
..	..	<i>Permanent :</i> 7	15	..
..	..	5	4	..
..	..	4	3	..
..	..	5	4	..
..	..	8	7	..
..	..	..	9	..
..	..	..	4	..
..	..	..	..	..
12 (Weeks).	..	10	..	..

## Statement showing the names of the concerns and the

Name of Concern and Sr. No. in the list	Gratuity payable on (in terms on number			
	On Death or Disability (Physical or Mental) while in employment for each year	On termination of service or after—		
		5 years	10 years	15 years
(1)	(2)	3 (a)	3 (b)	3 (c)
2. Sonawala Industries (P) Ltd. ..	8 days salary.	..	..	..
6. Dadaji Dhakajee & Co., Pvt., Ltd. (Colour Deptt.)	One month's basic salary ..	..	..	..
10. Bhor Industries Ltd. .. ..	3/4 month's basic wages of service before the application of the P. F. Act, 1952 and 1/2 month's basic wage for year thereafter.	..	2 montns' basic wages.	As in the case of 'Death', etc.
13. Shree General Chemical, Industries, Bombay.	The existing scheme stand modified In case any of the worker becoming incapable to continue in service on account of death wages for each year of service. But in no event the gratuity so payable would be nated by the employer afer he has completed service of 5 years he would be paid scheme for payment of gratuity will continue to be in force.			
16. M's. General Pigment & Chemical Products Pvt., Ltd., Bombay.	15 days basic salary	..	..	..
18. The Great India Plastics, Bombay.	1/2 month's basic wage	..	..	..
19. M/s. Polychem Ltd., Bombay ..	The company agrees to pay the gratuity by way of compensating in case of death or permanent thereof in excess of 6 months subject to a maximum of 10 months.			
22. The Suhrid Geijy Trading Pvt., Ltd., Bombay.	1 month's basic wage ..	..	3/4 month's	1 month's.
29. Bhor Industries Ltd., Bombay ..	1 month's basic wage ..	..	3/4 month's	1 month's.
32. Iwacom Pvt., Ltd., Bombay ..	1/2 month's basic pay ..	..	10 days	1/2 month's
34. Indian Oxygen Ltd., Bombay ..	The Tribunal modified the existing gratuity scheme by saying that the ceiling may be			
35. The Plastic Extruders Pvt., Ltd.	1/2 month's basic pay ..	..	10 days	1/2 month's.
37. The Chemo Pharma Laboratories, Ltd., Bombay.	15 days basic wages ..	7 days basic pay ..	10 days	15 days
39. Dental Corporation of India ..	10 days wages per year up to 5 years service and thereafter 15 days wages.	10 days wages per year up to 5 years service and thereafter 15 days wages.		
44. The Pfizer Pvt., Ltd., Bombay ..	The existing Scheme is modified by the Tribunal by raising the maximum to 20 months' will get half month's basic wages for each year of service. Thus when he has put in. The Tribunal also amended the existing clause pertaining to dismissal and directed the then the gratuity may be deducted to the extent of the damage caused by the workman.			
47. Natural Gas Co., Pvt., Ptd., Bombay.	1 month's consolidated wages.	1 month's consolidated wages per year of service.		
50. M/s. Coates of India Ltd., Bombay.	1/2 month's total wages ..	..	1/3 month's total wages.	1/2 month's total wages.
53. M's. Antar Dye Chem. Ltd., Bombay.	15 days basic wages ..	..	1/3 month's basic wage.	..
56. M s. Indian Dye Stuff Industries, Ltd., Bombay.	15 days basic wages ..	..	1/3 month's basic wage.	..

quantum of gratuity granted in the 'Chemical' Industry

of days/months/weeks wages for each year of service

On Resignation from service after—			On voluntary Retirement after—			Maximum Gratuity Payable	Remarks	
5 years	10 years	15 years	5 years	10 years	15 years			
4 (a)	4 (b)	4 (c)	5 (a)	5 (b)	5 (c)	(6)	(7)	
..	..	..	8 days salary for each year of service			..	..	Effective from 1-1-59.
1/2 month's	.. 3/4 month's	.. 1 month's	.. 1/2 month's	3/4 month's	1 month's	.. 15 months.	..	
As in the case of 'Death', etc., after completion of 15 years of continuous service.			As in the case of 'Death', etc., after completion of 15 years' continuous service.			15 months.	..	

to the following effect :—

or on account of incapacity due to injury or due to causes beyond his control then he would be paid gratuity at the rate of 15 days less than two months' wages at the time of termination of his service. In case the services of the workers are terminated gratuity at the rate of half month's wages for every year of completed service. As regards all the other conditions the present

After 12 years— 15 days basic salary per year of service.	..	..	15 days basic salary per year of service after 12 years.	..	..
..	..	..	1/2 month's basic wage per year on super-annuation and on voluntary retirement after 10 years service.	7 1/2 months' basic wage.	..

ment disability of workman to do the work at the rate equivalent to 30 days basic wages for every completed year of service or any

..	..	1 month's basic wage.	..	..	1 month's basic wage.	15 months' basic wage.	..
..	..	1 month's basic wage.	..	..	1 month's basic wage.	15 months' basic wage.	..
..	..	1/2 month's basic pay.	..	..	1/2 month's basic pay.	10 months' basic pay.	..

increased to 20 months, basic wages but with the proviso that after 15 years, service, the scale should be half a month's basic wage.

..	..	1/2 month's basic pay.	..	..	1/2 month's basic pay.	10 months'	..
..	..	1/2 month's basic pay.	..	..	1/2 month's basic pay.	15 months'.	..

10 days wages per year up to 5 years service and thereafter 15 days wages.	..	..	10 days wages per year up to 5 years service and thereafter 15 days wages.	..	..
--	----	----	--	----	----

up to 15 years continuous service under the present scheme the workers get one month's wages after that period every year he 25 years of service he would be entitled to 20 months' wages, and this should be the maximum.

company to pay gratuity at the usual rate to workers dismissed for misconduct unless the misconduct has resulted in any damage concerned.

1 month's consolidated wages	..	..	1 month's consolidated wages per year of service.	..	..
..	..	1/2 month's total wages.	..	..	1/2 month's total wages.
15 days basic wages per year of service	..	..	15 days basic wages per year of service	..	12 months'.
15 days basic wages per year of service	..	..	15 days basic wages per year of service	..	12 months' basic wage.

(1)	(2)	3 (a)	3 (b)	3 (c)
58. The Polychem Ltd., Bombay ..	1 month's basic wages ..	1/2 month's basic wage.	2.3 month's basic wage.	1 month's basic wage.
63. Asian Chemicals, Bombay ..	15 days wages ..	..	..	..
64. Bakelite Electrical Mfg., Co., Pvt., Ltd., Bombay.	15 days basic wages ..	..	10 days basic pay	..
65. Indosel Chemicals Corpn. Pvt., Ltd., Bombay.	10 days wages ..	..	..	..
67. Pen Workers, Bombay ..	7 days consolidated wages	..	..	..
68. M's. Kores (India) Ltd. (General), Bombay.	1 month's basic salary per year up to 15 years of service and thereafter 1/2 month's basic salary.	75 per cent of basic wages.	75 per cent of basic wages.	1 month's salary
76. M's. Carobon Dry Colour Works, Thana.	10 days wages ..	10 days basic wages	..	..
80. The Sirdar Carbonic Gas Co., Ltd., Bombay.	1 month's basic wages ..	(a) On completion of 5 years but less than 7 years—4 months' salary. (b) On completion of 8 years of continuous service—6 months' salary. (c) On completion of 9 years of continuous service—5 months' salary. (d) On completion of ten years of continuous service—1 month's salary or wages for each completed year of service.		
105. Worli Chemical Works, Bombay	15 years basic wages ..	On termination after 12 years service—15 days basic wages per year of service.		
108. Industrial Oil Co. ..	1/2 month's basic wages	..	..	..
110. Caprohans (India) Pvt., Ltd., Bombay.	15 days basic wages to one having completed 7 years service.	..	..	..
111. The Dharmajee Morarji Chemical Co., Ltd., Ambernath, Bombay.	..	..	..	..
113. Phonix Chemical Works Pvt., Ltd., Bombay.	One month's salary ..	1/2 month's salary	3/4 month's	15 months' salary
114. Teddington Chemical Factory Ltd.	(1) Completed 5 years and up to 8 years—1/2 month's basic salary per each completed year of service. (2) Completed 8 years and up to 10 years—3/4 month's basic salary for each year of service. (3) Completed 10 years or more—1 month's basic salary for each completed year of service.	(i) Completed 5 years and up to 8 years—1/2 month's basic salary for each completed year of service. (ii) Completed 8 years and up to 10 years—3/4 month's basic salary for each year of service. (iii) Completed 10 years or more—1 month's basic salary for each completed year of service.		
126. Sarabhai Chemicals, Bombay ..	One month's basic salary per year of service subject to a maximum of 15 months' basic salary or Rs. 4,500 whichever is lower.	(i) After 10 years service—3/4 month's basic salary per year of service or Rs. 3,375 whichever is lower. (ii) After 15 years service—One month's basic salary subject to a maximum of 15 months' basic salary or Rs. 4,500 whichever is lower.		
131. Kosmes Plastics Mg., Pvt., Ltd.,	1/2 month's wages ..	1/2 month's wages	..	..
133. M's. Polychem Ltd., Bombay ..	30 days basic wages ..	..	..	..

4 (a)	4 (b)	4 (c)	5 (a)	5 (b)	5 (c)	(6)	(7)
..	..	1 month's basic wage.	..	..	1 month's basic wage.	15 months' basic wages.	..
15 days wages ..	..	..	15 days wages	..	..	15 months' basic wages.	..
..	..	10 days basic wages.	..	..	10 days basic wages.	15 months'.	..
..	..	10 days wages	..	..	10 days wages	15 months'.	..
..	..	7 days consolidated wages.	..	..	7 days consolidated wages.	5 months'.	..
..	75 per cent of basic salary per year.	1 month's basic wages per year up to 15 years and thereafter 1/2 month's basic wages.	..	75 per cent of basic salary	1 month's basic wages per year up to 15 years and thereafter 1/2 months' basic wages.	20 months'.	..
..	10 days basic wages.	..	10 days basic wages.	..	..	..	..
On resignation after 10 years continuous service— 15 months' salary.			On retirement after 10 years continuous service 15 months' service.			15 months' salary.	..
On resignation after 12 years service— 15 days basic wages per year of service.			On superannuation after the age of 55 years and continuous service of 12 years— 15 days basic wages per year of service.			7½ months' basic wages.	..
On resignation after 12 years service— 1/2 month's basic wages per year of service.			After 12 years service— 1/2 month's wages per year of service.			..	..
..	..	..	..	..	..	..	..
Resignation after 15 years of service as the case of voluntary retirement.			On retirement at the age of 60 years— 1 month's basic wage per year to those who were in service before 2-8-1955 and after that period 15 days per year.			..	..
..	..	15 months' salary	..	..	15 months' salary.	15 months'.	..
..	..	15 months' salary	..	..	15 months' salary.	15 months'.	..
Resignation after completing 15 years of continuous service— One month's basic salary, subject to a maximum of 15 months' basic salary or Rs. 4,500 whichever is lower.			Voluntary retirement after completing 15 years continuous service— One month's basic salary subject to a maximum of 15 months' basic salary or Rs. 4,500 whichever is lower.			..	..
..	..	1/2 month's wages.	..	1/2 month's wages.	..	..	..
..	..	..	..	..	..	..	..



(1)	(2)	3 (a)	3 (b)	3 (c)
136. Sonawala Industries Pvt. Ltd., Kalyan.	8 days salary ..	..	..	..
139. Calico Mills Chemical Division, Bombay.	For Clerks only— One month's basic salary	..	..	..
146. Allied Photographic Ltd., Bombay.	15 days salary ..	..	10 days salary	15 days salary
149. Paragon Products (India) Pvt. Ltd.	15 days salary ..		15 years salary	
154. Suhrid Geigy Trading Ltd., Bombay.	One month's basic salary	..	3/4 month's basic salary.	1 month's basic salary.
157. Tipco The Industrial Plastic Corporation Ltd.	1/2 month's pay per year up to 15 years.	..	..	21 days pay
167. Star Chemical (Bombay), Pvt. Ltd.	8 days wages ..	..	..	8 days wages
183. Sarabhai Chemicals, Bombay ..	One month's basic salary per year of service subject to a maximum of 15 months' basic salary or Rs. 4,500 whichever is lower.		(i) After 10 years service— 3/4 month's basic salary per year of service or Rs. 3,375 whichever is lower. (ii) After 15 years service— One month's basic salary, subject to a maximum of 15 months' basic salary or Rs. 4,500 whichever is lower.	

4 (a)	4 (b)	4 (c)	5 (a)	5 (b)	5 (c)	(6)	(7)
..	..	..	Retirement due to old age and/or ill health—		..	..	..
			8 days salary per year.				
..	..	..	..	..	..	15 months'	
..	..	15 days salary	..	..	15 days salary	7½ months'	
..	..	15 days salary	..	..	15 days salary	..	
..	..	1 month's basic salary.	..	..	1 month's basic salary.	15 months'	
..	..	21 days pay	..	..	21 days pay	..	
..	..	8 days wages	..	..	8 days wages	20 months'	
<p style="text-align: center;"><i>Resignation.</i></p> <p>After completing 15 years of continuous service— One month's basic salary subject to a maximum of 15 months' basic salary or Rs. 4,500 whichever is lower.</p>			<p>Voluntary Retirement after completing 15 years continuous service— One month's basic salary, subject to a maximum of 15 months' basic salary or Rs. 4,500 whichever is lower.</p>		..	..	

## PHARMACEUTICALS

The last Norms Committee had defined the Pharmaceutical Industry as "manufacture of Medicines, Pharmaceutical preparations, Perfumes, Cosmetic and other Toilet Preparations except soaps". The present Committee has adopted the same definition which was adopted by the previous 'Norms' Committee for the purpose of classification of Settlements, Agreements and Awards.

The Pharmaceutical Industry is a well established and highly organised industry in the State. Many of the concerns in this industry are of foreign origin or working with foreign collaboration. The labour in this industry is also highly organised and the service conditions are almost standardised. The financial position of the concerns in this industry in many cases is sound and prosperous.

The industry is mostly concentrated in and around Greater Bombay as will be evident from the fact that out of 133 Awards and Settlements in this industry examined, 116 Awards and Settlements were from the Greater Bombay Region. There were 13 Awards and Settlements from the Poona Region and 4 from the Nagpur Region.

During the relevant period, the Committee scrutinised and examined 60 awards (of which 52 were published Awards and 8 were unpublished), 71 Settlements under the Industrial Disputes Act, 1947 and 2 Settlements under the Central Provinces and Berar Industrial Disputes & Settlement Act, 1947.

The division-wise break-up of 60 Awards and 73 Settlements is as follows :—

Division	Awards	Settlements/ Agreements	Total
Bombay .. .. .	51	65	116
Poona .. .. .	7	6	13
Nagpur .. .. .	2	2	4
Aurangabad .. .. .	..	..	..
Total .. .. .	60	73	133

The following list gives the names and references of 133 concerns to which these Awards, Agreements and Settlements refer :—

Serial No. (1)	Name of the Concern (2)	Reference (3)
<b>AWARDS</b>		
<b>Bombay Division</b>		
		<i>Date and Page Nos. of M.G.G., Part I-L</i>
1	The Himalaya Drug Co., Bombay .. .. .	17-9-1959 (4079—4083).
2	May & Baker (India) Pvt. Ltd., Bombay .. .. .	17-3-1960 (1064—1073).
3	Dumex Pvt. Ltd., Bombay .. .. .	23-6-1960 (530—540).
4	Anglo Indian Drug & Chemical Co., Bombay .. .. .	20-7-1960 (Unpublished).
5	The Dattatraya Krishna Sandu Bros. Pvt. Ltd., Bombay .. .. .	6-10-1960 (1604—1607).
6	M/s. Unichem Laboratories, Bombay .. .. .	29-12-1960 (3323—3332).
7	Glaxo Laboratories (India) Pvt. Ltd., Bombay .. .. .	5-1-1961 (8—76).
8	Glaxo Laboratories (India) Pvt. Ltd., Bombay .. .. .	23-3-1961 (Unpublished).
9	Sandoz India Ltd., Bombay .. .. .	19-9-1961 (Unpublished).
10	The Colgate Palmolive (India) Pvt. Ltd., and Kemp & Co. Ltd., Bombay .. .. .	2-11-1961 (2965—2995).
11	M/s. Sandoz (India) Ltd., Bombay .. .. .	21-12-1961 (3519—3522).
12	The Usan Laboratories Pvt. Ltd., Bombay .. .. .	22-3-1962 (1294—1296).
13	M/s. Parke Davis (India) Pvt. Ltd., Bombay .. .. .	3-5-1962 (1763—1775).
14	M/s. Pfizer Pvt. Ltd., Bombay .. .. .	5-7-1962 (2711—2725).

(1)	(2)	(3)
15	The Oriental Pharmaceutical Industries Ltd., Bombay .. .. .	25-10-1962 (4201—4204).
16	M/s. Medichem Laboratories Pvt. Ltd., Bombay .. .. .	26-11-1964 (4051—4054).
17	M/s. Parke-Davis (India) Pvt. Ltd., Bombay .. .. .	29-11-1962 (4849—4865).
18	M/s. Anglo Indian Drug & Chemical Co., Bombay .. .. .	10-1-1963 (112—114).
19	Pfizer Pvt. Ltd., Bombay .. .. .	13-2-1963 (Unpublished).
20	The Unichem Laboratories, Bombay .. .. .	26-2-1963 (Unpublished).
21	Ciba of India Ltd., Bombay .. .. .	17-4-1963 (Unpublished).
22	Imperial Pharmaceutical Products, Bombay .. .. .	7-8-1963 (Unpublished).
23	M/s. Ramnord Research Lab., Bombay .. .. .	7-11-1963 (3597—3605).
24	The Chemical Industries & Pharmaceutical Laboratories Ltd., Bombay .. .. .	7-11-1963 (3617—3627).
25	M/s. Vico Laboratories, Bombay .. .. .	28-11-1963 (4007—4008).
26	The Chemo Pharma Laboratories Ltd., Bombay .. .. .	5-12-1963 (4078—4084).
27	M/s. Eagle Pharmaceutical Works, Bombay .. .. .	26-12-1963 (4462—4470).
28	The Vico Laboratories, Bombay .. .. .	5-3-1964 (757—759).
29	M/s. Kemp & Co. Ltd., Bombay .. .. .	26-3-1964 (1101—1107).
30	M/s. Castophene Mfg. Co., Bombay .. .. .	26-5-1964 (1583—1590).
31	The Bengal Chemical & Pharmaceutical Works Ltd., Bombay .. .. .	9-7-1964 (2326—2327).
32	The Bengal Chemical & Pharmaceutical Works, Ltd., Bombay .. .. .	9-7-1964 (2330—2331).
33	M/s. I. G. Gajjar & Co., Bombay .. .. .	16-7-1964 (2404—2411).
34	The Unichem Laboratories Ltd., Bombay .. .. .	3-9-1964 (3033).
35	D. K. Sandu Bros. Pvt. Ltd., Bombay .. .. .	29-10-1964 (3710—3713).
36	The Crooks Interfran Ltd., Bombay .. .. .	17-6-1965 (2035—2113).
37	The Bombay Pharmaceutical Works Pvt. Ltd., Bombay .. .. .	22-7-1965 (2569—2570).
38	The Uran Laboratories Pvt. Ltd., Bombay .. .. .	26-8-1965 (2938—2941).
39	M/s. Therapeutic Pharmaceuticals, Bombay .. .. .	26-8-1965 (2946—2953).
40	The Boehringer Knott Ltd., Bombay .. .. .	18-11-1965 (3945).
41	Roche Products Ltd., Bombay .. .. .	6-1-1966 (7—19).
42	Parke-Davis (India) Ltd., Bombay .. .. .	6-1-1966 (354—457).
43	M/s. Aniline Dyestuff & Pharmaceutical Pvt. Ltd., Bombay .. .. .	13-1-1966 (141).
44	Beacon Pharmaceutical, Bombay .. .. .	20-1-1966 (206).
45	The Usan Laboratories, Pvt. Ltd., Bombay .. .. .	3-3-1966 (710).
46	The Pharma Lab. Industries, Bombay .. .. .	4-8-1966 (2459).
47	The Usan Laboratories Pvt. Ltd., Bombay .. .. .	11-8-1966 (2459).
48	Colgate Palmolive (India) Pvt. Ltd., Bombay .. .. .	29-9-1966 (3647).
49	M/s. Raptakos Brett. & Co. Pvt. Ltd., Bombay .. .. .	10-11-1966 (4460).
50	Cynamid India Ltd., Bombay .. .. .	29-12-1966 (4460).
51	M/s. Bengal Chemicals & Pharmaceutical Works, Bombay .. .. .	25-5-1957 (2240—2242).
<b>Poona Division</b>		
52	The Ayurvedeeya Arkashala Ltd., Satara .. .. .	15-1-1959 (247—254).
53	Ayurvedashram Pharmacy Ltd., Ahmednagar .. .. .	16-4-1960 (Unpublished).
54	Hindustan Antitrotics Ltd., Pimpri .. .. .	9-3-1961 (632—634)

(1)	(2)	(3)
55	T. Walkar Pharmaceutical Lab., Poona .. .. .	17-10-1963 (3350—3352).
56	Hindustan Antibiotics Ltd., Pimpri .. .. .	7-11-1963 (3632—3692).
57	T. Walkar Pharmaceutical Lab., Poona .. .. .	13-7-1967 (2762—2767).
58	The Chelsea Chemical Laboratories, Hadapsar, Poona .. .. .	12-10-1967 (4061—4065).
<b>Nagpur Division</b>		
59	Dhoot Papeshwar Industries Ltd., Nagpur .. .. .	11-5-1961 (1142-1143).
60	Shri Baidyanath Ayurved Bhavan (Pvt.) Ltd., Nagpur .. .. .	13-12-1962 (5191-5192).
<b>SETTLEMENTS</b>		
<b>Bombay Division</b>		
		<i>Date of Settlements/Agreements and Sec. of I. D. Act, 1947.</i>
61	Raptakos Brett. and Co. Pvt. Ltd., Bombay .. .. .	6-3-1959, 2 (P).
62	Raptakos Brett. and Co. Pvt. Ltd., Bombay .. .. .	24-3-1959, 2 (P).
63	Mac Laboratories Pvt. Ltd., Bombay .. .. .	3-4-1959, 12 (3).
64	May and Baker Ltd., Bombay .. .. .	14-4-1959, 12 (3).
65	Geoffery Manners and Co. Pvt. Ltd., Bombay .. .. .	8-7-1959, 2 (P).
66	K. T. Dongre and Co. Pvt. Ltd., Bombay .. .. .	13-7-1959, 12 (3).
67	Geoffery Manners and Co. Pvt. Ltd., Bombay .. .. .	25-8-1959, 2 (P).
68	Bombay Pharmaceutical Works Pvt. Ltd., Bombay .. .. .	9-9-1959, 2 (P).
69	British Drug House (India) Pvt. Ltd., Bombay .. .. .	4-12-1959, 2 (P).
70	Boots Pure Drug Co. (India) Pvt. Ltd., Bombay .. .. .	23-12-1959, 2 (P).
71	Great India Industrial and Pharmaceutical Laboratories, Bombay .. .. .	16-2-1960, 2 (P).
72	Colgate Palmolive (India) Pvt. Ltd., Bombay .. .. .	6-4-1960, 12 (3).
73	Indeco Remedies Ltd., Bombay .. .. .	22-4-1960, 12 (3).
74	Franko India Manufacturer Pvt. Ltd., Bombay .. .. .	4-5-1960, 12 (3).
75	Hoechst Pharmaceutical Pvt. Ltd., Bombay .. .. .	13-5-1960, 2 (P).
76	Mac Laboratories Pvt. Ltd., Bombay .. .. .	13-5-1960, 12 (3).
77	British Drug Houses (India) Pvt. Ltd., Bombay .. .. .	21-5-1960, 2 (P).
78	Anglo French Drug Co. (Eastern) Pvt. Ltd., Bombay .. .. .	7-7-1960, 2 (P).
79	Geoffery Manners and Co. Pvt. Ltd., Bombay .. .. .	23-7-1960, 2 (P).
80	Glaxo Laboratories (India) Pvt. Ltd., Bombay .. .. .	29-7-1960, 2 (P).
81	Parke-Davis (India) Pvt. Ltd., Bombay .. .. .	30-7-1960, 2 (P).
82	Hoechst Pharmaceutical Pvt. Ltd., Bombay .. .. .	11-8-1960, 2 (P).
83	Standard Chemical Pharmaceutical, Bombay .. .. .	15-9-1960, 12 (3).
84	The Anglo French Drug Co. (Eastern) Pvt. Ltd., Bombay .. .. .	17-10-1960, 12 (3).
85	Medichem Laboratories Pvt. Ltd., Bombay .. .. .	9-5-1961, 12 (3).
86	Raptakos Brett. and Co. Pvt. Ltd., Bombay .. .. .	10-5-1961, 2 (P).
87	Johnson and Johnson of India, Bombay .. .. .	17-5-1961, 2 (P).
88	International Franchies Pvt. Ltd., Bombay .. .. .	8-6-1961, 12 (3).
89	Glaxo Laboratories (India) Pvt. Ltd., Bombay .. .. .	4-8-1961, 2 (P).
90	Boots Pure Drug Co. (India) Pvt. Ltd., Bombay .. .. .	7-8-1961, 2 (P).
91	The Anglo French Drug Co. Ltd., (Eastern), Bombay .. .. .	7-9-1961, 12 (3).
92	Zandu Pharmaceutical Works Ltd., Bombay .. .. .	8-9-1961, 12 (3).

(1)	(2)	(3)
93	Khandelwal Laboratories Pvt. Ltd., Bombay .. .. .	14-11-1961, 12 (3).
94	Bombay Pharmaceutical Works Pvt. Ltd., Bombay .. .. .	20-11-1961, 2 (P).
95	Beecham (India) Pvt. Ltd., Bombay .. .. .	1-12-1961, 12 (3).
96	May and Baker (India) Pvt. Ltd., Bombay .. .. .	9-1-1962, 12 (3).
97	Abrott Laboratories India Pvt. Ltd., Bombay .. .. .	10-1-1962, 12 (3).
98	The Indian Pharmaceutical Comtrine Association Ltd., Bombay .. .. .	19-2-1962, 12 (3).
99	Glaxo Laboratories (India) Pvt. Ltd., Bombay .. .. .	27-2-1962, 12 (3).
100	M/s. Johnson and Johnson of India Ltd., Bombay .. .. .	21-3-1962, 2 (P).
101	The Unichem Laboratories, Bombay .. .. .	29-3-1962, 12 (3).
102	Mac Laboratories Pvt. Ltd., Bombay .. .. .	9-4-1962, 12 (3).
103	Franco Indian Pharmaceutical Pvt. Ltd., Bombay .. .. .	23-4-1962, 2 (P).
104	D. K. Sandu Bros. Pvt. Ltd., Bombay .. .. .	5-5-1962, 2 (P).
105	Robert Walter and Co., Bombay .. .. .	25-5-1962, 12 (3).
106	Lederle Laboratories (India) Ltd., Bombay .. .. .	26-5-1962, 12 (3).
107	Colgate Palmolive (India) Pvt. Ltd., Bombay .. .. .	28-7-1962, 2 (P).
108	Geoffery Manners and Co. Ltd., Bombay .. .. .	6-8-1962, 12 (3).
109	International Franchies Pvt. Ltd., Bombay .. .. .	7-8-1962, 2 (P)
110	M/s. Colgate Palmolive (India) Pvt. Ltd., Bombay .. .. .	19-9-1962, 2 (P).
111	Borrough Wellcome and Co. (India) Pvt. Ltd., Bombay .. .. .	3-11-1962, 12 (3).
112	Colgate Palmolive (India) Pvt. Ltd., Bombay .. .. .	29-12-1962, 2 (P).
113	Hoechst Pharmaceutical Ltd., Bombay .. .. .	5-1-1963, 2 (P).
114	M/s. Great India Industrial and Pharmaceutical Laboratories, Bombay .. .. .	10-1-1963, 2 (P).
115	Zandu Pharmaceutical Works Ltd., Bombay .. .. .	31-1-1963, 2 (P).
116	Samsol Products Corporation, Bombay .. .. .	20-3-1963, 2 (P).
117	Franco Indian Pharmaceutical Pvt. Ltd., Bombay .. .. .	11-4-1963, 2 (P).
118	Ciba of India Ltd., Bombay .. .. .	11-4-1963, 2 (P).
119	International Research Laboratories, Bombay .. .. .	18-4-1963, 2 (P).
120	Charak Bhandar, Bombay .. .. .	26-4-1963, 2 (P).
121	Johnson and Johnson of India Ltd., Bombay .. .. .	27-5-1963, 2 (P).
122	Anglo French Drug Co. (Eastern), Ltd., Bombay .. .. .	31-7-1963, 12 (3).
123	Sigma Laboratories, Bombay .. .. .	3-8-1963, 2 (P).
124	Parke-Davis (India) Ltd., Bombay .. .. .	12-8-1963, 2 (P).
125	Hoeschst Pharmaceutical Ltd., Bombay .. .. .	25-9-1963, 12 (3).
<b>Poona Division</b>		
126	Ayurvedashram Pharmacy Ltd., Ahmednagar .. .. .	23-3-1960, 2 (P).
127	Alta Laboratories Ltd., Khopoli .. .. .	3-11-1961, 12 (3).
128	Rajvaidya Guni's Shahu Aryoushadhi Karkhana Ltd., Kolhapur .. .. .	28-8-1962, 2 (P).
129	Bytco Chemical Industries Ltd., Nasik .. .. .	20-11-1962, 2 (P).
130	Navashakti Ayurvedalaya Pvt. Ltd., Bhusawal .. .. .	4-3-1963, 12 (3).
131	Ayurved Arkshala Ltd., Satara .. .. .	20-7-1963, 12 (3).
<b>Nagpur Division</b>		
132	Shri Baidyanath Ayurved Bhavan, Nagpur .. .. .	9-4-1959, C. P. and B. I. D. & S. Act.
133	Dhoot Papeshwar Industries Ltd., Nagpur .. .. .	3-4-1961, C. P. and B. I. D. & S. Act.

## WAGES AND DEARNESS ALLOWANCE

The question of wages and dearness allowance was involved in 89 cases. Out of these, 8 cases dealt with dearness allowance only, wages were revised in 29 cases, both dearness allowance and revision of wages were granted in 46 cases and *ad-hoc* increments in wages and dearness allowance were granted in 6 cases. A statement showing wages, dearness allowance and increments decided in 89 cases is attached herewith.

The adjustment of wages in the revised scales was done according to the following rules:—

- (1) The workmen shall be adjusted in the revised wage-scales according to their present pay.
- (2) In case the existing basic wage of an employee is less than the minimum of the revised scale, he shall get the minimum of the revised scale.
- (3) In case the existing basic wage of an employee is not a step in the revised scale, he shall be stepped up to the next higher stage in the revised scale.
- (4) In case the existing wage of an employee is more than the maximum of the revised scale he shall continue to get the same and the excess amount shall be treated as his personal pay.

### INCREMENTS IN THE REVISED SCALES FOR LENGTH OF SERVICE

In 25 cases increments were granted after adjustment of existing wages in the revised wage-scales. Generally increments were granted as below:—

- |  |    |    |    |               |
|--|----|----|----|---------------|
| (a) For service of more than 2 years but less than 4 years | .. | .. | .. | 1 increment.  |
| (b) For service of more than 4 years but less than 6 years | .. | .. | .. | 2 increments. |
| (c) For service of 6 years or more                         | .. | .. | .. | 3 increments. |

### LEAVE

There were 60 Awards and Settlements in which various kinds of leave were considered. A statement showing the names of 60 concerns and the various types of leave granted is attached.

#### Privilege Leave

There were 44 cases in which privilege leave has been granted. In 12 cases it was granted for 21 days in a year; in 8 cases 30 days; in 5 cases according to the provisions under the Indian Factories Act, 1948; in 4 cases each for 15 days in a year, for 28 days in a year and 1 day for every 12 days work in a year; in 2 cases for 25 days in a year; in one case each for 16 days in a year, 23 days in a year, 60 days in a year, one month for every 11 months' attendance in a year and 1/12 of the period spent on duty in a year.

In 30 cases accumulation of privilege leave was granted. In 6 cases accumulation of leave was allowed up to 63 days; in 5 cases up to 30 days; in 4 cases up to 90 days; in 2 cases each up to 45 days; 50 days, 60 days, 84 days and 120 days; in one case each up to 46 days, 48 days, 54 days, and 56 days, respectively. In one case privilege leave was allowed to be accumulated to the extent of 2 years' privilege leave entitlement.

#### Sick Leave

There were 36 cases in which sick leave has been granted. In 10 cases sick leave was granted for 7 days in a year; in 8 cases it was 10 days a year; in 4 cases 15 days a year; in 3 cases each it was 6 days and 5 days in a year; in 2 cases each it was 25 days and 3 days in a year and in 1 case each it was 4 days, 8 days and 30 days in a year, respectively. In one case sick leave was granted according to the provisions of the Employees' State Insurance Scheme.

In 24 cases accumulation of sick leave was granted. In 5 cases sick leave was allowed to be accumulated up to 21 days; in 3 cases each it was up to 40 days and 45 days; in 2 cases each it was up to 30 days and 120 days and in 1 case each it was up to 9 days, 10 days, 12 days, 18 days, 20 days, 28 days, 60 days and 100 days, respectively. In Colgate Palmolive (India) Pvt. Ltd., Bombay (Sr. No. 112), sick leave for permanent workmen who were covered by the Employees' State Insurance Scheme was non-accumulative.

In 13 cases a condition was laid down to the effect that the application for sick leave should be supported by a medical certificate. In 7 cases of doubt, the applicants for sick leave had to appear for medical examination before the companies' physician.

### Maternity Leave

Five cases of maternity leave were noted during the course of scrutiny. In 2 cases maternity leave was granted as per the provisions of the Employees' State Insurance Act, 1948. In 2 cases it was granted for 60 days and in 1 case it was granted for 56 days. In Chemo-Pharma Laboratories Ltd., Bombay (Sr. No. 26) and in Franco Indian Pharmaceuticals Ltd., Bombay (Sr. No. 117) maternity leave was granted with half pay.

In Chemo-Pharma Laboratories Ltd., Bombay (Sr. No. 26) maternity leave was granted 2 weeks before the date of delivery as certified by a registered medical practitioner. The female employees in this concern were granted maternity leave only on 3 occasions and only when the period between the incidents of delivery was not less than 2 years.

### Leave Without Pay

One case was noted. In Khandelwal Laboratories Pvt., Ltd., Bombay (Sr. No. 93) leave without pay for 7 days per year was granted. This leave was not allowed to be accumulated.

### Casual Leave

In 35 cases casual leave ranging from 4 days to 10 days were granted. In 16 cases casual leave was granted for 7 days in a year; in 7 cases it was 3 days a year; in 6 cases it was 5 days a year; in 3 cases it was 10 days a year; in 2 cases it was 4 days a year and in one case it was granted for 6 days in a year.

In 6 cases balance of casual leave that was not enjoyed was allowed to be encashed at the end of the year. In Chemo-Pharma Laboratories Ltd., Bombay (Sr. No. 26) casual leave that was not enjoyed in the year was allowed to be tagged with the privilege leave.

In 2 cases casual leave was not allowed to be prefixed or suffixed to weekly offs or holidays. In 9 cases casual leave was allowed to be prefixed or suffixed (but not both) to holidays or weekly offs.

### FESTIVAL HOLIDAYS

In 35 cases festival holidays ranging from 3 days to 23 days were granted. In 6 cases the number of such holidays was 12 days in a year; in 2 cases each it was 3 days, 8 days and 18 days; in 3 cases each it was 4 days and 5 days, in 4 cases each it was 6 days, 10 days and 13 days; in one case each it was 7 days, 9 days, 14 days, 20 days and 23 days in a year.

In 14 cases festival holidays were to be fixed in consultation with workmen or their unions. In the cases examined it was noticed that the following festival holidays were enjoyed by the workmen.

Festival holidays	No. of cases
(1) 26th January .. .. .	16
(2) 15th August .. .. .	15
(3) Diwali .. .. .	10
(4) Ganesh Chaturthi .. .. .	8
(5) Dassera .. .. .	7
(6) Gardhi Jayanti .. .. .	7
(7) 1st May .. .. .	7
(8) Good Friday .. .. .	7
(9) Christmas .. .. .	5
(10) 1st January .. .. .	3
(11) Holi .. .. .	3
(12) Mahashivratri .. .. .	2
(13) Gudi Padva .. .. .	2
(14) Ram Navmi .. .. .	2
(15) Coconut Day .. .. .	2
(16) Parsi New Year Day .. .. .	2
(17) Gauri Day .. .. .	2
(18) Ganesh Visarjan .. .. .	2
(19) Ashadhi Ekadashi .. .. .	1
(20) Gokul Ashtami .. .. .	1

Two cases were noted wherein the number of holidays enjoyed by the workmen was reduced by Industrial Tribunals. In M/s. Pfizer Pvt., Ltd., Bombay (Sr. No. 14) the company allowed the workmen all holidays under the Negotiable Instruments Act. However, the Industrial Tribunal reduced the number



of holidays to 10 days per year. This case subsequently went into the Supreme Court who confirmed the decision of the Tribunal. Similarly, in Kemp and Co. Ltd., Bombay. (Sr. No. 29), the number of holidays enjoyed by the workmen were reduced by the Industrial Tribunal from 16 days to 12 days in a year.

## ALLOWANCES

### Officiating allowance

8 cases of this allowance were noted. Details of officiating allowance granted in these 8 concerns is as follows :—

Name of the concern	Qualifying period	Rate of Officiating Allowance	
		If the workman's pay is less than the pay of the employee for whom he officiates he should be paid	If the workman's pay is same or more than the pay of the employee for whom he officiates he should be paid
(1)	(2)	(3)	(4)
Parke-Davis (India) Pvt. Ltd., Bombay. (Sr. No. 13.)	14 days or more ..	The minimum of the higher grade	The workman should be placed in the appropriate step in the higher grade and then he should be given one increment for the officiating period.
Ramnord Research Laboratories, Bombay. (Sr. No. 23.)	13 days or more ..	The difference between the starting of the daily basic wage of that category and starting of his own wage.	Same as in column (3).
Hindustan Antibiotics Ltd., Pimpri. (Sr. No. 56.)	15 days or more ..	The minimum of the higher grade	The workman should be placed in the appropriate step in the higher grade and given one increment for officiating period.
Beecheni (India) Pvt. Ltd., Bombay. (Sr. No. 95.)	15 days or more ..	Difference between his wage and the starting wage of the higher grade.	Difference between his actual wage and the step in the higher grade which is next higher to what he is getting. (In both cases, the workman should get at least an amount equivalent to one increment in the higher grade.)
Johnson and Johnson of India Ltd., Bombay. (Sr. No. 100.)	5 days or more ..	1½ difference between the minimum of the scale in which he acts and the minimum of his own scale.  OR the difference between the minimum consolidated wages of whom he acts and his own consolidated wage.	Same as in column (3).
Anglo French Drug Co. (Eastern) Ltd., Bombay. (Sr. No. 122.)	14 days or more ..	At the rate of 20 per cent of his basic wage.	Same as in column (3).
Ayurvedashram Pharmacy Ltd., Ahmednagar. (Sr. No. 120.)	15 days or more ..	Difference between the minimum of the higher grade and his existing wages.	Difference between his present wages being adjusted to the (Sr. No. 120) nearest step of the higher grade plus one additional increment in the higher grade.

### Overtime

24 cases were noted. In 1 case overtime work in excess of normal hours of work but less than 44 hours of work in a week was paid at the rate of 1½ times of normal wages. In 1 case work in excess of 44 hours in a week was paid at twice the normal rate of wages. Work in excess of normal hours of work but up to 48 hours in a week was paid at the rate of single rate of wages plus dearness allowance in 7 cases, at the rate of 1½ times the daily wage in 3 cases and at the rate of 1¼ times in one case. Work in excess of 48 hours in a week was paid at the rate of twice the ordinary rate of wages in 10 cases and at the rate of 1½ times the ordinary rate in one case.

### Allowance for Working on Paid Holidays or Weekly off Days

19 cases were noted. In 6 cases whenever an employee worked on a weekly off he was allowed a substituted holiday and half day's additional basic wages and dearness allowances was paid to him. In 2 cases he was allowed a substituted holiday and one day's additional basic wages and dearness allowances were paid to him. In one case, he was given one day's additional basic wage and dearness allowance only.

In 7 cases whenever an employee worked on a paid holiday he was paid one day's additional wage plus dearness allowance. In one case, he was allowed a compensatory off and  $1\frac{1}{2}$  day's basic wages and dearness allowance were paid to him. In one case, he was paid  $1\frac{3}{4}$  day's basic wage and dearness allowance.

In Hoechst Pharmaceuticals Ltd., Bombay. (Sr. No. 113), if an employee was called for work on Saturday or on a day off given in lieu of Saturday he was paid at the following rate :—

- (a) For first 3 hours' work .. .. . At normal rate of wage.  
 (b) For hours exceeding 3 hours' work .. .. . At double the normal rate.

#### House Rent allowance

In Hindustan Antibiotics Ltd., Pimpri-Poona. (Sr. No. 56), the Company charged 10 per cent of basic pay plus half dearness allowance to those who were provided quarters. Those employees who were provided quarters were not given house rent allowance. Those who were not allotted quarters by the Company were paid house rent allowance at the following rate :—

Pay Range (Basic Pay plus half dearness allowance)	House rent allowance
(a) Up to Rs. 54 p. m. .. .. .	Rs. 7 p. m.
(b) Rs. 55 to Rs. 100 p. m. .. .. .	Rs. 10 p. m.
(c) Rs. 101 to Rs. 250 p. m. .. .. .	Rs. 15 p. m.
(d) Rs. 251 and above p. m. .. .. .	Rs. $7\frac{1}{2}$ per cent of the pay range.

In Johnson and Johnson of India, Ltd., Bombay. (Sr. No. 100), watchmen were paid Rs. 5 p. m. as house rent allowance as long as they were not provided with accommodation.

#### Conveyance allowance

In M/s. Sandoz (India) Ltd., Bombay. (Sr. No. 11), the medical representatives were paid headquarters conveyance allowance of Rs. 5 per working day and an additional allowance of Rs. 2 per working day whenever they worked in the suburbs of Bombay beyond Ghatkopar and Andheri. No allowance was paid for the days on which they were absent from duty for whatever reason.

#### Machine allowance

Two cases were noted. This allowance was paid to those workmen who worked on embossing machines. In Cynamide India Ltd., Bombay. (Sr. No. 50), machine allowance was paid at the rate of Rs. 15 per month and in Anglo French Drug Company (Eastern) Ltd., Bombay. (Sr. No. 122), the machine allowance was paid at the rate of Rs. 10 per month.

#### Lunch allowance

6 cases were noted wherein lunch allowance was paid to the employee. Details regarding the payment of lunch allowance were as follows :—

Name of concern and Sr. No. in Index	Conditions of payment of lunch allowance	Category of employees to whom lunch allowance was paid	Amount per day
(1)	(2)	(3)	(4)
			Rs. P.
Sandoz India Ltd., Bombay. (Sr. No. 9.)	(a) If any employee except a driver is deputed on duty away from his normal place of work and is unable to return before lunch period he shall be paid lunch allowance. (b) Drivers shall be paid lunch allowance if they are unable to avail of lunch break and 11:00 a.m. between 3:00 p.m.	Clerical employees .. .. . Other workmen .. .. .	1-75 1-00
The Chemo-Pharma Laboratories Ltd., Bombay. (Sr. No. 26.)	The employees who are sent off during the lunch-hour for official work whereby they have to miss their lunch shall be paid lunch allowance.	All employees .. .. .	1-00
British Drug Houses (India) Pvt. Ltd., Bombay. (Sr. No. 77.)	.. .. .	Lower grade staff .. .. . Clerical employees .. .. .	1-50 3-00
Beecham (India) Pvt. Ltd., Bombay. (Sr. No. 95.)	Any workman (excluding drivers and regular delivery peons) who is required to work outside the premises of the company on company's business during lunch recess shall be paid lunch allowance.	Office workmen .. .. . Factory workmen .. .. .	2-50 1-50

(1)	(2)	(3)	(4)
Colgate Palmolive (India) Pvt. Ltd., Bombay. (Sr. No. 107.)	All employees (except truck drivers and cleaners) who remain out during lunch hours for company's work shall be paid lunch allowance.	All employees (except truck driver and cleaners).	1-50
Charak Bhandar, Bombay (Sr. No. 120).	.. Lunch allowance shall be paid to a delivery peon to meet the expenses of mid-day meal and tea if he is unable to return before 5-30 p.m.	Delivery peon .. ..	1-00 (Sr. No. 120)

### Shift allowance

2 cases were noted. In Sandoz India Ltd., Bombay. (Sr. No. 9), all workmen excluding watchmen working on shifts by rotation were paid shift allowance on the basis of the actual shift attendance as follows:—

- (a) Shift allowance for working in the 2nd shift .. .. 0-40 Paise per shift.  
 (b) Shift allowance for working in the 3rd shift .. .. 0-60 Paise per shift.

Shift allowance was paid only to those employees who worked in rotation on shifts. It was not paid to employees permanently assigned particular shifts.

In Glaxo Laboratories (India) Pvt. Ltd., Bombay. (Sr. No. 99), workmen rotating from one shift to another after 6 working days and 2 days of rest or workmen working in regular night shifts were paid at the rate of Rs. 15 per month. Those workmen who worked in the 2nd shift (after-noon) were paid 0-50 nP. for each shift worked and those employees who worked in the 3rd shift (at night) were paid an amount of Rs. 0-75 paise for each shift worked.

In Johnson and Johnson of India Ltd., Bombay. (Sr. No. 100), all workmen except watchmen were paid night-shift allowance at the following rate:—

- (a) If the regular shift ended between 10-00 p.m. and up to midnight. 5 per cent of the total emoluments shall be paid as shift allowance on the day on which they work.  
 (b) If the regular shift ended after midnight but before or at 7-30 a.m. 7½ per cent of the total emoluments shall be paid as shift allowance.

In Colgate Palmolive (India) Pvt. Ltd., Bombay. (Sr. No. 107), a shift allowance was paid to the employees at the rate of 0-25 paise per shift except in the general shift.

### Outstation allowance

One case was noted. In Hindustan Antibiotics Ltd., Pimpri-Poona (Sr. No. 56), the various rates of outstation allowance were as follows:—

Pay Range	Daily Allowance		Class of Travel
	At Bombay	At other places	
(1)	(2)	(3)	(4)
Up to Rs. 55 per month ..	Rs. 3-30 .. ..	Rs. 2-00 .. ..	III Class for those whose maximum pay scale is less than Rs. 60 per month.
Rs. 56 to Rs. 99 per month ..	Rs. 3-30 to Rs. 4-00	Rs. 2-00 .. ..	II Class for those whose maximum pay scale is more than Rs. 60 per month.
Rs. 100 to Rs. 150 per month	Rs. 4-00 to Rs. 6-00	Rs. 2-00 to Rs. 3-00	II Class.
Rs. 151 to Rs. 200 per month ..	Rs. 6-00 to Rs. 8-00	Rs. 3-00 to Rs. 4-00	II Class.
Rs. 201 to Rs. 299 per month ..	Rs. 8-00 to Rs. 12-00	Rs. 4-00 to Rs. 6-00	I Class.
Rs. 300 to Rs. 399 per month ..	Rs. 12-00 to Rs. 13-30	Rs. 6-00 to Rs. 8-00	I Class.
Rs. 400 to Rs. 500 ..	Rs. 13-30 .. ..	Rs. 8-00 .. ..	I Class

In addition the employees were allowed to claim incidental expenses during the journey at the following rates :—

Pay Range	Incidental Expenses
Below Rs. 60 per month .. .. .	Half the third class fare by passenger train.
Rs. 61 to Rs. 220 per month .. .. .	13 paise for every kilometer by rail.
Rs. 201 to Rs. 750 per month .. .. .	24 paise for every kilometer by rail.

#### MEDICAL AID

Two cases were noted during the course of the scrutiny. In Ayurvedashram Pharmacy Ltd., Ahmednagar (Sr. No. 53), the company provided to the employees of the company free medical treatment available in both the Ayurvedic and Allopathic sections of the Ayurvedic Hospital.

In Hoechst Pharmaceuticals Ltd., Bombay (Sr. No. 125), the company introduced a medical aid scheme with the following features :—

(a) The medical aid scheme applied to only permanent employees excluding those who were covered under the Employees' State Insurance Scheme.

(b) An employee had to produce vouchers together with the medical certificate.

(c) The company granted a medical aid of Rs. 50 to each employee during each calendar year.

(d) Deserving cases in which expenses exceeded Rs. 50, excess amount of expenditure was considered for payment.

(e) Out of every medical bills, Rs. 5 in case of clerical and higher paid staff and Rs. 3 in case of subordinate staff, was borne by the employee concerned.

(f) The following types of illness or eventualities were specifically excluded from the medical aid scheme :—

(i) Cosmetic Surgery.

(ii) Rest Courses.

(iii) Maternity Expenses.

(iv) Congenital anomalies.

(v) Expenses incurred in respect of age glasses, dental treatment, dentures, venereal diseases intentional self injury, dissipation or drunkenness.

#### RETIREMENT AGE

18 cases were found during the relevant period. In 8 cases the age of retirement was fixed at 58 years and in 4 cases each it was fixed at 60 years and 55 years respectively.

In two cases, (1) Ayurvedashram Pharmacy Ltd., Ahmednagar (Sr. No. 53) and (2), Parke-Davis (India) Pvt. Ltd., Bombay (Sr. No. 81), the retirement age fixed for male employees was different from the retirement age fixed for female employees. It was 58 years and 52 years for male employees and female employees respectively in Ayurvedashram Pharmacy Ltd., and 60 years and 55 years for male and female employees respectively in Parke-Davis (India) Pvt. Ltd.

#### UNIFORMS

Five cases were noted. Details of provision of uniforms to the employees are as follows :

Name of concern and Sr. No. in Index	Category of employees to whom uniforms are provided	Description of uniforms
(1)	(2)	(3)
Colgate Palmolive (India) Pvt. Ltd., Bombay. (Sr. No. 107.)	All permanent workmen in the factory .. .. .	2 sets of uniforms per year.
Great India Industrial and Pharmaceutical Laboratories, Bombay. (Sr. No. 114.)	All permanent workmen .. .. .	2 pairs of coloured uniforms per year.
Sigma Laboratories, Bombay. (Sr. No. 123.)	(a) Bottle Washing Hamals, Mazdoors, Packers of cases workmen in Oral and Tablet Department. (b) Workmen in Packing Department and Injection Department.	A pair of half-pants and half-shirt. every year. A pair of full-pants and bush-shirt. every year.
Bytco Chemical Industries, Nasik Road. (Sr. No. 129.)	All male and female employees working with charcoal powder.	One apron or one shirt and one pant,
Shri Baidyanath Ayurved Bhavan Nagpur. (Sr. No. 132.)	Employees in Bhattighar .. .. .	One dress per year.

### PERMANENCY

There were 13 concerns in which permanency periods were considered. In 9 concerns a workman was made permanent after he had worked for a period of 6 months and in 2 concerns each he was made permanent after the period of service of permanency 9 months and 240 days respectively.

### WORKING HOURS

13 cases were noted. In 3 cases each the working hours were 45 hours in a week and 48 hours in a week respectively. In 2 cases the working hours were  $37\frac{1}{2}$  in a week. In one case, each the working hours were  $38\frac{1}{2}$ , 40, 44,  $44\frac{1}{2}$  and 46 hours in a week respectively.

### PROVISION OF FREE TEA

In Johnson and Johnson of India Ltd., Bombay (Sr. No. 100), the hourly rated employees were supplied with one cup of tea (per working day) during tea-breaks in the morning and afternoon. In Colgate Palmolive (India) Pvt. Ltd., Bombay (Sr. No. 107), the workmen were provided with one free cup of tea per shift.

### FESTIVAL ADVANCE

In Johnson and Johnson of India Ltd., Bombay (Sr. No. 87), the Company gave festival advance to its employees on the following conditions:—

- (a) On an application by an employee the company shall pay an advance of Rs. 15 immediately prior to any festival period.
- (b) This facility will not be allowed for more than 2 times in a calendar year.
- (c) The amount of advance will be recovered in one instalment from the pay of the month during which the advance is made.

### DEMOTION

In Raptakos Brett and Co. Pvt. Ltd., Bombay (Sr. No. 61), in the event of a reduction of vacancies in any particular grade the management reserved the right to demote workers to a lower grade. The considerations governing such demotions were the period of service and adverse entries in the service records. The demotions were made only in case reduction in vacancies remained effective for 3 months or more. Such demotions did not however affect the workers' basic salary but only the annual increments and maximum of the grade. Such demoted workers excepting those demoted for bad record were entitled to promotion to their old grade in the event of vacancies in order of their seniority.

In Hoechst Pharmaceuticals Pvt. Ltd., Bombay (Sr. No. 82), employees were demoted for 3 months for slow down in production or inefficiency. If they still continued to be slow and inefficient they were removed from service. All such actions were taken in consultation with the employees' representatives.

### SPORTS CLUB

In Beecham India Pvt. Ltd., Bombay (Sr. No. 95), and in Colgate Palmolive (India) Pvt. Ltd., Bombay (Sr. No. 107), the companies contributed to the expenses incurred on sports clubs, staff socials to the maximum of Rs. 200 per year.

### SUPPLY OF PHARMACEUTICAL PRODUCTS

In Sandoz India Ltd., Bombay (Sr. No. 9), the company supplied to the workmen such reasonable quantities of the companies pharmaceutical products as required by them and their immediate families at the standard retail price less a rebate of  $33\frac{1}{2}$  per cent.

### SUBSIDISED TRANSPORT

In Hoechst Pharmaceuticals Pvt. Ltd., Bombay (Sr. No. 82), the company subsidised the transport expenses from the railway station to the factory and back by  $\frac{2}{3}$  while the employee paid  $\frac{1}{3}$  of the actual cost.

### PROVISION OF FREE MILK

In Hoechst Pharmaceuticals Pvt. Ltd., Bombay (Sr. No. 82 and Sr. No. 113), these employees who worked continuously wearing masks or special goggles and those employees who even required to work under sterile conditions and acid fumes were provided with  $\frac{1}{4}$  litre of milk free of charge per working day.

## LEAVE EARLY

In Hoechst Pharmaceuticals Pvt. Ltd., Bombay. (Sr. No. 113), the company allowed its employees to leave work-places earlier on the following conditions:—

- (a) No employee could leave early without prior sanction in writing.
- (b) This facility could be used for not more than 3 times in a month.
- (c) If the total time exceeded one hour in one calendar month, proportionate wages were deducted.

## PROVIDENT FUND

Ten cases were noticed during the relevant period; of these in 7 cases rate of contribution of employers and employees was mentioned. In 3 cases the rate of contribution was according to the Employees' Provident Fund Scheme, 1952; in 2 cases the rate of contribution was 6½ per cent of the monthly wages and in one case each the rate of contribution was fixed at 8½ per cent and 8 per cent of the monthly wages respectively.

## GRATUITY SCHEMES

The Committee examined 30 gratuity schemes formulated during the relevant period. A table showing the details of the amounts of gratuity granted is attached herewith.

## STATEMENT SHOWING THE NAMES OF THE CONCERNS AND WAGES AND DEARNESS ALLOWANCE PAID IN THE PHARMACEUTICAL INDUSTRY

Index Serial No.	Name of concern	Wages	Dearness allowance
(1)	(2)	(3)	(4)
1	The Himalaya Drug Co., Bombay.	<i>Effective from 1-4-1959</i> Consolidated salary— 1. Packers— Rs. 85—4—125. 2. Tablet Fillers— Rs. 80—3—110. 3. Coolies, Peons, Watchmen— Rs. 75—3—105. 4. Women Workers— Rs. 65—2—85.	..
2	May and Baker (India) Pvt. Ltd., Bombay.	<i>Effective from 1-10-1959</i> 1. Grade A— Rs. 110—10—150—12·50—200—EB—15— 305—20—365. 2. Grade B— Rs. 95—7·50—110—10—200—EB—12½— 225—15—300. 3. Grade C— Rs. 85—5—100—7·50—130—EB—10—230.	<i>Effective from 1-10-1959</i> (For subordinate staff other than drivers.) Rs. 60 at the Bombay working class Consumer Price Index 331—340 and for variation of ten points rise or fall Rs. 20.
3	Dumex Pvt. Ltd., Bombay ..	<i>Effective from 1-11-1959</i> 1. Sweeper— Rs. 40—2—50—3—74. 2. Watchman— Rs. 40—2—50—2·50—75. 3. Sepoys— Rs. 40—2—50—60—3—84. 4. General Labour— Rs. 45—3—75—4—91. 5. Drivers— Rs. 65—4—85—5—130. 6. Record Clerk— Rs. 65—5—135. 7. Semi-skilled— Rs. 65—4—85—5—140. 8. Bill Collector— Rs. 75—5—110—7—152. 9. Skilled— Rs. 77—5—102—7·50—177—8—185. 10. Jr. Clerk— Rs. 90—7·50—120—10—160—EB—10— 210—12·50—260.	..

(1)	(2)	(3)	(4)	
3 Dumex Pvt. Ltd., Bombay (cont.)	11. Boiler Attendent with 1st class certificate— Rs. 100—7·50—130—10—220. 12. Machanic Electrician Sr.— Rs. 100—10—220. 13. Team Leader— Rs. 100—7·50—130—10—220. 14. Typists— Rs. 100—7·50—130—10—180—EB—10— 210—12·50—260. 15. Sr. Clerks and Stenographers— Rs. 130—10—180—12·50—230—15—350. 16. Asstt. Chargehand— Rs. 135—10—185—12·50—210—EB—15— 315. 17. Charge hand— Rs. 170—12·50—220—15—280—EB—15— 410. 18. Intermediate Grade Clerk— Rs. 180—12·50—230—15—290—EB—20— 500. 19. Head Clerk— Rs. 240—15—300—20—340—EB—20— 500. 20. Section Head— Rs. 250—15—280—20—400—25—450—EB— 25—600.	<i>Effective from 6-11-1959</i> 1. Unskilled A— Rs. 1·52—0·09—2·33—0·12—2·93. 2. Unskilled B— Rs. 1·25—0·06—1·85—0·09—2·30. 3. Semi-skilled A— Rs. 2·00—0·12—2·72—0·18—3·80. 4. Semi-skilled B— Rs. 1·76—0·11—2·64—0·15—3·39. 5. Skilled— Rs. 2·59—0·13—2·85—0·22—3·95—0·30— 4·25. 6. Jr. Clerk— Rs. 60—6—90—10—140—EB—15—215. 7. Intermediate Clerk— Rs. 75—8—115—12—175—EB—15—250. 8. Sr. Clerk— Rs. 115—10—255—15—315—EB—20— 395. 9. Jr. Chemist— Rs. 120—10—200—12—260. 10. Mfg. Asstt.— Rs. 140—10—220—15—310. 11. Storekeeper, Asstt. Stenographer— Rs. 160—10—260—15—350.	<i>Effective from 1-2-1960</i> 1. Malis, Sweepers, Cleaners, Hamals, Cooks, Mate— Rs. 60—2—90. 2. Male Gen. Labour— Rs. 60—2—92. 3. Peons— Rs. 60—2—80—3—95. 4. Head Mali— Rs. 64—2—94. 5. Male Gen. Labour A— Rs. 70—3—100. 6. Watchman— Rs. 74—3—104. 7. Box making, Carpenters, Male Gen. Labour B— Rs. 74—3—122. 8. Cook— Rs. 74—4—126. 9. Tailors— Rs. 75—3—120. 10. Laboratory Attendants— Rs. 76—4—136. 11. Male Gen. Labour C— Rs. 80—4—132. 12. Motor Cycle Delivery Van Driver— Rs. 84—4—136.	<i>Effective from 1-2-1960</i> (1) For employees drawing less than Rs. 100, 0·33 nP. per point rise above the Cost of Living Index 195 plus surcharge of 10 per cent. (2) For employees drawing Rs. 100 and over, the existing scheme applicable to the clerical staff will apply with the following modifications. The variation to be 4 per cent in the 1st slab, 3 per cent in the 2nd slab and 2·7 per cent in the 3rd slab and higher slabs. Surcharge to be abolished.
6 M/s. Unichem Laboratories, Bombay.				
7 Glaxo Laboratories (India) Pvt. Ltd., Bombay.				

(1)	(2)	(3)	(4)
7	Glaxo Laboratories (India) Pvt. Ltd., Bombay—cont.	<p>13. Sorter, Packer, Asstt. Electrician— Rs. 84—4—136.</p> <p>14. Asstt. Technician— Rs. 85—5—145.</p> <p>15. Asstt. Boiler Attendent— Rs. 84—4—144.</p> <p>16. Storekeeper's Asstt.— Rs. 90—5—160.</p> <p>17. Driver-skilled, Carpenters, Engineering— Rs. 95—5—150.</p> <p>18. Painter Furniture Polisher, Jr. Mechanics, Machine minder (semi-skilled)— Rs. 95—5—125—7.50—170.</p> <p>19. Female Gen. Grade Workers— Rs. 95—5—125—7.50—170.</p> <p>20. Foreman (Carpenter Shop)— Rs. 100—5—165.</p> <p>21. Skilled Machine Minders, Sr. Lab. Assts., Semi-skilled Process Workers— Rs. 105—5—140—7.50—215.</p> <p>22. Jr. Grade Clerk, Telephone Operator, Typist— Rs. 105—7.50—165—10—255.</p> <p>23. Boiler Attendent— Rs. 115—5—145—7.50—220.</p> <p>24. Sr. Mechanic— Rs. 130—10—240.</p> <p>25. Team Leaders— Rs. 135—7.50—195—10—215.</p> <p>26. Dist. Salesman— Rs. 135—10—205—EB—10—215—12.50 —265.</p> <p>27. Jr. Timekeeper— Rs. 135—10—225—12.50—300.</p> <p>28. Intermediate Clerk— Rs. 135—10—205—12.50—230—EB—12.50 —305—15—320.</p> <p>29. Bazar Salesman— Rs. 135—10—205—12.50—230—EB—15 —350.</p> <p>30. Jr. Cost Clerks— Rs. 145—10—205—12.50—230—EB—15 —335.</p> <p>31. Female Skilled Process Workers— Rs. 150—10—260.</p> <p>32. Electrician, Airconditioning Mechanic— Rs. 150—10—220—12.50—270—15—300.</p> <p>33. Stenographers— Rs. 155—10—205.</p> <p>34. Asstt. Technician (Bacteriology)— Rs. 160—10—220—12.50—270—15—315.</p> <p>35. Sr. Grade Clerks— Rs. 175—12.50—225—15—285—EB—15 —375.</p> <p>36. Medical Representatives and Godown- keepers— Rs. 180—10—250—EB—20—350—EB— 25—500.</p> <p>37. Sectional Head Asstt. Cashier, Asstt. Godown-keeper, Chief Time-keeper— Rs. 190—12.50—240—15—330—EB—20—430.</p> <p>38. Mechanical Chargehand— Rs. 200—12.50—250—15—340.</p> <p>39. Stencil Dy. Head— Rs. 200—12.50—275—EB—15—350.</p> <p>40. Chargehand (Male)— Rs. 200—12.50—250—15—385.</p> <p>41. Females Chargehand— Rs. 210—10—310.</p> <p>42. Sr. Sectional Head— Rs. 230—15—350—EB—20—490.</p> <p>43. Cashier, Printing and Packing Asstt.— Rs. 230—15—350—EB—20—510.</p> <p>44. Cashier— Rs. 200—15—410—20—450.</p> <p>45. Asstt. Analysts— Rs. 250—15—400—EB—20—600.</p> <p>46. Personnel Asstt. (Technical)— Rs. 265—15—400—EB—20—480.</p> <p>47. Analyst— Rs. 300—15—450—EB—20—650.</p>	



(1)	(2)	(3)	(4)																		
8 Glaxo Laboratories (India) Pvt. Ltd.	<i>Effective from 1-2-1960</i>	Skilled Process Workers (Male)— Rs. 150—10—220—12.50—270—15—300 (13 years).	..																		
9 Sandoz India Ltd. .. ..	<i>Effective from 1-1-1961</i>	<ol style="list-style-type: none"> <li>1. Sweepers, Hamals— Rs. 40—2—60—3—75.</li> <li>2. Sepoys, Peons— Rs. 40—2.50—65—3—80.</li> <li>3. Mazdoors— Rs. 40—2.50—60—3—84 (16 years).</li> <li>4. Watchmen, Head Peons, Lab. Peons, Cash Peons— Rs. 45—2.50—55—3—70—4—90 (14 years).</li> <li>5. Helpers, Stores boys/Issue boys, cleaners— Rs. 45—3—75—4—91.</li> <li>6. Daftaries— Rs. 65—4—85—5—135 (15 years).</li> <li>7. Stencillers, Driver (Int. Transport, Khalasis, Masons I).— Rs. 65—4—85—4—140 (16 years).</li> </ol> <p>(An allowance of Rs. 5 per month to Remington Accounting Machine Operators and Rs. 15 per month to Adrema Operators).</p> <ol style="list-style-type: none"> <li>8. Driver Havildar— Rs. 75—4—135. (15 years). (An allowance of Rs. 5 per month to heavy duty vehicle drivers).</li> <li>9. Female Team leaders— Rs. 75—4—95—5—150.</li> <li>10. Wiremen II, Male Operators I, Welders II, Tinsmiths I, Pump House Attendants, Fitters II, Chargehands II, Room Air Conditioning Servicemen, Air Conditioning Plant Attendants, Turners II, Amp. Machine Room Attendants— Rs. 80—4—88—5—123—6—165 (16 years).</li> <li>11. Clerks, Typists, Addressographers, Punchcard Operators— Rs. 90—6—120—8—168—12—264 (19 years). (An allowance of Rs. 15 to Punchcard Operators).</li> <li>12. Wiremen I, Chargehands I, Welders I, Fitters I, Turners I, Refrigeration Plant Attendants— Rs. 100—5—125—6—155—7—190—10—240 (20 years).</li> <li>13. Boiler Attendants— Rs. 100—5—125—6—155—7—190—10—240 (20 years).</li> <li>14. Sr. Clerks, Sr. Typists, Sr. Addressographers, Sr. Punchcard Operators, Stenographers— Rs. 120—8—168—12—216—15—276—20—356.</li> <li>15. Electricians II, Mechanics II— Rs. 125—7—160—8—200—10—240 (14 years).</li> <li>16. Mechanics I, Electricians I, Tablet Coaters— Rs. 150—8—190—9—235—10—285 (15 years).</li> </ol>	<i>Effective from 1-1-61.</i>																		
			<table border="0"> <thead> <tr> <th data-bbox="1208 435 1354 464">Salary Slab.</th> <th data-bbox="1372 435 1485 580">When the Bombay Consumer Price Index No. 411—420</th> <th data-bbox="1503 435 1625 580">Variation for every 10 points rise or fall in the Index.</th> </tr> </thead> <tbody> <tr> <td data-bbox="1135 652 1372 700">Up to Rs. 100 basic pay.</td> <td data-bbox="1390 652 1485 681">Per cent 120</td> <td data-bbox="1521 652 1625 681">Per cent 5</td> </tr> <tr> <td data-bbox="1135 712 1372 760">Between 101—200 of basic pay.</td> <td data-bbox="1390 712 1485 741">60</td> <td data-bbox="1521 712 1625 741">2½</td> </tr> <tr> <td data-bbox="1135 768 1372 797">Rs. 201 and above</td> <td data-bbox="1390 768 1485 797">30</td> <td data-bbox="1521 768 1625 797">1½</td> </tr> <tr> <td data-bbox="1135 804 1372 833">Minimum D.A.</td> <td data-bbox="1390 804 1485 833">Rs. 95</td> <td data-bbox="1521 804 1625 833">Rs. 3.</td> </tr> <tr> <td data-bbox="1135 840 1372 869">Maximum D.A.</td> <td data-bbox="1390 840 1485 869">Rs. 300</td> <td></td> </tr> </tbody> </table>	Salary Slab.	When the Bombay Consumer Price Index No. 411—420	Variation for every 10 points rise or fall in the Index.	Up to Rs. 100 basic pay.	Per cent 120	Per cent 5	Between 101—200 of basic pay.	60	2½	Rs. 201 and above	30	1½	Minimum D.A.	Rs. 95	Rs. 3.	Maximum D.A.	Rs. 300	
Salary Slab.	When the Bombay Consumer Price Index No. 411—420	Variation for every 10 points rise or fall in the Index.																			
Up to Rs. 100 basic pay.	Per cent 120	Per cent 5																			
Between 101—200 of basic pay.	60	2½																			
Rs. 201 and above	30	1½																			
Minimum D.A.	Rs. 95	Rs. 3.																			
Maximum D.A.	Rs. 300																				
11 M/s. Sandoz (India) Ltd., Bombay.	<i>Effective from 1-7-1961</i>	<ol style="list-style-type: none"> <li>1. Jr. Medical Representatives, Jr. Medical Representatives working as salesmen— Rs. 120—10—170—12—230—15—305—20—365.</li> <li>2. Sr. Medical representatives— Rs. 150—10—170—15—275—20—375—25—500.</li> </ol>	As is applicable to workmen in the branch to which medical representatives from time to time attached.																		
12 The Usan Laboratories Pvt. Ltd., Bombay.	<i>Effective from 1-10-1961</i>	<ol style="list-style-type: none"> <li>1. Clerks Gr. A, Stores and Sales Tax Clerks, Mfg. Lot Supervisors, Accounts Clerks— Rs. 150—13—280.</li> <li>2. Clerks Gr. B, Delivery Clerks, Typists— Rs. 125—10—225.</li> <li>3. Peons and Watchmen— Rs. 75—8—155.</li> </ol>																			

(1)	(2)	(3)	(4)																												
13 M/s. Parke Davis (Ind.) Pvt. Ltd.	<i>Effective from 1-8-1961</i>	<p>1. Jr. clerks— Rs. 85—7.50—100—8—140—10—180— EB—10—220—12.50—270.</p> <p>2. Peons, Hamals, Watchmen, Head peon and Butler (Head peon and Butler to get Rs. 10 as special allowance)— Rs. 35—2.50—50—3—74—4—82.</p> <p>3. Delivery clerks, pickers, machine operators— Rs. 65—5—80—6—110—7—145.</p> <p>4. Typists— Rs. 90—8—130—10—160—EB—10—230— 12.50—250.</p> <p>5. Stenographers— (a) Rs. 105—10—175—EB—12.50—250— 15—265. (b) Rs. 135—10—175—12.50—225—EB— 15—300—20—340.</p> <p>6. Comptists— Rs. 100—10—170—12.50—195—EB— 12.50—270—15—285.</p> <p>7. Sr. clerks— Rs. 170—12.50—220—15—265—EB—15— 310—20—350—20—370. (Last increment of Rs. 20 is biennial.)</p> <p>8. Mazdoors— Rs. 1.35—0.10—2.25 p.d.</p> <p>9. Packers (Male)— Rs. 1.50—0.15—2.55.</p>	..																												
15 The Oriental Pharmaceutical Industries Ltd.	<i>Effective from 1-1-1962</i>	<p>(1) Unskilled— Rs. 35—2—45—3—66.</p> <p>(2) Semi-skilled— Rs. 45—3—60—4—80.</p> <p>(3) Skilled— Rs. 55—4—75—5—100.</p>	70 per cent of the Revised Textile scale instead of 60 per cent at present from 1-10-62, and 75 per cent from 1-10-63.																												
16 M/s. Medichem Laboratories Pvt. Ltd., Bombay.	<p>(1) An <i>ad-hoc</i> increment of 15 per cent was granted to all permanent workmen.</p> <p>(2) Total wages of workmen were given as below:—</p>	<table border="1"> <thead> <tr> <th data-bbox="651 1423 797 1449">Total wages</th> <th data-bbox="984 1423 1112 1473">Number of workers</th> </tr> </thead> <tbody> <tr><td>Rs. 90 .. .. .</td><td>2</td></tr> <tr><td>Rs. 92 .. .. .</td><td>4</td></tr> <tr><td>Rs. 98 .. .. .</td><td>1</td></tr> <tr><td>Rs. 104 .. .. .</td><td>8</td></tr> <tr><td>Rs. 106 .. .. .</td><td>2</td></tr> <tr><td>Rs. 115 .. .. .</td><td>6</td></tr> <tr><td>Rs. 121 .. .. .</td><td>4</td></tr> <tr><td>Rs. 127 .. .. .</td><td>1</td></tr> <tr><td>Rs. 138 .. .. .</td><td>1</td></tr> <tr><td>Rs. 144 .. .. .</td><td>1</td></tr> <tr><td>Rs. 153 .. .. .</td><td>1</td></tr> <tr><td>Rs. 155 .. .. .</td><td>1</td></tr> <tr><td>Rs. 201 .. .. .</td><td>1</td></tr> </tbody> </table>	Total wages	Number of workers	Rs. 90 .. .. .	2	Rs. 92 .. .. .	4	Rs. 98 .. .. .	1	Rs. 104 .. .. .	8	Rs. 106 .. .. .	2	Rs. 115 .. .. .	6	Rs. 121 .. .. .	4	Rs. 127 .. .. .	1	Rs. 138 .. .. .	1	Rs. 144 .. .. .	1	Rs. 153 .. .. .	1	Rs. 155 .. .. .	1	Rs. 201 .. .. .	1	
Total wages	Number of workers																														
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Rs. 155 .. .. .	1																														
Rs. 201 .. .. .	1																														
17 Parke Davis (Ind.) Pvt. Ltd., Bombay.	<i>Effective from 1-8-1961</i>	<p>(1) Boilerman— Rs. 3.00—0.25—5.50 per day.</p> <p>(2) Sectionchecker— Rs. 2.60—0.20—4.60 per day.</p> <p>(3) Female Gen. Labour/Female packer— Rs. 2.20—0.15—4.00 per day.</p> <p>(4) Male Gen. Labour A— Rs. 1.80—0.12—3.60 per day.</p> <p>(5) Male Gen. Labour B— Rs. 1.60—0.10—3.30 per day.</p> <p>(6) Sweepers— Rs. 1.50—0.10—3.10 per day.</p> <p>(7) Chargehand— Rs. 80—7.50—140—10—160 p.m.</p>	..																												

(1)	(2)	(3)	(4)																								
17 Park Davis (Ind.) Pvt. Ltd., Bombay.	(8) Driver— Rs. 65—5—85—7—141 p.m. <i>Note.</i> —Female General Labour should be paid extra for the following work :— (a) For working on capsule filling machine. Rs. 1.50 p. d. (b) For working on Jagenberg, Kodomex, Inuprima, Rowson Labelling Machines. Rs. 0.30 p. d.																										
18 M's. Anglo Indian Drug & Chemical Co., Bombay.	(1) Unskilled— Rs. 30—1—35—2—45. (2) Semi-skilled— Rs. 40—2—60. (3) Skilled— Rs. 50—2.50—75.		Rs. 34 per cent p.m. at the Cost of Living Index Rs. 440—450 plus Re. 1 for increase for every 10 points.																								
21 Ciba of India Ltd. .. ..	<i>Effective from 1-7-62.</i>	(A) Clerical & Laboratory Staff (Dyes & Plastics) at the head office, Mazgaon Godown and Bombay Factory— (1) <i>Grade C.</i> —C Gr. clerks, C Grade Laboratory Asstt. (Dyes & Plastics) Adrema Machine operators, typists, clerk-cum-compounder. Rs. 85—6—115—8—155—10—175—EB—12—271.  (2) <i>Grade B.</i> —B Gr. clerks, Book-keeping machine operators, B Gr. Laboratory Asstts. (Dyes and Plastics) including technically qualified Laboratory Asstts. who have not completed 4 years service, Stenographers II, Receptionist-cum-Telephone operator, Artists II, Engineering-Stores-keeper— Rs. 115—8—155—10—205—15—280—EB—20—360.  (3) <i>Grade A.</i> —A Grade Clerks, Stenographers I, A Grade Laboratory Asstts. (Dyes & Plastics) including technically qualified Laboratory Asstts. who have completed 4 years service, finished goods store-keeper, Clerk of works Artists I, Canteen Supervisor, Packing materials, Store-keepers— Rs. 155—10—205—15—280—20—380—EB—25—480.  (4) Workmen at the Bhandup Factory— (1) Security Supervisor— Rs. 85—6—115—8—155—EB—10—205 (15 years). (2) Supervisors— Rs. 85—6—115—8—155—EB—10—215. (3) Chageman— Rs. 85—6—115—8—155—EB—10—235 (18 years). (4) Sr. Supervisors— Rs. 100—10—160—12—220—EB—15—310 (17 years).  (5) Asstt. Chemists— Rs. 120—12—180—15—255—EB—18—363 (16 years). (6) Asstt. Foremen, Draughtsmen-qualified— Rs. 140—15—290—EB—20—410 (16 years). (7) Chemists, Analysts, Asstt. Sectional Heads of Pharmaceutical and chemical Mfg. Sec. Rs. 120—12—180—15—255—EB—18—363 (16 years). (8) Foremen— Rs. 175—20—375—EB—25—525 (16 years).  (C) Consolidated wage-scales at Bhandup Factory. (1) Sweepers, cleaners, canteen boys— Rs. 120—2.75—131—3.75—172.25 (15 years).	<i>Effective from 1-7-62.</i> D. A. for Clerical & Tech. Staff. Basic Salary At Index Variation for every 10 points rise or fall 351—360  Up to Rs. 100 .. 87 per cent 5 per cent Rs. 101 to 200½ .. 34½ p.c. 2½ p.c. Rs. 201 and above 21½ p.c. 1½ p.c.  Manimum Rs. 75. Maximum Rs. 330. The Maximum and minimum D. A. is not linked to any Index figure.	Wage-scales have been consolidated at Cost of Living Index 400 and D. A. at Index 401 and above will be paid at the following rate :—																							
			<table border="1"> <thead> <tr> <th>Index Group</th> <th>D. A. rate</th> <th>Of the consolidated wage at index 400—</th> </tr> </thead> <tbody> <tr> <td>401 to 410..</td> <td>3 per cent</td> <td>"</td> </tr> <tr> <td>411 to 420..</td> <td>6 per cent</td> <td>"</td> </tr> <tr> <td>421 to 430..</td> <td>9 per cent</td> <td>"</td> </tr> <tr> <td>431 to 440..</td> <td>11½ per cent</td> <td>"</td> </tr> <tr> <td>441 to 450..</td> <td>13½ per cent</td> <td>"</td> </tr> <tr> <td>451 to 460..</td> <td>15 per cent</td> <td>"</td> </tr> <tr> <td>461 &amp; above</td> <td>16½ per cent</td> <td>"</td> </tr> </tbody> </table>	Index Group	D. A. rate	Of the consolidated wage at index 400—	401 to 410..	3 per cent	"	411 to 420..	6 per cent	"	421 to 430..	9 per cent	"	431 to 440..	11½ per cent	"	441 to 450..	13½ per cent	"	451 to 460..	15 per cent	"	461 & above	16½ per cent	"
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(1)	(2)	(3)	(4)																														
21 Ciba of India Ltd.—cont.	..	<p>(2) Mazdoors, Malis, Head Sweepers, Watchmen, Sepoys, Cooks— Rs. 125—3.75—140—4.75—192.25 (15 years).</p> <p>(3) Packers, Bottle Washers, Head Mali, Head Watchmen, Head Cook, Tailor— Rs. 130—5.50—152—6.50—223.50 (15 years).</p> <p>(4) Operators, Process Workers, Machine Attendants, Car Drivers, Lorry &amp; Heavy Vehicle Drivers, Carpenters and other skilled craftsmen— Rs. 150—6—174—7.50—256.50 (15 years).</p> <p>(5) Chargehands, Qualified craftsman with certificates— Rs. 155—6—179—7—214—9—268. (15 years).</p> <p>(6) Heads of Workshop Sections, Tool makers, Work Supervisor— Rs. 175—8—207—9—252—11—329 (16 years).</p>																															
22 Imperial Pharmaceutical Products Bombay.		<p>Workmen will get minimum as follows :— Workmen other than apprentices— Rs. 2.50 per day. Members of staff— Rs. 65 per month. Apprentice (workman)— Rs. 2.00 per day. Apprentice (Staff)— Rs. 60 per month. (Period of apprenticeship—Not more than 6 months). Increments shall be granted as follows :—</p> <table border="1" data-bbox="620 1126 1112 1567"> <thead> <tr> <th data-bbox="702 1151 869 1175">Present Wages</th> <th data-bbox="966 1126 1112 1199">Rate of increment for 3 years</th> </tr> </thead> <tbody> <tr> <td colspan="2" data-bbox="620 1223 778 1247">For workers—</td> </tr> <tr> <td data-bbox="647 1247 815 1271">Rs. 2.50 to 3.. ..</td> <td data-bbox="993 1247 1093 1271">.. 25 P. p.d.</td> </tr> <tr> <td data-bbox="647 1271 815 1295">Rs. 3 to 4.30.. ..</td> <td data-bbox="993 1271 1093 1295">.. 35 P. p.d.</td> </tr> <tr> <td colspan="2" data-bbox="620 1319 851 1343">For staff members—</td> </tr> <tr> <td data-bbox="647 1343 815 1367">Less than Rs. 100 .. ..</td> <td data-bbox="993 1343 1057 1367">.. Rs. 5</td> </tr> <tr> <td data-bbox="647 1367 851 1391">Rs. 100—Rs. 199 .. ..</td> <td data-bbox="993 1367 1057 1391">.. Rs. 10</td> </tr> <tr> <td data-bbox="647 1391 851 1415">Rs. 200—Rs. 299 .. ..</td> <td data-bbox="993 1391 1057 1415">.. Rs. 15</td> </tr> <tr> <td data-bbox="647 1415 851 1439">Rs. 300—Rs. 399 .. ..</td> <td data-bbox="993 1415 1057 1439">.. Rs. 20</td> </tr> <tr> <td data-bbox="647 1439 851 1464">Rs. 400—Rs. 499 .. ..</td> <td data-bbox="993 1439 1057 1464">.. Rs. 25</td> </tr> <tr> <td data-bbox="647 1464 851 1488">Rs. 500—Rs. 599 .. ..</td> <td data-bbox="993 1464 1057 1488">.. Rs. 30</td> </tr> <tr> <td data-bbox="647 1488 851 1512">Rs. 600—Rs. 699 .. ..</td> <td data-bbox="993 1488 1057 1512">.. Rs. 35</td> </tr> <tr> <td data-bbox="647 1512 851 1536">Rs. 700—Rs. 799 .. ..</td> <td data-bbox="993 1512 1057 1536">.. Rs. 40</td> </tr> <tr> <td data-bbox="647 1536 851 1560">Rs. 800—Rs. 899 .. ..</td> <td data-bbox="993 1536 1057 1560">.. Rs. 45</td> </tr> <tr> <td data-bbox="647 1560 851 1584">Rs. 900—Rs. 1,000 .. ..</td> <td data-bbox="993 1560 1057 1584">.. Rs. 50</td> </tr> </tbody> </table>	Present Wages	Rate of increment for 3 years	For workers—		Rs. 2.50 to 3.. ..	.. 25 P. p.d.	Rs. 3 to 4.30.. ..	.. 35 P. p.d.	For staff members—		Less than Rs. 100 .. ..	.. Rs. 5	Rs. 100—Rs. 199 .. ..	.. Rs. 10	Rs. 200—Rs. 299 .. ..	.. Rs. 15	Rs. 300—Rs. 399 .. ..	.. Rs. 20	Rs. 400—Rs. 499 .. ..	.. Rs. 25	Rs. 500—Rs. 599 .. ..	.. Rs. 30	Rs. 600—Rs. 699 .. ..	.. Rs. 35	Rs. 700—Rs. 799 .. ..	.. Rs. 40	Rs. 800—Rs. 899 .. ..	.. Rs. 45	Rs. 900—Rs. 1,000 .. ..	.. Rs. 50	
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23 M/s. Ramnard Research Laboratories.		<p>(1) Watchmen— Rs. 45—5—100.</p> <p>(2) Gardner— Rs. 50—5—65—8—105.</p> <p>(3) Sweepers, Peons, Coolies Rs. 50—5—110.</p> <p>(4) Cabinet Boys— Rs. 50—10—140.</p> <p>(5) Plumber— Rs. 70—10—160.</p> <p>(6) Asstt. Mechanic (Maintenance/Electrician Carpenter)— Rs. 70—10—150—15—180.</p> <p>(7) Clerks (Filling Theatre and Editing, Booking, Recording &amp; Delivery— Rs. 70—10—120—15—195.</p> <p>(8) Printers, Developers, Operator (opticals), Projectionist— Rs. 70—10—120—15—240.</p> <p>(9) Checker, Negative Cleaner— Rs. 80—10—180.</p> <p>(10) Typist— Rs. 80—10—130—15—205.</p> <p>(11) Telephone Operator— Rs. 90—10—190.</p>	<p><i>Effective from 1-1-63</i></p> <p>Rs. 60 per cent at the Cost of Living Index 449 as on 1-9-63 and to vary by Rs. 5 at every rise or fall by 10 points. (Proviso). If any future award for provides for lesser increase by Rs. 5 then the same shall prevail.</p>																														

(1)	(2)	(3)	(4)									
23 M/s. Ramnand Research Laboratories.— <i>contd.</i>	(12) Stenotypists Rs. 110—10—210—20—250. (13) Screener— Rs. 115—15—190. (14) Mechanics (Maintenance/Electrician)— Rs. 115—15—190—20—350. (15) Driver— Rs. 120—10—200. (16) Clerks (Excise, Billing, Stores, Raw Stock Accounts)— Rs. 140—15—215—20—315. (17) Negative Cutter and Sorter— Rs. 150—15—225—20—325. (18) Chemist— Rs. 165—15—225—20—345. (19) Negative Turner and Checkers— Rs. 175—15—250—20—390. (20) Asstt. Optical Printer Technician— Rs. 190—15—250—20—325. (21) Optical Printer Technician— Rs. 265—20—365—25—490.	50 per cent of the Textile Scale.										
24 The Chemical Industrial and Pharmaceutical Laboratories Ltd.	(1) Unskilled— Rs. 62.50—1.50—70—2—80. (2) Semi-skilled— Rs. 71—3—92—4—100. (3) Semi-skilled 'B'— Rs. 67—2.50—77—3—92. (4) Artists (Sr. Gr.)— Rs. 200—12.50—350. (5) Artists (Jr. Gr.)— Rs. 125—10—225. (6) Compositors (Gr. I)— Rs. 70—5—125—EB—7.50—155. (7) Compositors (Gr. II)— Rs. 45—4—100. (8) Cylinder Printers— Rs. 70—5—125—EB—7.50—155. (9) Platen Printers— Rs. 65—4—105. (10) Binders— Rs. 70—5—115. (11) Feeders— Rs. 55—3—85. (12) Billers— Rs. 40—2—70.	For Clerical Staff and Artists (excluding Semi-clerks) 50 per cent of the Textile Scale plus Rs. 10 p.m.										
26 The Chemo Pharma. Laboratories Ltd., Bombay.	(The Tribunal considered other existing grades including the clerical grade to be adequate and did not revise them). (1) Packers and Coolies— Rs. 35—2.34—5(06—3.12—71.66. (2) Peons— Rs. 40—2.34—61.06—3.12—76.66. (3) Jr. Clerks, typists— Rs. 60—6—90—10—140—EB—15—215 (Typists to get Rs. 10 as machine allowance). (4) Intermediate clerks— Rs. 75—8—115—12—175—EB—15—250. (5) Jr. Stenos— Rs. 115—10—225—12.50—305. (6) Sr. Clerks— Rs. 115—10—255—15—315—EB—20—395. (7) Jr. chemists— Rs. 120—10—200—12—260. (8) Mfg. Assrts.— Rs. 140—10—220—15—310. (9) Sr. stenos ; Stores keeper— Rs. 180—10—260—15—350.	Effective from 1-1-63.	For staff other than Peons, Coolies : At the rate payable to the Cotton Textile Operatives in Bombay City.									
27 M/s. Eagle Pharmaceutical Works, Bombay.	(1) Watchmen— Rs. 60—2.50—85 (10 years). (2) Operatives (Semi-skilled)— Rs. 65—3—80—4—100—5—125 (15 years). (3) Clerks— Rs. 75—5—100—8—140—10—160 (12 years).	<table border="1"> <thead> <tr> <th>Category</th> <th>D. A. at Cost of Living Index</th> <th>Increase or decrease for variation of 10 points</th> </tr> </thead> <tbody> <tr> <td>(a) Operatives and watchmen.</td> <td>Rs. 20 p.m.</td> <td>Rs. 2</td> </tr> <tr> <td>(b) Clerks</td> <td>Rs. 35 p.m.</td> <td>Rs. 4</td> </tr> </tbody> </table>	Category	D. A. at Cost of Living Index	Increase or decrease for variation of 10 points	(a) Operatives and watchmen.	Rs. 20 p.m.	Rs. 2	(b) Clerks	Rs. 35 p.m.	Rs. 4	
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(1)	(2)	(3)	(4)												
28	M/s. Vice Laboratories, Bombay.	(1) Unskilled-Mazdoors— Rs. 52—2—62. (2) Semi-skilled— (A) Packers—Rs. 60—3—75. (3) Semi-skilled— (B) Mukadams— Rs. 65—4—85. (4) Skilled-Carpenters— Rs. 70—4—90.	<i>Effective from 1-4-63.</i> To all workmen Rs. 15 p. m.  <i>Effective from 1-6-64.</i> 25 per cent of Textile D. A.												
29	M/s. Kemp & Co. Ltd., Bombay.	<i>Effective from 1-8-63.</i> (1) Mazdoors, cleaners, hamals, malis— Rs. 30—2—60. (2) Watchmen, Peon, Liftman, Store Asstt.— Rs. 30—2.50—67.50. (3) Packing Girls and Packers— Rs. 45—3—81. (4) Laboratory Asstt.— Rs. 50—4—90—5—100. (5) Fitter— Rs. 65—5—100. (6) Boiler Attendant and Electrician— Rs. 105—7.50—135—10—225.	<i>Effective from 1-8-63.</i> 62½ per cent of the revised Textile Rate.  <i>Effective from 1-1-68.</i> 72½ per cent of the Revised Textile Rate.												
32	The Bengal Chemical and Pharmaceutical Works.	<i>Effective from 1-4-63.</i> (1) Unskilled— Rs. 40—1—45—2—65. (2) Semi-skilled— Rs. 50—2—60—3—90. (3) Skilled— Rs. 80—5—100—7.50—182.50.	<i>Effective from 1-4-63.</i> All operators— 70 per cent of the new Textile-scale.												
34	The Unichem Laboratories Ltd., Bombay.	..	.. To Operatives— (from 1-1-64) 90 per cent of the Textile- scale. (from 1-7-64) 95 per cent of the Textile- scale. To monthly rated staff (from 1-1-64)— Jr. Chemist, Manufacturing Asstts., Store-Keepers, Store Asstts., Steno- graphers, Jr. clerk, Intermediate clerk, Senior clerk— <i>Basic salary.</i> (a) Up to Rs. 100 operatives D. A. plus Rs. 7.50 (b) Up to 101 to 200     "     Rs. 15.00 (c) Up to 201 to 300     "     Rs. 22.50 (d) Above Rs. 300         "     Rs. 25.												
35	M/s. D. K. Sandu Bros. Chembur P. Ltd., Bombay.	<i>Effective from 1-7-64.</i> (1) Skilled— Rs. 70—3—100 (10 years). (2) Semi-skilled— Rs. 40—1.50—49—2—75 (19 years). (3) Unskilled and Watchman— Rs. 35—1—40—1.50—55 (15 years).	<i>Effective from 1-7-64.</i> Rs. 50.  <table border="1"> <thead> <tr> <th>Slab</th> <th>At consumer Pr. index (541—55)</th> <th>Variation 10 pts.</th> </tr> </thead> <tbody> <tr> <td>1—100</td> <td>65%</td> <td>4%</td> </tr> <tr> <td>101—200</td> <td>32½%</td> <td>2%</td> </tr> <tr> <td>201 and above.</td> <td>20%</td> <td>1%</td> </tr> </tbody> </table> Minimum D. A. Rs. 65 .. 5	Slab	At consumer Pr. index (541—55)	Variation 10 pts.	1—100	65%	4%	101—200	32½%	2%	201 and above.	20%	1%
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1—100	65%	4%													
101—200	32½%	2%													
201 and above.	20%	1%													
36	The Crooks Inter Frames Ltd., Bombay.	Group Grade Classification A A I Analysts, Junior Chemists— Rs. 180—13—310—16—390. A II Pharmas, Manufacturing Chemist B.Sc. Techs.— Rs. 225—15—375—18—465. B B I Personnel doing despatch, filling Junior Stores Attendant, other semi-clerical functions— Rs. 120—5—170—6—200. B II Sr. Stores Attendants— Rs. 125—6—185—8—225. B III Typist-cum-clerks, Adrema Ope- rators, Punch Card Operators, Telephone Operators, Secu- rity Asstts. Personnel doing routine clericals & allied work with little various in the task— Rs. 135—8—231—10—281. B IV Stenographer, Comptist, Person- nel doing clerical, allied work requiring certain amount of various in the task— Rs. 155—12—299—15—389.													

(1)	(2)	(3)	(4)								
36 The Crooks Inter Frames Ltd., Bombay—cont.	<p>B V Senior Stenographer, Senior Clerks and personnel doing Clerical and allied worker requiring more individual variation in the task and discretion— Rs. 180—14—348—17—450.</p> <p>C C I Drivers, Plumbers, Head Gardners Rs. 120—5—170—6—200.</p> <p>C II Truck, Bus and Heavy Vehicle Drivers— Rs. 125—6—185—7—200.</p> <p>D D I Mazdoors, Cleaners, Hamals, Malis, Sweepers, Bottle Sorters, Hand Cork Fitters and Mazdoors in the various departments— Rs. 85—2—105—3—120.</p> <p>D II Bottle Washers, Watchman, Packers, Lablers, Granulation Machine Operators, Ampuule Cutters, Ampule Washers, Parcel Packers, Stencilers, Assistants to Carpereters, Fireman, Tin Seammers, Bottle Fillers, Air Oven Operators, Workers working in Laboratory and Office Peons, Junior Goods Booking Attendants, Bearers, Junior Packers (Warehouse Stores). Rs. 95—3—125—4—145.</p> <p>D III Filers, Sealers, Optical Checkers and Filtration workers in the Injection Department. Animal House Attendants, Bank Peons, Peons doing Gastetner operation over and above Peon's work Senior Packers, Senior Goods Booking Attendant, Senior Stores Helpers— Rs. 105—4—145—5—170.</p> <p>D IV Tablet Machine Operators, Fitters, Coating Machine Operators, Autoclave Attendants, Carpenters, Wireman, Laboratory Attendants, Synthetic Chemical Machine Operators— Rs. 115—5—165—6—195.</p> <p>D V Group Leaders, Charge-hands, Jr. Process Laboratory Production Attendants, Process Attendants in Synthetic Chemical Factory— Rs. 125—6—185—8—225.</p> <p>D VI Junior Boiler Attendants, Junior Mechanics, Junior Electricians, Senior Process Laboratory Production Attendants— Rs. 130—7—200—9—245.</p> <p>D VII Senior Boiler Attendants, Senior Mechanics, Senior Electricians— Rs. 135—8—231—10—281.</p>										
37 The Bombay Pharmaceutical Works P. Ltd., Bombay.	Temporary workmen shall be paid Rs. 3.10 p. d. consolidated for first 3 months and Rs. 3.25 p. d. after completion of 3 months.	..									
38 The Usan Laboratories P. Ltd., Bombay.	Chemist— Rs. 200—10—250—15—340—EB—20—520.	..									
39 M/s. Therapeutic Pharmaceuticals, Bombay.	<p><i>Effective from 1-7-64.</i></p> <p>(1) Unskilled— Rs. 95—3—125—3.50—160.</p> <p>(2) Semi-skilled (C)— Rs. 100—3.50—135—4—175.</p> <p>(3) Semi-skilled (B)— Rs. 105—4—145—4.50—190.</p> <p>(4) Semi-skilled (A)— Rs. 110—4.50—155—5—205.</p> <p>(5) Skilled— Rs. 115—5—165—6—225.</p>	<table border="1"> <thead> <tr> <th data-bbox="1142 1957 1252 1993">Slab</th> <th data-bbox="1315 1957 1461 2017">Cost of Living fig. 480</th> <th data-bbox="1470 1957 1612 2054">Variation of 10 points</th> </tr> </thead> <tbody> <tr> <td data-bbox="1142 2005 1261 2041">Up to 150</td> <td data-bbox="1315 2005 1334 2041">..</td> <td data-bbox="1470 2005 1570 2041">Rs. 2.50</td> </tr> <tr> <td data-bbox="1142 2029 1306 2066">151 and above</td> <td data-bbox="1315 2029 1334 2066">..</td> <td data-bbox="1470 2029 1534 2066">Rs. 3</td> </tr> </tbody> </table>	Slab	Cost of Living fig. 480	Variation of 10 points	Up to 150	..	Rs. 2.50	151 and above	..	Rs. 3
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151 and above	..	Rs. 3									

(1)	(2)	(3)	(4)																																
41 Parke-Davis (India) Ltd., Bombay.	(1) Chemical Process Operators— Rs. 85—10—175—12½—255—15—240. (2) Electricians and mechanical fitters— Rs. 145—11—200—13—252—EB—16—300. (3) Lubrication and Machine Serviceman— Rs. 2·70—0·20—3·50—0·25—6·00 p. d. (4) Semi-skilled workmen— Rs. 2·30—0·20—3·50—0·25—5·25 p. d. (5) Stenographer (factory)— Rs. 120—10—190—EB—11—278. (6) Typist (factory)— Rs. 98—10—178—EB—11—296. (7) Jr. clerk— Rs. 90—10—150—12½—175—EB—12½—300. (8) Pickers (factory)— Rs. 60—5—85—7—134.																																		
43 M/s. Aniline Dyestuff & Pharmaceutical P. Ltd.	Skilled Siremen, Fitter Plant Operator— Rs. 150—10—250—EB—15—325. Semi-skilled Asstt. Plant operator lab. atten- dents Helper to fitter— Rs. 104—5—154—7·50—191·50 p. m. Rs. 4·00—0·15—5·90—0·29—7·35 p. d. Unskilled Mazdoor— Rs. 84·50—2·60—110·50—3·90—130 p. m. Rs. 3·25—0·10—4·25—0·15—5·00 p. d. Watchman— Rs. 80—5—130—7·50—167·50. p. m.	At the consumer price index fig. 461—470 and with a variation of 10 pts. by Rs. 2 p. m.																																	
44 Beawn Pharmaceuticals .. Bombay.	Unskilled— Rs. 90—4—110—4·50—132·50. Semi-skilled I— Rs. 100—4·50—122·50—5·00—147·50. Semi-skilled II— Rs. 110—5·00—135—5·50—162·50. Skilled— Rs. 120—5·50—147·50—6·00—177·50— EB—7·50—192·50. Temporary and casual workers shall be paid Rs. 80 p. m.	For every 10 pts. variation at the cost of living index fig. of 540 worker shall be paid by Rs. 2·50.																																	
46 The Pharama Lab. Industries, Bombay.	(1) Unskilled— Rs. 3·50—0·10—4·50. (2) Semi-skilled— Rs. 4·00—0·15—5·20. (3) Skilled A— Rs. 5·00—0·25—7·60. (4) Skilled B— Rs. 6·00—0·40—10·00.																																		
47 Usan Laboratories, Bombay	A Grade Sr.— Rs. 175—13—240—15—315. B Grade Jr.— Rs. 150—10—200—12—260. Watchman— Rs. 85—5—165. Peon— Rs. 80—8—160.	D. A. shall be paid one paisa per pt. after index fig. 450.																																	
49 M/s. Raptakos Brett. & Co., Pvt. Ltd.																																			
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201 and over	.. ..	90	90																											

(1)	(2)	(3)	(4)
56 Hindustan Antibiotics Ltd., Pimpri— <i>contd.</i>		<p>(8) Gate keeper— Rs. 85—4—105—5—115.</p> <p>(9) Jr. Godown keeper— Rs. 85—5—115—7·50—175.</p> <p>(10) Chargehand, Sr. Laboratory Asstt. Drivers Gr. I, II— Rs. 90—5—130.</p> <p>(11) Welder Gr. II— Rs. 90—5—115—7·50—130.</p> <p>(12) Wireman Gr. II, Mason Gr. II, Blacksmith Gr. II— Rs. 90—5—115—7·50—130.</p> <p>(13) Compounder— Rs. 90—5—120—7·50—165.</p> <p>(14) Lower Divn. Clerk, typist, Despatch clerk, Toom Room keeper— Rs. 90—5—115—EB—7·50—175.</p> <p>(15) Sr. Telephone Operator, Boiler Attendant, Asstt. Caretaker (Animal House)— Rs. 90—5—120—EB—8—160—10—190.</p> <p>(16) Operator Laundry— Rs. 100—5—110—8—150—10—180</p> <p>(17) Group leaders, who are graduates in che- mistry or pharmacy— Rs. 100—5—110—150—EB—10—180</p> <p>(18) Nurse— Rs. 110—7·50—155.</p> <p>(19) Operator Water Treatment Operator Water Riverside pump, Operator Effluent Disposal. Rs. 110—8—150—10—180.</p> <p>(20) Fitter and Bench Fitter Gr. I, Wireman Gr. I, Mason Gr. I, Blacksmith Gr. I, Machinist Gr. I, Turner Gr. I, Motor Machine Gr. I, Operator Sub-station, Welder Gr. I.— Rs. 110—8—150—10—190.</p> <p>(21) Publicity Assistant— Rs. 120—10—150—EB—12·50—250.</p> <p>(22) Upper Division clerk Rs. 120—10—150—12·50—175—EB—12·50 —250.</p> <p>(23) Sr. Turner, Sr. Motor mechanic, Time- keeper Operator Gr. I, Instrument operator, Sr. Electronion, Sr. Welder— Rs. 140—10—240.</p> <p>(24) Jr. Technical Asstt. Stenographer Jr.— Rs. 140—10—170—12·50—220—EB—12·50 —270.</p> <p>(25) Jr. Accountant (Depot Office)— Rs. 140—10—170—12·50—270.</p> <p>(26) Jr. Asstt., Store Asstt.—220— Rs. 140—10—150—12·50—200—EB—12·50 —275.</p> <p>(27) Computist, Sr. Asstt., Sr. Audit Asstt., Public Relation Asstt., Purchase Asstt.— Rs. 150—12·50—300.</p> <p>(28) Highly skilled Turners, Fitters and Welders (Selection Grade)— Rs. 160—10—240.</p> <p>(29) Boiler Operator (having 1st class certi- cate— Rs. 170—10—190—12·50—240.</p> <p>(30) Canteen Supervisor Fire-fighting Super- visor— Rs. 170—10—180—12·50—240.</p> <p>(31) Stenographer, Sr. Stenographers to Mana- ging Director and Works Manager— Rs. 180—12·50—330.</p> <p>(32) Cashier— Rs. 190—12·50—340.</p> <p>(33) Horticultural supervisor— Rs. 200—12—320—15—350.</p> <p>(34) Myceroanalyst— Rs. 200—12·50—350.</p> <p>(35) Store-keeper, Asstt. Superintendents, Accounts, Chargeman Gr. II, Technical Asstt., Asstt. Office Superintendent (Publicity)— Rs. 200—12·50—375.</p>	

(1)	(2)	(3)	(4)
56—contd.		<p>(36) Chemist, Scientific Asstt., Chargeman Gr. I— Rs. 230—15—320—20—400.</p> <p>(37) Engg. Assistant— Rs. 230—20—430.</p> <p>(38) Engg. Asstt. (having degree in engineering)— Rs. 250—25—500.</p> <p>(39) Superintendent Accounts Office, Superintendents, (Purchase), Office Superintendent (Administration), Superintendent (Sales)— Rs. 280—15—400—EB—20—500.</p> <p>(40) Sr. Draughtsman— Rs. 275—25—500—FB—30—590.</p> <p>(41) Sr. Scientific Asstt.— Rs. 275—25—500—Selection Grade—30—590.</p> <p>(42) Male Casual Worker— Rs. 2.75 per day.</p> <p>(43) Female casual worker— Rs. 2.25 per day.</p>	
57 T. Walker's Pharmaceutical Laboratories, Poona.		<p><i>Effective from 1st June 1966</i></p> <p>Workmen described at serial Nos.— 10 to 32 in Appendix D— Rs. 25—2—65.</p>	<p><i>Effective from 1st April 1965</i></p> <p>(i) Workmen drawing a Rs. 45 p.m. salary. up to Rs. 75.</p> <p>(ii) Those drawing more Rs. 47.50 p.m. than Rs. 75.</p>
58 The Chelsen Chemical Laboratories, Hadapsar, Poona.		<p>Monthly wages consolidated since 1-10-66. All workmen— Rs. 85—4—125—6—185.</p>	<p>Tribunal directed that if cost of living Index for Poona goes up by 10 points over the living index bracket 131—140, the workmen shall be entitled to Rs. 1.50 p.m. This should be ensure adequate relief against fluctuation in the living condition.</p>
59 Shri Dhoot Papeshwar Industries Ltd., Nagpur.		<p>With effect from 1-1-61 the minimum rates of wages (consolidated) for any employee should be as below:— Rs. 1.50 p. d. and Rs. 50 p. m.</p>	..
60 Shri Bajdyanath Ayurved Bhavan P. Ltd., Nagpur.		..	<p>Effective from 1-7-1962 all employee working with the concern in October 1962 shall be given an increase of Rs. 10 per month.</p>
61 Raptakos, Brett. and Co. Pvt. Ltd.		<p>(1) Sweepers— Rs. 46—2—60—2.50—70—3.50—84.</p> <p>(2) Watchman, Asstr. Cook— Rs. 50—2—60—3—75—4—95.</p> <p>(3) <i>Grade I</i>—Helpers Office Peons, Ordinary Washers, Bearers— Rs. 50—2—60—3.50—95.</p> <p>(4) <i>Grade II</i>—Packers, Female Packers, Jr. Bearers, Siever, Post and Despatch peons— Rs. 55—2.50—60—3.50—74—4.50—110—5—120</p> <p>(5) <i>Grade III</i>—Spray Driver, Attendant, Mixing and Packing Attendant, Packers, Boxers, Checkers, Sr. Bearers, Jr. Amphanle Process Workers, Despatch and Filing Peon, Machine Operators, Head Watchman, Head Cook, Fitters Asstt.— Rs. 60—4.50—105—6—147.</p> <p>(6) <i>Grade IV</i>—Sr. Checker, Library Attendant, Filling and Sealing Tablet Machine Operators, Process Workers, Fillers, Sealers, Sr. Attendants, Bank Peon, purchas: peon, Tradesmen in Workshop, Asstt. Carpenter— Rs. 75—5—100—7—170.</p> <p>(7) <i>Grade V</i>—Printing Machine Operator, Alcohol Attendant, Distillation Attendant, Tablet Coating Attendant, Sr. Raw Materials Attendant— Rs. 90—7—125—8—165—E.B.—9—210.</p> <p>(8) Boilerman— Rs. 80—5—120—8—160—E.B.—8—200</p> <p>(9) Sr. Tradesmen (Technician Gr. II)— Rs. 100—7.50—175—10—215—E. B.—10—245.</p>	..

(1)	(2)	(3)	(4)													
63	Mac Laboratories P. Ltd. . .	(1) Unskilled (Mazdoors, Cleaners, Peons, Lab. Attendants, Cutters, Washers, sorters)— Rs. 30—1.50—37.50. (2) Semi-skilled (Attendants, Fillers, Sealers, Examiners, Extractors, Packers, Nailers, Stencillers)— (3) Skilled (skilled supervisors, qualified technical personnel)— Rs. 50—3—65.	Rs. 45.													
65	Geoffrey Manners and Co. Pvt. Ltd.	<i>Effective from 1-2-1959.</i> Grade A—Sweepers and Malis— Rs. 30—2.50—55—E.B.—3—70. Grade B—Head Mali, Watch and Ward, Stores, Bottle Washing, Yard Workmen, Service Boys— Rs. 35—3—65—E.B.—3.50—82.50. Grade C—Sepoys, Packing Girls, Despatch Packers, Helpers— Rs. 42—3.50—77—E.B.—4—97. Grade D—Cook, Process Workers, Issuers, Checkers, Laboratory Attendants— Rs. 50—4—90—E.B.—5—115. Grade E—Fitters, Belt Charge hands, Record-keepers, Chargehands Time Office Attendants— Rs. 60—5—110—E.B.—6—140. Grade F—Sectional Chargehands— Rs. 70—6—124—E.B.—7—152.	(1) All Clerical staff including chemists, mechanics, supervisors, van drivers Normal dearness allowance— (a) 50 per cent of the basic salary with minimum of Rs. 50 and maximum Rs. 75 as normal D. A. linked to the cost of living Index 345. (b) Supplementary Dearness Allowance	<table border="1"> <thead> <tr> <th>Fluctuation of Index figure</th> <th>Percentage of normal D. A.</th> </tr> </thead> <tbody> <tr> <td>346—360 ..</td> <td>35 p. c.</td> </tr> <tr> <td>361—380 ..</td> <td>45 p. c.</td> </tr> <tr> <td>381—400 ..</td> <td>55 p. c.</td> </tr> <tr> <td>401—420 ..</td> <td>65 p. c.</td> </tr> <tr> <td>Over 421 ..</td> <td>75 p. c.</td> </tr> </tbody> </table>	Fluctuation of Index figure	Percentage of normal D. A.	346—360 ..	35 p. c.	361—380 ..	45 p. c.	381—400 ..	55 p. c.	401—420 ..	65 p. c.	Over 421 ..	75 p. c.
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66	K. T. Dongre and Co. Pvt. Ltd.	<i>Effective from 1-2-1959.</i>	Increase of Rs. 4 p.m.													
67	Bombay Pharmaceutical Works Pvt. Ltd.	<i>Effective from 1-4-1959.</i> (1) Semi-skilled A— Rs. 38—2—44—3—50—3.25—63. (2) Semi-skilled B— Rs. 35—1.50—38—2—50.	<i>Effective from 1-4-1959.</i> All workers—Rs. 50 p. m.													
71	Great India Industrial and Pharmaceutical Laboratories.	<i>Consolidated wages.</i> (1) Apprentices— Rs. 50—10—60. (2) Unskilled— Rs. 65—3—80—E.B.—3.50—94. (3) Semi-skilled— Rs. 80—4—100—E.B.—4.50—118. (4) Skilled— Rs. 100—5—125—E.B.—5.50—147. (5) Highly skilled— Rs. 125—6—155—E.B.—6.50—181.	..													
72	Colgate Palmolive (India) Pvt. Ltd.	<i>Effective from 1-1-1960.</i> (1) Sweepers— Rs. 35—2—71 (18 years). (2) Sepoys and Watchmen— Rs. 35—2.50—50—3—86 (18 years). (3) Mazdoors— Rs. 37.50—2.25—55.50—2.50—78—3—81 (18 years). (4) Lorry Drivers— Rs. 80—5—135 (11 years). (5) Jr. Godown-keepers— Rs. 115—7.50—175—10—225—12.50—275—15—290 (18 years). (6) Sr. Godown-keepers, Stenographers— Rs. 125—10—155—12.50—255—15—360 (18 years). (7) A Grade— Rs. 180—10—240—15—405—20—425 (18 years).	<i>Effective from 1-1-1960.</i> (A) All workmen except Sepoys, Mazdoors, Watchmen—													
			<table border="1"> <thead> <tr> <th>Salary slab</th> <th>D. A. when working class Index is</th> <th>Variation for 10 points</th> </tr> </thead> <tbody> <tr> <td>1. Rs. 1—100 ..</td> <td>70 p. c.</td> <td>5 p. c.</td> </tr> <tr> <td>2. Rs. 101—200 ..</td> <td>30 p. c.</td> <td>1½ p. c.</td> </tr> <tr> <td>3. Rs. 201 and above</td> <td>20 p. c.</td> <td>1¼ p. c.</td> </tr> </tbody> </table> <p>Minimum Rs. 65.</p>	Salary slab	D. A. when working class Index is	Variation for 10 points	1. Rs. 1—100 ..	70 p. c.	5 p. c.	2. Rs. 101—200 ..	30 p. c.	1½ p. c.	3. Rs. 201 and above	20 p. c.	1¼ p. c.	
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3. Rs. 201 and above	20 p. c.	1¼ p. c.														

(1)	(2)	(3)	(4)																					
72—cont.	(8) B Grade— Rs. 125—7-50—140—10—160—12-50— 260—15—255 (18 years).	<i>B.—Sepoys, Mazdoors, Watchman</i> Full old Textile Scale i.e., 1-9 pies per point rise over 105 in the Consumer Price Index No. for working class calcu- lated for all the days in the month.																						
	(9) C Grade— Rs. 85—7-50—145—10—215—12-50— 240—15—255 (18 years). (Graduates in C Grade will start on Rs. 15 higher).																							
74 Indeco Remedies Ltd., Bombay.	<i>Effective from 1-7-1959</i> (1) Skilled— Rs. 110 p. m. (2) Semi-skilled— Rs. 80 p.m. (3) Unskilled— Rs. 65 per cent p.m.																							
75 Hoechst Pharmaceuticals Pvt. Ltd.	<i>Effective from 1-1-60</i> (1) Sweepers— Rs. 35—2—45—3—60. (2) Peons and tea boys— Rs. 35—2—45—3—60—5—75 (Rs. 10 more for head peon). (3) Adrama's operator— Rs. 55—3—70—5—85—7-50—100. (4) Drivers— Rs. 70—3—85—5—100—7-50—130. (5) Jr. Clerks, Typists— Rs. 75—5—100—7-50—160—EB—10—210. (Graduates to start on Rs. 85). (6) Intermediate Grade— Rs. 100—7-50—145—10—195—EB—12-50 —270. (7) Sr. Grade— Rs. 140—10—190—12-50—240—EB—15— 390. (8) Stenographers Jr. Grade— Rs. 100—7-50—145—10—195—EB—12-50 —270. (9) Stenographers Sr. Grade— Rs. 140—10—190—12-50—240—EB—15— 390.	<i>Effective from 1-1-1960</i>	<table border="1"> <thead> <tr> <th data-bbox="1130 760 1257 789">Salary slab</th> <th data-bbox="1303 712 1448 809">D. A. as cost of living index 406— 415</th> <th data-bbox="1476 712 1608 833">Variation for 10 points increase or decrease</th> </tr> <tr> <th data-bbox="1175 857 1212 886">(1)</th> <th data-bbox="1366 857 1403 886">(2)</th> <th data-bbox="1512 857 1548 886">(3)</th> </tr> </thead> <tbody> <tr> <td data-bbox="1121 905 1303 934">On 1st Rs. 100..</td> <td data-bbox="1321 905 1485 953">100 per cent of Basic Salary</td> <td data-bbox="1485 905 1608 953">3 per cent.</td> </tr> <tr> <td data-bbox="1121 953 1303 982">On 2nd Rs. 100</td> <td data-bbox="1321 953 1485 1001">45 per cent of basic salary.</td> <td data-bbox="1485 953 1608 1001">2 per cent.</td> </tr> <tr> <td data-bbox="1121 1001 1303 1049">On 3rd Rs. 100</td> <td data-bbox="1321 1001 1485 1049">20 per cent of basic salary.</td> <td data-bbox="1485 1001 1608 1049">1 per cent.</td> </tr> <tr> <td data-bbox="1121 1049 1303 1098">On the balance up to Rs. 500.</td> <td data-bbox="1321 1049 1485 1098">10 per cent of basic salary.</td> <td data-bbox="1485 1049 1608 1098">..</td> </tr> </tbody> </table>	Salary slab	D. A. as cost of living index 406— 415	Variation for 10 points increase or decrease	(1)	(2)	(3)	On 1st Rs. 100..	100 per cent of Basic Salary	3 per cent.	On 2nd Rs. 100	45 per cent of basic salary.	2 per cent.	On 3rd Rs. 100	20 per cent of basic salary.	1 per cent.	On the balance up to Rs. 500.	10 per cent of basic salary.	..			
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On the balance up to Rs. 500.	10 per cent of basic salary.	..																						
77 British Drug Houses (India) Pvt. Ltd.	<i>Effective from 1-1-1960</i> Semi-skilled worker— (Packer Grade)— Rs. 47-50—2-50—57-50—EB—3—90-50. Lower staff Gr. B— Rs. 40—2-50—50—EB—2-75—61—EB— 3—82. (15 years). Driver— Rs. 72—4—100—EB—5—130 (13 years). Upper Staff Gr. II— Rs. 120—7-50—150—EB—10—230—EB— 15—320—(18 years). (Note.— <i>Extra Wages</i> —Leading Hands Rs. 10, Memo clerks Rs. 10 (Graduates) Rs. 20.	<i>Effective from 1-1-1960</i>	<table border="1"> <thead> <tr> <th data-bbox="1130 1355 1257 1384">Pay slab</th> <th data-bbox="1339 1307 1485 1427">Percentage at Cost of living Index 401—410</th> <th data-bbox="1476 1307 1608 1427">Variation for 10 points rise or fall</th> </tr> <tr> <th data-bbox="1175 1452 1212 1480">(1)</th> <th data-bbox="1385 1452 1421 1480">(2)</th> <th data-bbox="1512 1452 1548 1480">(3)</th> </tr> </thead> <tbody> <tr> <td data-bbox="1121 1500 1257 1529">Rs. 1—100</td> <td data-bbox="1357 1476 1448 1505">Per cent 110</td> <td data-bbox="1485 1476 1608 1505">Per cent 5</td> </tr> <tr> <td data-bbox="1121 1529 1257 1557">Rs. 101—200</td> <td data-bbox="1357 1529 1448 1557">.. 55</td> <td data-bbox="1485 1529 1608 1557">2½</td> </tr> <tr> <td data-bbox="1121 1557 1257 1586">Rs. 201 and above</td> <td data-bbox="1357 1557 1448 1586">15</td> <td data-bbox="1485 1557 1608 1586">Fixed.</td> </tr> <tr> <td data-bbox="1121 1586 1257 1615">Minimum</td> <td data-bbox="1357 1586 1448 1615">.. 80</td> <td data-bbox="1485 1586 1608 1615">Rs. 2-50</td> </tr> </tbody> </table>	Pay slab	Percentage at Cost of living Index 401—410	Variation for 10 points rise or fall	(1)	(2)	(3)	Rs. 1—100	Per cent 110	Per cent 5	Rs. 101—200	.. 55	2½	Rs. 201 and above	15	Fixed.	Minimum	.. 80	Rs. 2-50			
Pay slab	Percentage at Cost of living Index 401—410	Variation for 10 points rise or fall																						
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Rs. 201 and above	15	Fixed.																						
Minimum	.. 80	Rs. 2-50																						
78 Anglo French Drug Co. (Eastern) Pvt. Ltd.	..	<i>Effective from 1-7-1959</i> Rs. 85 p.m.																						
82 Hoechst Pharmaceuticals Pvt. Ltd.	<p><i>Group "L" General Labourers—</i> Grade A— Rs. 35—2—59. Grade B— Rs. 45—3—76. Grade C— Rs. 50—4—98.</p> <p><i>Group "M" workmen—</i> Grade A1— Rs. 125—Fixed. Grade A2— Rs. 50—4—82. Grade B1— Rs. 60—4-50—96. Grade B2— Rs. 70—5—110. Grade C1— Rs. 80—6—128. Grade C2— Rs. 90—7—146.</p> <p><i>Group "H"—</i> Grade A1— Rs. 80—6—128. Grade A2— Rs. 90—7—146.</p>	<i>Effective from 1-7-1959</i>	<table border="1"> <thead> <tr> <th data-bbox="1130 1675 1257 1724">Basic salary slab</th> <th data-bbox="1275 1639 1485 1748">When the cost of living index is between 406— 415</th> <th data-bbox="1476 1639 1608 1820">Variation for 10 points rise in the index (3) per cent</th> </tr> <tr> <th data-bbox="1175 1772 1212 1801">(1)</th> <th data-bbox="1348 1772 1385 1801">(2)</th> <th data-bbox="1512 1772 1548 1801">(3)</th> </tr> </thead> <tbody> <tr> <td data-bbox="1093 1820 1257 1849">Up to Rs. 99 ..</td> <td data-bbox="1284 1820 1485 1849">Rs. 80 fixed ..</td> <td data-bbox="1485 1820 1608 1849">..</td> </tr> <tr> <td data-bbox="1093 1849 1257 1878">For 1st Rs. 100</td> <td data-bbox="1284 1849 1485 1878">100 per cent ..</td> <td data-bbox="1485 1849 1608 1878">3</td> </tr> <tr> <td data-bbox="1093 1878 1257 1926">Between Rs. 100 and Rs. 199.</td> <td data-bbox="1284 1878 1485 1950">45 p. c. addi- tional on the amount exceed- ing Rs. 100.</td> <td data-bbox="1485 1878 1608 1950">2</td> </tr> <tr> <td data-bbox="1093 1950 1257 1998">Between Rs. 200 and Rs. 299.</td> <td data-bbox="1284 1950 1485 2022">20 p. c. addi- tional on the amount exceed- ing Rs. 200.</td> <td data-bbox="1485 1950 1608 2022">1</td> </tr> <tr> <td data-bbox="1093 2046 1257 2094">Between Rs. 300 and Rs. 500.</td> <td data-bbox="1284 2046 1485 2145">10 p. c. addi- tional on the amount exceed- ing Rs. 300.</td> <td data-bbox="1485 2046 1608 2145">..</td> </tr> </tbody> </table>	Basic salary slab	When the cost of living index is between 406— 415	Variation for 10 points rise in the index (3) per cent	(1)	(2)	(3)	Up to Rs. 99 ..	Rs. 80 fixed ..	..	For 1st Rs. 100	100 per cent ..	3	Between Rs. 100 and Rs. 199.	45 p. c. addi- tional on the amount exceed- ing Rs. 100.	2	Between Rs. 200 and Rs. 299.	20 p. c. addi- tional on the amount exceed- ing Rs. 200.	1	Between Rs. 300 and Rs. 500.	10 p. c. addi- tional on the amount exceed- ing Rs. 300.	..
Basic salary slab	When the cost of living index is between 406— 415	Variation for 10 points rise in the index (3) per cent																						
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Between Rs. 300 and Rs. 500.	10 p. c. addi- tional on the amount exceed- ing Rs. 300.	..																						
			(Note.—The variation in D. A. shall be given when the Index rises by 10 points ever 415.)																					

(1)	(2)	(3)	(4)
82—Hoeschst Pharmaceuticals Pzt. Ltd.— <i>contd.</i>	Grade B1— Rs. 95—8—159. Grade B2— Rs. 105—9—177. Grade C1— Rs. 115—10—195. Grade C2— Rs. 125—12—221. Group "S"— Grade A1— Rs. 175 fixed. Grade A2— Rs. 150—15—270. Grade B1— Rs. 200—20—360. Grade B2— Rs. 250—25—450. Grade C1— Rs. 350—30—590. Grade C2— Rs. 500—40—820.	..	For staff (including Clerical, Sweepers, Peons, Drivers etc.). Rs. 85 per month.
84 Anglo French Drug Co. (Eastern) Pvt. Ltd.		..	
85 Medichem Laboratories Pvt. Ltd., Bombay.	<i>Effective from 1-1-1961</i> Unskilled— Sweepers, Watchmen, Mazdoors— Rs. 65—3—80. Semi-skilled— Packers— Rs. 80—5—105. Skilled— Carpenters, Fitters, Electricians— Rs. 95—7.50—122.50.	..	<i>Effective from 1-3-1961</i> 1. Employees on Grade Rs. 50 and below— Minimum of Rs. 60 p.m. on the cost of Living Index 310 plus 0.25 nP. per point rise above that. 2. Employees on Grade Rs. 51 and above.— per cent 1st Rs. 100 60 } Subject to a minimum of 2nd Rs. 100 40 } Rs. 72 on Cost of 3rd Rs. 100 20 } Living Index 310 plus 0.25 nP. per point rise above that.
86 Raptakos, Brett and Co. Pvt. Ltd.		..	
87 Johnson and Johnson of India Ltd.	<i>Effective from 1-5-1961</i> Grade I— Helpers, Learners, Rollers— Rs. 70—3—100. Grade II— Cleaners, Packer II, Assorter III— Rs. 80—5—130. Grade III— Splicer, Assorter II, Polisher, Packer I, Watchman— Rs. 100—7.50—175. Grade IV— Assorter I, Packer/Checker, Team Leader— Rs. 125—12.50—250.	..	
88 International Franchise Pvt. Ltd., Bombay.	Tablet Machine operators, Fitter Boiler Attendant, Costing Machine Operators, Carpenters, Fireman, Lab. Attendants, Skilled Supervisors— Rs. 115—5—140—7.50—177.50. Fitters, Sealers, Optical Checkers, Fitteration workers— Rs. 105—4—125—6—155. Bottle Washers, Watchmen, Packers, Lablel- lers, Granulation Machine Operators, Amponle Cutters, Washers, Mailer, Sten- cilers, Asstt. to Carpenter, Fireman, Tin Sealers, Bottle Fillers, Office Peon— Rs. 95—3—110—5—135. Mazdoors, Cleaners, Hamals, Sweepers, Bottle Sorters, — Rs. 85—2—95—3—100.	..	



(1)	(2)	(3)	(4)															
91 The Anglo French Drug Co. (Eastern) Ltd.	1. Rly. Labourers— Rs. 40—3—85. 2. Peons— Rs. 45—3—90. 3. Box Packers— Rs. 52-50—4—112-50. 4. Drivers— Rs. 65—5—90. 5. Rly. Hawaldars, Despatch Hawaldars— Rs. 67-50—5-75—153-75.	D. A. at the new Textile Scale for 26 working days in a month.																
92 Zandu Pharmaceutical Works Ltd.	<i>Effective from 1-6-1961</i> Unskilled— Rs. 30—1-50—37-50—2—47-50—2-50—60. Semi-skilled— (A) Rs. 40—2-50—65—3—80. (B) Rs. 35—2-50—60—3—75. Skilled— Rs. 60—3—75—5—100—7-50—130. Office Peon— Rs. 40—2—50—2-50—65—3—80. Peons at Kalbadevi— Rs. 45—2—55—3—70—3-50—87-50. Head Peon— Rs. 60—3—75—5—100—7-50—130. Boiler Attendant— Rs. 75—5—100—7-50—130—10—150.	..																
93 Khandelwal Laboratories Ltd.	(1) Unskilled— (Helpers and Cleaners)— Rs. 90—3—120—4—140. (2) Semi-skilled— Ampoule Washing Checking, Sterilization, Rubber Plug Washing (in Ampoule Deptt.) Tablet Filling and Mixing (in Tablet Deptt.) Filling Mfg. Caping Bottle Washing (in Oral Deptt.) Packers, Case Packers and Lab. Asstts. (in Packing, Stores and Analytical Deptt.)— Rs. 95—4—135—5—160. Skilled— Ampoule Filling Sealing (Ampoule Deptt.), Tablet Coater, Punching, Granulation (Tablet Deptt.), Departmental Asstt. (Oral Deptt. and Bottle Washing), Supervisors of Packing Deptt.— Rs. 105—6—165—7—300. Temporary Workmen— Rs. 70 fixed.	..																
94 Bombay Pharmaceutical Works Pvt. Ltd.	..	<i>Effective from 1-7-1961</i>	Rs. 58 p.m.															
95 Beecham (India) Pvt. Ltd. ..	<i>Effective from 1-5-1961</i> Factory— Sweepers, Gardners, Mazdoors, Watchmen, Watchmen-cum-Gardners— Rs. 45—2-50—70. Peons, General Labour— Rs. 50—2-50—65—3—86. Packing Girls, Daftari, Jr. Machine Operators, Jr. Pressmen— Rs. 50—3—74—4—90. Sr. Machine Operators, Sr. Pressmen, Workshop Asstts.— Rs. 60—4—80—5—100. Car Drivers, Boiler Attendants, Carpenters, Driver-cum-Mechanics— Rs. 80—5—120—EB—6—150.	<i>Effective from 1-5-1961</i>	<table border="1"> <thead> <tr> <th data-bbox="1173 1745 1283 1769">Basic pay</th> <th data-bbox="1374 1697 1483 1866">At Consumer Cost of Living Index between 431—440</th> <th data-bbox="1501 1697 1610 1866">Variation for 10 points rise or fall</th> </tr> <tr> <th data-bbox="1228 1866 1264 1890">(1)</th> <th data-bbox="1410 1866 1446 1890">(2)</th> <th data-bbox="1537 1866 1574 1890">(3)</th> </tr> </thead> <tbody> <tr> <td data-bbox="1119 1914 1355 1938">On the 1st Rs. 100..</td> <td data-bbox="1374 1914 1483 2058">100 per cent of basic pay. (Minimum Rs. 70).</td> <td data-bbox="1501 1914 1610 1986">Per cent 4 (Minimum Rs. 2-50).</td> </tr> <tr> <td data-bbox="1119 2058 1355 2107">Between Rs. 101 to Rs. 200.</td> <td data-bbox="1374 2058 1483 2155">50 per cent of basic pay.</td> <td data-bbox="1556 2058 1592 2082">2</td> </tr> <tr> <td data-bbox="1119 2155 1355 2179">Rs. 201 and above ..</td> <td data-bbox="1374 2155 1483 2239">25 per cent of basic pay.</td> <td data-bbox="1556 2155 1592 2179">1</td> </tr> </tbody> </table>	Basic pay	At Consumer Cost of Living Index between 431—440	Variation for 10 points rise or fall	(1)	(2)	(3)	On the 1st Rs. 100..	100 per cent of basic pay. (Minimum Rs. 70).	Per cent 4 (Minimum Rs. 2-50).	Between Rs. 101 to Rs. 200.	50 per cent of basic pay.	2	Rs. 201 and above ..	25 per cent of basic pay.	1
Basic pay	At Consumer Cost of Living Index between 431—440	Variation for 10 points rise or fall																
(1)	(2)	(3)																
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Between Rs. 101 to Rs. 200.	50 per cent of basic pay.	2																
Rs. 201 and above ..	25 per cent of basic pay.	1																

(1)	(2)	(3)	(4)	
95 Beecham (India) Pvt. Ltd.— <i>contd.</i>	Qualified Wiremen, Mechanic-cum-Boiler Attendant— Rs. 120—5—155—EB—7.50—200.	<i>Office.</i> Laboratory Assistants— Rs. 65—5—95—7.50—155. Clerks, Typists, Typists/Clerks, Telephone Operator/Typists, Propoganda Van Driver/ Assistants— Rs. 85—5—110—7.50—155—EB—10—205. Stenographers, Accounts Assistants Compto- meter Operators— Rs. 120—10—200—12.50—250—EB—15— 310. Stenographers, Lady Stenographers, Chemists, Factory Supervisors, Assistant Store-keepers— Rs. 150—15—255—EB—17.50—325.		
97 Abroth Laboratories (India) Pvt. Ltd.	<i>Effective from 1-10-61.</i> <i>Gr. I.—General workers, Peons, Packers, Machine Operators— Rs. 140—5—215.</i> <i>Gr. II.—Mazdoor, Cleaners, Bottle Washers, Canteen Boys, Malis, Watchmen— Rs. 120—3—165.</i>  <i>Clerical Staff at factory and Office.</i> <i>Gr. I.—Rs. 220—10—270—15—360—EB— 18—540.</i> <i>Gr. II.—Rs. 175—7.50—212.50—10—272.50— EB—12.50—385.</i>			
98 The Indian Pharmaceutical Combine Association Ltd.	<i>Effective from 1-11-1961.</i> Those getting less than Rs. 71 per month— Rise of Rs. 10 per month. Those getting Rs. 71 and more— Rise of Rs. 8 per month.	<i>Effective from 1-7-1961.</i> I (To those drawing Rs. 100 or more).		
99 Glaxo Laboratories (India) Pvt. Ltd.	General Worker Gr. 3—Cleaners, Sweepers, Unskilled Manual Labour— Rs. 60—2—90. General Worker Gr. 2—Unskilled general worker— Rs. 75—3—105—5—130. General Workers Gr. 1—Semi-skilled gene- ral worker— Rs. 90—5—140—7.50—170. Skilled Worker Gr. 3—Skilled workers— Rs. 120—7.50—180—10—240. Skilled worker Gr. 2— Rs. 140—10—230—12.50—280. Skilled worker Gr. 1— Rs. 160—12.50—285—15—330. Watchmen— Rs. 72—3—102. Drivers— Rs. 95—5—150. Clerical Gr. 3— Rs. 100—7.50—190—10—250. Clerical Gr. 2— Rs. 130—10—200—EB—12.50—300. Clerical Gr. 1— Rs. 155—10—195—12.50—245—EB—15—350. Chargehands— Rs. 200—12.50—250—15—295—EB—15—385.	Basic Salary Slabs  When the Consumer Price Index is between 431—440  On 1st Rs. 100 .. 100% 4% On 2nd Rs. 100 .. 75% 3% On 3rd and subse- 56.70% 2.70% quent hundreds.  II (To those drawing less than Rs. 100)— As less than Rs. 86.40 Rs. 3.60 Rs. 100. nP.		
100 Johnson & Johnson of India Ltd.	Category I—Learners, Helpers— Re. 0.62—0.10—Re. 0.72. Category II—Material Handler, Marker/ Scorer, Cleaner, Asstt. Gardner— Re. 0.64—0.21—Rs. 0.85. Caterogy III—Packer, Rewinder Operator, Heat Sealer, Asstt. Cameron Slitter, Hand Trimmer, Gardner, Watchman, Lab. Attendant— Re. 0.69—0.38—1.07.	<i>Effective from 1-7-61.</i> Rs. 58 p. m.		

(1)	(2)	(3)	(4)																		
100 Johnson and Johnson of India Ltd.— <i>contd.</i>	<p>Category IV—Specialist Winder Operator, Asstt. Mixer, Winder, Sealer, Asstt. Tank Room Operator, Weigher, Issure, Marker-Checker, Printer, Polisher, Utilityman, Counter, Material Issuer— Rs. 0.74—0.50—Re. 1.24</p> <p>Category V—Mixer, Inspector, Fitter, Asstt. Painter, Asstt. Carpenter, Engineering Storeman, Head Watchman, Driver, Order Assembler— Rs. 0.85—0.65—1.50</p> <p>Category VI—Mixer, Cameron Slitter, Painter Asstt. Electrician, Asstt. Front/Rear Tender— Rs. 0.96—0.65—1.61</p> <p>Category VII—Front/Rear Tender, Pipe Fitter, Carpenter, Preventive Maintenance Man, Boiler Attendant, Welders/Fitters— Rs. 1.07—0.76—1.83</p> <p>Category VIII—Mechanic II— Rs. 1.17—0.76—1.93</p> <p>Category IX—Electrician, Mechanic I— Rs. 1.28—0.87—2.15</p>	Rs. 65.																			
102 Mac Laboratories (Pvt.) Ltd.	<p>Unskilled—Mazdoors, Cleaners, Malis, Bottle Washers &amp; Sorters, Cork Fitters, Ampoule Washers &amp; Cutters, Labeller, Peons Lab. Attendants— Rs. 30—1.50—42.</p> <p>Semi-skilled—Ampoule fillers, Sealers, Examiners, Machine Attendants, Other Attendants, Case &amp; Parcel Packers, Rainers, Stencillers— Rs. 40—2.50—60.</p> <p>Skilled—Team Leaders, Qualified Technical Personnel— Rs. 50—3—74.</p>	Rs. 65.																			
104 D. K. Sandu Bros. (Chembur) Pvt. Ltd.	<p><i>Effective from 1-4-62.</i></p> <p>Telephone Operator, Clerks— Rs. 40—4—80—5—120.</p> <p>Cashier, Typists &amp; Steno Typists, Bill Clerks, Store-keeper— Rs. 60—4—80—5—145.</p> <p>Head of Dept. Asst. Accountant, Asstt. Head of Dept.— Rs. 70—4—90—5—130—6—160.</p> <p>Branch Manager, Manufacturing Chief— Rs. 110—5—150—6—180—8—244.</p> <p>Accountant— Rs. 120—10—200—12—320.</p> <p>Salesman (Medical Representative) Gr. I— Rs. 200—10—250—12—310.</p> <p>Salesman (Medical Representative) Gr. II— Rs. 100—10—150—12—210.</p> <p>Selection Grade— Rs. 150—10—200—15—350.</p>	<i>Effective from 1-4-62</i>	Rs. 50 p. m.																		
105 Robert Walter & Co.	<p>Packers, Labellers, Bottle Washers— Rs. 68—3—98.</p> <p>Delivery Men— Rs. 72—5—122.</p> <p>Packing Supervisors— Rs. 100—5—150.</p>																				
106 Lederle Laboratories (India) Ltd.	<p><i>Effective from 1-4-1962.</i></p> <p>For all workmen at Central Office and Regional offices at Bombay.</p> <p>Janitor, Bearer, Porter— Rs. 32—2—50—3—74 (17 years).</p> <p>Peon, Packer, Messenger Boy, Watchman. (Additional allowance of Rs. 5 p. m. to Head Peon and Peon handling cash)— Rs. 35—2.50—65—3—80 (17 years).</p> <p>Mail Attendant, Store Attendant, Gestetner Operator— Rs. 45—3—60—4—88 (12 years).</p> <p>Drivers— Rs. 65—4—85—5—130 (14 years).</p> <p>Filing Clerk, Record Clerk— Rs. 65—4—135 (14 years).</p>	<i>Effective from 1-4-1962.</i>	<table border="1"> <thead> <tr> <th>Salary slab (basic pay)</th> <th>When the Bombay Consumer Price Index is in</th> <th>Variation for every 10 points rise or fall</th> </tr> </thead> <tbody> <tr> <td>Up to Rs. 100</td> <td>411—420</td> <td>5%</td> </tr> <tr> <td>Between Rs. 101 to Rs. 200</td> <td>47½%</td> <td>1½%</td> </tr> <tr> <td>Rs. 201 and above</td> <td>26½%</td> <td>1½%</td> </tr> <tr> <td>Minimum</td> <td>Rs. 95</td> <td>Rs. 3.</td> </tr> <tr> <td>Maximum</td> <td>Rs. 300</td> <td>..</td> </tr> </tbody> </table>	Salary slab (basic pay)	When the Bombay Consumer Price Index is in	Variation for every 10 points rise or fall	Up to Rs. 100	411—420	5%	Between Rs. 101 to Rs. 200	47½%	1½%	Rs. 201 and above	26½%	1½%	Minimum	Rs. 95	Rs. 3.	Maximum	Rs. 300	..
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Minimum	Rs. 95	Rs. 3.																			
Maximum	Rs. 300	..																			

(1)	(2)	(3)	(4)
106 Lederle Laboratories (India) Ltd.— <i>contd.</i>	<p>Clerk, Typist, Clerk-cum-Typist, Proof Reader, Film Projectionist, Asstt. Storekeeper-Telephone Operator-cum-Receptionist— Rs. 90—7—125—10—165—EB—10—205—EB—12—265 (18 years).</p> <p>Stenographer, Sr. Clerk— Rs. 130—10—190—12—250—EB—15—340 (17 years).</p> <p>Steno : Sec. : (Regional Offices)— Rs. 130—10—190—12—250—EB—15—370 (19 years).</p> <p>Asstt. Secretary, Store-keeper, Adm. Asstt., Asstt. Cashier, Supervisor Addressographer— Rs. 180—12—240—15—300—EB—15—405 (16 years).</p> <p>Book Keeper— Rs. 225—15—300—20—400—EB—20—500 (15 years).</p>	All grades Rs. 2.50 per day	
108 Geoffrey Manners & Co. Ltd.	<p><i>Wage-scales for Casual Workmen.</i></p> <p>Grade A— Rs. 1.25 per day.</p> <p>Grade B— Rs. 1.25 per day.</p> <p>Grade C— Rs. 1.75 per day.</p> <p>Grade D— Rs. 1.75 per day.</p> <p>Grade E— Rs. 3.50 to Rs. 4.50 per day.</p>	All grades Rs. 2.50 per day	
110 M/s Colgate Palmolive (India) Pvt. Ltd.	<p><i>Effective from 1-9-1962.</i></p> <p>Mazdoors &amp; Watchmen— Rs. 40—3—91.</p> <p>Stencillers &amp; Strappers— Rs. 50—3—68—4—112.</p> <p>Lorry/Truck Drivers— Rs. 80—5—155.</p>		
111 Burroughs Wellcome & Co. (India) Pvt. Ltd.	<p><i>Effective from 1-9-1962.</i></p> <p>Gr. I—Manual worker— Rs. 35—2.75—73.50—3—88.50.</p> <p>Gr. II—Unskilled— Rs. 40—3—82—3.50—99.50.</p> <p>Gr. III—Semi-skilled— Rs. 45—3.50—94—4—104.</p> <p>Gr. IV—Skilled— Rs. 55—4.50—104.50—5.50—137.50.</p> <p>Gr. V—Highly Skilled— Rs. 60—5.50—109.50—6.50—148.50.</p> <p>Gr. VI—Charge Hand (Supervisor)— Rs. 75—6.50—127—7.50—172.</p> <p><i>Service Grade</i></p> <p>Gr. I— Rs. 100—10—210—15—270.</p> <p>Gr. II— Rs. 80—5—150—6.50—169.50.</p> <p>Gr. III— Rs. 50—5—120—6—138.</p> <p><i>Staff Grade</i></p> <p>Grade I— Rs. 75—5—150.</p> <p>Grade II— Rs. 80—6.50—145—8—185—10—225.</p> <p>Grade III— Rs. 115—8—195—10—245—12.50—295.</p> <p>Grade IV— Rs. 185—15—335. Consolidated salary Rs. 525—20—605.</p>		
113 Hoechst Pharmaceuticals Ltd.	<p><i>Group 'L'</i></p> <p><i>Grade A</i>—Male and Female General Labourers (Sweepers, cleaners etc.)— Rs. 45—3—81 (12 years).</p> <p><i>Grade B</i>—Garden, Kitchen, Administrative, Production, Processing, Packing, Workshop, Stores, Labourers— Rs. 55—4—103 (12 years).</p>		

(1)	(2)	(3)	(4)																		
113 Hoechst Pharmaceuticals Ltd. —contd.	<i>Group 'M'</i>	<p><i>Grade A-1</i>—Learners in Production, Processing, packing stores Laboratory— Rs. 140 fixed (8 years).</p> <p><i>Grade A-2</i>—Gardner, Cook, Watchman— Rs. 55—4—87 (8 years).</p> <p><i>Grade B-1</i>—Gardner, Cook, Watchman-in-charge— Rs. 65—4.50—101 (8 years).</p> <p><i>Grade B-2</i>—Semi-skilled workers in production, processing, Packing, Laboratory, Workshop, Stores— Rs. 70—4.50—106 (8 years).</p> <p><i>Grade B-3</i>—Skilled workers in production, processing, packing, stores, Laboratory, workshop— Rs. 75—5—115 (8 years).</p> <p><i>Grade C-1</i>—Senior skilled workers in production, processing packing, Jr. Machine operators— Rs. 85—6—133 (8 years).</p> <p><i>Grade C-2</i>—Senior Machine Operators— Rs. 95—7—151 (8 years).</p>	<i>Effective from 1-1-63</i>																		
	<i>Group 'H'</i>	<p><i>Grade A-1</i>—Jr. Stores Asstt. Jr. Administration, Asstt. Drivers— Rs. 85—6—133.</p> <p><i>Grade A-2</i>—Jr. Production Asstt., Jr. Processing Asstt., Jr. Team Leader, Jr. Workshop Specialist, Jr. Draftsman, Sr. Store Asstt., Administration Asstt.— Rs. 95—7—151.</p> <p><i>Grade B-1</i>—Sr. Production Asstt., Sr. Processing Asstt., Sr. Draftsman— Rs. 105—8—169.</p> <p><i>Grade B-2</i>—Jr. 1st Class Licence Holders, Highly skilled Workshop Specialists— Rs. 115—9—187.</p> <p><i>Grade C-1</i>—Sr. 1st Class Licence holder Chargehand, Sr. Laboratory Asstt.— Rs. 145—12—241.</p>	<table border="1"> <thead> <tr> <th data-bbox="1128 915 1201 963">Basic Salary</th> <th data-bbox="1246 890 1483 987">When the Cost of Living Index is between 436—445</th> <th data-bbox="1483 890 1610 1011">Variation for 10 points increase or decrease</th> </tr> </thead> <tbody> <tr> <td data-bbox="1119 1030 1192 1078">Up to Rs. 99</td> <td data-bbox="1255 1030 1483 1083">Rs. 90 or Rs. 120% whichever is more.</td> <td data-bbox="1537 1035 1574 1059">..</td> </tr> <tr> <td data-bbox="1119 1126 1237 1175">For 1st Rs. 100.</td> <td data-bbox="1255 1126 1483 1155">120%</td> <td data-bbox="1537 1131 1574 1155">..</td> </tr> <tr> <td data-bbox="1119 1175 1237 1247">Between Rs. 100 and 199.</td> <td data-bbox="1255 1175 1483 1247">60% additional on the amount exceeding Rs. 100.</td> <td data-bbox="1537 1179 1574 1204">2%</td> </tr> <tr> <td data-bbox="1119 1247 1237 1319">Between Rs. 200 and 299.</td> <td data-bbox="1255 1247 1483 1319">30% additional on the amount exceeding Rs. 200.</td> <td data-bbox="1537 1252 1574 1276">1%</td> </tr> <tr> <td data-bbox="1119 1319 1237 1391">Between Rs. 300 and 500.</td> <td data-bbox="1255 1319 1483 1391">15% additional on the amount exceeding Rs. 300.</td> <td data-bbox="1537 1324 1574 1348">..</td> </tr> </tbody> </table>	Basic Salary	When the Cost of Living Index is between 436—445	Variation for 10 points increase or decrease	Up to Rs. 99	Rs. 90 or Rs. 120% whichever is more.	..	For 1st Rs. 100.	120%	..	Between Rs. 100 and 199.	60% additional on the amount exceeding Rs. 100.	2%	Between Rs. 200 and 299.	30% additional on the amount exceeding Rs. 200.	1%	Between Rs. 300 and 500.	15% additional on the amount exceeding Rs. 300.	..
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	<i>Group 'S'</i>	<p><i>Grade A-1</i>—Trainees— Rs. 200 Fixed.</p> <p><i>Grade A-2</i>—Jr. Pharmacist, Jr. Chemist, Jr. Analyst, Jr. Engineer, Jr. Store-keeper, Sr. Administration Asstt., Jr. Cost Accountant— Rs. 175—15—295.</p> <p>Sr. Stores Keeper, Secretary, Sr. Administration Asstt. in-charge of Section— Rs. 225—20—385.</p> <p><i>Grade B-2</i>—Sr. Pharmacist, Sr. Chemist, Sr. Analyst in-charge of a section, Sr. Engineer, Sr. Foreman— Rs. 275—25—475.</p> <p><i>Grade C-1</i>—Departmental Heads— Rs. 400—30—640.</p>																			
114 M/s Great India Industrial and Pharmaceutical Laboratories.	<i>Effective from 1-12-1962</i>	<p><i>Ad-hoc</i> rise in pay will be given to the employees as follows :— Highly skilled, Skilled, Semi-skilled— Rs. 10 per month. Unskilled— Rs. 8 per month.</p>																			
	<i>Consolidated Pay-Scales</i>	<p>Unskilled— Rs. 65—3—80—EB—3.50—94.</p> <p>Semi-skilled— Rs. 80—4—100—EB—4.50—118.</p> <p>Skilled— Rs. 100—5—125—EB—5.50—147.</p> <p>Highly-skilled— Rs. 125—6—155—EB—6.50—181.</p>																			

(1)	(2)	(3)	(4)
115 Zandu Pharmaceutical Works, Ltd., Bombay-28.	<i>Effective from 1-1-63</i>	<p>Jr. Clerks (Office)— Rs. 85—5—100—7.50—145—10—195— 12.50—245—15—275.</p> <p>Jr. Clerks (Factory)— Rs. 95—5—110—7.50—155—10—205— 12.50—255—15—285—20—325.</p> <p>Sr. Clerks (Office)— Rs. 95—7.50—100—10—160—12.50—210— 15—270—20—370.</p> <p>Asstt. Deptt. Head— Rs. 105—7.50—120—10—170—12.50—220— 15—280—20—340—25—415.</p> <p>Deptt. Head— Rs. 150—20—310—25—460.</p> <p>Representatives I— Rs. 150—15—225—20—325—25—425.</p> <p>Representatives II— Rs. 100—7.50—115—10—165—12.50—215— 15—275—20—315—25—365.</p> <p>Area Sales, Supervisors, Asstt. Accountant, Artist-Sales Tax Attendant— Rs. 225—15—300—20—360—25—410.</p> <p>Labour Officer, Deptt. Managers, Internal Auditor— Rs. 250—15—325—20—425—25—475.</p> <p>Officers' Grade— Rs. 350—20—450—25—575—EB—50—675.</p>	
116 Samsol Products Corporation	Category	Grade (Consolidated)	When the Cost of Living Index Number (working Class) goes beyond 470, the workmen shall be paid Rs. 3 p.m. for every 10 point rise beyond 470.
	I ..	Rs. 160—8—200—10—250 ..	
	II ..	Rs. 135—7—205.	
	III (a) ..	Rs. 120—6—180.	
	(b) ..	Rs. 105—5—120—6—180.	
	(c) ..	Rs. 96—4—100—5—120—6— 180.	
	IV (a) ..	Rs. 100—5—140.	
	(b) ..	Rs. 140.	
	V (a) ..	Rs. 82—4—102.	
	(b) ..	Rs. 102.	
	Temporary workmen.	Rs. 65.	
117 Franco Indian Pharmaceutical Pvt.	Starting Salary of a Sepoy— Rs. 90 per month (Consolidated).		
118 Ciba of India Ltd. .. ..	<b>Consolidated wage scales</b>		<b>Index Group</b> <b>D. A. of rate (% of Consolidated wage at Index 400)</b>
	<i>Head Office Establishment—Subordinate Staff—</i>		
	Sweepers— Rs. 115—2.50—127.50—3.50—166 (16 years)		401 to 410 .. 3%
	Sepoys, Watchmen, Tea Boys, Miling Boys— Rs. 120—3—133—4—179 (11 years).		411 to 420 .. 6%
	Lab. Peons, Cycle Sepoys— Rs. 125—3—140—4—184 (16 years).		421 to 430 .. 9%
	Head Sepoy— Rs. 130—4—150—5—205 (16 years).		431 to 440 .. 11½%
	Car Drivers— Rs. 150—6—174—7—244 (14 years).		441 to 450 .. 13½%
			451 to 460 .. 15%
			461 and above .. 16½%
	<i>Mazgaon Godown and Factory— Other than Clerical and Technical Staff—</i>		
	Cleaners, Sweepers, Mazdoors— Rs. 120—2.50—130—3.50—168.50 (15 yrs).		
	Watchmen, Sepoys— Rs. 120—3—135—4—179 (16 years).		
	Female Packers, Kek Mill Operator— Rs. 125—5—150—5.50—210.50 (16 years).		
	Label Printer— Rs. 135—5—160—6—226 (16 years).		
	Truck and Lorry Drivers— Rs. 150—6—174—7—251 (15 years).		
120 Charak Bhandar .. ..	<i>Effective from 1-6-63</i>	<p style="text-align: center;"><b>Wage Slab</b>      <b>Increments</b></p> <p>Rs. 70 p.m. to Rs. 85 p.m.      Rs. 10 p.m. Rs. 95 p.m. to Rs. 100 p.m.      Rs. 3 p.m.</p>	

(1)	(2)	(3)	(4)		
121 Johnson and Johnson of India Ltd.	<i>Effective from 1-5-63</i>	Helper, Learner, Cleaner— Rs. 82—3—100. Peon, Assorter III, Cutting, Counting, Bundling, Opening quality checking, hanger, Chemical operators— Rs. 100—5—130. Splicer, Assorter II, Machine Cleaner, Packer I, Watchman, Deliveryman, Driver— Rs. 115—7-50—175. Assorter I, Packer/Checker, Team Leader— Rs. 137-50—12-50—225.			
122 Anglo French Drug Co. (Eastern) Ltd.		<i>Effective from 1-1-63</i>	Jr. Clerks— Rs. 80—6—104—8—144—9—180—10—220. Sr. Clerk, Stenographers— Rs. 125—8—165—10—215—12-50—265—15—280. Typist— Rs. 85—6—109—8—149—9—185—10—225. Cashier— Rs. 150—10—250—15—310—20—350.	Basic wages	When the Bombay working Class Index is between 421—430
				Up to Rs. 100 .. From Rs. 101 to Rs. 200. Rs. 200 and above..	110% 40% 25%
123 Sigma Laboratories .. ..	<i>Effective from 1-1-63</i>	Mazdoors, Cleaners, Hamals, Bottle Washers, Bottle Sorters, Cork Fitters, Coolies— Rs. 30—2-50—60. Ampoules, Tablet and Bottle Packers, Parcel Packers, Boilers, Delivery boys, Ampoule Washers and Outters, Peons— Rs. 35—3—71. Ampoule Fillers, Sealers, Examiners, Checkers, Liver Extractors, Lab. Attendants, Machine Operators, Temperature readers, Asstt. Carpenter, Solution Boiling Attendants— Rs. 40—3-50—82. Carpenter— Rs. 50—4—56. Drivers— Rs. 125—5—200 (Consolidated). Jr. Clerks— Rs. 70—6—142. Dept. Supervisors, Typists— Rs. 75—7-50—150—10—180. Sr. Clerks— Rs. 100—10—180—EB—15—240. Chemists (Rs. 100 for 1st 6 months after Confirmation)— Rs. 150—10—250—EB—15—325. Watchman— Rs. 95—3—140 (Consolidated). Sweeper— Rs. 82-50—2-50—120 (Consolidated).	<i>Effective from 1-4-63</i>	Rs. 65 per month.	
125 Hoechst Pharmaceuticals Ltd.					

(1)	(2)	(3)	(4)																
126 Ayurvedashram Pharmacy Ltd., Ahmednagar.	<p><i>I</i>—Unskilled— Rs. 20—1—35. <i>II</i>—Semi-skilled— Rs. 25—1·50—47·50. <i>III</i>—Skilled— Rs. 30—2—60.</p> <p><i>IV</i>—Semi-clerk, Jr. Mukadam Carpenter and Mistri— Rs. 32—2—52—EB—3—70. <i>V</i>—Lower grade Clerk, Wireman, Boiler Attendant and Tableting Mukadam— Rs. 35—3—65—EB—4—85. <i>VI (a)</i> Typists Rs. 57—4—85—EB—5—130 <i>VI (b)</i> Accounts Clerks, Store Clerks Sales Clerks, Purchase Clerk and Cashier— Rs. 45—4—85—EB—5—120. <i>VII</i>—Junior Supervisor— Rs. 40—4—80—EB—5—115. <i>VIII</i>—Supervisor Mechanic, Turner-cum-Boiler Attendant— Rs. 70—5—120—EB—6—150. <i>IX</i>—Chief Clerk, Assistant Accountant, Jr. Dept-in-charge— Rs. 100—5—150—EB—10—200. <i>X</i>—Senior Dept-in-charge and Sales Inspector Rs. 100—7—170—EB—10—250. <i>XI</i>—Drivers— Rs. 40—4—80—EB—5—105. <i>XII</i>—Travelling Salesman— Rs. 45—4—85—EB—5—120. Temporary Hands— Rs. 1·75 p.d.</p>	Effective from 1-7-59	<table border="0"> <thead> <tr> <th>Slab</th> <th>Rate</th> </tr> </thead> <tbody> <tr> <td>Upto Rs. 24·00</td> <td>Rs. 35·00 p.m.</td> </tr> <tr> <td>Over Rs. 24·00 to Rs. 29·00</td> <td>Rs. 40·00 p.m.</td> </tr> <tr> <td>Over Rs. 29·00 to Rs. 100·00</td> <td>Rs. 45·00 p.m.</td> </tr> <tr> <td>Above Rs. 100·00</td> <td>Rs. 50·00 p.m.</td> </tr> </tbody> </table> <p>For Poona, Indore, Nagpur, Jabalpur and Mysore Branches, additional D. A. of Rs. 5 to each group of the employees employed in respective cities shall be paid whereas additional D. A. of Rs. 20 shall be added to each slab group of employees employed at Bombay Branch.</p>	Slab	Rate	Upto Rs. 24·00	Rs. 35·00 p.m.	Over Rs. 24·00 to Rs. 29·00	Rs. 40·00 p.m.	Over Rs. 29·00 to Rs. 100·00	Rs. 45·00 p.m.	Above Rs. 100·00	Rs. 50·00 p.m.						
Slab	Rate																		
Upto Rs. 24·00	Rs. 35·00 p.m.																		
Over Rs. 24·00 to Rs. 29·00	Rs. 40·00 p.m.																		
Over Rs. 29·00 to Rs. 100·00	Rs. 45·00 p.m.																		
Above Rs. 100·00	Rs. 50·00 p.m.																		
127 Alta Laboratories .. ..	<p><i>(a)</i> Unskilled— Rs. 50—5—65. <i>(b)</i> Semi-skilled— Rs. 57—6—75. <i>(c)</i> Skilled— Rs. 75—8—99.</p>	Effective from 1-7-61																	
128 Rajvaidya Gunes Shahu Aryoushadhi Karkhana Ltd., Kolhapur.	<p>Male worker— Rs. 40—1·50—52—2—70 (26 working day). Female worker— Rs. 35—1—40—1·50—52—2—70 (26 working day).</p>	Effective from 1-1-62																	
130 Navshakti Ayurvedalaya (Pvt) Ltd.	<p>Unskilled (Male)— Rs. 25—0·50—30—1—35. Unskilled (Male)— Rs. 30—1—40—2—50. Skilled (Male)— Rs. 40—2—50—3—65. Clerk— Rs. 40—2—60—3—75. Vaidya— Rs. 70—3—100—4—128.</p>	All workmen— Rs. 5 p.m.																	
131 Ayurved Arkashala Ltd. ..	<p><i>Grade I</i>—Lower Gr. Clerks— Rs. 45—2—65—EB—3—80. <i>Grade II</i>—Upper Gr. Clerks— Rs. 60—3—90—EB—4—110. <i>Grade III</i>—Jr. Sales Representatives, Jr. Branch Manager, Jr. Supervisors— Rs. 75—3—105—EB—4—125. <i>Grade VI</i>—Sr. Sales Representatives— Sr. Branch Manager, Sr. Supervisor— Rs. 90—4—130—EB—5—155.</p>	Effective from 1-1-63	<table border="0"> <thead> <tr> <th>Basic wages</th> <th>Satara</th> <th>Akola and Kolhapur</th> <th>Bombay</th> </tr> </thead> <tbody> <tr> <td>Up to Rs. 49</td> <td>Rs. 30</td> <td>Rs. 35</td> <td>Rs. 45</td> </tr> <tr> <td>From Rs. 50 to Rs. 99</td> <td>Rs. 35</td> <td>Rs. 40</td> <td>Rs. 50</td> </tr> <tr> <td>Above Rs. 100</td> <td>Rs. 40</td> <td>Rs. 45</td> <td>Rs. 55</td> </tr> </tbody> </table>	Basic wages	Satara	Akola and Kolhapur	Bombay	Up to Rs. 49	Rs. 30	Rs. 35	Rs. 45	From Rs. 50 to Rs. 99	Rs. 35	Rs. 40	Rs. 50	Above Rs. 100	Rs. 40	Rs. 45	Rs. 55
Basic wages	Satara	Akola and Kolhapur	Bombay																
Up to Rs. 49	Rs. 30	Rs. 35	Rs. 45																
From Rs. 50 to Rs. 99	Rs. 35	Rs. 40	Rs. 50																
Above Rs. 100	Rs. 40	Rs. 45	Rs. 55																
133 Dhootpapeshwar Industries, Ltd.	<p>Minimum rates of wages for any employee— Rs. 1·50 per day (consolidated). Employees employed on monthly wages— Rs. 50 per month (consolidated).</p>	Effective from 1-1-61																	



## STATEMENT SHOWING THE NAMES OF THE CONCERNS AND PARTICULARS OF VARIOUS KINDS OF LEAVE AND PAID HOLIDAYS GRANTED IN THE "PHARMACETICAL INDUSTRY".

Serial No. in Index (1)	Name of concern (2)	Privilege Leave (days) (3)	Sick Leave (days) (4)	Maternity Leave (days) (5)	Leave without pay (days) (6)	Casual Leave (days) (7)	Festival/Paid Holiday (days) (8)
9	Sandoz India Ltd. ..	..	..	..	..	..	8
12	The Usan Lab. Pvt. Ltd., Bombay.	..	As per E. S. I Scheme.	..	..	..	..
14	M/s. Pfizer Pvt. Ltd. ..	..	..	..	..	..	10 [The number of holidays are reduced. Formerly the company allowed the workmen all holidays under the Negotiable Instruments Act.]
15	The Oriental Pharmaceutical Industries Ltd.	For 1st 240 days in the year : At the rate of one day for every 20 days of duty and thereafter one day for every 12 days of duty (Accumulation 54 days).	7 days with 1/2 pay.	..	..	..	13
16	M/s. Medichem Laboratories Pvt. Ltd., Bombay.	..	5 (on 1/2 pay).. (Accumulation 10 days).	..	..	7	..
21	Ciba of India Ltd. ..	30 (Accumulation 90 days).	30 (Accumulation 45 days).	..	..	..	..
22	Imperial Pharmaceutical Products.	..	..	..	..	Workers 5 Staff 7	..
23	M/s. Ramnord Research Laboratories.	15 (Accumulation 30 days).	15 (Accumulation 30 days).	..	..	10 (Effective from 1-1-64).	..
25	M/s. Vico Laboratories Ltd.	..	4 (Accumulation 12 days).	..	..	4	4
26	M/s. Chemo Pharma Laboratories Ltd.	30 (Accumulation 90 days).	7 (Accumulation 21 days).	56 (With half wages).	..	7	18 (in the administrative office at Worli).
27	M/s. Eagle Pharmaceutical works.	..	..	..	..	5	..
29	M/s. Kemp and Co. Ltd., Bombay.	As per Factories Act.	Reduced from 15 days to 7 days.	As per Employees State Insurance Scheme.	..	7	12 (Reduced from 16 holidays to 12 holidays).
30	M/s. Castophene Mfg. Co., Bombay.	..	6 days (half pay)	..	..	..	..
33	M/s. I. G. Gajjar & Co., Bombay.	..	7 (on 1/2 pay) (Accumulation 60 days).	..	..	3	..
39	M/s. Therapeutic Phan	15 (Accumulation 30 days).	5	..	..	7	..
40	The Boehringer Kroll Ltd., Bombay.	As per Factories Act (other than Watchman and Drivers).	Permanent 7 (Accumulation 21 days).	..	..	Permanent 7	Permanent 10
41	Roche Products Ltd., Bombay.	..	..	..	..	..	13 days [Pharmaceutical Lab., Tardeo), 14 days (Head Office) and 12 days (Chemical Works, Thana].

## STATEMENT—cont.

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
42	Parke-Davis (India) Ltd., Bombay.	..	7 (half pay) (Accumulation up to 28 days).	..	..	..	..
43	M/s. Aniline Dyestuff and Pharmaceuticals Pvt. Ltd.	..	..	..	..	Permanent 5	..
44	Beacon Pharmaceutical	..	..	..	..	6	13
46	The Pharma Lab. Indus- tries, Bombay.	..	..	..	..	3	3
53	Ayurvedashram Phar- macy Ltd.	For those with basic wage of below Rs. 39 25 (Accumulation 50 days). For those getting Rs. 39 p. m. and above, 30 (Accumulation 60 days).	For those with basic wage up to Rs. 99 p. m. 10 (Accumulation 40 days). For those getting Rs. 100 and above, 25 (Accumulation 100 days).	..	..	..	..
55	T. Walker Pharmaceu- tical Laboratories, Poona.	..	8 days on half pay.	..	..	5	7
56	Hindustan Antibiotics Ltd. Pimpri.	1/12 of the period spent on duty in a year. (Accumulation 120 days).	..	..	..	10 and 12 days for admini- strative staff.	12 and 23 days for admini- strative staff.
58	The Chelsea Chemical Laboratories, Hadapsar.	Existing Entitle- ments. As per Factories Act.	..	..	..	Existing Entitlement. 5	Existing Entitlement. 6
60	Shri Baidyanath Ayur- ved Bhavan (Pvt.) Ltd., Nagpur.	..	7	..	..	..	..
63	Mac Laboratories Pvt. Ltd.	..	..	..	..	3	12
71	Great India Industrial and Pharmaceutical Laboratories.	..	..	..	..	..	6
72	Colgate Palmolive (India) Pvt. Ltd.	All workmen except Maz- doors & Watch- men— 30. (Accumulation 90 days). Mazdoors and Watchmen— 21. (Accumulation 63 days).	10 (Accumulation 40 days).	..	..	..	..
75	Hoechst Pharmaceuti- cals Pvt. Ltd.	For service of less than 3 years— 21 (Accumulation 63 days). For service of 3 or more years— 30 (Accumulation 90 days).	7 (Accumulation 21 days).	..	..	..	..
76	Mac. Laboratories Pvt. Ltd.	..	..	..	..	..	13
82	Hoechst Pharmaceuti- cals Pvt. Ltd.—	For service of 2 years— 21 For service of 3 or more years— 28 (Accumulation 84 days).	7	..	..	7	6

## STATEMENT—cont.

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
83	Standard Chemical Pharmaceutical Company.	..	..	..	..	7	5
85	Medichem Laboratories Pvt. Ltd., Bombay.	..	..	..	..	5	..
87	Johnson & Johnson of India Ltd.	One day for every 20 days of work.	..	..	..	..	5 (plus 4 unpaid holidays) = 9
88	International Franchies Pvt. Ltd., Bombay.	30 (Accumulation 90 days).	..	..	..	7	4
91	The Anglo French Drug Co. (Eastern) Ltd.	21	..	..	..	..	..
93	Khandelwal Laboratories Pvt., Ltd.	15 (Accumulation 30 days).	6 (on half pay) when the benefits under ESI Act are not available.	..	7 (Non-accumulative).	7	..
95	Beecham (India) Pvt. Ltd.	Office workmen with less than 7 years service— 15 (Accumulation 30 days). Office workmen with 7 or more years service— 23 (Accumulation 46 days).	..	..	..	..	..
97	Abbott Laboratories India Pvt. Ltd.	21 (Accumulation 42 days).	Permanent employees not covered under E. S. I. Scheme— 7 days (Full Pay) (Accumulation 14 days). Or 15 days (Half Pay).	..	..	7 (to permanent employees).	10
99	Glaxo Laboratories (India) Ltd.	During 2nd and 3rd years of service— 14 days or as per Factories Act, whichever is more. (Accumulation 3 times). From 4th to 7th years of service— 21 (Accumulation 63 days). From 8th year onwards— 28 (Accumulation 84 days).	10 (Accumulation 40 days).	..	..	7	12
100	Johnson and Johnson of India Ltd.	60	..	..	..	..	..
102	Mac Laboratories (Pvt.) Ltd.	..	..	..	..	3	13
105	Robert Walter & Co ..	..	3 Accumulation 9 days).	..	..	3	..
106	Lederle Laboratories (India) Ltd.	For the 1st 5 years— 21 (Accumulation 45 days). After 5 years service— 28 (Accumulation 45 days).	For 1st 2 years— 10 (Accumulation 45 days) (After 2 years 15 (Accumulation 45 days)	..	..	7	..

## STATEMENT—cont.

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
107	Colgate Palmolive (India) Pvt. Ltd.	21 (Accumulation 63 days).	..	As per E. S. I. Scheme	..	7	12
112	Colgate Palmolive (India) Pvt. Ltd.	21 (Accumulation 63 days).	Permanent workmen not covered by E. S. I. Scheme— 10 (Accumulation 120 days). Permanent workmen covered by E. S. I. Scheme 15 (Non-Accumulative).	..	..	7	..
113	Hoechst Pharmaceuticals Ltd.	21 (Accumulation 63 days).	7 (Accumulation 21 days).	..	..	7	8
114	M/s. Great India Industrial and Pharmaceutical Laboratories.	As per Factories Act.	..	..	..	..	..
116	Samsol Products Corporation.	One month for every 11 months attendance.	..	..	..	..	..
117	Franco Indian Pharmaceuticals Pvt. Ltd.	28 (Accumulation 56 days).	10	60	..	7	20
119	International Research Laboratories, Bombay.	..	..	..	..	..	5
120	Charak Bhandar ..	21 includes sick and Casual Leave also.	..	..	..	..	3
121	Johnson and Jhonson of India Ltd.	One day for every 20 days of work. (Accumulation 2 years).	..	..	..	..	..
123	Sigma Laboratories ..	For Staff— 21  For Factory— One day for every 20 days of work.	For Staff— 15 (half pay). (Accumulation 21 days).  For Factory— 3	..	..	7	..
125	Hoechst Pharmaceuticals Ltd.	..	10 (Accumulation 30 days).	..	..	..	..
126	Ayurvedashram Pharmacy Ltd., Ahmednagar.	(a) Drawing basic wage below— Rs. 39 p. m.— 25 (b) From Rs. 40 to Rs. 99 p. m.— 30 (c) Rs. 100 and above— 30 (Accumulation up to two months in all cases).	(a) and (b)— 10  (c)— 25  (Accumulation up to four months in all cases).	..	..	For all— 7	For all— 6
127	Alta Laboratories ..	..	6 (Accumulation 18 days).	..	..	..	9
130	Navshakti Ayurvedalaya Pvt. Ltd.	16 (Accumulation 48 days).	..	60	..	3	4
131	Ayurved Arkashala Ltd.	One day for 12 working days. (Accumulation 2 years).	5 (Accumulation 20 days).	..	..	10	10

**Statement showing the names of the concerns and the quantum of gratuity granted  
in the "Pharmaceutical" Industry**

Name of concern and Serial No. in the list	Gratuity payable on (in terms of number of days/months/weeks/basic wages) for each year of Service										Maximum Gratuity payable	
	Death or disability (physical or mental) while in employment	On termination of service after			On resignation from service after			On Voluntary retirement after				
		5 yrs.	10 yrs.	15 yrs.	5 yrs.	10 yrs.	15 yrs.	5 yrs.	10 yrs.	15 yrs.		
(1)	(2)	(3-a)	(3-b)	(3-c)	(4-a)	(4-b)	(4-c)	(5-a)	(5-b)	(5-c)	(6)	
The Anglo Indian Drug and Chemical Co., Bombay (Sr. No. 4).	½ month's basic wages.	..	..	..	..	..	½ mth.'s	..	..	½ mth.'s	..	
Glaxo Laboratories (India) Pvt. Ltd., Bombay (Sr. No. 7).	..	..	..	..	..	..	..	..	..	..	20 months.	
Sandoz India Ltd., (Sr. No. 9)	.. 1 month's	..	1 month's	..	1 month's	..	..	1 month's	..	1 month's	15 months.	
The Oriental Pharmaceutical Industries Ltd., (Sr. No. 15).	15 days basic wages.	..	..	..	..	..	..	..	..	15 days.	12 months.	
The Unichem Laboratories, Bombay (Sr. No. 20).	21 days basic wages.	..	10 days.	15 days.	21 days.	..	..	21 days.	..	..	21 days.	15 months.
Ciba of India Ltd., Bombay (Sr. No. 21).	1 month's basic salary.	..	1 mth.'s	..	..	..	..	15 mth.'s	..	..	15 mth.'s.	15 months.
M/s. Kemp and Co. Ltd., Bombay (Sr. No. 29).	15 days	..	..	..	..	..	..	15 days.	..	..	..	
M/s. D. K. Sandu Brothers, Chembur, Pvt. Ltd., Bombay (Sr. No. 35).	Monthly rated 3 weeks. Daily rated 19½ days.	..	3 weeks.	..	..	..	..	½ mth.'s. (3 weeks after 20 yrs. service).	..	..	½ mth.'s. (3 weeks after 20 yrs. service).	15 months.
M/s. Therapeutic Pharmaceuticals, (Sr. No. 39).	7 days	..	..	..	..	..	..	..	..	..	7 days.	..
The Usan Lab. Pvt. Ltd., Bombay, (Sr. No. 45).	15 days	..	..	..	..	..	..	..	..	..	15 days.	15 months.
Hindustan Antibiotics Ltd., Pimpri, (Sr. No. 56).	*Half month's	..	½ mth.'s.	..	..	..	..	½ mth.'s.	..	..	½ mth.'s.	10 months.
British Drug House (India) Pvt. Ltd., (Sr. No. 69).	One month's machine man 15 month's Salary or Rs. 7,500. whichever is less.	½ mth.'s.	¾ mth.'s.	15 mth.'s. or Rs. 7500	..	..	..	15 mth.'s. or Rs. 7,500	..	..	15 mth.'s. basic salary subject to a maximum of Rs. 7,500.	Rs. 7,500.
Boots Pure Drug (India) Pvt. Ltd., (Sr. No. 70).	1 month's	..	½ mth.'s.	¾ mth.'s.	1 mth.'s.	..	..	1 mth.'s.	..	..	15 mth.'s. or Rs. 7,500	Rs. 7,500.
Colgate Palmolive (India) Pvt. Ltd., (Sr. No. 72).	1 month's	..	½ mth.'s.	¾ mth.'s.	1 mth.'s.	..	..	1 mth.'s.	..	..	1 mth.'s.	Rs. 7,500 (15 months.)
Indeco Remedies Ltd., Bombay, (Sr. No. 73).	15 days consolidated wages.	..	..	..	..	..	..	..	..	..	..	To be calculated on last drawn salary.
International Franchises Pvt. Ltd., Bombay (Sr. No. 88).	15 days	..	5 days.	8 days.	15 days.	5 days.	8 days.	15 days.	5 days.	8 days.	15 days.	10 months.

Note.—\*Including D. A. and H. R. A.

## Statement—cont.

(1)	(2)	(3-a)	(3-b)	(3-c)	(4-a)	(4-b)	(4-c)	(5-a)	(5-b)	(5-c)	(6)	
Glaxo Laboratories (India) Pvt. Ltd., (Sr. No. 89).	Half month's ..	One month's $\frac{1}{2}$ mth's. (after 15 years.)	..	..	..	1 mth's. (Fe- male)	1 mth's. (male work- ers).	..	1 mth's. (Fe- male).	1 mth's. (male)	20 months	
The Anglo-French Drug Co. (Eastern) Ltd., (Sr. No. 91).	One month's ..	One month's	..	..	..	1 mth's.	1 mth's.	..	1 mth's.	1 mth's.	15 months.	
Zandu Pharmaceutical Works Ltd., (Sr. No. 92).	Half month's ..	Half month's	..	..	..	..	$\frac{1}{2}$ mth's.	..	..	$\frac{1}{2}$ mth's.	12 months.	
Khandelwal Laboratories Pvt. Ltd., (Sr. No. 93).	12 days	..	15 days	..	..	..	10 days.	..	..	10 days.	12 months.	
Bombay Pharmaceutical Works Pvt. Ltd., (Sr. No. 94).	10 days	..	10 days.	..	..	10 days.	..	..	10 days.	..	10 months.	
Beecham (India) Pvt. Ltd., (Sr. No. 95).	One month's ..	$\frac{1}{2}$ mth's.	$\frac{3}{4}$ mth's.	$\frac{3}{4}$ mth's.	..	..	1 mth's.	..	..	1 mth's.	15 months.	
Abbott Laboratories India Pvt. Ltd., Bombay (Sr. No. 97).	15 days	..	..	10 15	..	..	15	..	..	15	7 $\frac{1}{2}$ months.	
Mac Laboratories (India) Pvt. Ltd., Bombay (Sr. No. 99).	(1) One-third of 1 month's basic wages. (2) $\frac{1}{2}$ months (after 10 years).	$\frac{1}{3}$ mth's. (after 5 years.)	$\frac{1}{3}$ mth's.	..	..	..	..	$\frac{1}{3}$ mth's.	$\frac{1}{3}$ mth's.	..	18 months.	
Lederle Laboratories (India) Ltd., (Sr. No. 106).	One month's ..	..	1 mth's.	..	..	..	..	..	..	1 mth's.	15 months.	
Burroughs Wellcome and Co. (India) Pvt. Ltd., Bombay (Sr. No. 111).	One month's ..	1 mth's.	1 mth's.	1 mth's.	..	..	1 mth's.	1 mth's.	..	1 mth's.	1 mth's.	15 months.
Ciba of India Ltd., Bombay (Sr. No. 118).	55 per cent of one month's consolidated salary.	55 p. c. of 1 mth's.	..	..	..	..	55 p. c. of 5 mth's.	..	..	55 p. c. of 15 mth's.	55 p. c. of 1 month's consolidated salary of 15 months.	
Sigma Laboratories, Bombay (Sr. No. 123).	15 days	..	7 days.	10 days.	15 days.	..	..	15 days.	..	..	15 days. 15 months.	
Hoechst Pharmaceutical Ltd., (Sr. No. 125).	50 per cent of monthly consolidated wages.	30 p. c. of month-ly wages.	40 p. c. of month-ly wages.	(1) 50 p. c. of month-ly wages. (2) 50 p. c. of monthly wages.	..	..	50 per cent of monthly consolidated wages.	..	..	50 per cent of monthly consolidated wages.	7 $\frac{1}{2}$ months.	
Bytco Chemical Industries, Nasik (Sr. No. 129).	15 days	..	15 days	..	..	15 days	..	..	15 days.	..	..	

## MATCH INDUSTRY

The Previous Norms Committee defined this industry as "Manufacturing of matches". The same definition is adopted by the present Committee.

During the relevant period, the Committee examined 7 Awards (5 published and 2 unpublished). All of them are concerning the same industrial unit viz. the Western India Match Company, Ltd., Ambernath. the dates of the references of the 7 Awards and the matters decided therein are as follows:—

- (1) Unpublished Award, dated 8-7-59 (Payment for work for working on holidays, Pay-Scale).
- (2) Award published in M.G.G., Part I-L, dated 19-5-60 (pages 99-100).
- (3) Unpublished Award, dated 24-7-61. (Retirement Age).
- (4) Award published in M.G.G., Part I-L, dated 14-3-63 (pages 809-816).
- (5) Award published in M.G.G., Part I-L, dated 26-12-63 (pages 4466-4470).
- (6) Award published in M.G.G., Part I-L, dated 1-7-65 (pages 2281-2305).
- (7) Award published in M.G.G., Part I-L, dated 1-6-67 (pages 2334-2337).

## WAGES AND DEARNESS ALLOWANCE

By an unpublished Award, dated 8-7-59 (Sr. No. 1) wages were awarded to the following categories of workmen as follows :—

<i>Category</i>	<i>Wage scale</i>
1. Sweepers, 2. Mali.. .. .	} Rs. 28—1—38—2—56.
3. Grain and Provision Shop Peon .. .. .	
4. Creche Ayah .. .. .	
5. Lorry Cleaners .. .. .	
Office Sepoys .. .. .	
Lorry Drivers .. .. .	Rs. 30—2—60.
	Rs. 70—5—125.

By another Award published (Sr. No. 6) in the M.G.G., Part I-L, dated 1-7-65 (pages 2281 to 2305) wages were awarded as follows :—

<i>Category</i>	<i>Wage scale</i>
Unskilled 'B' .. .. .	Rs. 1.10—0.05—1.55.
Unskilled 'A' .. .. .	Rs. 1.15—0.05—1.25—0.07—1.39—0.05—1.54— 0.10—1.64.

*Semi-skilled—*

Fitters, Turners, Pipefitters, Tinsmiths, Blacksmiths, Carpenters, Masons, Electricians and Motor Mechanics.	Rs. 1.64—0.10—1.74—0.08—1.82—0.13—2.21— 0.11—2.54.
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*Skilled III—*

Fitters, Turners, Pipefitters, Tinsmiths, Blacksmiths, Carpenters, Masons, Electricians, Motor Mechanics.	Rs. 2.01—0.13—3.05—0.08—3.29.
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*Skilled II—*

Fitters, Turners, Pipefitters, Blacksmiths, Electricians, Motor Mechanics.	Rs. 2.38—0.19—3.90—0.17—4.07—EB—0.25— 5.32.
Boiler Driver .. .. .	Rs. 2.38—0.25—4.13.
Welder .. .. .	Rs. 2.82—0.19—4.53—0.16—4.69—EB—0.32— 5.65—0.29—6.23.

*Skilled— I*

Welders .. .. .	Rs. 3.63—0.32—5.87—0.26—6.13—EB—0.38— 8.03—0.35—8.73.
Fitters, Turners, Pipefitters, Tinsmiths, Blacksmiths, Carpenters, Masons Electricians and Motor Mechanics.	Rs. 2.82—0.19—4.53—0.16—4.69—0.32— 5.65—0.29—5.94—EB—0.38—7.84— 0.35—8.54.
Boiler Driver .. .. .	Rs. 2.82—0.18—3.00—0.32—4.60—0.28—5.16

**Holiday working allowances :**

By an unpublished Award, dated 8-7-59 (Sr. No. 1) the workmen (except of Watch and Ward and Maintenance Department) who were required to work on weekly offs were awarded 50 per cent additional basic wage and Dearness Allowance besides a compensatory off.

For working on paid holidays either a compensatory day off or in addition to normal wages and Dearness Allowance, additional basic wages and Dearness Allowance for that day were awarded.

## AGE OF RETIREMENT

By an unpublished award, dated 24-7-61 (Sr. No. 3) the age of superannuation or retirement was fixed at 60 years in the case of workmen employed up to the date of award and 58 years in the case of workmen employed after the date of award with a right to continue up to 60 years if found physically and mentally fit by the Company's doctor.

## MEDICAL AID

By an Award published (Sr. No. 7) in the M.G.G., Part I-L, dated 1-6-67 (pages 2334—2337) a medical aid scheme for monthly, daily and piece rated employees, who were not covered under the Employees' State Insurance Act, 1948 was framed. The provisions and particulars of scheme are attached herewith.

## PRODUCTION BONUS

The Production Bonus Scheme was awarded by an award published (Sr. No. 7) in the M.G.G., Part I-L, dated 1-6-67 (pages 2334—2337). The details of the scheme are attached herewith.

The demand for Production Bonus on production of book matches was rejected by the Tribunal as it felt that the increase in production is due to more mechanisation and not due to increase in efforts of workmen vide award published in the M.G.G., Part I-L, dated 26-12-63 (pages 4466—4470).

## GRATUITY

The demand for increasing the maximum gratuity under the existing gratuity scheme was rejected by the Tribunal by its award published in the M.G.G., Part I-L, dated 14-3-63 (pages 809 to 816) on the ground that the existing total emoluments of the workmen were so satisfactory that there was scope for them to save for the future and hence there was no need to liberalise the gratuity scheme. Moreover, the existing scheme was neither unfair nor out of line with the prevailing schemes in the region.

However, the existing scheme of gratuity was amended to the effect that gratuity should not be withheld in the case of misconduct; but if a workman was dismissed for misconduct causing financial loss to the Company the gratuity would not be payable to the extent of the amount of the loss.

### *Statement showing provisions of Medical Aid Scheme in the Western India Match Company Limited, Ambernath.*

The factory employees not covered by the Employees' State Insurance Act, 1948 and the scheme framed thereunder shall be paid each year, in case of sickness under the Rules given below the medical benefit to the extent of 60 per cent of the medical bills submitted and approved by the Management provided, however, no amount shall be payable in respect of medical bills exceeding the total value of Rs. 500 in a year. In other words the maximum medical aid thus payable to an employee in a year shall not exceed Rs. 300. This medical aid will be payable only if the following Rules are observed :—

1. The patient must in the first instant be examined by the Company's Medical Officer or by such Specialist duly recommended by him.
2. The result of each examination should be submitted in writing to the Management with the Medical Officer's recommendation.
3. The patient should submit a written application to the Management in which he should state what special treatment as per the Company's Medical Officer's recommendation he intends to undergo (such as surgical operation, medicines, etc.) and to which hospital or specialist he intends to go.
4. The Management's prior approval in writing should be obtained, for treatment, medicines, etc., to qualify for such medical aid. However, in urgent cases where it is not possible for the employee to take prior permission in writing, he should do so at the earliest opportunity.
5. The employee should indicate in his application the approximate maximum charges likely to be incurred by him on account of his illness.
6. Only those bills will be passed which are properly made out giving the necessary details to enable the Management to verify such bills.
7. The employee should in all cases obtain proper receipt for consultation, hospital charges if any, and purchase medicines. The employee shall be entitled to reimbursement in accordance with the scheme only on production of proper receipts duly stamped and signed.
8. Only those medicines which are obtained against proper prescription will rank for payment. Such prescription should be attached with the bills. Alternatively, cash memos should be duly signed by the Medical authority concerned.

### *Statement showing details of the Production Bonus Scheme in the Western India Match Co. Ltd.*

Production bonus will be paid to all permanent employees of the factory in respect of the manufacture of all types of matches except the Book Matches on the following lines :—

Production per day (1)	Rate of payment (2)	Percentage of production Bonus (3)
Up to 500 cases .. ..	50 per cent of the basic wages for each case produced over and above the normal of 260 cases per day.	$(500-260) \times 50 = 120$ per cent of the basic wages for 500 cases.
501 to 550 cases .. ..	At the above rate up to 500 cases and 25 per cent of the basic wages for each case above 500 cases.	$(550-500) \times 25 = 120 = 132.5$ per cent of the basic wages for 550 cases.
551 to 600 cases .. ..	At the above rates for 550 cases and 15 per cent of the basic wages for each case above 550 cases.	$(600-550) \times 15 = 132.5 = 140$ per cent of the basic wages for 600 cases.



2. 'A' means 50 gross of box matches (wax, wood or any other material).
3. 'Production per day' means total production of matches of any calendar month converted 50 gross cases, irrespective of sizes, divided by the scheduled working hours of a shift for the month multiplied by 8.5 hours.
4. Profit bonus, Dearness Allowance, and other benefits or allowances of whatsoever kind shall not form part of basic wages for purpose of calculating Production Bonus.
5. In case Profit Bonus, Dearness Allowance and other benefits or allowances or part thereof, come to be included in basic wages then the Management will be at liberty to amend this scheme suitably in consultation with the parties concerned.
6. The above scheme of Production Bonus supersedes all previous Circulars and/or Factory orders of the company in respect of Production Bonus payment. Except to the extent of the revision made by this Settlement, the existing practice regarding calculation and payment of Production Bonus shall be continued.
7. In case the monthly production of this factory exceeds an average of 600 cases per day for a period of 2 months during the period of 12 months, it will be open to the parties to negotiate as regards the quantum, of Production Bonus that should be paid in respect of cases produced over 60 cases per day.
8. The Management shall be at liberty during the pendency of this Settlement to introduce a third shift in any other department or departments of the factory in addition to the third shift in the Dipping Department.
9. The parties also agree that the existing norm of 260 cases per day and the existing practice of excluding the special quality matches intended for the Armed Forces, from the Production Bonus Scheme, shall remained unaltered.
10. This revised Production Bonus Scheme shall come into effect from 1st of November 1966 and the difference in Production Bonus payable from November 1966 to April 1967, shall be paid within one month from the date hereof.

### PAINTS AND VARNISHES

The previous Norms Committee defined this industry as 'Manufacturing of Dyes, Paints, Colours and Varnishes'. The same definition is adopted by the present Committee.

During the relevant period the Committee examined 13 Awards and 10 Settlements under the Industrial Disputes Act, 1947 and 2 Settlements under the Central Provinces and Berar Industrial Disputes Settlement Act, 1947. All the Awards and Settlements under the Industrial Disputes Act, 1947, are from Bombay Division. The divisionwise break up of the material examined is as below :—

	Division	Awards	Agreements Settlements	Total
	(1)	(2)	(3)	(4)
Bombay	.. ..	13	10	23
Poona	.. ..	..	..	..
Nagpur	.. ..	..	2	2
Aurangabad	.. ..	..	..	..
	<b>Total</b>	<b>13</b>	<b>12</b>	<b>25</b>

#### Awards

Serial No.	Name of the Concern	Reference
(1)	(2)	(3)
<i>Awards.</i>		
<i>Bombay Division.</i>		
1	The United Colour Company, Thana .. ..	21-5-1959. (2152—2160).
2	Goodlass Nerolac Paints Private Limited, Bombay .. ..	7-7-1960. (716—724).
3	Messers Tricolour, Bombay .. ..	29-9-1960. (1474—1477).
4	Messers Bright and Company Private, Bombay .. ..	17-11-1960. (2886—2890).

## Awards—cont.

(1)	(2)	(3)
	<i>Bombay Division—cont.</i>	<i>Date and page of M. G. G., Part 1-L—cont.</i>
5	R. R. Paints Industries (India) Private Limited, Bombay .. ..	31-8-1961. (2092—2094).
6	Messers Savlar Paints and Varnish Works, Bombay .. ..	21-6-1962. (2576—2582).
7	Messers Blundell Eomite Paints Private Limited, Bombay .. ..	19-7-1962. (2817—2824).
8	Messers R. R. Paints Industries (India) Private Limited, Bombay .. ..	8-7-1962. (2727—2729).
9	Messers Goodlass Neroiac Paints Private Limited, Bombay .. ..	19-7-1962. (2824—2827).
10	Messers R. R. Paint Industries (India) Private Limited, Bombay .. ..	3-10-1963. (3216—3218).
11	Goodlass Nerolac Paints Private Limited, Bombay .. ..	20-6-1963. (Unpublished).
12	The Jonson and Company, Bombay-4 .. ..	2-4-1964. (1167—1170).
13	Messers Bright and Company Private Limited, Bombay .. ..	30-9-1965. (3447—3450).
	<i>Settlements.</i>	<i>Date of settlement and Sec. of the Act.</i>
	<i>Bombay Division.</i>	
14	Mercury Paints and Varnishes Private Limited, Bombay .. ..	8-7-1959. Sec. 12 (3).
15	Asian Oil and Paints Company (India) Private Limited, Bombay .. ..	18-9-1959. Sec. 12 (3).
16	Machinery Paints and Chemicals (India) Limited, Bombay .. ..	5-12-1959. Sec. 2 (P).
17	Messers Bombay Paints and Allied Products Private Limited, Bombay .. ..	18-2-1960. Sec. 2 (P).
18	Hard Castle and Waud Manufacturing Company Private Limited, Bombay .. ..	29-4-1960. Sec. 12 (3).
19	Goodlass Nerolac Paints Private Limited, Bombay .. ..	29-9-1960. Sec. 12 (3).
20	Asian Oil and Paint Company (India) Private Limited, Bombay .. ..	18-11-1960. Sec. 12 (3).
21	British Paints (India) Limited, Bombay .. ..	31-1-1961. Sec. 12 (3).
22	Machinery Paints and Chemicals (P) Limited, Bombay .. ..	17-10-1961. Sec. 2 (P).
23	Noble Paints and Varnish Company, Private Limited, Bombay .. ..	6-5-1963. Sec. 2 (P).
	<i>Nagpur Division.</i>	
24	Gondwana Paints and Minerals Limited, Kamptee .. ..	Published in B. G. G., dated 19-2-1959, Pages 777-78 under Sec. C. P. and B. I. D. S. Act.
25	Ajanta Paints and Varnish Co., Kamptee .. ..	Published in M. G. G., dated 17-1-1963, Pages 256—258 under C. P. and B. I. D. & S. Act.

## WAGES AND DEARNESS ALLOWANCE

There were 19 cases in which the question of Wages and Dearness Allowance was dealt with. Out of these 19 cases, only wages were considered in 4 cases, only Dearness Allowance in 2 cases, wages and Dearness Allowance together in 9 cases and increment in 1 case. In the remaining 3 cases ad-hoc increase was given in existing wages.

A statement showing the names of the 19 concerns wherein wages and Dearness Allowance, etc., were awarded or agreed is attached herewith.

It was seen that the workmen in this industry were divided into daily rated and monthly rated. The monthly rated workmen were classified into subordinate staff and office staff. The daily rated workmen were usually working as operatives in the factory, while the monthly rated subordinate workmen include watchmen, peons and subordinate staff in the factory. The technical staff was engaged in the laboratories attached to the factories and the clerical staff was employed in offices. The workmen were divided into 4 general classes namely (1) Unskilled, (2) Semi-skilled, (3) Skilled and (4) Highly Skilled.

It was observed that minimum basic wages paid to unskilled workmen were Rs. 1.25 per day, rising by 10 paise to Rs. 2.25 per day. The semi-skilled workers were paid Rs. 1.75 per day rising by 15 paise to 3.25 per day. Skilled workmen started on Rs. 2.25 per day rising by 20 paise to Rs. 4.25 per day. Highly-skilled workmen were paid Rs. 3.50 per day rising by 25 paise to Rs. 7.50 per day. In the case of monthly rated workmen it was observed that unskilled workmen were paid basic wage of Rs. 30 per

month rising by Rs. 1·50 to Rs. 45 per month, semi-skilled started on Rs. 35 per month rising by Rs. 2·50 to Rs. 60 per month, skilled started on Rs. 45 per month rising by Rs. 3·50 to Rs. 80 per month, Highly-skilled started on Rs. 85 per month, rising by Rs. 5 to Rs. 125 per month.

The clerical and supervisory staff have been divided into different grades according to the nature of their duties. The lowest scale for Junior Clerk was Rs. 60—5—100—EB—7·50—120; for Senior Clerks it was Rs. 140—10—190—EB—12·50—240—15—345. Senior Chemists were started on Rs. 220 per month rising up to Rs. 450 per month.

Overseers and other technical staff were paid basic salary of Rs. 60 per month rising up to Rs. 230 per month.

Truck Drivers, Car Drivers were paid Rs. 60 per month rising up to Rs. 110 per month.

#### **Dearness allowance :**

It was seen that there was no uniformity in the rates of Dearness Allowance which were granted in this industry. In most of the cases it was linked up to the Consumer Price Index Number.

#### **Adjustment of wages :**

The adjustment of revised wage-scales with the existing one's was done on the following lines :—

- (a) Workers, whose existing wages were less than the minimum of the revised wage-scales should be given the minimum of the revised scale.
- (b) If his existing wage was more than the minimum of the revised scale but not a stage in the revised scale, it should be stepped up to the next higher stage in the scale.
- (c) No workman should be adversely affected due to the adjustment in the revised wage-scales.

### **ALLOWANCES**

#### **Holiday working allowance :**

In M/s. Goodlass Nerolac Paints Pvt., Ltd. (Sr. No. 9), for working on weekly off days workmen were paid  $1\frac{1}{2}$  times of daily basic wage plus Dearness Allowance with a substituted off and for working on paid festival holidays they were paid double their basic wage plus Dearness Allowance but no substituted holidays.

In M/s. British Paints (India) Ltd. (Sr. No. 21) for working on weekly holiday or on public holiday observed by the management, workmen were paid one day's extra wages and a compensatory holiday in the succeeding week.

#### **Milk allowance :**

In M/s. Hard-Castle and Waud Manufacturing Company, Ltd. (Sr. No. 18) workmen who weigh white lead pigments and work on sodium chloride were paid As. 8 per day in addition to their wages.

#### **Outdoor Lunch allowance :**

In M/s. Goodlass Nerolac Paints Pvt., Ltd. (Sr. No. 19) workmen were entitled to pay as below :—

Daily rated and subordinate staff	.. ..	Rs. 1·25 per day.
Other monthly rated staff	.. ..	Rs. 2·00 per day.

In M/s. British Paints (India) Ltd. (Sr. No. 21), whenever a driver or subordinate staff were sent outside on company's work and were unable to come back during lunch hours they were entitled to be paid Re. 1·00 per day as outdoor lunch allowance.

#### **Cash allowance :**

In M/s. British Paints (India) Ltd. (Sr. No. 21), the peon who was entrusted the work of collecting cash on behalf of the management from a Bank was entitled to Rs. 5 per month, as cash allowance.

#### **Overtime allowance :**

In M/s. British Paints (India) Ltd. (Sr. No. 21), this allowance is paid as below :—

1. For working beyond existing hours of work but up to scheduled hours of work under the Shops Act. Single rate.
2. For working beyond 48 hours .. .. . As per Shops and Establishment Act.

**Night Shift allowance :**

In M/s. Bombay Paints and Allied Products Pvt., Ltd. (Sr. No. 17), workmen are paid additional wage of Re. 0.15 per day for working on night shift.

**LEAVE**

A statement showing the names of 11 concerns wherein various kinds of leaves were awarded or agreed is attached.

**Privilege Leave :**

Only 5 cases were noticed wherein the question of privilege leave was dealt with. The leave was allowed at the following rates :—

15 days in a year .. .. .	1 case (Sr. No. 6).
1 day for 20 days of work for daily rated workmen ..	2 cases (Sr. No. 17 and 20).
30 days for a year for monthly rated .. .. .	2 cases (Sr. No. 20 and 21).

The accumulation of privilege leave was allowed in 4 cases as follows :—

30 days .. .. .	1 case (Sr. No. 6).
45 days .. .. .	1 case for daily rated (Sr. No. 20).
60 days .. .. .	1 case (Sr. No. 21).
90 days .. .. .	1 case for monthly rated (Sr. No. 20).

In M/s. Asian Oil and Paint Co. (India), Pvt. Ltd. (Sr. No. 15), workmen were allowed to encash the excess over one month of privilege leave to his credit to the extent of 14 days only.

**Sick Leave :**

There were only 4 cases which were examined wherein this leave was granted at the following rates :—

7 days .. .. .	One case (Sr. No. 20).
15 days .. .. .	Two cases (Sr. No. 20, 21).
On discretion of the management .. .. .	One case (Sr. No. 19).

Accumulation of Sick leave was allowed as under :—

21 days .. .. .	1 case (Sr. No. 20).
45 days .. .. .	2 cases (Sr. No. 20, 21).

In M/s. Asian Oil and Paint Company (India) Pvt., Ltd. (Sr. No. 20), sick leave is allowed to employees who were covered under the Employees State Insurance Scheme when (a) one falls sick for a day or two and does not get any benefit under the Employees State Insurance Corporation Scheme.

In M/s. British Paints (India) Ltd. (Sr. No. 21), this leave was allowed to be taken together with privilege leave at the discretion of the management in deserving cases where it was supported by a certificate from a registered medical practitioner.

**Leave without pay :**

The Committee examined 2 cases (Sr. Nos. 17 and 20) in which this leave was granted at the rate of 15 days in a year.

**Casual Leave :**

In all 8 cases were examined in which this leave was dealt with. The leave was granted at the following rates :—

4 days .. .. .	1 case (Sr. No. 12).
5 days .. .. .	1 case (Sr. No. 10).
7 days .. .. .	6 cases (Sr. Nos. 6, 15, 17, 20, 21, 22).

In M/s. Savlar Paints and Varnish Works (Sr. No. 6) not more than 2 days of this leave was allowed at a time. Similarly leave was not allowed to be prefixed or suffixed to holidays or weekly offs.

In M/s. R. R. Paint Industries (India) Pvt. Ltd. (Sr. No. 10), the unexpired period of this leave was allowed to be encashed at the end of the year.

In M/s. Machinery Paints and Chemicals Pvt. Ltd. Bombay (Sr. No. 22), workmen who have put in more than six months continuous service were allowed this leave.

In M/s. British Paints (India) Ltd. (Sr. No. 21), this leave was allowed to be prefixed or suffixed to weekly off days and other holidays with the previous permission of the management. Not more than 3 days casual leave at a time was allowed.

#### FESTIVAL HOLIDAYS

The Committee came across 6 cases in which festival holidays have been allowed. They were as below :—

3 days	..	..	..	..	..	..	..	1 case (Sr. No. 24).
4 days	..	..	..	..	..	..	..	2 cases (Sr. No. 1 and 6).
5 days	..	..	..	..	..	..	..	2 cases (Sr. No. 10 and 22).
8 days	..	..	..	..	..	..	..	1 case (Sr. No. 17).

In 3 cases the holidays were to be fixed in consultation with workmen. In the remaining cases the following holidays were granted :—

26th January	..	..	..	..	..	..	..	3 cases.
15th August	..	..	..	..	..	..	..	3 cases.
Diwali	..	..	..	..	..	..	..	2 cases.
Dasara	..	..	..	..	..	..	..	1 case.
1st May	..	..	..	..	..	..	..	1 case.
Ramzan-Id.	..	..	..	..	..	..	..	1 case.
Bakri-Id.	..	..	..	..	..	..	..	1 case.
Moharum	..	..	..	..	..	..	..	1 case.
Holi	..	..	..	..	..	..	..	1 case.
Ganesh Chaturthi	..	..	..	..	..	..	..	1 case.

#### UNIFORMS

Committee examined 8 cases in which uniforms have been sanctioned. In all cases 2 sets of uniforms consisting of either half pants and shirts or full pants and underwares were given. In the case of M/s. Jenson and Company, Bombay (Sr. No. 12) spray-painters were provided with over-alls.

In 3 cases the management agreed to make arrangements for washing of the uniforms.

#### PERMANENCY

In the case of M/s. Bombay Paints and Allied Products Pvt. Ltd. (Sr. No. 17), workmen who have put in 240 working days within a period of 2 years were classified as permanent workmen.

In M/s. British Paints (India) Ltd. (Sr. No. 21) Drivers were made permanent after 6 months service and other workmen after 3 months service.

#### ATTENDANCE BONUS

In M/s. Machinery Paints and Chemicals (India) Ltd., Bombay (Sr. No. 16) workmen who actually works on all working days in a month were entitled for one day extra wages as attendance bonus.

#### MEDICAL EXPENSES

In M/s. British Paints (India) Ltd. (Sr. No. 21) the management agreed to bear medical expenses (excepting tonics and foods) of the employees during their sickness as approved by the Medical Officer of the Company.

#### PROVIDENT FUND

The Committee scrutinised six cases wherein Provident Fund Schemes were introduced.

In M/s. Goodlass Nerolac Paints Pvt. Ltd. (Sr. No. 2) the rate of contribution was awarded as 8-1/3 per cent of the basic wage/salary or 6¼ per cent of total salary (basic wage and Dearness Allowance) whichever was more. The management of M/s. Noble Paint and Varnish Co., Pvt. Ltd. (Sr. No. 23), revised the existing rates of contribution on this line.

In M/s. Goodlass Nerolac Paints Pvt. Ltd. (Sr. No. 19), the scheme was applicable to the staff at head office was made applicable to the factory workmen.

#### GRATUITY

8 Cases came to the notice of the Committee in which gratuity schemes were awarded or agreed to. In the case of M/s. Noble Paints and Varnish Co. Pvt. Ltd., Bombay (Sr. No. 23) the existing scheme was modified, as a result of which a dismissed workers would be entitled to full gratuity except in case where the misconduct has resulted in financial loss to the Company. In that case the management would be entitled to recover such loss from the gratuity payable to the worker.

A statement showing the details of the gratuity payable is attached.

STATEMENT SHOWING THE NAMES OF THE CONCERNS WHEREIN WAGES AND DEARNESS ALLOWANCE AWARDED OR AGREED IN THE "PAINTS AND VARNISHES" INDUSTRY

Serial No. in index	Name of concern	Wages	Dearness allowance																	
(1)	(2)	(3)	(4)																	
1	The United Colour Company, Thana.	<p align="center"><i>Effective from 1-11-1958</i></p> <p>Skilled—            (1) Laboratory-in-charge; (2) Triple Roller Machineman; (3) Store-keeper; (4) Varnish-maker; (5) Tinter—            Rs. 50—4—70.</p> <p>Semi-skilled—            (1) Helpers to Laboratory-in-charge; (2) Stencil Cutter; (3) Sealer; (4) Laneler; (5) Packer; (6) Mixing Mill Attendants; (7) Single Roll Machine Attendants—            Rs. 35—3—50.</p> <p>Unskilled—            (1) Mixing Men; (2) Ball mill Coolies; (3) Store-Attendants; (4) Varnish Coolies—            Rs. 28—2—38.</p> <p>Watchmen            Rs. 32—2—42.</p>	Rs. 35 per month to all employees.																	
2	Goodlass Nerolac Paints Pvt. Ltd., Bombay.	<p align="center"><i>Effective from 1-11-1959</i></p> <p>Jr. Grade—            Rs. 80—7—115—10—165—E.B.—10—255.            (Graduates to start from Rs. 90 and after completion of one year into the salary of Rs. 94).</p> <p>Intermediate Grade—            Rs. 140—10—190—E.B.—12½—240—15—345.</p> <p>Senior Grade—            Rs. 220—15—310—20—350—E.B.—20—450.</p> <p>Sepoys—            Rs. 35—2—45—2½—60—3—75.</p> <p>Car Drivers—            Rs. 65—5—100—6—130.</p> <p>Comptists to start on Rs. 115. (The clerk operating Accounting Machine should be paid on additional allowance of Rs. 25 p.m).</p>	<p align="center"><i>Effective from 1-11-1959</i></p> <table border="0"> <tr> <td rowspan="2">Basic pay</td> <td>D. A. when consumer price index is in the range of 311—320</td> <td>Variation for every 10 points in index</td> </tr> <tr> <td>Per cent</td> <td>Per cent</td> </tr> <tr> <td>Up to Rs. 100..</td> <td>65</td> <td>5</td> </tr> <tr> <td>Rs. 10 to 200 ..</td> <td>30</td> <td>2</td> </tr> <tr> <td>Rs. 20 to 300 ..</td> <td>15</td> <td>1</td> </tr> <tr> <td>Minimum ..</td> <td>Rs. 65 per cent per month.</td> <td>Rs. 2 per month.</td> </tr> </table>	Basic pay	D. A. when consumer price index is in the range of 311—320	Variation for every 10 points in index	Per cent	Per cent	Up to Rs. 100..	65	5	Rs. 10 to 200 ..	30	2	Rs. 20 to 300 ..	15	1	Minimum ..	Rs. 65 per cent per month.	Rs. 2 per month.
Basic pay	D. A. when consumer price index is in the range of 311—320	Variation for every 10 points in index																		
	Per cent	Per cent																		
Up to Rs. 100..	65	5																		
Rs. 10 to 200 ..	30	2																		
Rs. 20 to 300 ..	15	1																		
Minimum ..	Rs. 65 per cent per month.	Rs. 2 per month.																		
3	M/s. Tricolour, Bombay	<p align="center"><i>Effective from 1-6-1960</i></p> <p>For a period of 5 years Workmen will be granted annual increments as under—            Skilled—            Rs. 5 per month.            Semi-skilled—            Rs. 4 per month.            Unskilled—            Rs. 2 per month.</p>																		
4	M/s. Bright and Co., Pvt. Ltd., Bombay.		Concerned workmen shall be paid Rs. 1'62 per day.																	
5	R. R. Paints Industries (India) Pvt. Ltd., Bombay.	<p>Daily rated 'A' scales—            Skilled—            Rs. 2.25—0.20—4.25 nP.            Semi-skilled—            Rs. 1.75—0.15—3.25 nP.            Unskilled—            Rs. 1.25—0.10—2.25 nP.</p> <p>Monthly rated 'B' scales—            Skilled—            Rs. 46—4.50—73.            Semi-skilled—            Rs. 38—3.12—63.            Unskilled—            Rs. 30—1.62—43.</p>	<p>The workmen shall be given Dearness Allowance at the following rates:—</p> <table border="0"> <tr> <td>Year</td> <td>Rate</td> </tr> <tr> <td>1961 ..</td> <td>65 per cent of the Revised Cotton Textile D. A</td> </tr> <tr> <td>1962 ..</td> <td>Do.</td> </tr> <tr> <td>From 1st July 1962.</td> <td>70 per cent of the Revised Cotton Textile D. A.</td> </tr> <tr> <td>From 1st July 1963.</td> <td>75 per cent of the Revised Cotton Textile D. A.</td> </tr> <tr> <td>From 1st July 1964.</td> <td>80 per cent of the Revised Cotton Textile D. A.</td> </tr> </table>	Year	Rate	1961 ..	65 per cent of the Revised Cotton Textile D. A	1962 ..	Do.	From 1st July 1962.	70 per cent of the Revised Cotton Textile D. A.	From 1st July 1963.	75 per cent of the Revised Cotton Textile D. A.	From 1st July 1964.	80 per cent of the Revised Cotton Textile D. A.					
Year	Rate																			
1961 ..	65 per cent of the Revised Cotton Textile D. A																			
1962 ..	Do.																			
From 1st July 1962.	70 per cent of the Revised Cotton Textile D. A.																			
From 1st July 1963.	75 per cent of the Revised Cotton Textile D. A.																			
From 1st July 1964.	80 per cent of the Revised Cotton Textile D. A.																			

(1)	(2)	(3)	(4)																												
6	M/s. Savler Paints and Varnish Works, Bombay.	<i>Effective from 1-1-1962</i>	From 1-1-1962 .. Rs. 50 p.m. From 1-1-1963 .. Rs. 60 p.m. From 1-1-1964 .. Rs. 65 p.m.																												
		Category—Pay scale— Unskilled, Grade 1— Rs. 30—1·50—45. Semi-skilled, Grade 2— Rs. 35—2·50—60. Skilled, Grade 3— Rs. 43—3·50—80. Highly-skilled, Grade 4— Rs. 85—5—135.																													
9	M/s. Goodlass Nerolar Paints Pvt. Ltd., Bombay.	<i>Effective from 1-1-1961</i>																													
		Laboratory Attendant— Rs. 40—4—80—5—95.	..																												
11	Do.	<i>With effect from 1-2-1963</i>																													
		Laboratory Asstt.— Rs. 80—7—115—10—175.	..																												
12	The Jonson and Co., Bombay		<i>Effective from 1-1-1964</i>																												
		..	To all workers—Rs. 15 at the Cost of Living Index 481—591; Rs. 2 for every 10 points variation in the cost of living index.																												
15	Asian Oil and Paints Co. (India) Pvt. Ltd., Bombay.	<i>Effective from 1-9-1959</i>																													
		Designation— (1) Dept. Heads, Sr. Chemist, Foreman— Rs. 175—12·50—200—15—290—E.B.— —20—350. (2) Senior Clerk— Rs. 130—10—210—E.B.—15—240. (3) Jr. Clerk, Typist— Rs. 70—5—110—E.B.—7·50—140— E.B.—10—200. (4) Jr. Chemist and Asstt. Foreman— Rs. 80—5—110—E.B.—7·50—140— E.B.—10—240. (5) Overseers, Mechanic, Fitter— Rs. 60—5—100—E.B.—7·50—130. (6) Truck Drivers— Rs. 60—5—85—E.B.—5—110. (7) Car Drivers— Rs. 60—3—75—E.B.—5—85. (8) Telephone Operator, Plant Operator, Storeman— Rs. 50—5—70—E.B.—5—85. (9) Peons, Watchman, Sample Room- Attendant, Lab. Attendants, Vendors, etc.— Rs. 30—1·50—52·50—2—60·50.	The Management revised and fixed Dearness allowance at index figure 311—320 as follows:—																												
			<table border="1"> <thead> <tr> <th data-bbox="1221 1110 1275 1134">Slab</th> <th data-bbox="1394 1110 1594 1158">Rate of variation D. A. of 10 pts.</th> <th data-bbox="1394 1206 1476 1230">Per cent</th> <th data-bbox="1485 1206 1594 1230">Per cent</th> </tr> </thead> <tbody> <tr> <td data-bbox="1139 1230 1266 1254">1st Rs. 100 .. ..</td> <td data-bbox="1394 1230 1448 1254">65</td> <td data-bbox="1485 1230 1539 1254">3·00</td> <td></td> </tr> <tr> <td data-bbox="1139 1254 1266 1278">2nd Rs. 100 .. ..</td> <td data-bbox="1394 1254 1448 1278">20</td> <td data-bbox="1485 1254 1539 1278">1·5</td> <td></td> </tr> <tr> <td data-bbox="1139 1278 1266 1302">3rd Rs. 100 .. ..</td> <td data-bbox="1394 1278 1448 1302">15</td> <td data-bbox="1485 1278 1539 1302">1·25</td> <td></td> </tr> <tr> <td data-bbox="1139 1302 1266 1326">4th Rs. 100 .. ..</td> <td data-bbox="1394 1302 1448 1326">10</td> <td data-bbox="1485 1302 1539 1326">1·0</td> <td></td> </tr> <tr> <td data-bbox="1139 1326 1266 1350">5th Rs. 100 .. ..</td> <td data-bbox="1394 1326 1448 1350">5</td> <td></td> <td></td> </tr> <tr> <td data-bbox="1139 1350 1394 1374">Minimum D. A. Rs. 65.</td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Slab	Rate of variation D. A. of 10 pts.	Per cent	Per cent	1st Rs. 100 .. ..	65	3·00		2nd Rs. 100 .. ..	20	1·5		3rd Rs. 100 .. ..	15	1·25		4th Rs. 100 .. ..	10	1·0		5th Rs. 100 .. ..	5			Minimum D. A. Rs. 65.			
Slab	Rate of variation D. A. of 10 pts.	Per cent	Per cent																												
1st Rs. 100 .. ..	65	3·00																													
2nd Rs. 100 .. ..	20	1·5																													
3rd Rs. 100 .. ..	15	1·25																													
4th Rs. 100 .. ..	10	1·0																													
5th Rs. 100 .. ..	5																														
Minimum D. A. Rs. 65.																															
16	Machinery Paints and Chemicals (India) Ltd., Bombay.	All daily-rated who have completed six months service shall be given an increase in wages of 10 per cent from 1st April 1959 or from the date of completion of six months whichever is later. With effect from 1-4-1960 all daily-rated workman whose service as on that date is not less than a year shall be granted a further increase in wages as mentioned below:—	..																												
		Skilled— Re. 0·19 nP. per day. Semi-skilled— Re. 0·12 nP. per day. Unskilled— Re. 0·06 nP. per day.																													
17	M/s. Bombay Paints and Allied Products Pvt. Ltd., Bombay.	<i>Effective from 1-6-1960</i>																													
		Mukadam— Rs. 100—6—130. Semi-skilled— Rs. 90—5—115. Unskilled— Rs. 75—4—95. Temporary Hands— Rs. 60 per month.	..																												

(1)	(2)	(3)	(4)																		
18 Hardcastle and Wand Mfg. Co. Pvt. Ltd., Bombay.	<i>Effective from 1-4-1960</i>	Grade 'A'— Rs. 1-2-6—Rs. 0-1-0—Re. 1-10-6. Grade 'B'— Rs. 1-10-0—Rs. 0-1-6—Re. 2-6-0 Grade 'C'— Rs. 2-0-0—Re. 0-2-6—Rs. 3-9-0—Re. 0-3-0—Rs. 3-12-0 Casual Workers— Rs. 2 per day consolidated. Jr. Lab., Helper— Rs. 55—5—75. Sr. Lab. Helper— Rs. 55—5—100—10—150.	Operatives (excluding casual) operatives will be paid D.A. at the rate of 85 per cent of the revised Textile scale from 1-6-1959.																		
19 Goodlass Nerolac Paints Pvt. Ltd., Bombay.		Jr. Clerk— Rs. 80—7—115—10—165—E.B.—10—255. (Graduates to start on Rs. 90 p.m. after completion of one year to be brought in the scale at Rs. 94). Sr. Clerk and Stenographer— Rs. 140—10—190—E.B.—12-50—240—15—345. Comptists (will be given Jr. Clerk's grade plus comptists allowance of Rs. 10 p.m.). Sectional Heads— Rs. 220—15—310—20—350—E.B.—20—450. Jr. Chemists and Asstt. Foreman— Rs. 100—7-50—130—10—180—E.B.—15—300. (On probation on Rs. 100 and on confirmation Rs. 150). Sr. Chemist and Technical Foremen— Rs. 240—15—360.																			
20 Asian Oil and Paints Co. (India) Pvt. Ltd., Bombay.		Daily rated— Unskilled— Rs. 1-25—0-10—2-25. Semi-skilled— Rs. 1-75—0-15—3-25. Skilled— Rs. 2-25—0-20—4-25. Monthly rated— Menial staff— Rs. 35—2—45—2-50—60—3—75. Drivers (Lorry)— Rs. 65—5—100—6—130. Plant Operator, Telephone Operator, Stencil cutter— Rs. 60—5—85—E.B.—5—105. Overseers— Rs. 70—5—85—E.B.—7-50—100—10—150. Jr. Clerks— Rs. 80—7—115—10—165—E.B.—10—225. Jr. Chemists, and Asstt. Chemists Rs. 100—7-50—130—10—180—E.B.—15—300. Sr. Chemists and Foreman— Rs. 225—15—300—20—360. Thereafter at management's discretion. Sectional Heads— Rs. 220—15—310—20—350—E.B.—20—450.	For Daily rated— The existing practice of paying D. A. on revised Cotton Textile Scale shall be continued. For monthly rated— <table border="1" data-bbox="1139 1343 1603 1647"> <thead> <tr> <th>Basic pay</th> <th>D. A. with consumer price index as in the range 311—320 bracket</th> <th>Variation for 10 pts. in the index No.</th> </tr> </thead> <tbody> <tr> <td>Rs. 100 ..</td> <td>65 p. c.</td> <td>5 p. c.</td> </tr> <tr> <td>Rs. 101—200 ..</td> <td>30 p. c.</td> <td>2 p. c.</td> </tr> <tr> <td>Rs. 201—300 ..</td> <td>15 p. c.</td> <td>1 p. c.</td> </tr> <tr> <td>Above Rs. 300 ..</td> <td>10 p. c.</td> <td>1 p. c.</td> </tr> <tr> <td>Minimum Rs. 63</td> <td></td> <td>Minimum Rs. 2</td> </tr> </tbody> </table>	Basic pay	D. A. with consumer price index as in the range 311—320 bracket	Variation for 10 pts. in the index No.	Rs. 100 ..	65 p. c.	5 p. c.	Rs. 101—200 ..	30 p. c.	2 p. c.	Rs. 201—300 ..	15 p. c.	1 p. c.	Above Rs. 300 ..	10 p. c.	1 p. c.	Minimum Rs. 63		Minimum Rs. 2
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Minimum Rs. 63		Minimum Rs. 2																			
21 British Paints (India) Ltd., Bombay.		Sepoy, Watchman, Mazdoors, Sweepers— Rs. 35—2—45—2-50—60—3—75 .. Drivers— Rs. 65—5—100—6—130.	<table border="1" data-bbox="1139 1960 1603 2200"> <thead> <tr> <th>Basic pay</th> <th>D. A. when the consumer price index No. is in the range 311—320</th> <th>Variation of 10 pts. in the index No.</th> </tr> </thead> <tbody> <tr> <td>Upto Rs. 100</td> <td>65 p. c.</td> <td>5 p. c.</td> </tr> <tr> <td>Rs. 101 to 200</td> <td>30 p. c.</td> <td>2 p. c.</td> </tr> <tr> <td>Minimum Rs. 63.</td> <td></td> <td></td> </tr> </tbody> </table>	Basic pay	D. A. when the consumer price index No. is in the range 311—320	Variation of 10 pts. in the index No.	Upto Rs. 100	65 p. c.	5 p. c.	Rs. 101 to 200	30 p. c.	2 p. c.	Minimum Rs. 63.								
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Rs. 101 to 200	30 p. c.	2 p. c.																			
Minimum Rs. 63.																					



(1)	(2)	(3)	(4)	
22	Machinery Paints and Chemicals (P) Ltd., Bombay.	The management agreed to give ad-hoc increase in wages of the workmen on and from 1-4-1961 and on and from 1-4-1962 as a result of which 47 workers were benefited as below :— Amount of benefit on 1-4-1961 to each workmen 30 nPs. .. 27 31 nPs. .. 2 35 nPs. .. 1 37 nPs. .. 5 40 nPs. .. 10 55 nPs. .. 1 92 nPs. .. 1 Total .. 47	Amount of benefit on 1-4-1962 to each workmen 10 nPs. .. 13 12 nPs. .. 7 15 nPs. .. 11 20 nPs. .. 8 25 nPs. .. 8 .. .. .. .. Total .. 47	..
24	Gondwana Paints and Varnishes Ltd., Kamptee.	Permanent daily rated employees will be given an increase of 3 annas per day in their wages.		
25	Ajanta Paints and Varnish Co., Kamptee.	<i>Effective from 1-10-1962.</i> Unskilled— Drum cleaners, Helpers in all departments, mazdoors— Male—Rs. 1.75—0.07—2.45 nP. Female—Rs. 1.50—0.07—2.20 nP. Semiskilled— Operators in Dyeing Deptt. Staff Deptt., Readymix Deptt. Remond Machine, Asstt. Painter, Machine, Oilmen, Packer, Box maker— Rs. 2.25—0.10—3.25 nP. Skilled— Laboratory Attendants, Head Painter, Fitter, Bhatti Operator— Rs. 3.25—0.15—4.75 nP. Highly skilled— Mechanic— Rs. 5.00—0.25—7.50 nP.		

STATEMENT SHOWING THE NAMES OF THE CONCERNS AND PARTICULARS OF VARIOUS KINDS OF LEAVES AND PAID HOLIDAYS GRANTED IN PAINTS AND VARNISHES INDUSTRY

Serial No. in Index	Name of the concern	Privilege leave (days)	Sick leave (days)	Leave without pay (days)	Casual leave (days)	Festival/ paid holidays (days)
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1	The United Colour Co. ..	..	..	..	..	4
6	M/s. Savlar Paints and Varnish Works.	15 days in a year .. (Accumulation up to 30 days.)	..	..	7	4
10	M/s. R. R. Paints Industries.	..	..	..	5	5
12	The Jonson and Company, Bombay.	..	..	..	..	4
15	Asian Oil and Paints, Bombay.	..	..	..	7	..
17	M/s. Bombay Paints and Allied Products Pvt. Ltd.	1 day for every 20 days of work.	..	15	7	8
19	Goodlass Nerolac Paints Pvt. Ltd.	..	On discretion of the management Medical Certificate necessary.	..	..	..

(1)	(2)	(3)	(4)	(5)	(6)	(7)
20	Asian Oil and Paints Co. (India) Pvt. Ltd., Bombay	For monthly rated— 30 days per year. (Accumulation 90 days).  For daily rated— One day for every 20 days (As per Factory Act). (Accumulation up to 45 days).	For monthly rated— 15 days per year. (Accumulation 45 days).  For daily rated— 7 days per year. (Accumulation up to 21 days).	Monthly rated— 15 days per year. Non-accumulative  Daily rated— Same as monthly rated.	7 (both for monthly and daily rated.)  ..	..  ..
21	British Paints (India) Ltd.	30 days in a year (Accumulation for 60 days).	15 (Accumulation up to 45 days).	..	7	..
22	Machinery Paints and Chemicals Pvt. Ltd.	..	..	..	7	5
24	Gondwana Paints and Varnishes, Limited.	..	..	..	..	3

STATEMENT SHOWING THE NAMES OF CONCERNS AND VARIOUS KINDS OF GRATUITY GRANTED IN "PAINTS AND VARNISHES" INDUSTRY

Name of concern and Sr. No. in the list	Gratuity payable on (in terms of number of days/months/weeks wages for each year of service)										Maximum Gratuity Payable
	Death on Disability (Physical or mental) while in employment	Termination of service after			Resignation from service after			On voluntary Retirement after			
		5 Yrs.	10 Yrs.	15 Yrs.	5 Yrs.	10 Yrs.	15 Yrs.	5 Yrs.	10 Yrs.	15 Yrs.	
(1)	(2)	(3-a)	(3-b)	(3-c)	(4-a)	(4-b)	(4-c)	(5-a)	(5-b)	(5-c)	(6)
M/s. Savlar Paints and Varnish Works, Bombay (Sr. No. 6).	15 days.	..	..	..	..	..	15 days after 12 Yrs.	..	..	15 days after 12 Yrs.	Not mentioned.
M/s. Blundell Eomite Paints Pvt. Ltd., Bombay (Sr. No. 7).	1 month	..	3/4 Mths.	1 Mths.	..	..	15 Mths.	..	..	1 Month.	20 months. (For first 15 Mths. at the rate of 1 month per year and there after 1/2 month up to maximum of 5 months.)
M/s. Goodlass Nerolac Paints Pvt. Ltd., Bombay (Sr. No. 9).	1 month	..	3/4 Mth.	1 month	..	..	1 month	..	..	1 month	Do.
M/s. Bright and Co. Pvt. Ltd., Bombay.	1/3 Mths.	..	1/3 Mths.	..	..	..	1/3 Mths.	..	..	1/3 Mths.	10 Mths.
M/s. Bombay Paints and Allied Products Pvt. Ltd., Bombay (Sr. No. 17).	*15 days	*15 days.	..	..	..	..	..	*15 days.	..	..	15 Mths.
Hard Castle and Wand Mfg. Co. Pvt. Ltd., Bombay (Sr. No. 18).	21 days	21 days.	..	..	..	21 days.	..	..	21 days	..	15 Mths.
Asian Oil and Paints Co. (India) Pvt. Ltd., Bombay (Sr. No. 20).	1/2 Mths. up to 10 Yrs. Service. 3/4 Mths. above 10 Yrs. and up to 15 Yrs. 1 Mth. over 15 Yrs. Service.	1/2 Mths.	3/4 Mths.	1 Mth.	1/2 Mth.	1/2 Mth.	1 Mth.	1/2 Mth.	3/4 Mth.	1 Mth.	15 Mths.
Noble Paints and Varnish Company Pvt. Ltd., Bombay (Sr. No. 23).	The dismissed worker shall be entitled to full gratuity except where the misconduct has resulted in financial loss. The management shall be entitled to recover such loss from gratuity payable to worker.										

\*For permanent workmen.

## OIL INDUSTRY

In this industry the Committee adopted the same definition which was adopted by the previous Norms Committee for the purpose of classification of Settlements, Agreements and Awards. The definition is as follow:—

“ Production of Ghee, Butter, Cheese, Edible Fats and Oil including Hydrogenated Oil ”.

During the relevant period the Committee scrutinized and examined 17 Awards (16 published and 1 unpublished), 21 Settlements under the Industrial Disputes Act, 1947 and 3 Awards and 2 Settlements under the Central Provinces and Berar Industry Disputes and Settlement Act, 1947.

The divisionwise break-up of these 17 Awards and 26 settlements is as follows:—

Division	Awards	Agreements/ Settlements
Bombay .. .. .	17	21
Poona .. .. .	..	..
Nagpur .. .. .	3	2
Aurangabad .. .. .	..	..
<b>Total ..</b>	<b>20</b>	<b>23</b>

The following list gives the names and reference of the 43 concerns to which these Awards/Agreements and Settlements refer:—

Serial No. (1)	Name of the concern (2)	Reference (3)
<b>AWARDS</b>		
<b>Bombay Division</b>		
1	New Star Industries Pvt. Ltd., Bombay .. .. .	Dt. 21-4-60, pages 1493—1498.
2	M/s. Vegetable Vitamin Foods Co., Pvt. Ltd., Bombay .. .. .	Dt. 24-11-60, pages 2949—2953.
3	M/s. Vegetable Vitamin Foods Co., Pvt. Ltd., Bombay .. .. .	Dt. 1-12-60, pages 3010—3024.
4	The Swastik Oil Mills Ltd., Bombay .. .. .	Dt. 26-4-61. (unpublished)
5	The Mandaliya Oil Mills, Bombay .. .. .	Dt. 4-1-62, pages 1 to 5.
6	The Mandaliya Oil Mills, Bombay .. .. .	Dt. 31-5-62, pages 2128—2130.
7	The Ahmed Oomerbhoy Oil Mills, Bombay .. .. .	Dt. 31-5-62, pages 2131—2136.
8	Nirmal Processors, Bombay .. .. .	Dt. 16-8-62, pages 3384—3386.
9	The Jai Hind Oil Mill Co., Limited, Bombay .. .. .	Dt. October 1962, pages 4161-4163.
10	Raja Oil Mills, Bombay .. .. .	Dt. 9-5-63, pages 1643—1647.
11	Premji Hardas Oil Mills, Bombay .. .. .	Dt. 19-11-64, pages 3918—3920.
12	The Mansingka Industries, Pvt. Ltd., Pachora .. .. .	Dt. 17-12-64, pages 4328—4336.
13	M/s. Imports Copra Crushing Industry Ltd. .. .. .	Dt. 27-1-66, page 349.
14	The Jai Hind Oil Mills Co., Bombay .. .. .	Dt. 12-1-67, pages 222—223.
15	The Jai Hind Oil Mills Company, Bombay .. .. .	Dt. 6-7-67, pages 2727—2731.
16	The Tata Oil Mills Co., Ltd., Bombay .. .. .	Dt. 20-7-67, pages 2828—2830.
17	The Tata Oil Mills Co., Ltd., Bombay .. .. .	Dt. 20-7-67, pages 2847—2855.
<b>Nagpur Division</b>		
18	Berar Oil Industries, Akola .. .. .	Dt. 11-5-61, pages 1153—1155. (Under C. P. and B.I.D.S. Act, 1947).
19	M/s. Alibhai Vishram Oil Mills, Akola .. .. .	Dt. 9-11-61, pages 2961—2963.
20	Berar Oil Industries, Akola .. .. .	Dt. 4-7-63, pages 2333—2336.

(1)	(2)	(3)
<b>SETTLEMENTS</b>		<b>Date of settlements and Section of the I. D. Act, 1947</b>
<b>Bombay Division</b>		
21	Bombay Oil Industries Pvt. Ltd., Bombay .. .. .	Dt. 24-7-59, Sec. 12 (3).
22	The Tata Oil Mills Co. Ltd., Bombay .. .. .	Dt. 18-3-60, Sec. 2 (P).
23	M/s. Jai Hind Oil Mills, Bombay .. .. .	Dt. 8-6-60, Sec. 12 (3).
24	Ulhas Oil and Chemical Industries Pvt. Ltd., Bombay .. .. .	Dt. 29-7-60, Sec. 2 (P).
25	Bombay Oil Industries Pvt. Ltd., Bombay .. .. .	Dt. 24-4-61, Sec. 12 (3).
26	Swastik Oil Mills, Bombay .. .. .	Dt. 5-5-61, Sec. 2 (P).
27	M/s. Himatlal and Co., Bombay .. .. .	Dt. 3-8-61, pages 1806—1818 (Board of Conciliation).
28	M/s. Vishram Khimji and Company, Bombay .. .. .	Dt. 3-8-61, pages 1806—1818 (Board of Conciliation).
29	M/s. Husseini Co., Bombay .. .. .	Dt. 3-8-61 pages 1806—1818 (Board of Conciliation).
30	Rajaballi and Co., Bombay .. .. .	Dt. 3-8-61, pages 1806—1818. (Board of Conciliation).
31	Habib Kasambhai, Bombay .. .. .	Dt. 3-8-61, pages 1806 to 1818 (Board of Conciliation).
32	Tin Supply Co. .. .. .	Dt. 3-8-61, pages 1806—1818. (Board of Conciliation).
33	Ahmed Oomerbhoy Oil Mills, Bombay .. .. .	Dt. 10-8-1961, Sec. 12(3).
34	Jai Bharat Oil Mills No. 1, Bombay .. .. .	Dt. 30-10-61, Sec. 12 (3).
35	The Tata Oil Mills Co., Ltd., Bombay .. .. .	Dt. 22-12-61, Sec. 2 (P).
36	Indian Vegetable Products Ltd., Bombay .. .. .	Dt. 4-1-62, Sec. 2 (P).
37	Indian Vegetable Products Ltd., Bombay .. .. .	Dt. 10-4-63, Sec. 2 (P).
38	Raj Oil Mills, Bombay .. .. .	Dt. 3-8-63, Sec. 2 (P).
39	Ahmed Oomerbhoy Oil Mills, Bombay .. .. .	Dt. 19-9-63, Sec. 2 (P)
40	Sonawala Industries Pvt. Ltd., Bombay .. .. .	Dt. 30-9-63, Sec. 2 (P).
41	Jaisingpur Oil Mills, Jaisingpur .. .. .	Dt. 20-1-61, Sec. 12 (3).
<b>Nagpur Division</b>		
42	Swastik Oil Mills, Pratap Oil Mills, Warora .. .. .	Dt. 5-9-67, pages 3827—3831. (C.P. and B.I.D.S. Act, 1947).
43	Akola Cotton Oil Mills, Akola .. .. .	Dt. 3-7-58, pages 3447—3449. (Sec. 37(I) of C. P. and B.I.D. & S. Act).

### WAGE AND DEARNESS ALLOWANCE

The question of wages and Dearness Allowance was involved in 34 cases. Out of these two cases dealt with Dearness Allowance only, wage scales were revised in 14 cases, both dearness allowance and revision wages were granted in 11 cases and *ad-hoc* increments in wages were granted in 7 cases. A statement showing the wages, dearness allowance and increments decided in 34 cases is attached herewith.

It may be mentioned here that this industry is a scheduled industry under the Minimum Wages Act 1948 and the minimum wages have been fixed vide Govt. Notification, Industries and Labour Department No. MWA 1662-LAB III, dated 30-4-1964.

## ADJUSTMENT OF WAGES

The adjustment of wages in the revised scales was done according to the following rules :—

1. In case the existing basic wages of an employee were less than the minimum of the revised scale he should get the minimum of the revised scale.
2. In case the existing wage of an employee were equal to the minimum of the revised scale or above, he should be stepped up to the nearest higher stage in the revised scale.
3. In case the existing wage of an employee is more than the maximum of the revised scale he shall continue to get the same and the extra amount shall be treated as his 'personal pay.
4. Dates of annual increments would remain unaltered.

### INCREMENTS IN THE REVISED SCALE FOR LENGTH OF SERVICE

In 8 cases increments were granted after adjustment of existing wages in the revised scales as below :—

(a) For service less than a year .. .. .	No increment.
(b) For service of 1 year but less than 2 years .. .. .	One (1 case).
(c) For 3 years service .. .. .	One (1 case).
(d) For more than 2 years but less than 4 years .. .. .	Two (1 case).
(e) For more than 3 years but less than 6 years .. .. .	Two (1 case).
(f) For 4 years or more .. .. .	Two (1 case).
(g) For 6 years or more .. .. .	Three (1 case).
(h) For 7 years or more .. .. .	Three (1 case).

### LEAVE

The Committee noted that in 24 concerns various kinds of leave were considered. A statement showing the names of these 24 concerns and the various types of leave granted is attached :

#### Privilege Leave

The Committee examined Six cases in which privilege leave has been granted. They are all from Bombay Division. In 3 cases (Sr. Nos. 12, 37, 39) it was granted according to the provision of the Factories Act, 1948 ; in one case (Sr. Nos. 40) 20 days ; in one case (Sr. No. 28) leave as available under the statutory provisions plus additional 6 days was granted ; in one case (Sr. No. 3) it was fixed at one month on completion of 11 months service.

Only in one case (Sr. No. 3) accumulation of leave up to 90 days was granted.

#### Sick Leave

The Committee noted 10 cases in which sick leave has been granted. They are all from Bombay Division. In one case (Sr. No. 12) it was 4 days a year ; in one, (Sr. No. 13) it was at the rate of 5 days a year for monthly rated employees only ; in five cases (Sr. Nos. 27, 29, 30, 31 and 32) it was at the rate of six days in a year ; in two cases (Sr. No. 14 and 33) it was at the rate of 7 days with half pay ; in one case (Sr. No. 39) it was according to the provisions of the Employees State Insurance Act.

In 5 cases this leave was agreed to be accumulated upto 24 days ; in one case it was allowed to be accumulated upto 28 days ; in one case accumulation was agreed upto 21 days on full pay to all monthly rated employees and 42 days on half pay or 21 days on full pay in case of those who are not covered by the Employees State Insurance Scheme.

In Six cases condition was laid down to the effect that the application for leave should be supported by a medical certificate.

#### Leave without Wages

Six cases of this leave were noted during the course of the scrutiny. They are all from Bombay Division. In one case it was at the rate of 7 days in a year, in one case it was at the rate of 10 days ; in three cases it was at the rate of 15 days and in one case it was at 20 days.

In one case accumulation of this leave was agreed upto 30 days and in another case accumulation allowed upto 40 days.

In one case it was allowed to be annexed to the privilege leave. In two cases managements agreed to consider applications for this leave favourably in genuine cases and in cases of workmen who hail from a long distance.

### Casual Leave

Eleven cases of this leave were noted during the relevant period. In 2 cases it was at the rate of 4 days in a year ; in 4 cases it was at 5 days, and in 5 cases it was 7 days in a year.

In one case balance of casual leave not enjoyed was allowed to be encashed at the end of the year.

### Festival Holidays

In all 18 cases were noted wherein festival holidays ranging from 3 to 10 days were granted. In one case the number of such days was 3 days ; in 3 cases it was 4 days ; in 4 cases it was 5 days ; in 7 cases it was 6 days ; in one case it was 10 days ; in one case it was as per rules for Maharashtra Government employees and in one case 2 more holidays were agreed upon.

In 4 cases holidays were to be fixed in consultation with workmen or their unions. In the cases examined it was noticed that following festival holidays were enjoyed :—

Name	Number of cases
26th January.. .. .	13
15th August .. .. .	13
1st May/Maharashtra Day.. .. .	10
Diwali .. .. .	8
Holi .. .. .	7
Dasara .. .. .	6
2nd October .. .. .	2
Ganesh Chaturthi .. .. .	1
Bakri Id. .. .. .	1
Ramzan Id. .. .. .	1

### ALLOWANCES

#### Officiating Allowance

There was one case (Sr. No. 3) in which this allowance was paid when an employee was asked to work in a higher grade for more than 15 days. If his existing salary was less than the minimum of the higher grade, he was to be given the minimum of this higher grade and if he was drawing more than the minimum of the higher grade, he was to be paid his present pay plus one stage in the higher grade.

#### Allowance for working on paid holidays or weekly off days

In M/s. Swastik Oil Mills Ltd., (Sr. No. 4) whenever a clerk from factory worked on any paid holidays he was allowed a substituted holiday and half days additional basic salary.

In the Tata Oil Mills Ltd., (Sr. No. 22) allowance for working on weekly off days was extended to the Watch and Ward and Canteen Staff and the practice of giving compensatory holidays was discontinued.

#### Lunch Allowance

In the Jai Hind Oil Mills Company, Bombay (Sr. No. 9), Rs. 1.50 was paid to those employees who were sent out for outdoor duty and could not return during the lunch interval. For Drivers and Cleaners it was allowed if they are sent out before 11.30 a.m.

In the case of the Tata Oil Mills Co. Ltd., (Sr. No. 22) monthly rated employees were granted Rs. 1.25 and daily rated Re. 0.75 whenever they are deputed on outdoor work during their lunch interval.

#### Permanency

In this subject 7 cases were noted. In 3 cases (Sr. No. 10, 11 and 13) workers who had put in 6 months service were made permanent. In one case (Sr. No. 14) workmen who worked for an aggregate period of 150 days in a year were made permanent, whereas in the case of Tata Oil Mills Co. Ltd., Bombay (Sr. No. 16) the limit was laid down at 240 days service for permanency. In the remaining two cases it was decided to make permanent few workmen according to seniority and efficiency.

#### Retirement

In 1 case (Sr. No. 40) the age of retirement was fixed at 58 years.

#### Uniforms

In 2 cases (Sr. No. 3 and 10) Watchmen, Peons, Drivers, Boiler Attendants and Fitters, were provided with 2 sets of uniforms in a year.

#### Gratuity

6 cases of gratuity were examined by the Committee during the relevant period. A table showing the details of the amounts of gratuity granted is attached herewith.

STATEMENT SHOWING THE NAME OF CONCERN AND WAGES AND DEARNESS ALLOWANCE GRANTED  
IN THE OIL INDUSTRY

Serial No. In Index (1)	Name of Concern (2)	Wages (3)	Dearness Allowance (4)
1	New Star Industries Pvt. Ltd.,	Coolies, Barrel Carriers, Katewalas— Rs. 2.37 nP. per day. Machineman— Rs. 2.50 nP. per day. Assistant Fitters, Watchmen— Rs. 75 per month.	..
2	M/s. Vegetable Vitamin Foods Co. Pvt. Ltd.	..	Daily Rated Workmen shall continue to get D. A. at the rate of Revised Textile Scale of D. A. as available to the operatives in the Cotton Textile Industry in Bombay. Monthly Rated Workmen D. A. at Revised Textile Scale.
3	Vegetable Vitamin Foods Co. Pvt. Ltd.	Effective from 1-7-1958 1. Peons and Watchmen— Rs. 30—2—50—3—65. 2. Typist, Clerk, Asstt. Store-keepers, Asstt. Time-keepers— Rs. 70—7—112—EB.—10—202. 3. General Clerk, Store-keepers, Time-keepers— Rs. 100—10—200—EB.—15—290. 4. Lorry Drivers— Rs. 65—4—85—5—110. 5. Foreman, Supervisors— Rs. 150—10—210—15—300. 6. Shift Chemist— Rs. 150—10—250—EB.—15—310. 7. Mechanical Engineers and Chemist— Rs. 250—20—350—EB—25—450.	As per Revised Textile Scale.
5	The Mandaliya Oil Mills ..	Unskilled— Rs. 1.20 nP.—Re. 0.10—Rs. 2.20 nP. Semi-skilled— Rs. 1.50 nP.—Re. 0.15—Rs. 3.00 nP. Skilled— Rs. 2.00 nP.—Re. 0.25—Rs. 4.50 nP.	A Cost of Living Index. (401—410) Rs. 40. Variation of 10 points. Rs. 3.
6	The Mandaliya Oil Mills ..	The above scales shall have effect From 1-7-1961.	..
8	M/s. Nirmal Processors, Bombay.	Unskilled— Rs. 1.25—0.05—1.50—0.10—2.00 nP. Semi-skilled— Rs. 1.75—0.65—2.00—0.10—2.50 nP. Skilled— Rs. 2.25—0.10—3.25 nP. Highly skilled— Rs. 3.00—0.15—3.75—0.25—4.50 nP.	D. A. for Cost of Living Index 440—450. For Variation of 10 points above 450 and below 440 the D. A. will vary by. .. Rs. 1.50 nP.. .. Re. 0.5 nP.
9	The Jai Hind Oil Mills Co. Ltd.	The management shall grant an <i>ad hoc</i> increment of 0.25 nP. per day to all workmen who have completed 12 months service on 1-4-1962. (2) From 1-8-63 increments will be given as below :— Skilled workers— 0.25 nP. Semi-skilled workers— 0.15 nP. Unskilled workers— 0.12 nP.	..
10	Raja Oil Mills, Bombay ..	Unskilled— Rs. 85—3—121. Semi-skilled— Rs. 100—4—148. Skilled— Rs. 120—5—180.	..
11	Premji Haridas Oil Mills, Bombay.	As per Minimum Wages Act <i>ad hoc</i> increase of 0.15 paise to general mazdoors, oilmen and soap boilers from 1-5-64 and further 0.15 paise from 1-5-1965.	..

(1)	(2)	(3)	(4)
12 The Mansingka Industries Pvt. Ltd., Pachora.	(i) Skilled-I, Rs. 100—5—120—6—150. (ii) Skilled-II, Carpenters 'A', Turners 'A', Attendants 'A' Operator— Rs. 60—4—80—5—100.	<i>Effective from 1-1-1963.</i>	All the workmen excluding temporary workmen whose daily rates are agreed to under demand No. 5 and also of Peons and Watchman, Drivers, Cleaners and Cartmen who are Fixed on consolidated wages under its settlement and workmen employed on Building Construction shall be paid D. A. at the rate of 66 2/3 rd per cent of the Textile Scale of D. A. paid to the workers at Jalgaon each month according to the number of days worked by each workman.
	(iii) Skilled-III, Wireman 'A' Fireman 'A' Turners 'B' Carpenters 'B' Blacksmith 'A' Welders 'A' Fitters, Attendants 'B' Shaper, Draftsman, Machinists— Rs. 45—3—60—4—80. (iv) Semi-skilled-Solderman, Asstt. Fitters, Wireman 'B' Asstt. Attendants, Fireman 'B' Welder 'B' Painters, Blacksmith 'B' Masons, Asstt. Turner, Tailor— Rs. 35—2—55. (v) All other general workers for Refinery, Power House, Boiler House, Tin Plant, Oil Mills, Solvent Plant, Workshop, Gas plant and soap plant, Sweeper, Waterman, Tiffin Boy, Navgani Washerman— Rs. 26—1—36. (vi) Consolidated Monthly and daily ( <i>From 1-1-1963</i> ) :— Drivers— Rs. 100—5—150 Peons— Rs. 75—1—85 Watchman— Rs. 65—1—75 Cleaners, Cartmen and Temporary workmen Rs. 3 per day.		
13 M/s. Imports Copra Crushing Industries Ltd.	(1) Accountant— Rs. 300—15—435. (2) Assistant Accountant— Rs. 290—15—420. (3) Sr. Clerk— Rs. 230—10—320. (4) Clerk— Rs. 200—10—290. (5) Clerk (matriculate)— Rs. 180—10—280. (6) Watchman— Rs. 115—5—155. (7) Fitter— Rs. 180—10—280. (8) Assistant Fitter— Rs. 100—5—165. (9) Fitterman— Rs. 100—5—145. Daily workers as per Minimum Wages Act.		
15 The Jai-Hind Oil Mills Co. Bombay.	(A) <i>Daily rated workmen—Agra Rd., and Sewree—</i> (1) Unskilled— Rs. 3.75—0.15—5.25. (2) Semi-skilled— Rs. 4.75—0.20—6.75. (3) Skilled— Rs. 5.75—0.30—8.75. (4) Highly skilled— Rs. 7.25—0.45—11.75.  (B) <i>Monthly rated workman :</i> (1) Boiler Attendent— Rs. 275—20—375—25—500. (2) Fitter— Rs. 250—20—350—25—475. (3) Operator-I— Rs. 250—20—350—25—475. (4) Operator-II— Rs. 175—15—250—20—350.	<i>Effective from 1st July 1966.</i>	The Company shall pay to each workman (daily rated and monthly rated) over and above the grades prescribed under clauses (a) (b) and (c) herein above, dearness allowance of one paise per point rise per day so long as the Bombay working class Consumers Cost of Living Index number (Old series) remains above 550.



(1)	(2)	(3)	(4)
15 The Jai-Hind Oil Mills Co., Bombay—(contd.)	(5) Bags Sticher— Rs. 125—8—165—9—210. (6) Driver— Rs. 145—10—195—12—255. (7) Gardeneer, Watchman, Cleaner and Sweeper— Rs. 100—5—125—6—155.	(C) <i>Personal grades :</i>  Three workmen— Rs. 145—10—195—12—225. Two workmen— Rs. 175—15—250—20—300.	
17 The Tata Oil Mills Co. Ltd., Bombay.	<i>Daily rated Workmen :</i>  (1) Chargeman—Grade 'A'— Rs. 4-50—0-45—9-00. (2) Skilled—Grade 'B'— Rs. 4-00—0-40—8-40. Skilled—Grade 'C'— Rs. 3-50—0-30—6-50. Skilled—Grade 'D'— Rs. 3-00—0-25—5-50. (3) Semi-skilled—Grade 'E'— Rs. 2-10—0-15—3-00—0-20—4-00. (4) Unskilled II, Grade 'F'— Rs. 1-90—0-10—3-20. Unskilled I, Grade 'G'— Rs. 1-75—0-8—2-63.	<i>Effective from 1st December 1965</i>	The daily rated workmen have been awarded the full Revised Textile Scale for all the days of the month. This is what some of the monthly rated workmen were getting under the old agreement.
20 Berar Oil Industries, Akola ..	Those workmen who are on permanent rolls or have completed a continuous service of 240 days on 31-10-1962 and have consequently been enjoying facilities for Provident Fund will be given increase as below with effect from 1-11-1962— (1) Getting pay per day from Rs. 1-14-0 to Rs. 3-8-0 P.—increase of Re. 1 per day. (2) Getting pay per day from Rs. 3-9-0 to Rs. 5-0-0 P.—increase of Re. 0-75 per day.	<i>Monthly rated Workmen :</i>  (1) Chief Time Keeper— Rs. 190—12—250—15—415. (2) Asstt. Store Keeper and Asstt. Stock Keeper— Rs. 180—12—228—14—368. (3) Stock Keeper (R. M.), Stock keeper (Seed), Stock Keeper (F. P.)— Rs. 250—15—400—20—500. (4) Store and Stock Checker Inspector and Foreman. (Box and Shooks)— Rs. 180—12—228—14—368. (5) Foreman— Rs. 225—12½—275—15—455. (6) Overseer— Rs. 140—9—185—10—285. Overseer— Rs. 160—10—200—12½—300—15—345. (7) Laboratory Attendants— Rs. 75—5—100—7—135. (8) Laboratory Assistant— Rs. 140—9—185—10—285. (9) Compounder and Nurse— Rs. 100—10—180—12½—230—15—275. (10) Switch Board Attendants, Asstt. Draftsman and Telephone Operator— Rs. 100—10—180—12½—230—15—275. (11) Plant Clerks and Tool Store-Keeper and Job Chaser— Rs. 80—8—120—10—230.  (12) Operators in charge of Printing and Stereo Machine— Rs. 225—12½—275—15—455. (13) Tracer— No scale is awarded as this Category does not exist in Sewri Factory. (14) Vendor Boy and Masalawala Rs. 45—3—75—4—115.	

(1)	(2)	(3)	(4)
20 Berar Oil Industries, Akola— (contd.)		(3) Getting pay per day from above Rs. 5 increase of Re. 0-50 P. per day. (4) Badlis and Casuals getting less than Rs. 1-87 increase of Re. 0-25 nP. per day. (5) Jamdars in watch and ward department getting consolidated wages of Rs. 55 per month increase of Rs. 25 per month.	
21 Bombay Oil Industries, Pvt. Ltd.		<i>Effective from 1-1-1959</i> Daily rated will get annas 3 per day as increase, monthly rated will get Rs. 5 per month as increase.	
22 The Tata Oil Mills Co.Ltd. . .		For Monthly rated staff— (1) Increase of Rs. 6 per month in basic salary (to be considered as personal increment) with effect from 1-4-1960.  (2) Those monthly rated who were in the service on or before 1-10-58 will be compensated by a single payment calculated at the rate of Rs. 6 p.m. pro-rata according to their respective service and attendance during the period from 1-10-58 to 31-3-60.	For Daily rated staff at Sewri Factory from 1-10-58. At the rate of 1-9 pies per day for rise of each point in the cost of living Index number above 105 and up to 325.  If index goes above 325 the following percentage increase of existing D. A. is to be given as below :— 325 to 335 .. .. 5 percent. 336 to 350 .. .. 7½ per cent. 351 and above .. .. 10 percent. Those daily rated employees who were on the roll of Sewri Factory during the period from 1-10-58 to 31-3-60 will be eligible for this D. A.
23 Jai Hind Oil Mills . . . .		Increase in wages will be given from 1-5-60 as below :— Daily Rated—0-25 nP. Monthly rated employees excluding clerks, peons and watchmen getting Rs. 75 or more shall also be given increment not less than that mentioned above.	
24 Ulhas Oil and Chemical Industries (P), Ltd., Bombay.		<i>Effective from 1-7-60</i> Those who have put in more than 5 years' service will be given an increase of 0-31 nP. in basic wages.  Those permanent workmen who have put in more than one years service but less than 5 years service will be given an increase of 0-11 nP. in basic wages. From January 1961 the management will revise the scales of annual increments as below—  Unskilled .. .. 0-09 nP. per day. Semi-skilled (A) .. 0-12 nP. per day. Semi-skilled (B) .. 0-12 nP. per day.	<i>Effective from 1-7-60</i> Existing D. A. to daily rated workmen will workmen will be increased by 0-8 nP.
25 Bombay Oil Industries, Pvt. Ltd.		<i>Effective from 1-1-61</i> (1) Refinery Operators— Rs. 175-5-190. (2) 1st Class Boiler Attendants— Rs. 160-5-175. (3) Fitter cum-operator— Rs. 150-5-165. (4) Second Wireman— Rs. 150-5-165. (5) Second Class Bioler Attendent— Each one will get Rs. 10 first increment and subsequent increment of Rs. 5 each year till they reach maximum grade of Rs. 150. (6) Fitters— Those who are getting below Rs. 136 will get initial Rs. 10 and subsequent Rs. 5 per year till they reach the grade of Rs. 150. (7) General Fitter— Rs. 135-5-150. (8) Assistant Fitters— Initial increment of Rs. 10 and the subsequent increment of Rs. 5 per year till they reach final grade of Rs. 130. (9) Assistant to Refinery Operators— Rs. 90-3-99.	

(1)	(2)	(3)	(4)
25 Bombay Oil Industries Pvt. Ltd.—(contd.)	(10) Heavy gang coolies— Rs. 112—112—115—115. (11) Drivers— Rs. 140—140—145—145. (12) Mukadam— Rs. 100—100—105—105. (13) Mazdoors— Rs. 3.25—3.35—3.45—3.55 per day. (14) Watchmen— Rs. 72—75—78—89 per month.		
26 Swastik Oil Mills, Bombay..	..		From 1st April 1960 the management will pay D. A. only to permanent office and Factory Peons working at Wadala office and Factory on the basis of 90 per cent neutralisation plus 10 per cent increase in D. A.
27 Himatlal & Company	..	All workmen shall be given an <i>ad-hoc</i> increment of Rs. 3 from 1st July 1961.	..
28 M/s. Vishram Khimji & Co...	..	(1) Every workman shall be paid minimum consolidated wage of Rs. 75 per month of 26 days. (2) Those already getting Rs. 75 or more shall be given an <i>ad-hoc</i> increment of Rs. 3.	..
29 Husseini & Co., Bombay ..	..	<i>Effective from 1-9-60.</i> (1) Every workman shall be paid minimum consolidated wage of Rs. 75 per month of 26 days. (2) Those who fall below the minimum shall be brought to the minimum of Rs. 75 per month. (3) Those who draw more than the minimum shall be given an increment of Rs. 5 per month.	
30 Rajaballi & Co.	..	Watchman: Rs. 75 (Consolidated) from 1st September 1960.	
31 Habib Kasambhai ..	..	<i>Effective from 1-9-60</i> (1) Every workman shall be paid minimum consolidated wage of Rs. 75 per month. (2) Those who fall below the minimum shall be brought to the minimum of Rs. 75 per month. (3) Those who draw more than the minimum shall be given an increment of Rs. 5 per month.	..
32 Tin Supply Co.	..	Minimum Wage shall be Rs. 75 per month (Consolidated).	..
33 Ahmed Oomerbhoj Oil Mills	..	<i>For Permanent workmen (Daily Rated)</i> Grade I—Purely Unskilled Jobs— Rs. 1.16—Re. 0.06—Rs. 1.63 nP. Grade II—Hamal, Weighingmen, Fittermen, Pumpmen, Swingmen, Superheaters, and Grindingmen— Rs. 1.25 nP. Rs. 0.09—Rs. 2.00 nP. Shell Attendants, Neutraliser-attendants, Deodoriser Attendants, Asstt. Turners, Bleacher, Attendance Autoclave Operators, Asstt. Fitters (i.e. Expeller, Fitters, Chippingman, Mukadams— Rs. 1.30—Re. 0.12—Rs. 2.50. Grade IV.—Turners, Fitters, Operators, Blacksmiths, Carpenters, Wiremen, Motor Mechanics, Boiler Attendants— Rs. 2.25—0.19—Rs. 3.75 nP.	<i>For Permanent workmen</i> 1.19 pies per day per point rise over and above 105 points (index figure August, 1939).
		(Monthly Rated)	
		Lorry Drivers— Rs. 2.50—0.19—Rs. 3.75 nP. Cleaners— Rs. 1.16—0.06—Rs. 1.65 nP. Casual and Temporary workers—consolidated daily wages— Rs. 2.31 nP.	

(1)	(2)	(3)	(4)
34 Jai Bharat Oil Mills No. 1 ..	<i>Effective from 1-1-62.</i>		..
		<p>(1) Fitter (General)— Rs. 125—5—150. (2) Fitter (Chief)— Rs. 140—5—180. (3) Oilman— Rs. 80—3—95. (4) Asstt. Oilman— Rs. 70—2—80. (5) Hamal (Mukudam)— Rs. 110—4—130. (6) Hamal (General)— Rs. 90—3—105. (7) Hamal (daily wages)— Rs. 3.25—0.25—4.25 nP. (8) Mazdoor (daily wages)— Rs. 2.60—0.20—3.60 nP. (9) Watchmen— Rs. 70—5—95.</p>	
35 The Tata Oil Mills Co. Ltd. ..	<i>Effective from 1-10-1960.</i>		
		For Daily rated employees at Sewri Factory—	
		<p>Chargeman Grade "A"— Rs. 4.00—0.35—Rs. 8.20 nP. Chargeman Grade "B"— Rs. 3.50—0.30—Rs. 7.10 nP. Skilled Grade "C"— Rs. 3.00—0.25—Rs. 6.00 nP. Skilled Grade "D"— Rs. 2.50—0.20—Rs. 4.90 nP.</p>	
		<p>Semi-skilled Grade "E"— Rs. 1.92—0.14—Rs. 3.60 nP. Unskilled II Grade "F"— Rs. 1.65—0.09—Rs. 2.73 nP. Unskilled I Grade "G"— Rs. 1.50—0.07—Rs. 2.27—0.08—Rs. 2.35.</p>	
		<i>For Monthly rated Staff at Seuri Factory</i>	
		<p>Ayah, Watchman, Scavengers, Vendor Boys, Masalawala— Rs. 36—3—90. Overseers Power house workshop, Instrument Dept., Mills Civil Engineering— Rs. 135—10—205—12—301. Chief Stock and Stores checking Inspector, Asstt. Stock Keepers, Asstt. Store-keepers— Rs. 160—12—232—13 (last Rs. 14)—350. Foreman (B. and S, Automobiles, H. P. Comis.) Chief Time-keeper, Shift-in-charge, Opera- tor, S.E.P. &amp; C.S.P.— Rs. 180—12—276—14 (last Rs. 15)—15— 375. The Existing personnel will be allowed to reach Rs. 400. Operator-in-charge—Printing and Stores Making, Foreman (Boiler house, Electrical Mechanical)— Rs. 205—12—265—15—415. Issuers (Grains shop) Sweatment maker— Rs. 40—3—64—4—100. Shift-in-charge. Watchmen, Cooks, Gardener— Rs. 50—4—90—5—115. Attendants (Laboratory)— Rs. 65—5—100—7—156. Tracer, Plant-clerks (Daily rated) Tools Store-keeper (Daily rated), Estate Super- visors, Job Chaser— Rs. 80—6—116—8—188. Telephone Operator, Sewitch Board Atten- dents, Asstt. Draftsman, Compounder— Rs. 95—7—130—10—230. Laboratory Asstt. Overseers (Canteens)— Rs. 115—9—205—10—255. Stock Keeper (Raw Materials) Stock-keeper (Finished Products) Seeds—Godown- keeper— Rs. 230—15—395—20—475.</p>	

(1)	(2)	(3)	(4)
36 Indian Vegetable Products, Ltd., Bombay.	<i>Effective from 1-4-61</i>	<i>Daily rated workmen.</i>	
		Unskilled (B). Lower Grade "B" Grade, As per Revised Textile Scale.	
		Coolies Sweepers—	
		Rs. 1-22—0-6—1-88—0-09—2-24.	
		Unskilled (A) Higher Grade "A" Grade	
		Coolies—	
		Rs. 1-31—0-12—2-27—0-15—2-87.	
		Semi-skilled (I) Process Coolies, Brush	
		Painters Asstt. Operators, Solderman,	
		Cell Room Attendant, Pump Attendant,	
		Oilman, Asstt. Fitter—	
		Rs. 1-54—0-14—3-22—0-15—4-12.	
		Semi-skilled (II)—	
		Rs. 1-81—0-14—3-49—0-15—4-39.	
		Skilled Muccadam, Fitters, Operators, Boiler	
		Attendants, Electrician, Motor Driver,	
		Painter, Carpenter, Motor Mechanic,	
		Welder—	
		Rs. 2-58—0-20—3-38—0-29—5-70—0-30—	
		7-20.	
		Highly Skilled Foreman Fitter—	
		Rs. 3-08—0-29—6-27—0-30—8-67	
		<i>Monthly rated workmen.</i>	
		Head Watchman—	
		Rs. 50—3—80—4—88.	
		Watchman & Peons—	
		Rs. 35—2-50—60—3—72.	
		Laboratory Attendants—	
		Rs. 45—3—73—5—83—6—100.	
		Cleaners—	
		Rs. 2-31—0-20—3-11—0-29—5-43—0-30—6-93	
		(Equated to 26 days).	
38 Raj Oil Mills.. ..	<i>Ad-hoc-increase in existing consolidated wages shall be given with effect from 1-8-63 as below :—</i>		
	(1) Existing daily rated Male workmen—		
	Re. 0-31 nP. per day.		
	(2) Existing daily rated Female workmen—		
	Re. 0-13 nP. per day.		
	Now workmen will be given wages according to existing practice. The Consolidated wages may be split up by the management into basic wages and D. A. separately on the expiry of the settlement.		
39 Ahmed Oomberhoy Oil Mills	<i>Grade I—Purely Unskilled Jobs—</i>	Rs. 1-16—00-06—1-65.	At the rate of Rs. 1-09 pies per day per point rise over and above 103 points ( <i>i. e.</i> the Index figure of 1939). it means it shall be on the basis of old Cotton Textile Rate of Bombay. It is payable only for the days on which the workmen actually works.
	<i>Grade II—Hamal, Weighingman, Filterman, Pumpman, Sewingman, Super-heaters, Grindingman—</i>	Rs. 1-25—0-09—2-00.	
	<i>Grade III—Shell Attendent, Neutraliser-Attendent Decdorise Attendent, Asstt. Turners, Bleacher Attendent, Autoclave Operator, Asstt. Fitter, Pipe Fitters, Chippingman Mukadam—</i>	Rs. 1-50—00-12—2-50.	
	<i>Grade IV—Turner, Fitter, Operator Blacksmith Carpenter, Wireman, Motor-Mechanic, Soiler Attendent—</i>	Rs. 2-25—00-19—3-75.	
42 Swastik Oil Mills, Pratap Oil Mills.	As per Minimum Wages Act.		..
43 Akola Cotton Oil Mills	.. The Management agreed to pay increment at the rate of 6 per cent with effect from 1-10-1957 to the following technical staff :— Boiler Attendants, Oilman, Fitters and Fireman.		..

## STATEMENT SHOWING THE NAMES OF THE CONCERNS AND PARTICULARS OF VARIOUS KINDS OF LEAVE AND FESTIVAL PAID HOLIDAYS GRANTED IN THE OIL INDUSTRY

Name of the Concern	Privilege Leave	Sick Leave	Leave without pay	Casual Leave	Festival Holidays
(1)	(2)	(3)	(4)	(5)	(6)
M/s. Vegetable Vitamin Foods Co. Pvt. Ltd., Bombay (Sr. No. 3).	One month on completion of 11 months' service. (Accumulation up to 90 days.)	..	..	..	..
The Mandaliya Oil Mills (Sr. No. 5).	..	..	..	5	4
The Jai Hind Oil Mills Co. Ltd. (Sr. No. 9).	..	..	..	5 (With pay)	..
Raja Oil Mills (Sr. No. 10) ..	..	..	..	5	5
Premji Haridas Oil Mills, Bombay (Sr. No. 11).	..	..	..	4	5
The Mansingka Industries, Pvt. Ltd., Pachora (Sr. No. 12).	As per Factories Act	4	..	..	3
M/s. Importer-Copra Crushing Industries Ltd., Bombay (Sr. No. 13).	..	Monthly rated Workers— 5 (Accumulation 15).	..	7	As per Govt. employees.
Jai Hind Oil Mills Co., Bombay (Sr. No. 16).	..	7 (half pay) (Accumulation up to 4 years).	..	7	5
The Tata Oil Mills Co., Ltd., Bombay (Sr. No. 16).	..	..	..	..	10
Bombay Oil Industries Pvt. Ltd. (Sr. No. 21).	..	..	20 (Accumulation 40 days).	7 (with pay)	5
The Tata Oil Mills Co., Ltd. (Sr. No. 22).	..	Accumulation up to 21 days on full pay to all monthly rated employees covered by E. S. I. Scheme and those not covered will be allowed to accumulate up to 42 days on half pay or 21 days on full pay. This change will have effect from 1-1-60 in Sewree Factory and in Head Office in Bombay from 1-4-60.	..	..	..
Jai Hind Oil Mills (Sr. No. 25)	..	..	..	4 (with pay)	..
Himatlal & Company (Sr. No. 27)	..	6 (with wages in a year). (Accumulation up to 24 days).	10	..	6
Vishram Khimji & Co. (Sr. No. 28).	As available under statutory provisions plus 6 days.	..	7	..	6
M/s. Husseini & Co. (Sr. No. 29)	..	6 (with full pay in a year). (Accumulation up to 24 days).	..	..	6
Rajaballi & Co. (Sr. No. 30) ..	..	6 (with full wages in a year). (Accumulation for 24 days).	..	..	6
Habib Kasambhai (Sr. No. 31)	..	6 (with full wages in a year). (Accumulation for 24 days).	..	..	6
Tin Supply Co. (Sr. No. 32)	..	6 (with full wages in a year). (Accumulation for 24 days).	15	..	6
Ahmed Oomerbhoy Oil Mills (Sr. No. 33).	..	7 (With pay).	15	7 (With pay).	4

## STATEMENT—cont.

(1)	(2)	(3)	(4)	(5)	(6)
Jai Bharat Oil Mills No. 1 (Sr. No. 34).	..	..	..	5	6
Indian Vegetable Products Ltd. (Sr. No. 37).	According to Factories Act.	..	..	..	..
Ahmed Oomerbhoy Oil Mills (Sr. No. 39).	According to Factories Act.	According to Employees State Insurance Act.	15 (Accumulation up to 30 days).	7 (With pay).	4
Sonawala Industries Pvt. Ltd. (Sr. No. 40).	20	..	..	..	..
Akola Cotton Oil Mills (Sr. No. 43).	..	..	..	..	2 additional.

## STATEMENT SHOWING THE NAMES OF CONCERNS AND VARIOUS KINDS OF THE GRATUITY GRANTED IN THE OIL INDUSTRY

Name of Concern and Sr. No. in the list	Gratuity payable on (in terms of number of days'/months/weeks/ or wages) for each year of service										Maximum Gratuity Payable
	Death or Disability (Physical or Mental)	On termination of service after—			On Resignation from service after—			On voluntary Retirement after—			
		5 years	10 years	15 years	5 years	10 years	15 years	10 years	15 years	20 years	
(1)	(2)	3(a)	3(b)	3(c)	4(a)	4(b)	4(c)	5(a)	5(b)	5(c)	(6)
Mandaliya Oil Mills, Bombay (Sr. No. 6).	½ Mths.	..	½ Mth.	..	..	½ Mth.	½ Mth.	½ Mth.	..	..	10 Mths.
Jai Hind Oil Mills Co., Bombay (Sr. No. 14).	2 weeks	1 week's total wages per year of service for more than 7 years but less than 10 years.	..	..	..	2 weeks	..	2 weeks	..	..	12 Mths.
Bombay Oil Industries (Sr. No. 25).	10 days	..	..	7 days and 10 days after 20 years.	..	..	7 days and 10 days after 20 years.	..	7 days	10 days	10 Mths.
Ahmed Oomerbhoy Oil Mills (Sr. No. 33).	½ Mth.	..	..	..	..	..	½ Mth.	..	½ Mth.	..	15 Mths.
Ahmed Oomerbhoy Oil Mills (Sr. No. 39).	13 days	..	..	..	..	..	After 20 years.	..	..	19½ days	390 days.
Sonawala Industries Pvt. Ltd. (Sr. No. 40)	15 days	..	10 days	15 days	..	10 days	15 days	10 days	15 days	..	15 Mths.

## SOAP

The Committee adopted the same definition for this industry which was adopted by the previous Norms Committee. The definition is as follows:—

“Manufacturing of Soap and other Washing and Cleaning Compounds.”

During the relevant period the Committee examined 13 cases (1 Award, 10 Settlements under the I. D. Act, 1947 and 2 under the Central Provinces and Berar Industrial Disputes and Settlement Act, 1947). The division-wise break up of these 13 cases is as below:—

Division	Award	Agreements Settlements
(1)	(2)	(3)
Bombay	1	9
Poona	..	1
Nagpur	..	2
Aurangabad	..	..
Total	1	12

The following list gives the names of the concerns and the references to which these Awards and Settlements refer :—

Serial No.	Name of the Concern	Reference
(1)	(2)	(3)
<b>AWARD</b>		
<b>Bombay Division</b>		
1	M/s. New Era Soap Works, Bombay .. .. .	29-11-64. (4028—4031).
<b>SETTLEMENTS.</b>		
<b>Bombay Division</b>		
2	M/s. Hindustan Lever Ltd., Bombay .. .. .	14-9-59, 12 (3).
3	M/s. Godrej Soaps Pvt. Ltd., Bombay .. .. .	28-10-59, 2 (P).
4	M/s. Hindustan Lever Ltd., Bombay .. .. .	9-1-60, 2 (P).
5	M/s. Godrej Soaps Pvt. Ltd., Bombay .. .. .	28-7-61, 2 (P).
6	M/s. E. S. Patanwala and Co., Bombay .. .. .	23-1-62, 2 (P).
7	The Bombay Soap Factory, Bombay .. .. .	2-2-62, 2 (P).
8	M/s. Diana Soap Factory, Bombay .. .. .	19-4-62, 12 (3).
9	M/s. Scientific Soap Works, Bombay .. .. .	8-8-62, 12 (3).
10	The Bombay Soap Factory, Bombay .. .. .	3-2-63, 2 (P).
<b>Poona Division</b>		
11	M/s. Amar Soap Factory, Satara .. .. .	4-12-63, 2 (P).
<b>Nagpur Division</b>		
12	M/s. Manohar Soap Works, Nagpur .. .. .	4-9-57, C. P. and B. I. D. & S. Act, 1947.
13	M/s. Nutan Prakash Soap Factory, Nagpur .. .. .	16-8-62, C. P. and B. I. D. & S. Act, 1947.

#### WAGES AND DEARNESS ALLOWANCE

The Committee examined 8 cases in which the question of wages and dearness allowance was involved. Out of these in 4 cases only wages were dealt with, while in 2 cases both wage and dearness allowance were considered. *Ad hoc* increase and increments were granted in the remaining two cases.

A statement showing the names of the 8 concerns wherein wages and dearness allowance are agreed is attached herewith.

#### ALLOWANCES

##### Acting allowance:

In M/s. Hindustan Lever Ltd., Bombay (S. No. 2), acting allowance was paid to a monthly paid employee who acted in a higher grade for a period of 7 days or more at the rate of the difference between his existing salary and minimum salary of the higher grade. In case an employee from non-management was required to act on the management staff he was entitled to be paid an amount equivalent to two increments in the scale of higher grade than his own grade.

In M/s. E. S. Patanwala and Co., Bombay (S. No. 6), the employee is entitled to be paid 50 per cent of difference between his existing wages and that of the employee in whose place he is posted if he worked for more than 13 days.

##### Meal allowance:

In M/s. Hindustan Lever Ltd., Bombay (S. No. 2 and 4), this allowance is granted as follows :—

- (a) For hourly rated 'C' and 'F' Grades, Monthly rated Sepoy's and Watch and Ward Staff. } Rs.1.50 p. d.



	Rs.
(b) For monthly rated clerical and technical, car drivers and hourly-rated 'I' grade and upwards .. .. .	2.00 p. d.
(c) For working beyond 8-30 p.m. on any day and beyond 2-00 p.m. on Saturday	1.50 p. d.
(d) For working during lunch hour on working day—	
Clerical .. .. .	2.00 per meal.
Drivers and other staff .. .. .	1.50 per meal.

**Job allowance :**

In M/s. Hindustan Lever Ltd., Bombay (S. Nos. 2 and 4), this allowance is paid as follows :—

(a) Upcountry Van Salesman, Cinema Van Operators and Propagandists ..	Rs. 60 p. m.
(b) Drivers, Servicemen and Cooks attached to Sales and Propaganda Van ..	Rs. 15 p. m.

This allowance is taken into account for the purposes of calculation of provident fund and Bonus.

**Out-Door allowance :**

In M/s. E. S. Patanwala and Co. (S. No. 6), workmen are paid Re. 0.50 per day for being on outside duty during rest interval.

**Kit allowance :**

In M/s. Hindustan Lever Ltd., Bombay (S. Nos. 2 and 4) the permanent employees are paid this allowance for purchasing travelling kits in January every year at the following rates :—

	Rs.
(a) Salesmen (all categories), Propagandists, Trade mark Investigators, Market Research Investigators and Supervisors .. .. .	75 per year.
(b) Sales and Propaganda Van drivers, Servicemen and Cooks .. .. .	37.50 per year.

**Travelling allowance :**

In M/s. E. S. Patanwala and Co. (S. No. 6), workmen are paid actual railway fare from their residence to Byculla, Reay Road or Ghatkopar, as the case may be.

In M/s. Amar Soap Factory, Satara (S. No. 11), this allowance is paid as below :—

	Rs.
(a) Salesman, Driver .. .. .	1.75 per day.
(b) Cleaner .. .. .	0.75 per day.

**Night shift allowance :**

In M/s. E. S. Patanwala and Co. (S. No. 6), workmen who are transferred to Night Shift are paid 15 Ps. per day.

**LEAVE**

A statement showing the names of 9 concerns wherein various kinds of leaves that were noticed by the Committee is attached herewith.

**Privilege Leave :**

The committee noted 3 cases in which this leave is given.

In M/s. Hindustan Lever Ltd. (S. No. 2), leave is given as below :—

Field Force (confirmed) .. .. .	30 days (Accumulation up to 60 days).
Market Research Investigators and Supervisors .. .. .	30 days (inclusive of weekly offs and holidays) (Accumulation up to 90 days).

In M/s. Bombay Soap Factory (S. No. 10), it is given as per the Factories Act, 1948. In the case of workmen who have put in less than 240 days but more than 200 days it is given at the rate of one day for 30 days of actual work.

In M/s. Amar Soap Factory, Satara (S. No. 11), it is given at the rate of 21 days per year and accumulation is allowed up to 42 days.

**Sick Leave :**

During the relevant period, 2 cases were noticed wherein this leave is given.

In the M/s. Bombay Soap Factory (S. No. 10), it is regulated as per the provisions of the Employee's State Insurance Act, 1948.

In the M/s. Amar Soap Factory, Satara (S. No. 11), it is given at the rate of 4 days per year.

**Maternity Leave :**

In M/s. Hindustan Lever Ltd. (S. No. 2), 12 weeks are given of which 6 weeks are to be given prior to date of delivery and 6 weeks thereafter, on half basic pay plus half dearness allowance.

**Leave without pay :**

In M/s. E. S. Patanwala and Co. (S. No. 6), this leave is allowed up to 15 days and can be suffixed to Privilege leave.

In M/s. Bombay Soap Factory (S. No. 10), the management agreed to consider deserving cases sympathetically.

**Casual Leave :**

During the relevant period 6 cases came to notice in which this leave has been considered. Leave was granted as follows :—

3 days..	..	..	..	..	In 2 cases.
4 days..	..	..	..	..	In 3 cases.

In the M/s. New Era Soap Works (S. No. 1), casual *-cum-*sick leave was granted up to 10 days.

**Festival Holidays :**

There were 7 cases which came to the notice of the Committee in which festival holidays were granted as follows :—

4 days	..	..	..	..	1 case
5 days	..	..	..	..	1 case.
6 days	..	..	..	..	1 case.
8 days	..	..	..	..	1 case.
8½ days	..	..	..	..	1 case.
10 days	..	..	..	..	1 case.
11 days	..	..	..	..	1 case.

The following list gives the number of concerns giving specified festival holidays :—

	Holidays	No. of concerns
26th January	.. .. ..	7
15th August	.. .. ..	6
Diwali	.. .. ..	5
Holi	.. .. ..	4
Maharashtra Day/1st May	.. .. ..	4
Dassra	.. .. ..	4
Ganesh Chaturthi..	.. .. ..	2
Gandhi Jayanti	.. .. ..	2
Ramzan-Id	.. .. ..	1
Bakri-Id	.. .. ..	1
Gudi Padwa	.. .. ..	1
Mohurum	.. .. ..	1
Akshaya Trutiya	.. .. ..	1
Pola	.. .. ..	1
Christmas	.. .. ..	1
Pitru Moksha (1/2 day)	.. .. ..	1

**Rest Leave :**

In M/s. Hindustan Lever Ltd. (S. No. 2), if a member from the service staff is on duty on any night beyond 1-30 a.m., and continues in duty the next morning he was given the following afternoon off unless it falls on a Saturday.

**TRANSFER**

In M/s. E. S. Patanwala and Co. (S.No. 6), the management was authorised to transfer a workman to any department or section at its discretion without affecting his salary and status.

## PERMANENCY

In M/s. Manohar Soap Works (S. No. 12), it was agreed that workers would be made permanent after one year's service.

## RETIREMENT AGE

In M/s. E. S. Patanwala and Co. (S. No. 6), the retirement age was agreed to be fixed at 58 years.

## UNIFORMS

In M/s. E. S. Patanwala and Co. (S. No. 6), Boilerman, Boiler Attendants, Driver, Peons and Watchmen were given 2 pairs of uniforms.

In M/s. Nutan Prakash Soap Works (S. No. 13), every employee was given one baniyan and half pant every year.

## COMPENSATION

In M/s. Hindustan Lever Ltd. (S. No. 2), it was agreed that employees not coming within the scope of Employees State Insurance Act, and Workmen's Compensation Act, like *Trade Marks Investigators* who got disabled as a result of an accident arising out of and during the course of employment would be paid compensation.

In M/s. Manohar Soap Works (S. No. 12), the employer agreed to grant medical-aid to workers suffering any injury while on duty.

## LEAVE PASSES (CARDS)

In M/s. Bombay Soap Factory (S. No. 7), the management agreed to give to the workmen going on long leave, a card indicating therein the period of leave and date of resumption on duty.

## PROVIDENT FUND

In M/s. E. S. Patanwala and Co. (S. No. 6), it was agreed to continue contributory Provident Fund at the rate of 6½ per cent of the total consolidated earnings excluding outdoor and travelling allowance.

In M/s. Bombay Soap Factory (S. No. 10), it was agreed to regulate the scheme as per Employees' Provident Funds Act, 1952.

## GRATUITY

There were only 4 cases which were noticed where in gratuity schemes were agreed to. A consolidated Statement showing gratuity payable etc., is attached herewith.

## STATEMENT SHOWING THE NAMES OF THE CONCERNS WHEREIN WAGES AND DEARNESS ALLOWANCE ARE GIVEN IN THE SOAP INDUSTRY

Serial No. in Index	Name of Concern	Wages	Dearness Allowance
(1)	(2)	(3)	(4)
1	M/s. New Era Soap Works, Bombay.	Effective from 1-2-64. (1) Those getting below Rs. 75 p.m. shall be brought to the minimum of Rs. 80 p.m. (2) Those getting Rs. 75 and above but below Rs. 90 shall be given an increment of Rs. 10 per month. (3) In addition, an annual increment to every workman of Rs. 5 shall be given in January 1965 and January 1966.	
2	Hindustan Lever (Commercial Offices), Bombay.	Effective from 1-10-1959. Sweepers and Coelies— Rs. 48—2.50—85.50. (Note.—In view of the reduction of working hours from 48 to 42 per week, the above scale is introduced). Servicemen in the Godown doing packing brushing with already cut stencils checking nailing and straping— Rs. 50—2.50—87.50. (To work for 48 hours a week).	

(1)	(2)	(3)	(4)
3	Godrej Soaps Pvt. Ltd., Bombay.	The management will, subject to its capacity to pay, give regular increment to its staff from 1-1-1960.	
6	M/s. E. S. Patanwala and Co., Bombay.	<i>Effective from 1-11-1961</i>	<i>For permanent workers only</i>
		<p>(A) Unskilled            (a) Peons, Mazdoors, Watchmen, Packers, Sweepers—            Rs. 30—2—54.            (b) Workers working in Soap Bhatti and attending loading and unloading work—            Rs. 32—2—60.            (B) Semi-skilled—            Rs. 38—3—80.            (C) Skilled—            Mukadams, Heavy Drivers, Carpenters, Electricians, Boilermen—            Rs. 60—4—50—105—5—130.            (D) Acting Mukadams and Car Drivers—            Rs. 38—3—50—66—4—86—4—50—95.</p>	<p>From 1-11-61 .. 90 per cent of Revised Textile Scale.            From 1-11-62 .. 95 per cent of Revised Textile Scale.            From 1-11-63 .. Full Revised Textile scale.</p>
		<p>Following categories will have Consolidated Wages as below :—            Asstt. Supervisors—            Rs. 155—5—215.            Badli Workers—            Rs. 3.20 per day.            Temporary Workers—            Rs. 2.60 per day.</p>	
8	Diana Soap Co., Bombay ..	<i>Effective from 1-1-1961.</i>	
		<p>Some workers get a rise of Re. 0.63 and some get a rise of Re. 0.50 in their daily wages. This increase shall be distributed in basic wages and D. A. so that D. A. shall be Re. 1.50 nP. per day. Every worker will get increment of Re. 0.07 each year for 3 years from 1st April 1963.</p>	Re. 1.50 nP. per day.
9	Scientific Soap Works, Bombay	<i>Effective from 1-8-1962.</i>	
		<p>Unskilled—            Rs. 2.65—0.10 nP.—Rs. 3.05 per day.            Semi-skilled—            Rs. 3.10—0.15 nP.—Rs. 3.85 per day.            Skilled—            Rs. 4.00—0.20 nP.—Rs. 5.00 per day.            Driver—            Rs. 110—5—130.            (Note.—Persons appointed after 1-8-1962 will be paid consolidated wage of Rs. 2.31 per day for the first six months and thereafter at Rs. 2.50 per day. After Completion of one year's continuous service he will be treated as an unskilled workman and paid accordingly.)</p>	
10	The Bombay Soap Factory, Bombay.	<i>Effective from 1-1-1963.</i>	
		<i>For Permanent Workmen</i>	
		<p>Unskilled—Mazdoor, Helper, Watchmen, Soap Stamper, Soap Packer—            Rs. 2.50—0.08—2.90—0.10—3.10—0.12—3.34 (Consolidated wages).            Semi-skilled—Telpaniwalla (Expeller) Fitterman, Stitcher Operator, (Refinery), Asstt. Welder, Mukadam—            Rs. 2.90—0.12—3.50—0.15—3.80—0.20—4.20.            Skilled II—Expeller Fitter, General Fitter, Bhattiwala—            Rs. 3.25—0.15—4.00—0.20—4.40—0.25—4.90.            Skilled I—Boiler Attendant, Wireman, Operator (solvent plant)—            Rs. 3.75—0.20—4.75—0.25—6.00.</p>	

(1)	(2)	(3)	(4)
Non-permanent workmen working as apprentices in different categories will be paid as below :—			
Category	Period of apprenticeship	Rate per day	
(1)	(2)	(3)	
Unskilled ..	9 months	{ Rs. 2.00 for the first 6 months. Rs. 2.25 for the next 3 months.	
Semi-skilled	15 months	{ Rs. 2.25 for the first 6 months. Rs. 2.50 for the next 6 months. Rs. 2.75 for the next 3 months.	
Skilled II ..	18 months	{ Rs. 2.50 for the first 6 months. Rs. 2.75 for the next 6 months. Rs. 3.00 for the next 6 months.	
Skilled I ..	24 months	{ Rs. 2.75 for the first 6 months. Rs. 3.00 for the next 6 months. Rs. 3.25 for the next 6 months. Rs. 3.50 for the next 6 months.	
11 Amar Soap Factory, Satara ..	<i>Consolidated Wages</i>		
	Accountant, Motor Driver— Rs. 70—4—90.		
	Salesman, Soap Cutter— Ps. 50—3—65.		
	Packer, Bhattiwala, Pressman— Rs. 50—3—65.		
	Asstt. Packer, Cleaner, Watchman— Rs. 30—2—40.		
	Apprentice— Rs. 20—2—30.		

**STATEMENT SHOWING THE NAMES OF THE CONCERNS AND PARTICULARS OF VARIOUS KINDS OF LEAVE AND FESTIVAL/PAID HOLIDAYS GRANTED IN "SOAP" INDUSTRY**

Serial No. in Index	Name of Concern	Privilege Leave (days)	Sick leave (days)	Maternity leave (days)	Leave without pay (days)	Casual leave (days)	Festival/paid Holidays (days)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1	M/s. New Era Soap Works.	..	..	..	..	10	6
2	M/s. Hindu s t a n Lever Ltd.	For Field Force (confirmed) 30 days.  (Accumulation 60 days.)  Market Research Investigators and Supervisors. 30 days (inclusive of weekly offs and Holidays.) Accumulation 90 days.	..	6 weeks prior to date of delivery and 6 weeks thereafter on half basic pay plus half d.a.	..	..	..
6	M/s. E. S. Patanwala and Company.	..	..	..	15	4	10
8	M/s. Diana Soap Works.	..	..	..	..	3	..
9	M/s. Scientific Soap Works.	..	..	..	..	3	5
10	The Bombay Soap Factory.	As per Factories Act, 1948. For those who have put in less than 240 days but more than 200 days one day for 30 days of actual work.	As per Employees' State Insurance Act.	..	At the discretion of the management.	..	4
11	Amar Soap Factory, Satara.	21 (Accumulation 42).	4	..	..	4	8
12	Manohar S o a p Works.	..	..	..	..	..	11
13	Nutan Prakash Soap Factory.	..	..	..	..	4	8½

STATEMENT SHOWING THE NAMES OF THE CONCERNS AND VARIOUS KINDS OF GRATUITY GRANTED IN THE "SOAP" INDUSTRY

Name of concern and Serial number in the index	Death or disability (Physical or mental) while in employment	Gratuity payable in terms of number of days/months/weeks wages for each year of service									Maximum gra- tuity payable	Remarks
		On termination of service after completion of			On resignation from service after completion of			On voluntary retirement after completion of				
		5 years	10 years	15 years	5 years	10 years	5 years	5 years	10 years	15 years		
		3 (a)	3 (b)	3 (c)	4 (a)	4 (b)	4 (c)	5 (a)	5 (b)	5 (c)		
(1)	(2)									(6)	(7)	
M/s. Godrej Soaps Pvt. Ltd., (S. No. 3)	3/4 months basic salary	3/4 months basic salary.	..	..	..	..	3/4 months basic salary.	..	..	3/4 months basic salary.	15 months	..
M/s. E. S. Patanwala and Co. (S. No. 6)	15 days basic wages	..	15 days basic wage.	..	15 days basic wage.	..	..	15 days basic wage	..	..	15 months	..
M/s. Scientific Soap Works (S. No. 9)	6 days consolidated wages	..	..	..	..	..	..	..	..	..	Not mention- ed.	
Bombay Soap Factory (S. No. 10)	10 days wages	..	..	..	..	..	..	..	..	..	10 months.	

## RUBBER

The Committee has adopted the same definition for this industry which was adopted by the previous 'Norms' Committee. The definition is as follows :—

“Manufacturing of Tyres, Tubes, Rubber Foot-wears, Rubber Goods used for industrial purpose and all kinds of other Rubber products including Rubber Rain-coats.”

The Committee examined 25 Awards (21 published and 4 unpublished) and 27 settlements in respect of this industry.

The division-wise break-up of the Awards and Settlements is as follows :—

Division	Awards	Settlements/ Agreements	Total
(1)	(2)	(3)	(4)
Poona .. .. .	23	23	46
Nagpur .. .. .	..	4	6
Aurangabad .. .. .	..	..	..
Total .. .. .	25	27	52

The following is the list of Awards and Agreements/Settlements examined :—

Serial No	Name of the Concerns	Reference
(1)	(2)	(3)
<b>AWARDS</b>		
<b>Bombay Division</b>		
		<i>Date and Page No. of M. G. G., Part I-L</i>
1	The Firestone Tyre and Rubber Co. Of India Pvt. Ltd., Bombay .. .. .	15-10-1959 (4532-4533).
2	The International Tyre Service Pvt. Ltd., Bombay .. .. .	29-2-1960 (Unpublished).
3	M/s. Goodyear Tyre and Rubber Co. of India Pvt. Ltd., Bombay .. .. .	12-5-1960 (17—24).
4	The Pioneer Rubber Mills, (Bombay) Pvt. Ltd., Bombay .. .. .	15-6-1960 (Unpublished).
5	The Oriental Rubber Industries Pvt. Ltd., Bombay .. .. .	17-11-1960 (2891—2894).
6	The Indian Tyre and Rubber Co. (India) Pvt. Ltd., Bombay .. .. .	4-1-1961 (Unpublished).
7	The Dunlop Rubber Co. (India) Ltd., Bombay .. .. .	1-3-1961 (Unpublished).
8	The Korula Rubber Co. Pvt. Ltd., Bombay .. .. .	18-5-1961 (Unpublished).
9	The Oriental Rubber Industries Pvt. Ltd., Bombay .. .. .	5-10-1961 (2425-2426).
10	The Firestone Tyre and Rubber Co. of India Pvt. Ltd., Bombay .. .. .	30-8-1962 (3545—3568).
11	The Firestone Tyre and Rubber Co. of India Pvt. Ltd., Bombay .. .. .	29-11-1962 (4822—4828).
12	The Goodyear India Ltd., Bombay .. .. .	7-11-1963 (3578—3583).
13	The International Tyre Service Pvt. Ltd., Bombay .. .. .	7-11-1963 (3589—3596).
14	M/s. Premier Rubber and Cable Industries, Bombay .. .. .	2-1-1964 (12-13).
15	M/s. Goodyear India Ltd., Bombay .. .. .	20-8-1964 (561—569).
16	The International Rubber and General Industries Ltd., Bombay .. .. .	20-8-1964 (2755—2761).
17	M/s. Korula Rubber Co. Pvt. Ltd., Bombay .. .. .	3-9-1964 (3004—8).
18	M/s. Oriental Rubber Industries Pvt. Ltd., Bombay .. .. .	22-10-1964 (3655—58).
19	M/s. Raval Rubber Works, Bombay .. .. .	13-1-1966 (127—130).
20	Pioneer Rubber Mills, (Bombay) Pvt. Ltd., Bombay .. .. .	9-6-1966 (1765—1768).
21	M/s. Korula Rubber Works, Pvt. Ltd., Bombay .. .. .	22-9-1966 (2964—2969).
22	Water proof Corpn, Pvt. Ltd., Bombay .. .. .	16-11-1967 (4718—4721).
23	M/s. Nirmal Rubber and Boards Pvt. Ltd., Bombay .. .. .	30-11-1967 (4981-4982).

(1)	(2)	(3)
<b>Poona Division</b>		<i>Date and page No. of M.G.G., Part I-L—cont.</i>
24	The Swastik Rubber Products Ltd., Kirkee, Poona .. .. .	23-7-1959 (3251—3264).
25	M/s. Swastik Rubber Products Ltd., Kirkee, Poona .. .. .	26-1-1961 (295-296).
<b>SETTLEMENTS</b>		
<b>Bombay Division</b>		<i>Date of Settlements/Agreements and Sec. of I. D. Act, 1947.</i>
26	Premier Rubber and Cable Industries, Bombay .. .. .	17-4-1959, 2 (P).
27	Modak Rubber Products Pvt. Ltd., Bombay .. .. .	29-8-1959, 2 (P).
28	M/s. Korula Rubber Co. Pvt. Ltd., Bombay .. .. .	4-12-1959, 12 (3).
29	Premier Rubber and Cable Industries, Bombay .. .. .	25-1-1960, 2 (P).
30	The Cosmos India Rubber Works Pvt. Ltd., Bombay .. .. .	24-3-1960, 12 (3).
31	Modak Rubber Products Pvt. Ltd., Bombay .. .. .	31-3-1960, 2 (P).
32	Navbharat Rubber Industries, Bombay .. .. .	2-7-1960, 2 (P).
33	Carona Sahu Co. Pvt. Ltd., Bombay .. .. .	26-9-1960, 2 (P).
34	Waterproof Corporation, Bombay .. .. .	26-9-1960, 12 (3).
35	Purohit Rubber Works, Bombay .. .. .	26-9-1960, 12 (3).
36	Imperial Tyre and Rubber Co. Pvt. Ltd., Bombay .. .. .	26-10-1960, 2 (P).
37	Rawal Rubber Works (India) Pvt. Ltd., Bombay .. .. .	26-12-1960, 12 (3).
38	India Tyre and Rubber Co. Pvt. Ltd., Bombay .. .. .	11-1-1961, 12 (3).
39	Modak Rubber Products, Bombay .. .. .	8-1-1962, 2 (P).
40	Basant Rubber Factory (Pvt.) Ltd., Bombay .. .. .	10-1-1962, 12 (3).
41	M/s. Cosmos India Rubber Works, (Pvt.) Ltd., Bombay .. .. .	6-6-1962, 2 (P).
42	Modak Rubber Products Pvt. Ltd., Bombay .. .. .	22-8-1962, 2 (P).
43	Inarco Limited, Bombay .. .. .	18-9-1962, 2 (P).
44	Modak Rubber Products Pvt. Ltd., Bombay .. .. .	22-12-1962, 2 (P).
45	Polyter Industries, Bombay .. .. .	31-5-1963, 2 (P).
46	Ceat Tyres of India Ltd., Bombay .. .. .	11-6-1963, 2 (P).
47	Ceat Tyres of India Ltd., Bombay .. .. .	29-8-1963, 2 (P).
48	M/s. Purohit Rubber Works, Bombay .. .. .	10-10-1963, 2 (P).
<b>Poona Division</b>		
49	Swastik Rubber Products Ltd., Poona .. .. .	14-2-1961, 2 (P).
50	Swastik Rubber Products Ltd., Poona .. .. .	9-6-1962, 2 (P).
51	Swastik Rubber Products Ltd., Poona .. .. .	1-1-1963, 2 (P).
52	Swastik Rubber Products Ltd., Poona .. .. .	10-4-1963, 2 (P).

### WAGES AND DEARNESS ALLOWANCE

The question of Wages and Dearness Allowance was involved in 37 cases. Out of these 6 cases dealt with Dearness Allowance only, Wage scales were revised in 9 cases, both Dearness Allowance and revision of wages were granted in 18 cases and *ad-hoc* increase in wages is granted in 4 cases. A statement showing wages, dearness allowance, etc., decided in 37 cases is attached herewith.

It may be mentioned here that this industry is a scheduled industry under the Minimum Wages Act, 1948. The Minimum Wages in this industry have been fixed, *vide* Government Notification, Industries and Labour Department, No. MWA-5562-Lab-III, dated 30th April 1964.



### Adjustment of wages

The adjustment of wages in revised scales was done according to the following rules :—

(a) Workers, whose existing wages are less than the minimum of the revised wage scales shall be given the minimum of the revised scales.

(b) If his existing wage is more than the minimum of the revised scale but not a stage in the revised scale, it shall be stepped up to the next higher stage in the scale.

(c) No workman shall be adversely affected due to the adjustment in the revised wage scales.

### Adjustment / Service Increment

Service increments after adjustments were given in 6 cases (Sr. Nos. 5, 8, 10, 24, 30 and 43) as follows :—

<i>Length of Service</i>	<i>Number of increments</i>
(a) Less than one year .. .. .	No increment.
(b) More than one year up to 5 years .. .. .	One increment.
(c) Above 7 years .. .. .	Two increments.

### Dearness Allowance

In the Firestone Tyre & Rubber Co. of India Pvt. Ltd., Bombay (Sr. No. 10) the existing rate of Dearness Allowance paid to all factory workmen is at the uniform rate at the Revised Textile Scale. The Tribunal observed that the Textile Scale only neutralises the rise in the Cost of Living of the lowest category only. In their opinion the Dearness Allowance needed to be revised so as to provide some increases in the higher slabs. The recent trend in the case of flourishing concerns towards dearness allowance is according to slab system for factory workers also. An additional circumstances that has to be borne in mind in the case of this concern is that a large proportion of workers have had their basic wages on the straight piece-rate system providing for adequate differentials in the base rate and providing earnings at a higher rate than for time-rated workmen. A piece-rated workman may, therefore, earn basic wages in a particular month by working hard but it does not mean that the standard of living had changed so as to require a proportionate increase in the Dearness Allowance also.

### LEAVE

A statement showing the names of the 25 concerns wherein various kinds of leaves were awarded or agreed is attached.

#### Privilege Leave

There were only 4 cases wherein the question of privilege leave was allowed at the following rates :—

As per the Factories Act, 1948 .. .. .	2 cases (Sr. Nos. 41, 47).
21 days in a year .. .. .	1 case (Sr. No. 47).
1 day for every 15 days work .. .. .	1 case (Sr. No. 13).
28 days in a year .. .. .	1 case (Sr. No. 3).

The accumulation of privilege leave was allowed in 2 cases as follows :—

40 days .. .. .	1 case.
56 days .. .. .	1 case.

#### Sick Leave

In the Goodyear India Ltd., Bombay (Sr. No. 12) while rejecting the demand for accumulation of present sick leave beyond 42 days the Tribunal observed that most of the ailments can be cured in 42 days. Therefore accumulation of sick leave to the extent of 42 days does not appear to be inadequate. If a person is not able to get well in 42 days, because his ailment is chronic he is not likely to get cured in 60 days. The demand that the company should be compelled to give sick leave without production of certificate from a competent medical practitioner was rejected being untenable and unreasonable.

In M/s. Korula Rubber Works Pvt. Ltd., Bombay (Sr. No. 21) the workmen who are not covered by the E. S. I. Scheme are granted 10 days sick leave in a year with full pay and it is allowed to be accumulated up to 30 days. Those who are covered by the E. S. I. Scheme are given 7 days with half pay.

In M/s. Waterproof Corporation Pvt. Ltd., Bombay (Sr. No. 34) 4 days sick leave in a year was allowed.

In M/s. Ceat Tyres of India Ltd. (Sr. No. 47) it was agreed to give monthly rated workers 7 days sick leave in a year with wages with permission to accumulate it up to 42 days.

In M/s. Swastik Rubber Products sick leave is granted at the rate of 5 days per year with permission to accumulate it up to 15 days.

**Maternity Leave :**

In Ceat Tyres of India Ltd., Bombay (Sr. No. 47) maternity leave for eight weeks is allowed to married women (monthly rated) who have been in continuous employment for not less than one year, prior to the date of confinement.

**Leave Without Pay :**

In M/s. Inarco Ltd., Bombay (Sr. No. 43) workers having their native place in Uttar Pradesh are allowed leave without pay up to one month.

In M/s. Ceat Tyres of India Ltd., in the case of daily rated employees whose homes are situated at a distance of more than 48 hours travelling, it is agreed that the management in their sole discretion grant such leave without pay as they consider necessary to cover the period spent in travelling. In the case of monthly rated workmen leave without pay is left to the discretion of the management.

**Casual Leave :**

There are 13 cases in which this leave was dealt with. The leave was granted at the following rates :—

2 days	..	1 case.
3 days	..	4 cases.
4 days	..	4 cases.
5 days	..	2 cases.
7 days	..	2 cases.

In 4 cases (Sr. Nos. 13, 29, 36 and 47) the workers were allowed to prefix or suffix casual leave to a holiday or weekly off but not to both.

In 3 cases (Sr. Nos. 2, 32 and 35) it is not allowed to be prefixed or suffixed to any weekly off.

In 1 case (Sr. No. 13) casual leave is allowed to be encashed at the end of a year in case it is not consumed.

In 2 cases (Sr. Nos. 29 and 47) not more than 3 days leave at a time is allowed ; in one case at (Sr. No. 36) not more than 2 days leave at a time is allowed.

**Festival Holidays :**

There are 21 cases in which festival holidays have been allowed. They are as below :—

3 days	..	4 Cases.
4 days	..	5 Cases.
5 days	..	2 Cases.
6 days	..	6 Cases.
7 days	..	2 Cases.
Existing + 1	..	2 Cases.

In 8 cases holidays were to be fixed in consultation with workers. In the remaining cases the following holidays were granted :—

<i>Name of holiday</i>	<i>No. of cases</i>
26th January	.. 8
15th August	.. 7
Diwali	.. 7
Maharashtra Day	.. 3
Dassera	.. 3
Holi	.. 3
Gudi Padwa	.. 2
Gujarathi New Year	.. 1
I-d	.. 1
2nd October	.. 1
Christmas	.. 1

In M/s. Ceat Tyres of India (Sr. No. 47) by Settlement workers are granted following types of leaves :—

**Accident Leave :**

A daily rated worker suffering injury in course of duty in the factory, will for the period of his incapacitation from work, be first required to utilise the privilege leave to his credit up to 50 per cent of such leave. Beyond that period he will be granted leave on half pay for the period of his incapacitation. Where the worker is permanently incapacitated from working no such leave will be granted beyond the period of his hospitalization. No such leave will be granted unless the period of incapacitation exceeds 15 days and the injury is of such a nature as to require hospitalization.

**Bonus Privilege Leave :**

Daily rated workmen are to be given leave for good attendance at the following rates for actual days worked per calendar year at the following rates :—

275 days or more	..	1 day.
280 days or more	..	2 days.
Over 282 days	..	4 days.

Such bonus leave will not be paid in cash but shall be credited to the worker's leave account. Accumulation of leave shall be allowed up to 2 years leave.

**Sports Leave :**

Workers who have had one year's service with the Company are allowed 14 days Sports Leave with pay and allowances for participating in recognised University, State, National, Commonwealth, Asian or International meets and tournaments.

**AL<sup>LO</sup>WANCES**

**Officiating Allowance :**

In M/s. Goodyear India Ltd., Bombay (Sr. No. 15) for officiating for fourteen days or more, worker is paid in addition to his normal salary, half the difference between the minimum of his basic wage and the minimum of the basic wage of the person in whose place he officiates.

In Rawal Rubber Works (India) Pvt. Ltd. (Sr. No. 37) and in Ceat Tyres of India Ltd. (Sr. No. 46) for officiating fourteen days or more, the worker is paid at the following rates :—

(a) If his existing salary is less than the minimum of the grade in which he officiates he will be paid the minimum of the higher grade.

(b) If his existing salary is more than the minimum of higher grade, he will be given the next higher stage in the grade.

**Lunch Allowance :**

In India Tyres & Rubber Co. (India) Pvt. Ltd. (Sr. No. 38) all workmen are paid Re. 1 per day as Lunch Allowance with effect from 1st January 1961 for the days they are present excluding Saturday, Sundays and Holidays.

**Allowance for Cash Handling Occasionally :**

In Swastik Rubber Products Ltd. (Sr. No. 24) the clerks other than cashier who are required to handle large amount of cash occasionally on the pay day are paid on allowance of Rs. 3 for the work.

**Allowance for Strain of Work :**

In Swastik Rubber Products Ltd. (Sr. No. 52) with effect from 1st October 1962, Drivers and Cleaners are paid 10 per cent extra of their salary (basic plus Dearness Allowance) for the strain of work they have to undergo as and when the necessity of continuous work exists.

**Shift Allowance :**

In Ceat Tyres of India Ltd. (Sr. No. 46) all workers while working in the third shift will be paid 5 per cent of their wages (inclusive of Dearness Allowance) as a shift allowance.

## UNIFORMS

Seven cases were noted in which uniforms were provided to the workmen. The following table gives details regarding provision of uniforms :—

Serial No. (1)	Name of Concern (2)	Occupation (3)	Description of Uniforms (4)
1	Firestone Tyre & Rubber Co. of India Pvt. Ltd., Bombay.	Mechanics and Cleaners of Transportation Deptt.	2 sets each consisting of blue shirt and trouser.
19	Rawal Rubber Works, Bombay.	Machine Operator .. .. .	2 sets each consisting of pant and shirt.
24	Swastik Rubber Products, Bombay.	Watchmen, Motor Drivers, Office boys, Messenger Boys, Motor Cleaners and Canteen Boys.	2 sets every year.
30	Cosmos India Rubber Works Pvt. Ltd.	Mixing Mill Operators Workers in the Chemical Room. Watchmen .. .. .	2 shirts and 2 pants every year. 2 Aprons every year. 3 sets of uniforms every year.
33	Carona Sahu Co. Pvt. Ltd...	All Workmen .. .. .	2 sets every year.
43	Inarco Limited .. .. .	Fitters, 2 workers in Mixing Department.	2 sets every year.
46 } & 47 }	Ceat Tyres of India Ltd. ..	All Workers .. .. .	3 sets every year.

In all the above concerns the managements agreed to arrange to get the uniforms washed once a week or pay the workers adequate washing charges.

In the Firestone Tyre & Rubber Co. of India Ltd., Bombay (Sr. No. 11) the Tribunal directed that the management should pay to all hourly rated workmen (time and piece-rated) on the permanent roll of the Company on 1st January 1963 and thereafter on 1st January of each succeeding year, a yearly allowance of Rs. 65 to cover a cost of work-clothes and their washing. If this system for any reason does not work satisfactorily and the amount is not utilised for the purpose for which it is meant the management may give from 1st January 1964, 3 pairs of suitable uniforms consisting of 2 pieces each every year and give in addition Rs. 30 per annum as washing allowance.

In the Goodyear India Ltd. (Sr. No. 12) and In M/s. International Tyre Service Pvt. Ltd. (Sr. No. 13) workers who are called upon to handle material and workers working in the Packing Department or in Transportation Department are supplied with one overall every year or are paid Rs. 10 per year in lieu thereof.

## PERMANENCY

Six cases were noted in which permanency has been granted. In 2 cases (Sr. Nos. 26 and 30) workmen who work for a continuous period of 100 days were made permanent. In 2 cases (Sr. Nos. 32 and 47) workmen who had put in 180 days continuous service were made permanent. In one case (Sr. No. 13) workmen who work for 240 days in course of a year are deemed permanent.

In Imperial Tyre & Rubber Co., Pvt. Ltd. (Sr. No. 36) workmen are made permanent in accordance with the Model Standing Orders.

## MEDICAL-AID

In Goodyear India Ltd., Bombay (Sr. No. 12) the management gives medical-aid to the workers employed in their Bombay office who earn a monthly salary or wage less than Rs. 450 per month. The Company is to bear half the charges of the bill that would have been paid by the workers for treatment given to him for the ailment lasting for a period in excess of 2 days taken only from a qualified doctor holding a degree of the Bombay University or its equivalent. The Company will bear expenses on this account up to Rs. 250 during one year. This benefit will be entitled to be accumulated up to Rs. 600.

## ATTENDANCE BONUS

In Carona Sahu Co. Pvt. Ltd. (Sr. No. 33) with effect from 1st May 1960 workmen are paid attendance bonus at Rs. 6.75 per month if they work for all the working days in the month. For this purpose (i) "casual leave, with pay" for one day availed in a month in which the working days are more than 24 days, (2) "Annual leave with wages" availed of under the provisions of the Factories Act and (3) "Paid holidays" granted will be treated as days "Worked".

## GROUP ATTENDANCE BONUS

In Carona Sahu Co. Pvt. Ltd. (Sr. No. 33) if a group of workmen which is notified by the Factory Manager qualify, themselves for the attendance bonus each member of the group shall be entitled to an additional attendance bonus at Rs. 3.37 per month.

## PRODUCTION BONUS

The rate of production bonus is uniform for all classes of workmen at 2 nP. per percentage increase in production. Defective Products are not taken into account for this purpose.

## SUPPLY OF SOAP

In M/s. International Tyre Service Pvt. Ltd. (Sr. No. 13) each worker is supplied every month two cakes of standard soap which is unscented and of ordinary quality.

## SUPPLY OF FREE MILK AND TEA

In Ceat Tyres of India Ltd. (Sr. No. 47) all workmen are served tea twice per shift. Workers who work in actual contact with Casbon Black are given 4 Ozs. of milk per head. Similarly, other workers certified by the Co.'s Chief Medical Officer are also given milk.

## CLASSIFICATION

In the Swastik Rubber Products Ltd. (Sr. No. 24) the Tribunal awarded the classification in terms of recommendations of the assessors.

In M/s. Korula Rubber Co. Pvt. Ltd. (Sr. No. 28) classification of workmen was done in accordance with the methods elaborated in the case of Rubberrex Industries Ltd., Bombay by the Adjudicator, *vide* Reference (I. T.) No. 109 of 1949 published in the Industrial Court Reporter (March 1950, pages 352—360).

In Rawal Rubber Works (India) Pvt. Ltd. (Sr. No. 37) classification was done in consultation with the union which acted in an advisory capacity.

## PROVIDENT FUND

In M/s. Goodyear Tyre & Rubber Co. of India Pvt. Ltd., Bombay (Sr. No. 3) the Tribunal directed that the rate of contribution shall be 8 per cent of the consolidated salary with effect from 1st July 1960. The Company's contribution payable with interest is as follows:—

After 5 Completed years	..	50%
After 6 do.	..	60%
After 7 do.	..	70%
After 8 do.	..	80%
After 9 do.	..	90%
After 10 do.	..	Full.

## GRATUITY

In the Firestone Tyres & Rubber Co. of India Pvt. Ltd., Bombay (Sr. No. 11) the Tribunal observed that the Company has had a period of exceptional prosperity and there is every reason to be optimistic about its future. The dearness allowance forms a very large proportion of the total emoluments particularly in the case of lower paid workers. The existing 15 months' basic salary as gratuity with the Provident Fund at 6½ per cent of the total wages does not provide an adequate retrenchment benefit. The Tribunal directed that the maximum should be raised to 20 years' basic wages with the provision that after 15 years' service the scale should be at the rate of half month's basic wage or salary.

In M/s. International Tyre Service Pvt. Ltd., Bombay (Sr. No. 13) the Tribunal amended the scheme according to the amendment the provision in the old scheme to the effect that "gratuity will not be paid to workman who is entitled to receive retrenchment compensation under section 25-F of the Industrial Disputes Act,

1947" was deleted. Similarly, the condition that both the retirement benefits would not be given at the same time was deleted.

A statement giving the details of the gratuity schemes granted in 12 concerns is attached :—

STATEMENT SHOWING THE NAMES OF THE CONCERNS AND THE WAGES AND DEARNESS ALLOWANCE GRANTED IN THE "RUBBER" INDUSTRY

Serial No. in Index (1)	Name of concern (2)	Wages (3)	Dearness allowance (4)
2	The International Tyre Service Pvt. Ltd.	<i>Effective from 1-11-1958</i> Consolidated Wages— Unskilled— Rs. 2.29—0.09—3.01 nP. Semi-skilled— Rs. 2.93—0.13—3.97 nP. Skilled— Rs. 3.47—0.16—4.59 nP.	
8	The Korula Rubber Co. Pvt. Ltd.	<i>Effective from 1-4-1960</i> (1) Jr. Clerk, Typist, Bill Collector, Time-keeper— Rs. 80—7½—155—10—205. (2) Asstt. Supervisor— Rs. 110—10—170—12½—195—15—255. (3) Sr. Clerk, Purchase Clerk, Salesman, Store-keeper, Godown-keeper, Stenographer, Accounts Clerk— Rs. 125—10—165—12½—215—15—275. (4) Supervisor— Rs. 140—10—170—12½—195—15—285. (5) General Foreman— Rs. 200—12½—250—15—310—20—370. (6) Peons and Watchmen— Rs. 35—2—47—3—65. (Head watchman will be given Rs. 10 in addition to the watchman's scale). (7) Driver— Rs. 75—5—100—7—121. (Lorry driver will be given Rs. 10 in addition to the grade of driver).	..
9	The Oriental Rubber Industries Pvt. Ltd.	..	<i>Effective from 1-5-1961</i> Workers will get Rs. 1.62 nP. at the cost of Living Index 370. For every variation of 10 points the rate will vary by 5 nP.
10	The Firestone Tyre and Rubber Co. of India Pvt. Ltd.	<i>Effective from 1-1-1962</i> (1) Intermediate Grade Clerk, Store-keepers, Comptists— Rs. 130—10—170—12½—195—E.B.—15—285. (Comptists to get machine allowance of Rs. 20). (2) Senior Clerk 'A'— Rs. 200—15—320—E.B.—20—420. (3) Senior Clerk 'B'— Rs. 160—12½—260—E.B.—15—365. (4) Senior Clerk 'C'— Rs. 140—10—170—12½—220—E.B.—15—325. Clerk-in-charge 'A'— Rs. 245—20—325—25—450—E.B.—30—600. Clerks-in-charge 'B'— Rs. 230—15—275—E.B.—20—375—E.B.—25—500. Clerks-in-charge 'C'— Rs. 215—15—320—E.B.—20—440. Stenographers— Rs. 140—10—170—12½—220—E.B.—15—310—E.B.—20—350. Jr. Clerks, Typists, Telephone Operators— Rs. 85—5—100—7½—130—10—180—E.B.—12½—255. (Ediphone Operators to draw special allowance of Rs. 15 in addition).	<i>Effective from 1-1-1962</i> (Both for office and factory workers) The Tribunal modified existing Scheme as below :— (Cost of Living Index 311—320) D. A. under existing scheme D. A. awarded Variation per cent per cent per cent First Rs. 100 .. 70 70 5 Second Rs. 100 30 36 1½ Third Rs. 100.. 30 30 1½ Balance .. 30 30 1½

(1)	(2)	(3)	(4)
10 The Firestone Tyre and Rubber Co. of India Pvt. Ltd.—cont.	<p>Stenographers— Rs. 140—10—170—12½—220—E.B.—15—310—E.B.—20—350.</p> <p>Head Peon— Rs. 40—3—55—E.B.—5—85.</p> <p>Bank and Time Office Peons— Rs. 40—2½—45—3—60—E.B.—5—75.</p> <p>Messengers— Rs. 34—2—40—3—55—E.B.—5—70.</p> <p>Car Drivers— Rs. 70—5—130.</p> <p>Watchmen— Rs. 40—5—80.</p> <p>Medical Compounders— Rs. 85—5—115—7½—160—E.B.—10—190.</p> <p>Salt Water Boys— Rs. 35—3—62.</p> <p>Store-keepers— Rs. 130—10—170—12½—195—E.B.—15—285.</p> <p>Jr. Store-keeper— Rs. 90—7½—120—10—150—E.B.—12½—225.</p> <p>Time-Checker— Rs. 75—5—100—7½—145—E.B.—10—185.</p> <p>Scheduling -Checkers— Rs. 80—5—100—7½—145—E.B.—10—215.</p>	The D. A. for hourly-rated workers and the piece-rated workers are awarded as below at Cost of Living Index 441—450	
	<i>Wage-scales of Time-Rated Employees.</i>		
11 The Firestone Tyre and Rubber Co. of India Pvt. Ltd.	<p>(1) Instrumentman, Electrician First Class— Re. 0.65—0.05—1.15.</p> <p>(2) Electrician 2nd Class, Tool Maker— Re. 0.56—0.04—1.00.</p> <p>(3) Machinist, Mould Machinist, Welder— Re. 0.48—0.04—0.92.</p> <p>(4) Mechanic, Pipe Fitter, Pin Venter, Physical Tester, Tin Smith, Black Smith, Die-maker— Re. 0.45—0.04—0.85.</p> <p>(5) Carpenter, Mason, Painter— Re. 0.42—0.03—0.72.</p> <p>(6) Mould Changer, Retredder— Re. 0.39—0.03—0.69.</p> <p>(7) Baker Parkins Mixer Operator, Mill Room, Control Room, Steam Tender— Re. 0.36—0.03—0.66.</p> <p>(8) Type Cutter, Waste Controller, Type Production Checker— Re. 0.33—0.03—0.63.</p> <p>(9) Gum Dip Batcher Mixer, Cement Mixer, Servicemen, Type Repairman, Finished Goods, Warehouse Checker, Type Racker— Re. 0.30—0.03—0.60.</p> <p>(10) Sewing Machine Operator, Truckers and Utilitymen, Power Sweeper or Mover, Operator Pigment Botter, Power Truck Operator, V-Bett Inspector, Repairman— Re. 0.27—0.03—0.57.</p> <p>(11) Fire Serviceman, Repair Material Packer, Stores Mazdoors, Blacksmith Helpers, Machinery Mover and Oiler, Power-House Operator— Re. 0.26—0.03—0.53.</p> <p>(12) Janitor, Sweeper, Groundsman, Mill and Banbury Cleaner, Motor Car Cleaner, Receiving Warehouse Labour, Shipping Ware-house Labour, Engineering Deptt. Mazdoors, Mazdoors— Re. 0.25—0.03—0.43.</p>		Variation of 10 points change in Index figure
		Per cent    Per cent	
		<p>On 1st Rs. 100 .. 125      5</p> <p>On 2nd Rs. 100 .. 45      1½</p> <p>On 3rd Rs. 100 .. 30      1½</p> <p>On balance .. 15      1</p>	Minimum revised scale.
	Basic Piece-Rates per hour		
	<div style="border: 1px solid black; padding: 2px; display: inline-block;">           For Piece work base    Autho-                                  rised                                  day work         </div>		
		Rs.      Rs.	
	<p>(13) Calendar Operator .. .. .</p> <p>(14) Tyre Builder, Tyre Cureman, Airbag Cureman, Final Inspector Tyres.</p>	<p>0.64      0.48</p> <p>0.62      0.47</p>	

(1)	(2)	(3)	(4)
11 The Firestone Tyre and Rubber Co. of India Pvt. Ltd.—cont.	<p>(15) Compounder, Banbury Operator, Banbury discharge Millman, Gum Dip Unit Operator, Calendar Windupman, Spadone Bias Machine Operator, Tuber Machine Operator.</p> <p>(16) Mixing and Massing Millmen, Warm up Millman, Strip Feed Millman, Gum Deep Unit Helper, First Calendar Helper, Semi-Automatic Insulator and Winding Unit Operator, Sidwall Chafer Assembly Machine Operator, Tyre Mould Burner and Cleaner, Motor Tubes Cureman, Flaps Cureman, Patches Cureman, Cameron Slitter Operator, Draft Gear Pad Tester and Inspector, Final Inspector Motor Tubes.</p> <p>(17) Operator on Bale Cutting Machine, Tyre Songer, Trimmer and Wrapper White Sidewall Buffer, Airbag Builder and Repairman, Prepare, Cure and Trim, Draft Gear Pads.</p> <p>(18) Second Calendar Helper (including Rool Changers and Extra Helpers), Calendar Feedman, Liner Reroll Table Operator, Tuber Machine Helper, (includes Cushionman and Zinc Stearaterman), Tube Repairman, All Labour on V-Betts and Padone Bias Machine First and Second Helper.</p> <p>(19) Helper (Calendar) on Bale Cutting Machine, Slab off unit take off man, Spooling Operator, Stevens' Heavy duty wind-up machine or No. 3 Bias Machine, All Labour on beads except insulating Band Ply Machine Helper, Comenter (8" and 10" Tubers), Ply Boy, White Sidewall Finisher, Tube Builder, Finisher and Packer, All Labour on new cord Patches except curring. All labour on pulled cord patches Tread Ply and Cap Ply Assembler, Repair, Material Packer (When piece-rated) Flaps, Preparationman and Finisher, Piece-work in Deptt. 714, Camel back, Tube and Flat Packer Tube Mould Buffer and Polisher, Tube Walve Buffer, Draft Gear Pad Packer.</p>	<p>Re. 0.60    Re. 0.45</p> <p>0.58    0.44</p> <p>0.56    0.42</p> <p>0.53    0.40</p> <p>0.48    0.36</p>	
13 M/s. Internal Tyre Service Pvt. Ltd.	..		15 per cent of the total wages earned during the course of the month.
14 M/s. Premier Rubber and Cable Industries, Bombay.	<p>(i) Unskilled— Rs. 1.15—10 nP.—2.35.</p> <p>(ii) Semi-skilled— Rs. 1.50—15 nP.—3.30.</p> <p>(iii) Skilled— Rs. 2.00—20 nP.—4.00—E.B.—25 nP.—5.75.</p>		Dearness Allowance should be 52½ per cent of Revised Textile Dearness Allowance while management is willing to give only 50 per cent.
15 M/s. Goodyear India Ltd., Bombay.	..		<p>(i) For the clerical staff at the present day Cost of Living Index 451—460 :—</p> <p>Rs. 20 with a variation of Rs. 4 for every 10 points in the Cost of Living Index.</p>



(1)	(2)	(3)	(4)	
15 M/s. Goodyear India Ltd., Bombay—cont.			(ii) For the peons, sweepers, mazdoors, watchman, packers, at present day cost of Living Index 451—460 :— Rs. 10 with a variation of Rs. 2.50 for every 10 points in the cost of Living Index. (iii) For the other workers not falling in the above classes :— Rs. 15 with a variation of Rs. 3 for every 10 points in the cost of Living Index.	
16 The Internal Rubber and General Industries Ltd., Bombay.	(i) Unskilled— Rs. 3.30—0.10—4.30. (ii) Semi-skilled— Rs. 4.00—0.15—5.50. (iii) Skilled— Rs. 5.00—0.20—7.00.		Wages should be fixed at index number 490 of the Cost of Living for working class of Bombay. In case the index figure varies by 10 points upward of 495 then, the workers should be entitled to dearness allowance at the rate of 4 per cent of the total wages paid for the preceding month for variation of 10 points each.	
17 The Korula Rubber Co. Pvt. Ltd., Bombay.	<i>Effective from 1-8-1963.</i>	(i) Unskilled—Coolies not attached to any machine, Sweepers, Watermen, Helpers in all Deptts.— Rs. 1.25—0.10—2.25. (ii) Semi-skilled 'A'—Pressman No. 1, Stores Delivery, Tubing 2nd Man, Assistant Fitter, House Builder No. 2, Dippingman, Weighingman, Foam Machine No. 2— Rs. 1.75—0.15—3.25. (iii) Semi-skilled 'B'—Store Coolies, Oilman, Punching, Packing, Sorting, Trimming, Visual Checking, Finishing Cutter— Rs. 1.50—0.12—2.70. (iv) Skilled 'A'—All round Cableman, Boiler Attendent, Mixing Mill Operator, All Round Letex, Tailor, Turner, Fitter, Carpenter No. 1, Electrician— Rs. 2.75—0.22—3.85—0.25—5.10. (v) Skilled 'B'—Tubing 1st Man, House Builder No. 1, Foam Machine 1st Man, Sponge Cutting and Packing, Sponge Jointer and Cutter, Painter, Hydrantic Press Operator.— Rs. 2.25—0.20—4.25. (vi) Highly skilled—All Round Turner, Die-maker— Rs. 3.50—0.30—5.00—0.35—6.75. (vii) Temporary Workman (Consolidated)— Rs. 3.30 per day.	<i>Effective from 1-1-1964.</i>	The dearness allowance given shall be at two-thirds of the Textile Scale of dearness allowance.
18 M/s. Oriental Rubber Industries Pvt. Ltd., Bombay.	..		Dearness Allowance at the rate of 2/3 of the Textile-Scale. from 1-4-1964.	
19 M/s. Rawal Rubber Works, Bombay.	..		75 per cent of the revised textile scale with effect from 1-4-1965.	
20 Pioneer Rubber Mills (Bombay) Pvt. Ltd., Bombay.	Semi-skilled 'A'— Rs. 2.00—0.15—3.50. Semi-skilled 'B'— Rs. 1.50—0.15—3.00. Unskilled— Rs. 1.25—0.10—2.25. Skilled— Rs. 2.50—0.25—5.00.		66½ per cent of the Revised Bombay Cotton Textile-Scales.	
21 M/s. Korula Rubber Co. Pvt. Ltd., Bombay.	(1) Jr. Clerk-typist, Bill Collector, Time-Keeper— Rs. 85—7.50—100—10—160—12—220—15—235. (2) Asstt. Supervisor— Rs. 115—10—155—12.50—180—15—275—20—375. (3) Sr. Clerk, Godown Keeper, Account Clerk, Purchase Clerk, Sr. Time Keeper, Store Keeper— Rs. 140—12½—190—15—280—17½—315—20—355.		Dearness Allowance for Watchman, Peons, Drivers, Hamals and Other Subordinate Staff 66½ per cent of Revised Textile Scale. For Rs. 1 to 100 66½ per cent of Revised Textile +.15. Rs. 101 to 150 66½ per cent of Revised Textile +.25. Rs. 151 to 200 66½ per cent of Revised Textile +.30. Rs. 201 and above. 66½ per cent of Revised Textile +.35.	

(1)	(2)	(3)	(4)
21. M/s. Korula Rubber Co. Pvt Ltd., Bombay. — <i>contd.</i>	<p>(4) Supervisors, Stenographers— Rs. 150—12½—200—15—260—20—360— 22½—282½.</p> <p>(5) Foreman— Rs. 200—15—360—20—320—22½—410— 25—485.</p> <p>(6) Drivers, Senior Clerk— Rs. 75—5—100—7—140.</p> <p>(7) Watchmen and Peon— Rs. 35—3—53—4—73—5—78.</p> <p>Head Watchman and Lorry Drivers shall be given Rs. 10 as additional pay.</p>	..	
22 Water Proof Corporation Pvt. Ltd., Bombay.	<p><i>Effective from 1-2-1966</i></p> <p>All the workers at Kurla Factory shall be paid ad-hoc increase of Rs. 20 p. m.</p>	..	
23 M/s. Nirmal Rubber and Board Pvt. Ltd., Bombay.	<p>..</p>	<p><i>Effective from 1-10-1967</i></p> <p>80 per cent of the old Textile Scale.</p>	
24 The Swastik Rubber Products Ltd.	<p><i>Effective from 1-6-1958</i></p> <p>For Clerical Staff—Consolidated Wages— Grade 'B'— Rs. 91—3—109—4—149—E.B.—5—174. Grade 'A'— Rs. 115—5—175—7½—250. (Matriculates and Typists to start on Rs. 100 per month. Graduates to start on Rs. 106. Stenographers to get 'A' Grade.) Head Watchman, Scooter Driver— Rs. 80—3—95. Watchman, Mali— Rs. 63—1½—72. Cook— Rs. 100—4—120 (Less Food and Tea charges as approved). Asstt. Cook— Rs. 75—2½—87½ (Less food and Tea charges as approved). Car and Truck Drivers— Rs. 100—4—120. Cleaners— Rs. 60—1½—67½.</p>	..	
26 Premier Rubber and Cable Industries.	<p><i>Effective from 1-5-1959</i></p> <p>Consolidated Wages of Rs. 2.53 per day ..</p>	..	
27 Modak Rubber Products Pvt. Ltd.	<p><i>Effective from 1-6-1959</i></p> <p>Wage-scales agreed in the agreement of 18-5-1957 will continue to be operative with following modifications— (i) One increment in the scale would be given to the Unskilled, Semi-skilled and Skilled categories and accordingly the maximum in each grade will be raised as below :— (i) Unskilled— Rs. 1-14-6. (ii) Semi-skilled— Rs. 2-4-0. (iii) Skilled— Rs. 3-14-0 P. (iv) Such of the workmen who have reached to the maximum in their respective scales one year prior to 1-6-1959 will be given one increment from 1-6-1959.</p>	<p><i>Effective from 1-6-1959</i></p> <p>The permanent employees will be granted 70 per cent of the current Textile Scale of D. A. The temporary workers will continue to get the same D. A. as per agreement, dated 18-5-1957.</p>	
28 M/s. Korula Rubber Co. Pvt. Ltd.	<p><i>Effective from 1-10-1959</i></p> <p>(a) All temporary workmen and/or new entrants shall get Rs. 1.15 per day. (b) Unskilled— Rs. 1.15—0.10—1.75. Semi-skilled— Rs. 1.50—0.12—2.22. Skilled— Rs. 2.31—0.20—3.51.</p>	<p><i>Effective from 1-10-1959</i></p> <p>(a) All temporary workmen and/or new entrants shall get D. A. of Rs. 1.47 per day. The D. A. rate shall be increased quarterly as below :— 1st Quarter .. 0.12 P. 2nd Quarter .. 0.12 P. 3rd Quarter .. 0.12 P. 4th Quarter .. 0.12 P. 5th Quarter .. 0.05 P.</p>	

(1)	(2)	(3)	(4)
28	M/s. Kurla Rubber Co. Pvt. Ltd.— <i>contd.</i>	Highly Skilled— Rs. 3.25—0.25—4.75	On their reaching Rs. 2.00 as Dearness Allowance, they shall be adjusted in the wage-scale mentioned in the wage-column. (b) The existing rate of D. A. of 1.87 per day shall be raised to Rs. 2.00 per day with effect from 1-7-1960.
29	Premier Rubber and Cable Industries.	<i>Effective from 1-5-1960</i>	<i>Effective from 1-5-1960</i>
		(1) Unskilled— Rs. 1.15—0.10—2.15. (2) Semi-skilled— Rs. 1.50—0.12—2.70. (3) Skilled— Rs. 2.00—0.20—4.00—E.B.—0.25—5.35.	The present rate of Dearness Allowance of Rs. 1.37 will be raised to Rs. 1.50 P. per day.
30	Cosmos India Rubber Works Pvt. Ltd.	<i>Effective from 1-12-1959</i>	
		Unskilled— Rs. 1.25—0.12—1.85. Semi-skilled— Rs. 1.50—0.12—2.10. Skilled— Rs. 2.00—0.20—3.20. Highly Skilled— Rs. 5.00—0.40—7.00. Drivers— Rs. 100—8—140. Watchman— Rs. 70—3—85.	Rs. 1.55 per day to Unskilled, Semi-skilled and skilled categories of workers.
32	Navbharat Rubber Industries	<i>Effective from 1-3-1960</i>	
		Unskilled— Rs. 2.50—0.06—Rs. 3.00. Semi-skilled— Rs. 2.87—0.09—Rs. 3.25.	
34	Waterproof Corporation ..	<i>Effective from 1-4-1960</i>	
		(1) Those getting less than Rs. 65 per month shall be given an ad-hoc increment of Rs. 7 per month from 1-4-1960. (2) In case the workman even after receiving the increment of Rs. 7 per month fails to get Rs. 65 per month, then his salary shall be stopped up to Rs. 65 per month. (3) The workman who is receiving Rs. 65 as salary, shall be given an ad-hoc increment of Rs. 10 per month. Increments shall be paid to the workman on 1-4-1961 and on 1-4-1962 at the rate of Rs. 3 and Rs. 5 per month, respectively for the groups (1) and (2) above at Kurla Factory. The workmen at Mazgaon Factory shall be paid an increment of Rs. 5 per month only from 1-4-1960.	
35	Purohit Rubber Works ..	<i>Effective from 1-1-1960</i>	
		Consolidated Wage-scales— Unskilled— Rs. 2.65—0.10—3.25. Semi-skilled— Rs. 3.00—0.15—3.90. Skilled— Rs. 3.40—0.20—4.60—0.25—5.10.	
36	Imperial Tyre and Rubber Co. Pvt. Ltd.		
		All workmen shall be paid Re. 0.25 P. daily extra over and above the existing consolidated daily wages with effect from 1-6-1960. Increments will be granted from 1st of June as below:— Unskilled Workers— Re. 0.10. Semi-skilled— Re. 0.12. Skilled— Re. 0.20.	

(1)	(2)	(3)	(4)
37 Rawal Rubber Works (India) Pvt. Ltd.	<p style="text-align: center;"><i>Effective from 1-11-1960</i></p> (1) Unskilled— Rs. 1.25—0.10—1.85. (2) Semi-skilled— Rs. 1.62—0.15—2.52. (3) Skilled— Rs. 2.25—0.20—3.65. (4) Boiler Attendants, 1st Class— Rs. 85—5—120—7½—125. (5) Boiler Attendants (2nd Class)— Rs. 70—5—110. (6) Supervisors— Rs. 70—5—110. (7) Watchmen— Rs. 40—3—70.	<p style="text-align: center;"><i>Effective from 1-11-1960</i></p> All workmen will be paid at the rate of 66 per cent of the Revised Cotton Textile Scale.	
39 Modak Rubber Products Pvt. Ltd.	Unskilled— Rs. 1.16—0.12—1.88. Semi-skilled— Rs. 1.37—0.12—2.57. Skilled— Rs. 2.00—0.12—2.72—0.19—4.05 P.	(a) All permanent workmen will be paid D. A. at the rate of 77.5 per cent of the Cotton Textile rate of D. A. with effect from 1-9-1961. (b) All temporary workmen will be paid D. A. as follows :— From 1-9-1961 .. 65 per cent of the Cotton Textile rate of D. A. From 1-9-1962 .. 70 per cent of the Cotton Textile rate of D. A. From 1-9-1963 .. 77.5 per cent of the Cotton Textile rate of D. A.	
40 Basant Rubber Factory (Pvt.) Ltd.	<p style="text-align: center;"><i>Effective from 1-6-1961</i></p> Consolidated Wage-scales— Unskilled— Rs. 2.75—0.10—3.25. Semi-skilled— Rs. 3.50—0.15—3.95. Skilled— Rs. 3.75—0.20—4.75.	..	
41 Cosmos India Rubber Works Pvt. Ltd.	Daily-Rated— Unskilled 'A'— Rs. 1.25—0.12—1.85. Unskilled 'B'— Rs. 1.20—0.12—1.80. Semi-skilled— Rs. 1.50—0.15—2.25. Skilled 'A'— Rs. 2.50—0.25—3.75. Skilled 'B'— Rs. 2.20—0.20—3.20. Highly-skilled 'A'— Rs. 3.75—0.40—5.75. Highly-skilled 'B'— Rs. 3.25—0.35—5.00. Apprentices— Rs. 2.50 per day (Consolidated). Monthly-Rated— Truck and Car Drivers— Rs. 135—8—215. Watchman 'A'— Rs. 90—5—115. Watchman 'B'— Rs. 80—3—95. Boiler Attendant (1st Class)— Rs. 175—15—250. Boiler Attendant— Rs. 150—10—200.	All daily rated workmen shall be paid Rs. 2.00 per day.	
43 Inarco Ltd.	<p style="text-align: center;"><i>Effective from 1-9-1962</i></p> Unskilled— Rs. 1.20—0.06—1.50 P. Semi-skilled— Rs. 1.60—0.15—2.35 P. Semi-skilled 'B'— Rs. 1.70—0.15—2.45 P. Skilled 'A'— Rs. 3.30—0.20—4.30 P. Skilled 'B'— Rs. 4.60—0.30—6.10 P. Highly-skilled— Rs. 6.25—0.30—7.75 P.	At flat rate at Rs. 2.30 per day of 8 hours work.	

(1)	(2)	(3)	(4)
45	Polytex Industries .. ..	Ad-hoc increments shall be given as below to all workers :—	..
		From	Daily-rated
			Monthly-rated
			Re. Rs.
		1-5-1963 ..	0.50 13.00
		1-5-1964 ..	0.30 7.50
		1-5-1965 ..	0.15 4.00
47	Ceat Tyres of India Ltd. ..	<i>Effective from 1-8-1962</i>	<i>Effective from 1-8-1962</i>
		Daily Rated (Manual Workers)	Daily-Rated (Manual Workers)
		Category	Basic Pay
			Rate of increment
			Rs. Re.
		1	4.70 0.40
		2	4.25 0.35
		3	3.65 0.30
		4	2.65 0.25
		5	1.55 0.20
		6	1.25 0.15
		<i>Monthly Rated Workers</i>	<i>Monthly-Rated workers</i>
		Head Watchman—	D. A. at Revised Textile Rate.
		Rs. 65—5—90—E.B.—7—125.	
		Watchman—	
		Rs. 42—7—70—E.B.—5—90.	
		Drivers—	
		Rs. 70—5—120.	
		Peons—	
		Rs. 35—2—41—E.B.—3—65—5—80.	
		Hamals—	
		Rs. 30—2—42—E.B.—3—66.	
		<i>Daily-Rated (Maintenance Staff)</i>	<i>Daily-Rated (Maintenance Staff)</i>
		Category	Basic Pay
			Increment
		I .. ..	Rs. 6.20 0.40 nP.
		II .. ..	Rs. 4.15 0.35 nP.
		III .. ..	Rs. 3.45 0.30 nP.
		IV .. ..	Rs. 3.25 0.25 nP.
		V .. ..	Rs. 3.00 0.20 nP.
		VI .. ..	Rs. 2.20 0.20 nP.
		<i>Monthly-Rated</i>	<i>Monthly-Rated</i>
		Junior Officer—	Salary Slab
		Rs. 265—20—325—E.B.—25—450—30—720.	D. A. Slab
		Shift Foreman—	Minimum .. .. Rs. 69
		Rs. 285—20—325—E.B.—25—450—30—600.	Rs. 100 .. .. + 56%
		Stenographer and 'A' Divisional Clerk—	Rs. 200 .. .. 101 + 32%
		Rs. 140—10—170—E.B.—12—230—15—305—E.B.—20—365.	Rs. 300 .. .. 201 + 30%
		Clerk/Typist 'B' Division—	Rs. 400 .. .. 301 + 27%
		Rs. 85—5—100—7.50—130—E.B.—10—180—E.B.—12—228.	Rs. 500 .. .. 401 + 22%
		Store-keepers—	Rs. 1,000 .. .. 501 + 16%
		Rs. 185—10—215—12—275—E.B.—15—335.	
		Godown Keepers—	
		Rs. 129—8—145—E.B.—10—225.	
		Asstt. Store-keepers and Godown-keepers—	
		Rs. 90—5—100—7—121—E.B.—8—145—E.B.—10—185.	
		Security Supervisors—	
		Rs. 150—10—190—E.B.—12—250—15—280.	
		Gate-keepers—	
		Rs. 70—5—85—7—120—E.B.—8—136.	
			(Whilst calculating D.A. the amount of D. A. is to be rounded off to the next rupee at every slab.)

(1)	(2)	(3)	(4)
48. Purohit Rubber Works ..	<i>Effective from 1-6-1963</i>	Workmen will get <i>ad-hoc</i> increment either of 0.20 nP. per working day or Rs. 5.20 per month.	..
49 Swastik Rubber Products Ltd., Poona.	<i>Effective from 1-1-1960</i>	<p>(1) (i) Unskilled, except the canteen boys (After a period of 6 months on Rs. 60 including D.A.)— Rs. 25—1.50—34.</p> <p>(ii) Canteen Boys (After a period of 6 months on Rs. 60 including D.A.)— Rs. 25—1.50—34.</p> <p>(2) Semi-skilled 'A'— Rs. 30—2.50—45.</p> <p>(3) Semi-skilled 'B'— Rs. 35—2.50—50.</p> <p>(4) Semi-skilled 'C'— Rs. 40—2.50—55.</p> <p>(5) Skilled 'A'— Rs. 45—3—63.</p> <p>(6) Skilled 'B'— Rs. 55—3.50—76.</p> <p>(7) Skilled 'C'— Rs. 65—4—89.</p> <p>(8) Apprentices— Rs. 50 for 1st 3 months (month of 26 days). Rs. 55 for next 3 months (month of 26 days). Rs. 60 for next 3 months (month of 26 days).</p>	<p><i>For all workmen except clerical and Supervisory Staff :</i></p> <p>Rs. 48 p.m. (for month of 26 days).</p> <p><i>Note.</i>—This rate has been fixed on the basis that the average cost of Living Index for Sholapur for 1960 is 350. If the said Index rises to 360 the rate will be increased by Re. 1 and if it falls to 340, rate will be reduced by Re. 1. Thereafter if the Index rises or falls by 5 the rate of D. A. will increase or decrease by 0.50 nP. for every such rise or fall.</p> <p><i>For Clerical and Supervisory Staff :—</i> The salary scales for clerical and supervisory staff have been fixed by the Award in Trg. (IT) No. 230 of 1957 and No. 73 of 1958 on the basis of consolidate salary. They will, therefore, be paid on extra D. A. of Rs. 13 per month from 1-1-1961. The rate of annual increase or decrease therein will be the same as in the case of workmen other than clerical and supervisory staff.</p>
51 Swastik Rubber Products Ltd., Poona.	<i>Effective from 1-5-1964</i> <i>Monthly-rated</i>	<p>(1) Supervisors— Rs. 150—10—220.</p> <p>(2) Clerks— Rs. 125—5—150—10—200.</p> <p>(3) Driver— Rs. 100—5—125.</p> <p>(4) Skilled—Boiler Attendant, Carpenter, Electrician, Fitter, Turner, Welder— Rs. 4.25—0.25—6.00 (Daily-rated).</p> <p>(5) Semi-skilled—Bung Washing, Pressman, Fireman, Millman, Weighman, Fitter, Turner, Welder, Boiler Attendant, Carpenter, Electrician, Head Packer— Rs. 4.25—0.25—6.00 (Daily-rated).</p> <p>(6) Unskilled—Mazdoor, Lab.-Boy, Cleaners, Office Boys, Sweepers, Canteen Boys, Watchmen, Bung Washing Helpers, Firemen Helpers, Millmen Helpers, Weighman Helpers, Packing Helpers— For the first 3 months—Rs. 2.25 per day. For the next three months—Rs. 2.50 per day. Then he will be placed in the grade of Rs. 3.10—0.20—4.10.</p> <p>(7) Mali— Rs. 3.10 per day.</p> <p><i>(Note.</i>—The above scales are inclusive of D. A.)</p>	<p>The scales of wages are fixed on the basis that the average Cost of Living Index for Sholapur for the year 1963 is 380. For every rise of 5 point the rate of D. A. will be increased or decreased by 0.50 nP. per month.</p>
53 Swastik Rubber Products Ltd.	The parties agreed for piece-rated system for the following jobs :—	<p>(1) Rubber Jug Hook— Re. 0.80 per 100 pairs.</p> <p>(2) Heel Trimming— Re. 1.00 per 100 pairs.</p> <p>(3) Heel Grinding— Rs. 1.25 per 100 pairs.</p> <p>(4) Applying Solution to heels— Rs. 1.00 per 100 pairs.</p> <p>(5) Marking the Fleece— Re. 0.20 per 100 pairs.</p> <p>(6) Cutting the Fleece— Re. 0.50 per 100 pairs.</p> <p>(7) Stitching the Fleece— Re. 0.40 per 100 pairs.</p> <p>(8) Applying Solution to Fleece— Rs. 3.50 per 100 sets.</p>	..

(1)	(2)	(3)	(4)
53—contd.		(9) Flap (Sub-Assly)— Rs. 8-00 per 100 sets.	
		(10) Rubber Body (up to stitching)— Rs. 4-00 per 100 sets.	
		(11) Rubber Body (Stitching)— Rs. 1-25 per 100 sets.	
		(12) Rubber Sole Cutting— Rs. 1-50 per 100 sets.	
		(13) Trimming the Sole— Rs. 1-50 per 100 sets.	
		(14) Eyeleting— Rs. 5-00 per 100 sets.	
		(15) Trimming the felt— Rs. 1-00 per 100 sets.	
		(16) Body Assembly Final Stage— Rs. 4-00 per 100 sets.	
		(17) Insola Preparation including cementing— Rs. 4-00 per 100 sets.	

STATEMENT SHOWING THE NAMES OF THE CONCERNS AND PARTICULARS OF VARIOUS KINDS OF LEAVES AND FESTIVAL PAID HOLIDAYS GRANTED IN THE ' RUBBER ' INDUSTRY

Serial No. In Index	Name of Concern	Privilege Leave (days)	Sick Leave (days)	Maternity Leave (days)	Leave without pay (days)	Casual Leave (days)	Festival Leave (days)	Sports Leave (days)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
2	International Tyre Service Pvt. Ltd.	..	..	..	..	2	..	..
3	The Oriental Rubber Industries Pvt., Ltd.	<i>Effective from 1-1-1960</i> 28 (Accumulation up to 56 days.)	..	..	..	..	..	..
5	The Oriental Rubber Industries, Pvt. Ltd.	..	..	..	..	..	4	..
10	The Firestone Tyre and Rubber Co. of India Pvt., Ltd.	..	..	..	..	..	5 (in 1962). 6 (in 1963).	..
12	The Goodyear India, Ltd. .. ..	..	42	..	..	..	..	..
13	M/s. International Tyre Service Pvt., Ltd.	One day for every 15 days work. (Accumulation up to 40 days).	..	..	..	4	6	..
21	M/s. Korula Rubber Works, Pvt. Ltd.	..	<i>Not covered by E. S. I. Scheme 10 (Full Pay). (Accumulation 30 days covered by E. S. I. Scheme 7 (half Pay).</i>	..	..	..	..	..
22	Waterproof Corporation Pvt. Ltd., Bombay.	..	..	..	..	4	7	..
27	Modak Rubber Products, Ltd. ..	..	..	..	..	..	(Existing + 1).	..
28	M/s. Korula Rubber Co., Pvt. Ltd.	..	..	..	..	..	6	..
29	Premier Rubber and Cable Industries	..	..	..	..	7 (With Wages).	6	..
30	Cosmos India Rubber Works ..	..	..	..	..	3	4	..
32	Navbharat Rubber Industries ..	..	..	..	..	3	3	..
33	Carona Sahu Co., Pvt. Ltd ..	..	..	..	..	..	(Existing + 1).	..
34	Waterproof Corporation ..	..	4 (For workmen of Mazgaon Factory.)	..	..	4	7	..
35	Purohit Rubber Works ..	..	..	..	..	3	4	..
36	Imperial Tyre and Rubber Co. Pvt. Ltd., Bombay.	..	..	..	..	4 (With Wages).	3	..

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
40	Basant Rubber Factory Pvt., Ltd.	..	..	..	..	3 4 (For Permanent workman).	..	..
41	Cosmos India Rubber Works, Pvt. Ltd.	As per Factories Act.	..	..	..	5 5 (With Wages).	..	..
43	Inacro Co.	..	..	..	(One month for wor- kers from Uttar Pra- desh only).	..	4	..
45	Polytex Industries	..	..	..	..	..	3	..
46	Ceat Tyres of India Ltd.	..	..	..	..	..	6	..
47	Ceat Tyres of India Ltd.	For monthly-rated: (1) Those who have completed one year's conti- nuous service but less than 3 years continuous service shall get 21 days for every complet- ed year of serv- ice. (2) Those who have completed 3 years' continuous service and ever from the fourth years' ser- vice onwards shall get 30 days for every complet- ed year of service.  (3) For daily-rated: As per Factories Act.	For monthly- rated: 7 days with pay per year. (Accu- mulation up to 42 days.)	As per note below.	For Daily-rated : In case a worker's home is situated at a distance of more than 48 ho- urs travelling the management in their sole discre- tion grant such leave without pay as they consider necessary to cover the period spent in travelling.	For mon- thly-ra- ted-7 for daily-ra- ted: 7.	6	14 days with pay and Allowances to wor- kers participating in recognised Univer- sity, State, National, Common wealth, Asian or Interna- tional meets and Tournaments pro- vided that such workers shall have had one year's ser- vice with the com- pany.
49	Swastik Rubber Products Ltd., Poona.	..	5 (Accumulation 15 days).	..	..	5	5	..
50	Swastik Products Ltd., Poona.	..	..	..	..	..	3	..

## NOTE

**Maternity Leave Rule for Monthly-rated employees in the Ceat Tires of India Ltd.,  
Bombay**

- (a) Married women who have been in the continuous employment of the Company for not less than one year, prior to the date of confinement, shall be allowed maternity leave with full pay for eight weeks (four weeks before confinement and four weeks after confinement) provided that they undertake not to obtain employment during these eight weeks and that the confinement is notified and certified by the Company's Medical Officer.
- (b) Maternity benefit will be given on the basis of the average remuneration drawn during the period of nine months immediately preceding the confinement.
- (c) The applicant for maternity benefit should give notice to the Company of her impending confinement within the preceding four weeks supported by a medical certificate.
- (d) Maternity benefit shall be given only for the days actually absent up to a maximum of eight weeks as specified above.
- (e) Maternity leave will be in addition to leave facilities already in force.
- (f) Sick leave, if due, may be granted in continuation of maternity leave to female workmen, subject to a medical certificate as required from the Company's Medical Officer.

These leave rules shall not be applicable to the Security Staff who shall be governed by the leave rules applicable to the daily-rated workers.





## SALT

The Committee has adopted the same definition for this industry which was adopted by the previous Norms Committee. The definition is as follows :—

“Manufacture of Common Salt”

The Committee examined 7 Settlements in respect of this industry during the relevant period. They are all from the Bombay Division. The following list gives the names and references to which these settlements refer :—

Serial No.	Name	Date of settlement and section of I. D. Act, 47
1	Bhayandar Salt Manufacturers' and Dealers' Association, Bhayandar..	24-9-1961, 2(p).
2	(i) Tolan Salt Works, Karwe .. .. .	} 20-8-1962, 12 (3).
	(ii) Kolji Salt Works, Belapur .. .. .	
	(iii) Mani Boarya Salt Works, Karwe .. .. .	
3	G. T. Tandel and Co., Karwe .. .. .	20-8-1962, 12(3).
4	Shama Agar Salt Works, Belapur .. .. .	20-8-1962, 12 (3).
5	Shilotree the Lolita Salt Works, Belapur .. .. .	20-8-1962, 12(3).
6	Ramchandra Mahadeo and Co., Karwe .. .. .	20-8-1962, 12 (3).
7	M. Razak and Co., Bombay .. .. .	7-9-1962, 12 (3).

## WAGES AND DEARNESS ALLOWANCE

The question of wages and Dearness Allowance was involved in 7 cases. Out of these, wage scales were settled in 6 cases and in 1 case both wages and Dearness Allowance were settled. A statement showing the wages, dearness allowance, etc., settled in 7 cases is attached herewith.

## PRIVILEGE LEAVE

In a settlement, dated 24-9-1961 (Sr. No. 1) between the Bhayandar Salt Manufacturer's and Dealer's Association and the employees it was agreed that every workman would be paid at the end of the season for earned leave at the rate of one day for every 20 days worked.

## FESTIVAL HOLIDAYS

In respect of six concerns at Sr. Nos. 2, 3, 4, 5, 6 and 7 it was agreed to give employees the following six days as Festival Holidays :

Republic Day.  
Ram Navmi.  
Mahashivratri.  
Holi.  
Local Festival Day.  
1st May.

Out of the above six hoildays, Republic Day and 1st May were paid holidays. For working on these days, employees were given additional wage for that day at single rate.

## WEEKLY OFF

In a settlement dated 24-9-1961 (Sr. No. 1) between the Bhayandar Salt Manufactuerer's and Dealer's Association and the employees it was settled that every worker will be given one day's weekly off in a week by rotation.

## HOURS OF WORK

In a settlement, dated 24-9-1961 (Sr. No. 1) between the Bhayandar Salt Manufacturer's and Dealer's Assosication and the employees it was settled that all workers shall work for 8 hours a day fixed in consultation with the supervisors of the merchants.

## PROVISION OF CLOTH

In 3 concerns (Sr. Nos. 4, 6 and 7) it was settled that the employer shall give 2 pieces of 2 yards cloth to each woman employee only once during the season.

## SUPPLY OF IMPLEMENTS OR TOOLS

In a settlement, dated 24-9-1961 (Sr. No. 1) between the Bhayandar Salt Manufacturer's and Dealer's Association and the employees it was settled that workers will bring their own tools or implements necessary for manufacturing salt and for carrying it to platforms. However, for manufacturing salt in accordance with modern systems, they will be provided with additional tools by merchants.

In 3 concerns (Sr. Nos. 4, 6 and 7) it was settled that the employers shall provide hooks and needles in stitchers and hamals. If these are lost, the employees shall make good the losses.

## PREFERENCE FOR EMPLOYMENT

In 5 concerns (Sr. Nos. 2, 3, 4, 5 and 6) it was settled that (1) employees who worked in the previous season, be given preference for employment in the coming season. This shall not apply in cases where disciplinary action is taken against an employee for misconduct. (2) Female employees who are confined due to maternity at the start of or in the season shall not lose their lien on the job.

## PANEL FOR DECIDING DISPUTES

In a settlement, dated 24-9-1961 (Sr. No. 1) between the Bhayandar Salt Manufacturer's and Dealer's Association and the employees it was settled that in case of dispute employees shall not stop work either by going on strike or by stopping work but will refer dispute to the panel of 3 persons mentioned in the settlement and its decision thereon will be binding on both the parties.

## STATEMENT SHOWING THE NAMES OF THE CONCERNS AND PARTICULARS OF WAGES AND DEARNESS ALLOWANCE IN THE SALT INDUSTRY

Serial No.	Name of the concern	Wages	Dearness Allowance
(1)	(2)	(3)	(4)
1	Bhayandar Salt Mfgs., and Dealers' Association.	<p><i>Wages for 1951-62 season</i></p> <p>For Workers— Rs. 30 per month. Every Khatedar to be paid Rs. 5 more per month. Rates for Brass Work (ब्रास काम, मजूरी) For 1st 10 feet— Rs. 1-5-0 and further for every foot at 2 annas each. Rates for mud-work for male workers— (चिखल कामाची मजूरी) At Rs. 2-4-0 per day. For Female workers— (गवतारी पाजेरी) At Rs. 1-8-0 per day. Advance (बयाणा) and Gratis (पोस्त) Every worker shall be paid Rs. 30 as advance recoverable in 5 instalments of Rs. 6 each from his monthly wages. No amount of Gratis (पोस्त) would be paid however. Every department would be given Rs. 10 as charity recovered from merchants.</p>	For workers— Rs. 35 per month.
2	1. Tolan Salt works. 2. Koiji Salt works. 3. Mani Boarya Salt works.	<p>For Season from 28-10-1962 to first fall of heavy rain in June 1963. All the categories of employees (monthly, daily or piece rated) shall be given ad-hoc rise of 10 per cent in their wages. The wage rates paid in the previous (i.e., 1961-1962) shall be the base for giving the ad-hoc increase. The waiting allowance will be increased by Re. 1 per boatman.</p>	..
3	G. T. Tandel and Company. Karwe	Same as in Sr. No. 2 above	..
4	Shama Agar Salt Works .. ..	Do.	..
5	Shilotree the Lolita Salt Works ..	Do.	..
6	Ramchandra Mahadeo and Co., Karwa.	Do.	..
7	M. Razak and Co., Bombay ..	Do.	..

## STATEMENT SHOWING THE NAMES OF THE CONCERNS AND PARTICULARS OF LEAVE GRANTED IN THE SALT INDUSTRY

Serial No.	Name of the concern	Privilege Leave (days)	Festival Holidays (days)
(1)	(2)	(3)	(4)
1	Bhayandar Salt Mfg. and Dealers' Association.	Every workman would be paid at the end of the season for earned leave at the rate of one day for every 20 days worked.	
2	1. Tolan Salt works 2. Kolji Salt works. 3. Mani Boarya Salt works.	..	(Out of these 6, two shall be paid holidays).
3	G. T. Tandel and Company	..	Do.
4	Shama Agar Salt Works	..	Do.
5	Shilotree the Lolita Salt Works	..	Do.
6	Ramchandra Mahadco and Company.	..	Do.
7	M. Razak and Company	..	Do.

## SILK TEXTILE

The Silk Textile Industry was not referred to the previous Norms Committee. It was, therefore, necessary to define the scope of the industry. The Committee noted that the Bombay Industrial Relations Act, 1947 (Bombay Act No. XI of 1947), has been made applicable to this Industry and two notifications issued thereunder have defined the industry.

Government Notification, Labour Department, No. 150/48, dated 13th November 1948, defined the industry as (a) Spinning of waste silk, (b) Silk, artificial silk or rayon weaving with or without an admixture of Cotton or staple fibre and all processes incidental or supplemental thereto, (c) all mechanic shops attached to, and all dyeing, bleaching and printing departments attached to it.

Government Notification, Development Department, No. 150/48, dated 28th May 1958, extended the scope of the B. I. R. Act to :—"Winding, Warping, Sizing, Twisting or any, other process preparatory to weaving of silk, artificial silk or rayon yarn".

The definition is a comprehensive one and covers almost all the processes in the industry. The definition given in these notifications was considered by the Committee and it decided to adopt the same. It was noted that the Act applied to those units in the industry which employ twenty or more workmen and are run with the aid of power. Since the Settlements and Awards are under the Bombay Industrial Relations Act they naturally cover only such units which employ twenty or more workmen.

The industry is concentrated in Greater Bombay Region as will be borne out by the fact that the majority of the awards and settlements are reported from that region.

From 1956 to the end of 1967 there have been 151 Awards and 111 Settlements in this industry. Of the Awards 2 were from the Poona Division and the rest from the Bombay Division. The Awards and Settlements covered the subject wages, dearness allowance, leave facilities, paid holidays and gratuity. A list of the Awards and Settlements is given below :—

Serial No.	Name of the Concern	Reference
(1)	(2)	(3)
<b>AWARDS</b>		
<b>Bombay Division</b>		
1	New Vinod Silk Mills Ltd., Bombay	Dt. 13-1-55, pages 102 to 103.
2	Shri Shanti Textile Mills Ghatkopar, Bombay	Dt. 31-3-55, pages 926—928.
3	The Ramlal Silk Mills, Bombay	Dt. 21-4-55, pages 1128-1129.
4	The Sudarshan Silk Mills, Vile Parle, Bombay	Dt. 5-5-55, pages 1272—1276.

(1)	(2)	(3)
5	The Jasmine Mills Ltd., Bombay .. .. .	Dt. 5-5-55, pages 1276—1278.
6	Master Tikamdas Textile Mills, Bhiwandi .. .. .	Dt. 23-6-55, pages 1857—1859.
7	The Pratap Silk Mills, Vile Parle, Bombay .. .. .	Dt. 1-9-55, pages 2735—2738.
8	Swastik Rayon Silk Mills, Bombay .. .. .	Dt. 6-10-55, pages 3069—3072.
9	The Saurashtra Silk Mills, Kurla, Bombay .. .. .	Dt. 20-10-55, pages 3259—3261.
10	The Adarsh Textile Industries Ltd., Bhiwandi .. .. .	Dt. 20-10-55, pages 3243—3249.
11	The Jasmine Mills Ltd., Bombay .. .. .	Dt. 20-10-55, pages. 3254—3258.
12	Eldee Velvet and Silk Mills Ltd., Bombay .. .. .	Dt. 19-1-56.
13	The United Rayon Mills, Ltd., Bombay .. .. .	Dt. 26-4-56.
14	The Kapoor Weaving Works, Bhandup, Bombay .. .. .	Dt. 10-5-56, pages 1655—1657.
15	(1) Bajaj Textile, Bombay .. .. . (2) Parekh Silk Mills, Bombay. (3) Swastik Rayon Mills, Bombay. (4) Silk & Art Silk Mills Asson, Ltd. (5) Sudarshan Silk Mills, Bombay.	Dt. 31-5-56.
16	Maharaj Silk Mills, Ghatkopar, Bombay .. .. .	Dt. 28-6-56, pages 2326—2328.
17	M/s. Mahajan Silk Mills, Vikroli, Bombay .. .. .	Dt. 19-7-56, pages 2619—2626.
18	The New India Rayon Mills, Bombay .. .. .	Dt. 6-9-56, pages 3217—3218.
19	Hindustan Silk Mills, Pimprala .. .. .	Dt. 6-9-56, pages 3219—3220.
20	The Jasmine Mills Ltd., Bombay .. .. .	Dt. 6-9-56, pages 3220—3222.
21	New Hindustan Silk Mills, Ghatkoper, Bombay .. .. .	Dt. 13-9-56, pages 3345—3347.
22	Shri Laxmi Silk Mills, Bombay .. .. .	Dt. 20-9-56, pages 3474—3476.
23	Mahesh Art Printing Work, Kandivlee, Bombay .. .. .	Dt. 4-10-56, pages 3680—3682.
24	The Chakshi Silk Mills, Ghatkopar, Bombay .. .. .	Dt. 25-10-56.
25	Sadhana Textiles Pvt. Ltd., Bombay .. .. .	Dt. 13-12-56, pages 4862—4865.
26	Chokshi Silk Mills, Ghatkopar, Bombay .. .. .	Dt. 3-1-57, pages 93—95.
27	The New Santosh Silk Mills, Bombay-24 .. .. .	Dt. 14-2-57, pages 901—903.
28	Harichand Textile Mills, Ltd., Bombay .. .. .	Dt. 7-3-57, pages 1313—1315.
29	The Pratap Silk Mills, Bombay .. .. .	Dt. 7-3-57, pages 1348—1351.
30	The Resham Textile Mills Ltd., Bombay .. .. .	Dt. 7-3-57, pages 1367—1369.
31	Paragaon Textile Mills, Bombay .. .. .	Dt. 14-3-57, Pages 1456—1458.
32	New Hindustan Silk Mills, Bombay .. .. .	Dt. 14-3-57, Pages 1459—1461.
33	Raja Industries Ltd., Bombay .. .. .	Dt. 14-3-57, Pg. 1461—1463.
34	Anil Textile Mills Ltd., Bombay .. .. .	Dt. 14-3-57, Pg. 1464—1469.
35	Sasoon & Alliance Silk Mills Co. Ltd., Bombay .. .. .	Dt. 21-3-57, Pg. 1658—1662.
36	Paragaon Textile Mills, Bombay .. .. .	Dt. 4-4-57, Pg. 1815—1818.
37	Samrat Silk Mills, Bombay .. .. .	Dt. 25-4-57, Pg. 2078—2079.
38	Parekh Silk Mills, Bombay .. .. .	Dt. 23-5-57, Pg. 2500—2502.
39	Shri Shanti Textile Mills, Ltd., Bombay .. .. .	Dt. 11-7-57, Pg. 2999-3000.
40	Harichand Textile Mills, Pvt. Ltd., Bombay .. .. .	Dt. 25-7-57, Pg. 3158—3160.
41	The Allied Silk Mills, No. 2, Thana .. .. .	Dt. 5-9-57, Pg. 3810—3814.
42	Bajaj Textile Mills (Pvt.) Ltd., Bombay .. .. .	Dt. 21-11-57, Pg. 5221—5231.
43	Kala Silk Factory, Bombay .. .. .	Dt. 26-12-57, Pg. 5915-5916.

(1)	(2)	(3)
44	Bharat Vijay Velvet and Silk Mills, Bombay .. .. .	Dt. 29-5-58, Pg. 2827-2828.
45	(1) Paragaon Textile Mills, Bombay .. .. . (2) Resham Textile Mills Ltd., Bombay. (3) Shri Laxmi Silk Mills, Bombay. (4) Shri D. V. Industries, Bombay.	Dt. 24-7-58, Pg. 3738.
46	M/s. Rajkamal Silk Mills, Bombay .. .. .	Dt. 5-2-59, Pg. 636-638.
47	Lajya Silk Mills, Bombay .. .. .	Dt. 19-2-59, Pg. 766-767.
48	Ramzan Naboo Wvg. Factory .. .. .	Dt. 23-4-59, Pg. 1940-1943.
49	Rajkamal Silk Mills, Bombay .. .. .	Dt. 2-7-59, Pg. 2863-2865.
50	(1) New Sun Mills Ltd., Bombay .. .. . (2) Harichand Textile Mills, Bombay. (3) Jay Bharat Silk Mills, Kurla, Bombay (4) Asher Silk Mills, Bombay.	Dt. 2-7-59, Pg. 2869-2870.
51	Khetani Textile Industries, Kurla and 27 others .. .. .	Dt. 9-7-59, Pg. 3034-3037.
52	M/s. Sudarshan Silk Mills Vile Parle and 5 others .. .. .	Dt. 9-7-59, Pg. 3038-3039.
53	The New Era Fabrics Pvt. Ltd., Bombay .. .. .	Dt. 9-7-59, Pg. 3049-3063.
54	Rajkamal Silk Mills, Bombay .. .. .	Dt. 30-7-59, Pg. 3392-3393.
55	Bharat Vijay Velvet & Silk Mills, Bombay .. .. .	Dt. 30-7-59, Pg. 3395-3396.
56	Bishen Silk Mills, Bombay and 23 others .. .. .	Dt. 30-7-59, Pg. 3400-3402.
57	New Sun Mills Co. Ltd., Bombay .. .. .	Dt. 3-9-59, Pg. 3940-3941.
58	The Silk & Art Silk Mills Association Ltd., Bombay .. .. .	Dt. 3-9-59, Pg. 3942-3943.
59	The Silk and Art Silk Mills Association Ltd., Bombay .. .. .	Dt. 3-9-59, Pg. 3946-3950.
60	The Silk & Art Silk Mills Association Ltd., Bombay .. .. .	Dt. 3-9-59, Pg. 3942-3943.
61	The Silk & Art Silk Mills Association Ltd., Bombay (Member Mills) .. .. .	Dt. 3-9-59, Pg. 3946-3949.
62	The New India Rayon Mills, Bombay .. .. .	Dt. 22-10-59, Pg. 4780-4784.
63	The New Prabhat Silk Mills No. 2, Bombay .. .. .	Dt. 10-12-59, Pg. 5468.
64	Shanghai Mills, Ltd., Bombay .. .. .	Dt. 17-3-60, Pg. 1107-1109.
65	The Silk & Art Silk Mills Association, Bombay .. .. .	Dt. 21-4-60, Pg. 1549-1551.
66	Jaifabs Rayon Industries Pvt. Ltd., Ghatkopar .. .. .	Dt. 21-4-60, Pg. 1551-1552.
67	(1) Adarsha Textile Industries Ltd. .. .. . (2) M/s. Hari Industries. (3) M/s. Sham Industries. (4) M/s. Arvind Textiles. (5) M/s. Vijay Textiles.	Dt. 19-5-60, Pg. 131-136.
68	Mahajan Silk Mills, Bombay .. .. .	Dt. 2-6-60, Pg. 343-344 (2).
69	Sharad Silk Mills Pvt. Ltd., Bombay .. .. .	Dt. 2-6-60, Pg. 352-354 (3).
70	M/s. Allied Silk Mills, Thana .. .. .	Dt. 28-7-60, Pg. 903-904 (2).
71	Bharat Silk Mills Pvt. Ltd., Bombay .. .. .	Dt. 18-8-60, Pg. 1161-1163.
72	Ashok Velvet Mfg. Co. (Pvt.) Ltd., Bombay .. .. .	Dt. 25-8-60, Pg. 1209-1210.
73	Kamala Mills Ltd. (Silk Section), Bombay .. .. .	Dt. 8-9-60, Pg. 1321-1326 (6).
74	Mohanlal Silk Mills, Bombay .. .. .	Dt. 20-10-60, Pg. 1796-1798.
75	Achal Shanti Silk Mills, Bombay .. .. .	Dt. 10-11-60, Pg. 1971-1974.
76	B. M. K. Industries Pvt. Ltd., Bombay .. .. .	Dt. 12-1-61, Pg. 174-175.
77	M/s. Shiv Silk Mills, Bombay .. .. .	Dt. 12-1-61, Pg. 189-191.
78	Achal Shanti Silk Mills, Bombay .. .. .	Dt. 2-2-61, Pg. 367-368.
79	Sasoon and Alliance Silk Mills Co. Ltd., Bombay .. .. .	Dt. 16-3-61, Pg. 687-690.

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80	Jayfabs Rayon Industries Pvt. Ltd., Bombay .. .. .	Dt. 16-3-61, Pg. 690-691.
81	Shri Shakti Mills Ltd., No. 2, Bombay .. .. .	Dt. 23-3-61, Pg. 741-742.
82	Shri Shakti Mills Ltd., No. 2, Bombay .. .. .	Dt. 21-9-61, Pg. 2286—2297.
83	Shree Shakti Mills Ltd., No. 2, Bombay .. .. .	Dt. 21-9-61, Pg. 2287—2297.
84	Kamala Mills Ltd. (Silk Section), Bombay .. .. .	Dt. 21-9-61, Pg. 2308—2310.
85	Shri Shakti Silk Mills Ltd., No. 2, Bombay .. .. .	Dt. 21-9-61, Pg. 2286—2297.
86	Swastik Rayon Mills Pvt. Ltd., Bombay .. .. .	Dt. 21-9-61, Pg. 2297—2300.
87	Kamala Mills Ltd. (Silk Section), Bombay-13. .. .. .	Dt. 21-9-61, Pg. 2308—2310.
88	The New Prabhat Silk Mills No. 3, Bombay .. .. .	Dt. 5-10-61, Pg. 2501—2505.
89	Sassoon and Alliance Silk Mills Co., Bombay .. .. .	Dt. 26-10-61, Pg. 2337—2339.
90	Rahat Silk Mills, Bombay .. .. .	Dt. 2-11-61, Pg. 2806.
91	B. M. K. Industries Pvt. Ltd., Bombay .. .. .	Dt. 2-11-61, Pg. 2845—2848.
92	Shree Shakti Mills, No. 1, Bombay .. .. .	Dt. 30-11-61, Pg. 3304—3307.
93	The Velvet Dyeing and Finishing Co., Bombay .. .. .	Dt. 30-11-61, Pg. 3308—3311.
94	Brij Textiles, Thana .. .. .	Dt. 25-1-62, Pg. 528—530.
95	Todi and Company, Bombay .. .. .	Dt. 15-2-62, Pg. 791-792.
96	Kamala Mills Ltd. (Silk Section), Bombay .. .. .	Dt. 14-6-62, Pg. 2479—2481.
97	(1) Silk and Art Silk Mills Association. (2) Panalal Silk Mills Pvt. Ltd. No. 1. (3) Bombay Silk Mills Ltd., Bombay. (4) New Era Fabrics Pvt. Ltd., Bombay.	Dt. 14-6-62, Pg. 2485—2491.
98	The Silk and Art Silk Mills Association Ltd., Bombay .. .. .	Dt. 6-9-62, Pg. 3746—3748.
99	Messrs. Jivan Silk Mills, Bombay .. .. .	Dt. 27-9-62, Pg. 4022-4023.
100	M. K. Industries Pvt. Ltd., Bombay .. .. .	Dt. 11-10-62, Pg. 4129—4131.
101	M/s. Todi & Co., Bombay .. .. .	Dt. 29-11-62, Pg. 4984-4985.
102	(1) The Hind Silk Mills Pvt. Ltd. (2) The Mahavir Silk Mills, Kalyan.	Dt. 29-11-62, Pg. 4988-4989.
103	Panalal Silk Mills, No. 2, Bombay .. .. .	Dt. 27-12-62, Pg. 5374-5375.
104	Shree Shakti Mills Ltd., Bombay .. .. .	Dt. 7-2-63, Pg. 518—520.
105	Bharat Rayon Processors, Bombay .. .. .	Dt. 14-3-63, Pg. 1010—1015.
106	D. M. K. Industries Pvt. Ltd., Kurla, Bombay .. .. .	Dt. 21-3-63, Pg. 1097—1099.
107	The Pannalal Silk Mills (Pvt.) Ltd., No. 1 Mill, Bombay .. .. .	Dt. 28-3-63, Pg. 1189—1191.
108	The Sassoon and Alliance Silk Mills Co. Ltd., Bombay .. .. .	Dt. 20-6-63, Pg. 2152-2153.
109	Bipin Silk Mills Co. Pvt. Ltd., Bombay .. .. .	Dt. 18-7-63, Pg. 2494-2495.
110	Ellora Silk Mills, Goregaon, Bombay .. .. .	Dt. 18-7-63, Pg. 2465.
111	Hind Silk Mills Pvt. Ltd., Kalyan .. .. .	Dt. 18-7-63, Pg. 2469—2474.
112	Shri Shakti Silk Mills Ltd., No. 2, Bombay .. .. .	Dt. 1-8-63, Pg. 2651-2652.
113	Kulin Silk Mills, Bombay .. .. .	Dt. 5-9-63, Pg. 2938.
114	Fine Twisters, Bombay .. .. .	Dt. 7-11-63, Pg. 3720-3721.
115	Bipin Silk Mills, Co. Ltd., Bombay .. .. .	Dt. 3-10-63, Pg. 3290-3291.
116	Todi and Company, Bombay .. .. .	Dt. 31-10-63, Pg. 3531—3533.
117	Kamala Mills Ltd. (Silk Section), Bombay .. .. .	Dt. 14-11-63, Pg. 3780—3783.
118	Ajanta Silk Mills, Bombay .. .. .	Dt. 28-11-63, Pg. 4059—4061.

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119	Mahavir Silk Mills, Kalyan .. .. .	Dt. 28-11-63, Pg. 4053—4055.
120	Ajanta Silk Mills, Bombay .. .. .	Dt. 28-11-63, Pg. 4059—4061.
121	Sassoon Alliance Silk Mills Co. Ltd., Bombay .. .. .	Dt. 5-12-63.
122	The Central Weaving and Mfg. Co., Bombay .. .. .	Dt. 12-12-63, Pg. 4286—4288.
123	Ajanta Silk Mills, Goregaon .. .. .	Dt. 12-12-63, Pg. 4271—4273.
124	Kala Silk Factory, Goregaon, Bombay .. .. .	Dt. 19-12-63, Pg. 4271—4273.
125	Ashok Velvet Mfg. Co. Pvt. Ltd., Bombay .. .. .	Dt. 30-1-64, Pg. 380-381.
126	The Swastik Rayon Processors, Bombay .. .. .	Dt. 16-4-64, Pg. 1451-1452.
127	Khanna Rayon Industries, Bombay .. .. .	Dt. 23-4-64, Pg. 1556-1557.
128	Ajanta Silk Mills, Goregaon, Bombay .. .. .	Dt. 16-7-64, Pg. 2469.
129	Brij Textile, Thana .. .. .	Dt. 6-8-64, Pg. 2693—2695.
130	Sadhana Textile Mills Pvt. Ltd., Bombay .. .. .	Dt. 17-9-64, Pg. 3172—3180.
131	Anil Textile Mills Pvt. Ltd. .. .. .	Dt. 8-10-64, Pg. 3539-3540.
132	Central Weaving & Mfg. Co., Ltd., Bombay .. .. .	Dt. 22-4-65, Pg. 1520.
133	Ganga Silk Mills, Bombay .. .. .	Dt. 22-4-65, Pg. 1521.
134	New India Rayon Mills, Co. Pvt. Ltd., Bombay .. .. .	Dt. 22-4-65, Pg. 1522.
135	Shanti Rayon Mills, Bombay .. .. .	Dt. 13-5-65, Pg. 1818.
136	Shri Mahalaxmi Textile, Bombay .. .. .	Dt. 8-7-65, Pg. 2451.
137	Coronet Textiles, Bombay .. .. .	Dt. 8-7-65, Pg. 2465.
138	Brij Textile, Thana .. .. .	Dt. 15-8-65, Pg. 2533-2534.
139	M/s. Ahura Silk Mills, Bombay .. .. .	Dt. 15-8-65, Pg. 2535.
140	Brij Textiles, Thana .. .. .	Dt. 15-7-65, Pg. 2536-2537.
141	Acme Rayon Doubling Mills, Pvt. Ltd., No. 1 .. .. .	Dt. 16-9-65, Pg. 3295—3297.
142	Sind Textile, Worli, Bombay .. .. .	Dt. 23-9-65, Pg. 3377.
143	M/s. Kapoor Silk Mills, Bhandup .. .. .	Dt. 17-2-66, Pg. 570.
144	Shiv Silk Mills, Bombay .. .. .	Dt. 11-5-67, Pg. 2108-2109.
145	Hind Silk Mills Pvt. Ltd., Kalyan .. .. .	Dt. 21-9-67, Pg. 3775-3776.
146	Shiv Silk Mills, Bombay .. .. .	Dt. 21-9-67, Pg. 3178—3181.
147	Mahavir Silk Mills, Kalyan .. .. .	Dt. 21-9-67, Pg. 3781-3782.
148	New Sind Wvg. Factory, Ulhasnagar Camp No. 4 .. .. .	Dt. 9-11-67, Pg. 4592-4593.
149	Bharat Rayon Processors, Bombay .. .. .	Dt. 21-12-67, Pg. 5246-5247.
<b>POONA DIVISION</b>		
150	Shri Sitaram Silk Throwing Mills, Satara .. .. .	Dt. 23-1-58, Pg. 549—550.
151	V. J. Textile Mills (Pvt.) Ltd., Poona .. .. .	Dt. 5-11-59, Pg. 4919-4920.
<b>SETTLEMENTS</b>		
<b>Bombay Division</b>		
152	Shree Mahalaxmi Textile Mills, Goregaon (East), Bombay .. .. .	Dt. 3-1-55.
153	Asher Silk Mills, Vile Parle, Bombay .. .. .	Dt. 6-1-55.
154	Raja Industries Ltd., Andheri, Bombay .. .. .	Dt. 3-4-55.
155	Ashok Silk Mills, Bombay .. .. .	Dt. 14-4-55, Pg. 1065-1066.
156	Sudama Silk Mills, Goregaon, Bombay .. .. .	Dt. 30-4-55.



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157	The Pratap Silk Mills, Vile Parle, Bombay .. .. .	Dt. 29-9-55, Pg. 3000—3002.
158	Maharaja Silk Mills, Bombay .. .. .	Dt. 29-9-55, Pg. 3000—3002.
159	Bajaj Textile Mills, Ltd., Bhandup, Bombay .. .. .	Dt. 29-9-55, Pg. 2997-2998.
160	Subhash Silk Mills, Andheri Road, P. O. Kurla North, Bombay .. .. .	Dt. 5-10-55.
161	Resham Textile Mills, Ltd., Parel, Bombay-12 .. .. .	Dt. 6-10-55, Pg. 3067—3069.
162	Kapoor Weaving Works, Bhandup, Bombay.. .. .	Dt. 13-10-55, Pg. 3160—3162.
163	Swastik Rayon Mills Ltd, Kurla, Bombay .. .. .	Dt. 27-10-55, Pg. 3327-3328.
164	Asia Rayon Mills, Bombay .. .. .	Dt. 10-11-55, Pg. 3380-3381.
165	Raja Industries Ltd., Andheri, Bombay .. .. .	Dt. 16-11-55.
166	Resham Textile Mills Ltd., Bombay .. .. .	Dt. 17-11-55, Pg. 3467-3468.
167	Silk Industries (India) Kurla .. .. .	Dt. 12-1-56, Pg. 1330—1334.
168	National Rayon Mills, Bombay .. .. .	Dt. 9-3-56.
169	The New Santosh Silk Mills, Bombay .. .. .	Dt. 12-3-56.
170	The New Santosh Silk Mills, Bombay .. .. .	Dt. 29-3-56, Pg. 1113-1114.
171	Hind Silk Mills, Ltd., Kalyan .. .. .	Dt. 3-5-56, Pg. 1527-1528.
172	Jagmohan Silk Mills Ltd., Bombay .. .. .	Dt. 9-5-56.
173	New Santosh Silk Mills, Bombay .. .. .	Dt. 10-5-56.
174	Jai Hind Silk Mills, Bombay .. .. .	Dt. 7-6-56, Pg. 2100-2101.
175	Jagmohan Silk Mills Ltd., Bombay .. .. .	Dt. 7-6-56, Pg. 2101-2102.
176	Bishen Silk Mills, Bombay .. .. .	Dt. 7-6-56, Pg. 2110-2111.
177	New Santosh Silk Mills, Bombay .. .. .	Dt. 7-6-56, Pg. 2108-2109.
178	Asher Silk Mills, Vile Parle (East), Bombay .. .. .	Dt. 7-6-56, Pg. 2104—2106.
179	Maharaj Silk Mills, Ghatkopar, Bombay .. .. .	Dt. 7-6-56, Pg. 2106-2107.
180	Subhas Silk Mills, Kurla North, Bombay .. .. .	Dt. 14-6-56, pg. 2165-2166.
181	New Hindustan Silk Mills Ghatkopar, Bombay .. .. .	Dt. 26-6-56.
182	Pratap Silk Mills, Vile Parle (East) Bombay .. .. .	Dt. 28-6-56, Pg. 2103-2104.
183	National Rayaon Mills, Andheri (East) .. .. .	Dt. 28-6-56, Pg. 2340-2341.
184	New Hindustan Silk Mills, Ghatkopar, Bombay .. .. .	Dt. 5-7-56, Pg. 2458-2459.
185	Rohat Silk Mills, Bombay .. .. .	Dt. 19-7-56, Pg. 2617-2618.
186	Raja Industries Ltd., Bombay .. .. .	Dt. 2-8-56, Pg. 2750-2751.
187	Mahajan Silk Mills, Bombay .. .. .	Dt. 2-8-56, Pg. 2752-2753.
188	Kothari Silk Mills, Bombay .. .. .	Dt. 3-8-56.
189	Bhimnath Silk Mills, Ghas Bazar, Kalyan .. .. .	Dt. 11-10-56, Pg. 3851—3853.
190	Kala Silk Factory, Bombay .. .. .	Dt. 11-10-56, Pg. 3861-3862.
191	Arun Silk Mills, Andheri, Bombay .. .. .	Dt. 20-12-56, Pg. 5028-5029.
192	Lohoti Weaving Mills, Bhiwandi .. .. .	Dt. 17-1-57.
193	Bombay Silk Mills Ltd., No. 2., Bombay .. .. .	Dt. 31-1-57, Pg. 583-584.
194	Hari Industries, Bhiwandi .. .. .	Dt. 14-2-57, Pg. 906-907.
195	Panjabi Wvg., Factory, Bhiwandi .. .. .	Dt. 7-3-57, Pg. 1316-1317.
196	1. Dinesh Silk Industries, Bhandup .. .. . 2. Choksi Silk Mills, Ghatkopar.	Dt. 21-3-57, Pg. 1623-1624.
197	Rajkamal Silk Mills, Bombay .. .. .	Dt. 3-4-57.

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198	Rajkamal Silk Mills, Bombay .. .. .	Dt. 25-4-57, Pg. 2033-34
199	National Industrial Works (Bhavatar Pvt., Ltd.), Bombay-27 .. .. .	Dt. 12-8-57.
200	Acme Spinners Pvt., Ltd., Bombay .. .. .	Dt. 14-10-57.
201	Shah Silk Mills, Bombay .. .. .	Dt. 28-11-57, Pg. 5509-5510.
202	Acme Spinners Pvt., Ltd., Bombay .. .. .	Dt. 28-11-57, Pg. 5511-5512.
203	The National Art Silk Mills (Prvt.), Ltd., Bombay .. .. .	Dt. 9-1-58, Pg. 175—177.
204	Rayon Textile Mfg., Co., Bombay-16 .. .. .	Dt. 9-1-58.
205	Bharat Vijay Velvet and Silk Mills, Kurla, Bombay .. .. .	Dt. 9-1-58.
206	Rajkamal Silk Mills, Bombay .. .. .	Dt. 12-2-58.
207	Sassoon and Alliance Silk Mills Ltd., Bombay-10 .. .. .	Dt. 24-2-58.
208	Vikram Silk Mills, Dadar, Bombay .. .. .	Dt. 10-4-58, 1972-1973.
209	Rajratna Silk Mills, Bombay .. .. .	Dt. 17-4-58, Pg. 2099-100.
210	Shri Samarth Textile Industries, Bombay .. .. .	Dt. 9-5-58.
211	Ashok Silk Mills, Bombay .. .. .	Dt. 19-6-58, Pg. 3178-3179.
212	Pannalal Silk Mills, No. 1, Bombay .. .. .	Dt. 3-7-58, Pg. 3357-3358.
213	Jagdamba Fabrics Wvg. Works, (Goregaon) .. .. .	Dt. 30-8-58.
214	Gauttam Silk Mills, Bombay .. .. .	Dt. 10-9-58.
215	National Art Silk Mills P. Ltd., Bombay .. .. .	Dt. 15-9-58.
216	Changhai Mills (P), Ltd., Bombay .. .. .	Dt. 25-9-58, Pg. 4627-4628.
217	Jagdamba Fabrics Wvg. Work, Goregaon, Bombay .. .. .	Dt. 25-9-58, Pg. 4635-4636.
218	The Gautam Silk Mills, Goregaon, Bombay .. .. .	Dt. 16-10-58, Pg. 4992—4995.
219	Vishnu Silk Mills Pvt., Ltd., Bombay .. .. .	Dt. 18-12-58, Pg. 6140-6141.
220	The Sassoon and Alliance Silk Mills, Bombay-10 .. .. .	Dt. 10-2-59.
221	Rajkamal Silk Mills, Bombay .. .. .	Dt. 17-2-59.
222	Rajkamal Silk Mills, Bombay .. .. .	Dt. 3-3-59.
223	Rajkamal Silk Mills, Bombay .. .. .	Dt. 2-4-59, Pg. 1616-1617.
224	Khetan Industries (P), Ltd., Bombay .. .. .	Dt. 16-4-59, Pg. 1810-1811.
225	Model Silk Mills, Bombay .. .. .	Dt. 16-4-59, Pg. 1811-1812.
226	Bharat Vijay Velvet and Silk Mills, Bombay .. .. .	Dt. 29-6-59.
227	Jaifab Rayon Industries Pvt., Ltd., Bombay (Jai Hind Silk Mills) .. .. .	
228	New Oriental Silk Mills (P), Ltd., Bombay .. .. .	Dt. 19-8-59.
229	Allied Silk Mills, Thana .. .. .	Dt. 20-8-59, Pg. 3756.
230	New Oriental Silk Mills (Pvt.), Ltd., Bombay .. .. .	Dt. 10-9-59, Pg. 4007-4008.
231	New Oriental Silk Mills (P) Ltd., Bombay .. .. .	Dt. 10-9-59, Pg. 4007-4008.
232	Hindustan Silk Mills, Pimprala, District Jalgaon, (Bombay region) .. .. .	Dt. 24-9-59, Pg. 4231—4233.
233	Bishen Silk Mills, Bombay .. .. .	Dt. 15-10-59, Pg. 4598-4599.
234	Rahath Silk Mills, Bombay .. .. .	Dt. 12-12-59.
235	Bharat Vijay Velvet and Silk Mills, Bombay .. .. .	Dt. 10-3-60.
236	Panalal Silk Mills (Pvt.), Ltd. .... .. .	Dt. 21-4-60, Pg. 1565-1566.
237	Bharat Vijay Velvet and Silk Mills, Kurla .. .. .	Dt. 21-4-60, Pg. 1563-1564.
238	Saraj Silk Mills, Bombay .. .. .	Dt. 16-6-1960, Pg. 496—498 (3).
239	Alliance Silk Mills, Bombay .. .. .	Dt. 16-6-1960, Pg. 496—498 (3).

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240	Achal Shanti Silk Mills, Bombay .. .. .	Dt. 28-6-1960.
241	Achal Shanti Silk Mills, Bombay .. .. .	Dt. 28-7-1960, Pg. 905 (1).
242	Bipin Silk Mills, Co. Pvt. Ltd., Bombay .. .. .	Dt. 8-9-1961, Pg. 1310-1311.
243	Gllora Silk Mills, Bombay .. .. .	Dt. 30-11-1960.
244	Bishen Silk Mills, Bombay .. .. .	Dt. 2-2-1961, Pg. 383-384.
245	New Era Fabrics Pvt. Ltd., Bombay .. .. .	Dt. 30-1-1961, Pg. 831.
246	National Rayon Mill, Bombay.. .. .	Dt. 13-4-1961, Pg. 941-942.
247	Manhar Mills, Pvt. Ltd., Bombay .. .. .	Dt. 8-6-1961, Pg. 1339-1340.
248	Rahat Silk Mills, Bombay .. .. .	Dt. 14-7-1961.
249	Deepak Woolen and Silk Mills, Bombay .. .. .	Dt. 15-11-1961.
250	Shri Kalangidhar Wvg. Factory, Bombay .. .. .	Dt. 30-8-1962.
251	Sasoon and Alliance Silk Mill Co. Ltd., Bombay .. .. .	Dt. 28-11-1962.
252	Fine Twisters, Bombay .. .. .	Dt. 18-2-1963.
253	Ashar Silk Mills, Bombay .. .. .	Dt. 21-3-1963, Pg. 1092.
254	Shri Mahalaxmi Textile Mills, Goregaon, Bombay .. .. .	Dt. 21-3-1963, Pg. 1101.
255	Bharat Rayon Processors, Bombay .. .. .	Dt. 1-7-1963.
256	M/s. Acme Rayon Doubling Mills, Pvt. Ltd., No. 2, Tardeo, Bombay .. .. .	Dt. 8-7-1963,
257	M/s. Shah Silk Mills, Bombay .. .. .	Dt. 7-8-1963, Pg. 2777-2778.
258	M/s. Shah Silk Mills, Bombay .. .. .	Dt. 7-8-1963, Pg. 2777-2778.
259	The Bansiwala Mills, Pvt. Ltd., Bombay .. .. .	Dt. 17-9-1963, Sec. 12 (3).
260	The Swastik Mills, Pvt. Ltd., Bombay .. .. .	Dt. 17-9-63, Sec. 12 (3).
<b>Poona Division</b>		
261	Hindustan Silk Mills, Pimprale, Dist : East Khandesh .. .. .	Dt. 24-9-1959, Pg. 4231—4233.
262	Hindustan Silk Mills, Pimprale, Dist : East Khandesh .. .. .	Dt. 26-5-1960, Pg. 243.

### WAGES AND DEARNESS ALLOWANCE

The Committee examined 116 cases in which wages and dearness allowance were fixed. In most of the cases a basic wage and a separate dearness allowance was fixed. In a very few cases a consolidated wage was fixed. The Committee noted that the wages were standardised in this industry by an Order of the Wage Board in 1958 and by another Order in 1961. The minimum basic wage for an unskilled workman was fixed at Rs. 30.06 for 26 working days. The minimum consolidated wage has been fixed at Rs. 3.25 per day. It was noted that a majority of the silk mills were covered by the standardisation order.

The dearness allowance has been fixed at 80 per cent of the allowance paid to the Cotton Textile Operatives in Greater Bombay.

In the year 1962, on a reference for the increase in dearness allowance, an ad-hoc increase in wages at the rate of Rs. 6.50 per month was granted. A statement showing the wage rate and dearness allowance obtaining in this industry is attached herewith.

### ALLOWANCES

One of the important allowances that was found to be the subject-matter of the Awards and Settlements, is the compensation for short working hours in the third shift. In all 22 cases on the subject came to notice where compensation at the rate of 6.25 per cent of the basic earnings for working 7½ hours instead of 8 hours was fixed.

The clerical staff employed in this industry were entitled to the following according to the Order of the Wage Board in a reference in 1957 as modified by the Order in Reference 12 of 1964.

**Machine Allowance :**

This was fixed at Rs. 7.50 per month for mills with less than 50 looms and Rs. 10 per month for mills having more than 50 looms.

**Cash handling Allowance :**

This was sanctioned for the clerks handling cash on occasions on which general payment are made. The rates were as follows :—

- (a) For clerks in mills having less than 50 looms .. .. . Rs. 5 p. m.  
 (b) For clerks in mills having more than 50 looms .. .. . Rs. 10 p. m.

**Acting Allowance :**

A clerk acting in a higher post for a period of 15 days or more shall be paid acting allowance calculated at the rate of 50 per cent of the difference between his own salary and the salary of a person for which he acts.

**Overtime :**

Overtime payment should be made to clerks who are asked to work beyond the usual working hours at the rate of  $1\frac{1}{2}$  times the ordinary rate of wages as defined under the Factories Act, 1948, except when the provisions of the said Act as to overtime apply (order of the Wage Board in Modification application No. 1 of 1964).

**LEAVE FACILITIES****Privilege Leave :—**

Up to the period ending 31st December 1967 the Committee found 22 cases in which privilege leave had been fixed. In 18 cases the leave was to be granted according to the provisions under the Factories Act. In 2 cases, it was upto 240 days, 12 day's and above 240 days at the rate of 1 day for 12 working days. In two cases which covered the clerical, technical and supervisory staff only the quantum was fixed at 30 days per year.

In 1964 however, on a reference by the representative union the leave with pay was fixed at 12 days for the first 240 days of work as laid down in the Factories Act, and thereafter one day for 12 days of work in excess of the first 240 days. Accumulation of leave was allowed up to 36 days.

**Sick Leave :**

No cases were reported on the question during the relevant period.

**Maternity Leave :**

No cases on this question came to light.

**Leave without pay :**

Only four cases were examined on this point. In all these 4 cases one month leave without pay was allowed.

**Casual Leave :**

7 cases on the question of casual leave were scrutinised by the committee. In two cases the quantum was fixed at 5 days per year. In one case 7 days, in 3 cases 4 days and in one case at 3 days. These cases related to the period before 1963. In 1964 on a reference by the Mill Mazdoor Sabha, the casual leave in this industry was placed at 4 days per year. The Industrial Court also laid down the conditions for casual leave as follows :—

- (a) Casual leave could not be taken without the previous permission of the management, except under unavoidable circumstances, (b) It would not be admissible for more than 2 days at a time, and was allowed to be suffixed or prefixed but not both. Grant of casual leave was subject to the exigencies of work, but it was directed that it should not be refused except for good reasons. The demand for counting the days of casual leave with pay for minimum attendance required for qualifying for leave was rejected by the Court as it would be against the principle in the Act laying down minimum qualifying period of attendance.

## PAID HOLIDAYS :

38 cases on the question of paid holidays were examined . In 25 cases 2 paid holidays were fixed in 9 cases 4 paid holidays were given. In 4 cases the paid holidays were given according to the list given by the Silk and Art. Silk Mills Association. This was the position before 1964.

In 1964 on a reference by the Mill Mazdoor Sabha, the number of paid holidays for the industry was fixed at 4 per year. The days were 26th January, 15th August, Holi and Diwali.

## GRATUITY :

A gratuity scheme in the Silk Industry was introduced by the Award of Industrial Court in Reference (IC) No. 23 of 1958. The Scheme is applicable to all the member mills of the Association. Under the scheme, gratuity is payable in the following circumstances :—

(a) In the case of death of an employee while in the service of the company or of his becoming physically or mentally incapacitated for further service, and

(b) On retirement or voluntary resignation after 15 years of service at the rate of 14 days basic wages for each completed year of service for the period before the enforcement of the Employees Provident Fund Act, and 7 days basic wages for each year of continuous service thereafter. The maximum amount of gratuity was fixed at 10 months basic wages.

On termination of the service after 10 years continuous service but less than 15 years the rate was fixed at 11 days basic wages for each completed year of service for the period before 1952 and 7 days basic wages thereafter.

For termination after 15 years continuous service the rates were the same as provided for voluntary resignation or retirement.

Basic wages for the purposes of gratuity were to be the average basic wages for the 12 months immediately preceding the death, disability, retirement, resignation or termination of service of the workman. The Court also directed that for the purposes of continuous service breaks for periods not exceeding 6 months should be condoned. Gratuity was not payable for dismissal for misconduct.

## STATEMENT SHOWING THE NAMES OF THE CONCERNS, AND WAGES AND DEARNESS ALLOWANCE IN THE "SILK TEXTILE" INDUSTRY

Serial No.	Name of the concern	Wages	Dearness allowance
(1)	(2)	(3)	(4)
2	Shri Shanti Textile Mills, Ghatkopar, Bombay.	..	From 1st February 1955 neutralised to the extent of 75 per cent of the rise in Cost of Living as being paid in the Silk Textile Mills in the City of Bombay.
4	The Sudarshan Silk Mills, Vile Parle, Bombay.	..	From 1st April 1955, the D. A. be paid at the rates of 75 per cent neutralization.
5	The Jasmine Mills, Ltd., Bombay.	..	From April 1955, on the basis of the Cost of Living Index number for the month previous to that of the wage period.
6	Master Tikamdas Textile Mills, Bhiwandi.	From 1st May 1955, the Mills Co., be allowed to reduce the rates of Chiffon crinole and chiffon plain qualities from Re. 0-1-9 per yard inclusive of D. A. to Re. 0-1-7½ per yard inclusive of D. A. This will be effective till the wage rates of workers are standardised.	..
8	Swastik Rayon Silk Mills, Bombay.	..	From 1-8-1955 D. A. shall be given at the rate of 75 per cent neutralisation to those employees who are getting not more than the wage standardised for the occupation in Silk Textile Mills in the City. If an employee is drawing more than this standardised wages, but his basic wage plus dearness allowance at the rate of 67.5 per cent neutralisation fall short of the standardised wage plus D. A. at the rate of 75 per cent neutralisation, the shortage shall be made up in the D. A.

(1)	(2)	(3)	(4)
9	The Sourashtra Silk Mills, Kurla, Bombay.	..	From 1st August 1955, at the rate of which would neutralise 75 per cent of the rise in the cost of living over pre-war level.
10	The Adarsh Textile Industries Ltd., Bhiwandi.	The wage cut effected by the Mill Company should be restored from 3rd February 1955.	..
12	Eldee Velvet and Silk Mills, Ltd., Bombay.	From 1st January 1956, Weavers shall be paid at the rate of Annas 10 per meter (double) of cloth.	..
14	The Kapoor Weaving Works, Bhandup, Bombay.	..	D. A. as per Silk and Art Silk Mills Asson. which neutralises the rise in the pre-war cost of living to the extent of 75 per cent where the wages paid to the workers are inclusive of D. A. they shall be split up as follows :— (a) In case of time rated employees D. A. at 345 index number shall be taken as the basic the remainder shall be the wages. (b) In case of piece rated employees their average earning between the period from October 1955 to March 1956 shall be found out. From this wages the D. A. at the 345 index shall be deducted. The remainder shall be the basic wage.
16	Maharaj Silk Mills, Ghatkopar, Bombay.	..	Restrospective effect from 1st January 1956. Permanent, temporary and badli employees shall be paid D. A. at the rate of 75 per cent neutralisation of the rise in cost of living over pre-war level.
17	M/s. Mahajan Silk Mills, Vikroli, Bombay.	..	From 1st March 1956, D. A. at a rate sufficient to neutralise 75 per cent instead of 67½ per cent of the rise in the cost of living over the pre-war level.
19	Hindustan Silk Mills, Pimprala.	..	Rate of 70 per cent should be raised to 75 per cent of the D. A. paid to the Cotton Textile Industry in Khandesh from 1st April 1956.
21	New Hindustan Silk Mills, Ghatkopar, Bombay.	..	D. A. shall be increase from 67½ per cent to 75 per cent neutralisation of the rate in the cost of living over the pre-war level on a minimum wage of Rs. 30-1-0 from 1st July 1956.
22	Shri Laxmi Silk Mills, Bombay	The management agreed to pay to the drawers, wages on the piece rate basis as under— Rs. a. p. (a) For plain sorts— 1 to 4 Shifts .. 0 6 0 per every 1,000 ends drawn plus 12½ per cent. 5 to 8 Shifts .. 0 6 6 Do. 9 to 12 Shifts .. 0 7 0 Do. 13 to 16 Shifts 0 8 0 Do. (b) For voil sorts 0 8 0 Do. (c) For Jacquard 0 11 0 Do. Render is to be paid 55 per cent of the drawers earnings or not less than Rs. 30-1-0 this minimum wage for 26 working days, Reedman is to be paid the average earnings of the Reachers + Rs. 5.	..
23	Mahesh Art Printing Works, Kandivlee.	Retrenched workmen subsequently re-employed shall be given the same wage as they were in receipt of prior to the retrenchment.	..
24	The Chokshi Silk Mills, Ghatkopar, Bombay.	..	D. A. shall be increased from 67½ per cent to 75 per cent neutralised from 1st August 1956.
25	Sadhana Textile Pvt. Ltd., Bombay.	For 26 days— Asstt. Fancy Jobbers— Rs. 78.	..

(1)	(2)	(3)	(4)
26 Chokshi Silk Mills, Ghatkoper, Bombay.	..	D. A. shall be increased from 62½ per cent to 75 per cent neutralisation from 1st August 1956.	
29 The Pratap Silk Mills, Bombay	<p>1. Time rated workers should be paid the rate of wages as per the standardization scheme of the Board.</p> <p>2. The wages to the beam carries or Mazdoors carrying beam should be (a) Rs. 32-8-0 for an unit having 50 or less number of loom.</p> <p>(b) Rs. 34-2-0 for an Unit having over 50 looms.</p> <p>(c) In case they are drawing wages higher than those stipulated above he should continue to draw it as a personal pay.</p>	..	
30 The Resham Textile Mills, Ltd., Bombay.	Do	..	..
31 Paragaon Textile Mills, Bombay.	Do	..	..
32 New Hindustan Silk Mills, Bombay.	Do	..	..
33 Raja Industries Ltd., Bombay	Do.	..	..
34 Anil Textile Mills Ltd., Bombay.	Do.	..	..
35 Sasoon and Alliance Silk Mills, Company Ltd., Bombay.	..	75 per cent neutralisation which is existing in the Silk Textile Industry in Bombay.	
37 Samrat Silk Mills, Bombay..	..	From 1st February 1957, at the rate which allows neutralisation in the rise in the cost of living over pre-war level to the extent of 75 per cent on the basis of the minimum wage of Rs. 30 per month.	
38 Parekh Silk Mills, Bombay ..	<p>(1) Apprentice— Rs. 30-1-0 for 26 working days.</p> <p>(2) Winder— Rs. 1-4-0 per day basic wages</p> <p>(3) Pirm winder— Rs. 1-5-0 per day basic wages.</p> <p>(4) Sizer — Rs. 1-4-0 per day basic wages.</p> <p>(5) Folder — Rs. 41-10-0 for 26 working days.</p> <p>(6) Warper— Rs. 0-4-3 per section of 200 ends each. He shall not be paid only D. A. since it is included in this piece rate.</p> <p>(7) Weavers (Dobby 2 looms system) 1-30 per loom per day on 70 per cent efficiency. This shall be up to 31st December 1957). Weavers (Jam 2 looms system) Rs. 1-6-0 per loom per day on 70 per cent efficiency up to 31st December 1957. This shall have retrospective effect from 1st January 1957.</p>	..	
39 Shri Shapti Textile Mills Ltd., Bombay.	<p>(1) Both Sizer— Basic rate of Rs. 1-7-0 per day.</p> <p>(2) Beem Carriers— The basic wages of Rs. 1-5-0 per day.</p> <p>(3) The drawers, reachers and warpers shall continue to get the same wages which they are getting at present.</p> <p>This shall be paid with effect from 1st February 1957.</p>	..	
41 The Allied Silk Mills, No. 2, Thana.	..	From January 1957, raised the rate to 72½ per cent neutralisation.	
42 Bajaj Textile Mills, (Pvt.) Ltd., Bombay.	Reduced the wages in all such categories to the level prescribed by the award in certain Silk Textile Mills, Bombay.	..	

(1)	(2)	(3)	(4)
44	Bharat Vijay Velvet and Silk Mills, Bombay.	<p>The wage rates of weavers working on one loom each shall be as follows:—</p> <p>(a) Up to and including 92 picks— 44 nP. per Yd.</p> <p>(b) From 93 picks to and including 100 picks— 47 nP. per Yd.</p> <p>(c) From 101 picks to and including 108 picks— 50 nP. per Yd.</p> <p>This shall come into force from 1st April 1958.</p>	
45	(1) Paragaon Textile Mills. .. (2) Resham Textile Mills Ltd. (3) Shri Laxmi Silk Mills. (4) D. V. Industries ..	<p>Every weaver getting less than Rs. 70 per month an increase of Rs. 5.20 or 7½ per cent whichever, is more with a ceiling of Rs. 70 per month. The weaver drawing Rs. 70 per month or more will not be entitled to any increase. This order will have effect from 1st March 1958.</p>	
46	M/s. Rajkamal Silk Mills, Bombay-10.	<p>The basic rate of wages of the pirnwinders is increased from Rs. 1-5-0 to Rs. 1-10-0 per day due to an increase of spindles from 15 to 20 per pirnwinder.</p>	
47	Laiya Silk Mills, Bombay. . .	..	Usual dearness allowance from 1st April 1958.
48	Ramzan Naboo Weaving Factory Bhiwandi and 9 others mills, at Bhiwandi.	<p>(1) The minimum wage for the workers shall be Rs. 22.75 per month of 26 working days.</p> <p>(2) The workers other than weavers, and weavers shall be paid the same wages as awarded for the workers in the Cotton Textile Industry at Bhiwandi.</p> <p>(3) Weavers shall be paid the allowances for rayon weaving as per Industrial Courts Award.</p>	<p>The workers shall be paid the same rate of D. A. as awarded to the workers of the Cotton Textile Industry at Bhiwandi. The order shall be remain in force up to 31st August 1959.</p>
50	(1) New Sun Mills, Ltd. . . (2) Harichand Textile Mills. (3) Jay Bharat Silk Mills. (4) Asher Silk Mills, Bombay.	..	From 1st January 1959, 80 per cent.
51	<p>(1) Ketani Textile Industries</p> <p>(2) New Hindustan Silk Mills.</p> <p>(3) Chokshi Silk Mills.</p> <p>(4) New Santosh Silk Mills.</p> <p>(5) Pratap Silk Mills.</p> <p>(6) Closed.</p> <p>(7) Saurashtra Silk Mills.</p> <p>(8) New Prabhat Silk Mills No. 3.</p> <p>(9) Lajyya Silk Mills.</p> <p>(10) Dinesh Silk Industries.</p> <p>(11) Jagmohan Silk Mills.</p> <p>(12) Kum Kum Silk Mills.</p> <p>(13) Bishan Silk Mills.</p> <p>(14) Jain Fabrics Rayon Industries (Desai).</p> <p>(15) Jai Fabrics Rayon Industries Ltd., Ghatkopar.</p> <p>(16) Maharaja Silk Mills.</p> <p>(17) Sarvodaya Silk Mills.</p> <p>(18) Mahajan Silk Mills.</p> <p>(19) Samarat Silk Mills.</p> <p>(20) Shri Shanti Textile Mills.</p> <p>(21) Silk Industries (India).</p> <p>(22) Closed.</p> <p>(23) Kala Silk Factory.</p> <p>(24) Liberty Silk Mills.</p> <p>(25) Siddharth Silk Mills.</p> <p>(26) Closed.</p> <p>(27) Closed.</p> <p>(28) National Rayon Mills.</p>	..	<p>D. A. at the rate of 80 per cent neutralisation from 1st October 1958 to mills at Sr. Nos. 11, 12, 13, 14, 15, 21, and from 1st January 1959 to mills at Sr. Nos. 1, 2, 3, 4, 5, 7, 8, 9, 10, 16, 17, 18, 19, 20, 23, 24, 25, 28.</p>
52	<p>(1) M/s. Sudarshan Silk Mills</p> <p>(2) M/s. B. Das and Co.</p> <p>(3) M/s. Asha Silk Mills Pvt. Ltd.</p> <p>(4) M/s. Aloli and Co. Pvt. Ltd.</p> <p>(5) Bharat Silk Private Ltd.</p> <p>(6) Swastik Rayon Mills, Pvt. Ltd.</p>	..	<p>D. A. at the rate of 80 per cent neutralisation from 1st October 1958 to the Bharat Silk Pvt. Ltd., and M/s. Aloli and Company Pvt. Ltd., and from 1st January 1959 to Mills at Sr. Nos. 1, 2, 3 and 6</p>



(1)	(2)	(3)	(4)
53	The New Era Fabrics Pvt. Ltd., Bombay.	The wages of the supervisors should be fixed according to order of the Wage Board, dated 24th February 1958 made in Ref. No. 13 of 1956, page No. 1752-85 of B. G. G., Part I-L, dated 3rd April 1958.	..
63	The New Prabhat Silk Mills, No. 2, Bombay.	From 1st September 1959, two of the Senior-most mazdoors in each shift will be classified as beam carriers and shall be paid wages of Rs. 34-2-0 for a month of 26 working days.	..
64	Shanghai Mills Ltd., Bombay	From 1st October 1959 revised wages will be paid as fixed by the Silk Wage Board.	..
65	The Silk and Art Silk Mills Association, Bombay.	From 1st August 1959 clerks engaged in the member mills will get revised wages as fixed by the Silk Wage Board.	..
66	Jaifabs Rayon Industries, Pvt. Ltd., Ghatkopar.	From 1st January 1959. The award of the Silk Wage Board will be made applicable to the clerical staff of this concern with following modifications— Rs. 58 will be deducted from total emoluments inclusive of D. A. drawn by clerical staff as on 31st December 1958. Then their wages will be fixed by fixing in the scale of Award of the Wage Board.	..
67	(1) Adarsha Textile Industries, Ltd. (2) M/s. Hari Industries. (3) M/s. Sham Industries. (4) M/s. Arvind Textiles. (5) M/s. Vijay Textiles.	The Court modified the order of the Wage Board and the minimum wage fixed Rs. 26 instead of Rs. 22.75 the differentials of workers other than the minimum wage earner should also be proportionately increased with effect from 1st May 1960.	..
68	Mahajan Silk Mills, Bombay	Wages in accordance with the provisions of the order of the Wage Board.	..
69	Sharda Silk Mills, Pvt. Ltd., Bombay.	The two mazdoors who are attending the beam carrying work in addition to their duties of a mazdoor shall be paid as an additional wages of Rs. 4-1-0 a month of 26 working days.	..
70	M/s. Allied Silk Mills, Thana	..	From 1st February 1960, the D. A. shall be increased from 72½ per cent to 80 per cent.
71	Bharat Silk Mills Pvt. Ltd., Bombay.	From 1st March 1960 for a month of 26 working days the operative when working on Fancy Machine in throwing Department shall be as under—	..
		(a) For workload up to and including 60 spindles— Rs. 39-00.	
		(b) For workload up to and including 100 spindles— Rs. 45-50.	
73	Kamala Mills Ltd., (Silk Section), Bombay.	..	The Company should pay D. A. to the workers in the Silk Section at the higher Cotton Textile rate as a Silk Section is maintained in the same premises and is an integral part of the mill.
74	Mohanalal Silk Mills, Bombay	..	From 1st May 1960, all workmen in this mill except apprentices will be paid D. A. equivalent to 80 per cent neutralisation. Any apprentices who are already getting D. A. at that rate they will continue to get it.
76	B. M. K. Industries Pvt. Ltd., Bombay.	The question of retrospective effect for wages to be fixed for the piece rated workers, should be referred to the wage board for Silk Textile Industry. So far as time-rated workers are concerned they should be paid the same wages as in other units under the standardization award from the publication of this award, for the present.	..

(1)	(2)	(3)	(4)
82 Shri Shakti Mills, Ltd., No 2, Bombay.	The operatives mentioned below should be paid the time-rates— (1) Printer— (a) Rs. 1.50 per day. (b) Rs. 1.75 per day (2) Helper (Tray Holder)— (a) Rs. 1.25 per day. (b) Rs. 1.37 per day. (3) Jobber— (a) Rs. 78 per month of 26 working days. (b) Rs. 91 per month of 26 working days. (4) Colour Mixer— Rs. 1.62 per day. (5) Colour Supplier— Rs. 1.37 per day. (6) Paste Mixer or Paste Preparer (Kanjiwala)— Rs. 1.37 per day. (7) Screen Repairer— Rs. 58.50 per month of 26 working days. (8) Agerman— Rs. 1.40 per day.	..	
83 Shri Shakti Mills Ltd., No. 2, Bombay.	The wages mentioned in Sr. No. 82 above should be paid with effect from 3rd October 1960.	..	
85 Shri Shakti Silk Mills Ltd., No. 2, Bombay.	(1) The operatives mentioned below should be paid the time-rates as shown below from 30-10-1960—  (1) Printer— (a) Rs. 1.50 per day. (b) Rs. 1.75 per day. (2) Helper (Tray Holder)— (a) Rs. 1.25 per day. (b) Rs. 1.37 per day. (3) Jobber— (a) Rs. 78 per month of 26 working days. (b) Rs. 91 per month of 26 working days. (4) Colour Mixer— Rs. 1.62 per day. (5) Colour Supplier— Rs. 1.37 per day. (6) Paste Mixer and Paste Preparer (Kanjiwala)— Rs. 1.37 per day. (7) Screen Repairer— (a) Rs. 58.50 per month of 26 working days. (b) Rs. 65.00 per month of 26 working days. (8) Agarman— Rs. 1.40 per day.	..	
91 B. M. K. Industries Pvt. Ltd., Bombay.	The Wage Board for Silk Industries, is of the opinion that the piece-rated workers and the Weavers should be paid on the basis as ordered by the Board in its Order in Reference Nos. 3 of 1948 and 2 of 1950. The retrospective effect to this order should be given from 12th January 1961.	..	
94 Brij Textiles, Thana	..	..	From 1st September 1961, D. A. shall be paid to the workers at the rate of 75 per cent neutralisation from 1st December 1961 and at the rate of 80 per cent neutralisation from 1st December 1962.
96 Kamala Mills Ltd., Bombay (Silk Section).	The Twisting Tender who will work on three Twisting Machines will be paid Rs. 62-8 Ans. for 25 working days.	..	
97 1. Silk and Art Silk Mills, Association. 2. Panalal Silk Mills Pvt. Ltd., No. 1. 3. Bombay Silk Mills Ltd., Bombay. 4. New Era Fabrics Pvt. Ltd., Bombay.	From 1st February 1962, the employees should be given an <i>ad hoc</i> increase of Rs. 5.20 per month of 26 working days over their present basic wages of Rs. 30. The increase should be in force for 2 years from 1st February 1962 and thereafter the increase should be Rs. 6.50 for month of 26 working days instead of Rs. 5.20 and this will continue for a further period of two years.	..	

(1)	(2)	(3)	(4)
97 (contd.)		The Court granted four months' time to the parties to prepare an agreed scheme of wages in respect of weavers and the new occupation referred to above.	
		The Industrial Court did not grant the demand for merger of a portion of the dearness allowance with the basic wages.	
104 Shree Shakti Mills Ltd., Bombay.		The piece-rates of the weavers working on four plain looms shall be so fixed as to enable them to earn a wage of Rs. 123 for a month of 26 working days at 75 per cent, efficiency.	..
		Rs. nP.	
105 Bharat Rayon Processors, Bombay.		<p>1. Doubling Department. 172 Sppls .. 3-80 198 Sppls .. 4-05 206 Sppls .. 4-15</p> <p>2. Reeling .. .. 4 Reels .. 3-80</p> <p>3. Twisting .. 200 Sppls .. 3-50 300 Sppls .. 3-80 400 Sppls .. 4-15</p> <p>4. Cone Winding .. 12 Sppls .. 3-50 15 Sppls .. 3-65 18 Sppls .. 3-80</p> <p>5. Grey Winding .. 36 Sppls .. 3-25 72 Sppls .. 3-80</p> <p>6. Colour Winding Piece-rate up to 40 lbs. Rs. 3-25 up to 40 lbs. plus 10 nP. for additional one lb.</p> <p>7. Mazdoor .. .. 3-25 8. Asstt. Fitter .. .. 4-50 9. Ring Doubling Jobber .. .. 4-75 10. Carpenter .. .. 5-00</p>	..
		This should be given retrospective effect from 1st January 1962. There should not be any difference in wages between (1) Male and Female workers and (2) also temporary and permanent workers doing similar jobs.	
106 D. M. K. Industries Pvt. Ltd., Kurla, Bombay.		Weavers should be granted an increase of $7\frac{1}{2}$ per cent or Rs. 5-20 per month whichever is more up to a ceiling of Rs. 70 per month from 12th January 1961.	..
108 The Sassoon and Alliance Silk Mills Co. Ltd., Bombay.		Full piece-rates as worked out according to the Scheme shall come into force from 1st June 1964.	..
110 Ellora Silk Mills, Goregaon, Bombay.		All the workmen except paid apprentices, if any, shall be given an <i>ad hoc</i> rise of Re. 0-20 per day or Rs. 5-20 for a month 26 working days as from 1st March 1963.	..
111 Hind Silk Mills Pvt. Ltd., Kalyan.		From 1st October 1962 the weavers working on Nylon Brasso Sort with 88 picks per inch should be paid a rate of 27 pies per yard. This rate should be raised by 1 pie if the number of picks are increased by four or decreased by 1 pie if the number of picks are reduced by four.	..
112 Shri Shakti Silk Mills Ltd., No. 2, Bombay		Full piece-rates as worked out according to the Scheme shall come into force from 1st June 1964.	..
114 Fine Twisters, Bombay	..	<p>(1). Khoka Boy, Gurkha and Mazdoor— Rs. 3-25 per day.</p> <p>(2) Piece-rate of the Bundlers shall be— Re. 0-12 per bundle.</p>	

(1)	(2)	(3)	(4)
114	Fine Twisters, Bombay— <i>cont.</i>	<p>(3) Fitters in 1st shift— Rs. 185-00. Fitters in 2nd shift— Rs. 125-00.</p> <p>(4) Fitters in 3rd shift— Rs. 125-00. For the month of 26 working days.</p> <p>(5) Piece-rate of the workmen doing the job of cone winding shall be 00-10 nP. per kilo.</p> <p>(6) Piece-rate of the workmen doing the job of single thread winding shall be 00-13 nP. per kilo.</p> <p>(7) The piece-rate of the workmen doing the job of reeler shall be 00-9 nP. per pound.</p> <p>(8) Dobbbers shall mind 142 spindles and their wage, shall be Rs. 3-65 per working day.</p> <p>(9) Twisters shall be paid at the rate of Rs. 3-50 per day and minding 200 spindles each.</p> <p>(10) Bobbin winders shall mind 36 spindles each and shall be paid at the rate of Rs. 3-25 per working day.</p> <p>The wage rise shall be given from 1st November 1962.</p>	
116	Todi and Company, Bombay	<p>(1) Mukadam— Rs. 5-00 per day.</p> <p>(2) Begari— Rs. 3-25 per day.</p> <p>(3) Doubling Department—Doubling minding up to 172 spindles— Rs. 4-00 per day.</p> <p>(4) Brading Department— Rs. 3-25 per day.</p> <p>(5) Winding Department (Both hand and machine)— Rs. 3-25 per day.</p> <p>(6) Fitter (A)— Rs. 4-25 per day.</p> <p>(7) Fitter (B)— Rs. 5-00 per day.</p> <p>(8) Clerk-cum-Supervisor— Rs. 130-10-180.</p> <p>(9) Watchman— Rs. 90-5-130.</p> <p>Retrospective effect from 1st April 1963. These rates shall not be applicable to apprentices. The period of apprenticeship shall not exceed 6 months in any case. The salary shall be adjusted. (i) One increment for employees who have put in less than 2 years of service (ii) Two increments for employees who have put in more than 2 years of service but less than 5 years of service. (iii) Three increments for such employees who have put in more than 5 years of service in the Company.</p>	..
119	Mahavir Silk Mills, Kalyan	..	From 1st January 1963, at the rate of 80 per cent of the Compensatory dearness allowance payable to Textile workers in Bombay.
151	V. J. Textile Mills, Pvt. Ltd., Poona.	..	Present system of paying D. A. at the rate of 60 per cent of the Sholapur Cotton Textile rate of D. A. shall continue.
152	Shri Mahalaxmi Textile Mills, Goregaon (East), Bombay.	<p style="text-align: center;"><i>From 1-1-1955.</i></p> <p>(a) Winders, Pirnwinders, Sizer and Mazdoors— Rs. 1-2-6 per day.</p> <p>(b) Warper— Rs. 4-8-0 per day (including D. A.).</p> <p>(c) Drawer— Rs. 4-0-0 per day.</p> <p>(d) Reacher— Rs. 1-2-6 per day.</p> <p>(e) Sepoy— Rs. 65-00 per month including D. A.</p> <p>(f) Weavers— Re. 0-2-6 (per yard for 2 loom system) with dobbies</p>	..

(1)	(2)	(3)	(4)
152 Shri Mahalaxmi Textile Mills, Goregaon (Eas) Bombay— <i>cont.</i>	Dobbies and double warp beam 90 picks per inch. The rate will be increased or decreased in proportion to the No. of picks per inch as these go up or down from the basic picks of 90 per inch (i. e. if the picks go up by $\frac{100 \times 30 \text{ pies}}{90}$ 10 points the wages shall be $\frac{90}{80 \times 30}$ similarly, if picks go down by 10 points below 90, the wages shall be $\frac{90}{80 \times 30}$ ). (b) Each weaver shall work 2 looms per head.	D. A. at the rate of 75 per cent of the Mill-owners' Scales of D. A. for Cotton Textile workers.	
154 Raia Industries Ltd., Andheri, Bombay.	(1) Weavers— 6 pies per 48 picks per yard, Above 48 picks, an additional pick will be given per every four picks. At the same time there will be a cut of one pie per four picks going below 48 picks. (2) Jobbers— Rs. 5 per day + D. A. (3) Sizers, Pirnwinders, Winders and General workers— Rs. 1-2-6 and D. A. per day. (4) Warpers— Rs. 85 + D. A. per month.  <i>Effective from 1-7-1955.</i>	..	
161 Resham Textile Mills Ltd., Parel, Bombay-12.	Twister (up to including 200 spindles).— Rs. 32-8-0. For every additional 50 spindles or part thereof, above 200 spindles— Rs. 1-3-6. Carpenter— Rs. 52-0-0. Watchman— Rs. 31-11-0. Coolie— Rs. 30-1-0. Hand folder— Rs. 35-12-0.	..	
162 Kapoor Weaving Works, Bhandup, Bombay.	The work-load of every twister shall be increased to 400 spindles per twister. On increase of this work-load, every twister shall be paid Rs. 3-8-0 per day inclusive of D. A. or Rs. 37-6-0 per month plus D. A. at the rate of 75 per cent neutralisation of the rise in cost of living over pre-war level, whichever is higher. No twister shall be retrenched because of the increase in the work-load.	..	
167 Silk Industries (India), Kurla	..	D. A. equivalent to 75 per cent neutralisation of the rise in the Cost of living. This shall come into operation from 1-4-1956.	
168 National Rayon Mills, Bombay	..	D. A. increased so as to neutralise the rise in cost of living over pre-war level, to the extent of 75 per cent from 1-10-55.	
169 The New Santosh Silk Mills, Bombay.	..	From 1st February 1956 at a rate which will neutralise the rise in cost of living over pre-war level to the extent of 75 per cent. This payment will be made to all permanent, temporary and Badli employees.	
190 Kala Silk Factory, Bombay	..	The management shall give D. A. to neutralise the rise in the Cost of living over the pre-war level to the extent of 75 per cent from 1-9-1956.	
191 Arun Silk Mills, Andheri, Bombay.	..	Since the management is already paying D. A. to the extent of 75 per cent neutralisation in the rise of the Cost of living to demand was withdrawn.	
199 National Industrial Works, (Bharatan Pvt. Ltd), Bombay-27.	..	The management agrees to pay D. A. at the rate of 80 per cent neutralisation instead of 75 per cent neutralisation which is being paid at present from 1st July 1957.	

(1)	(2)	(3)	(4)
204	Rayon Textile Mfg. Co., Bombay-16.	..	From 1st November 1957, the present rate of D. A. of all employees shall be increased so as to neutralise the rise in cost of living over pre-war level to the extent of 80 per cent.
205	Bharat Vijay Velvet and Silk Mills, Kurla, Bombay.	..	From 1st December 1957, the present rate of D. A. of all the employees shall be increased so as to neutralise the rise in cost of living over pre-war level to the extent of 80 per cent.
206	Rajkamal Silk Mills, Bombay-10.	..	From 1st January 1958, the present rate of D. A. of all the employees shall be increased so as to neutralise the rise in cost of living over pre-war level to the extent of 80 per cent.
207	Sassoon and Alliance Silk Mills, Ltd., Bombay-10.	..	From 1st November 1957, the present rate of D. A. of all the employees shall be increased so as to neutralise the rise in cost of living over pre-war level to the extent of 80 per cent.
208	Vikram Silk Mills, Dadar, Bombay.	..	From 1st January 1958, the present rate of D. A. of all the employees shall be increased so as to neutralise the rise in the cost of living over pre-war level to the extent of 80 per cent.
209	Rajratana Silk Mills, Bombay	Person working on high speed Warping Machine his basic salary shall be Rs. 120 per month of 26 working days and shall not do the work of creeding, from 15th March 1958.	..
210	Shri Samarath Textile Industries, Bombay.	..	The D. A. at the rate of 80 per cent. neutralisation of the rise in the cost of living with effect from 1st April 1958 shall be paid.
211	Ashok Silk Mills, Bombay ..	All the Beam carriers shall be paid at the rate of Rs. 35-12-0 per month with effect from 1st April 1958.	..
212	Pannaal Silk Mills .. ..	..	..
213	Jagdamba Fabrics Weaving Works, Goregaon.	..	Effective from 30th August 1958, 80 per cent neutralisation.
217	Jagdamba Fabrics Weaving Works, Goregaon, Bombay.	..	Do
219	Vishnu Silk Mills Pvt. Ltd., Bombay.	The management agreed to pay the mazdoor carrying (beam carriers) two in each shift at the rate of Rs. 32-8-0 with effect from 1st October 1958.	..
222 & 223	Rajkamal Silk Mills, Bombay	The management shall raise the present rate of Nylon for 112 (Plain) picks from 15 pies per yard to 18 pies per yard. The rate shall be raised by one pie on either side if the picks are increased or decreased by 4 picks per year. This shall come into force from 1st February 1959.	..
224	Khetan Industries (Pvt.) Ltd., Bombay.	The employees having increased the work-load from 400 spindles to 600 spindles will be paid at the rate of Rs. 2 per day as their basic wages. There will be no retrenchment of any employee affected but they will be transferred and absorbed in other occupations without effecting their wages.	..
225	Model Silk Mills, Bombay-7	All the employees shall be paid D. A. at the rate of 80 per cent neutralisation of the rise cost of living over pre-war level with retrospective effect from 1st January 1959.	..
227	Jaifabs Rayon Industries Pvt. Ltd., Bombay (Jai Hind Silk Mills) Bombay.	<p style="text-align: center;"><i>Effective from 1-6-1959</i></p> In respect of non-automatic shed— (1) The present rates of weavers on all the qualities in the non-automatic shed except Nylon Textile shall be increased by 1 pie per yard.	..

(1)	(2)	(3)	(4)												
277	Jaifabs Rayon Industries Pvt. Ltd., Bombay (Ja Hind Silk Mills Bombay.	<p>(2) The present rate for the Dobby sorts even 18 shifts shall be increased by <math>1\frac{1}{2}</math> pies per yard.</p> <p>(3) Present rate for Terylene sort will be increased by 2 pies per yard.</p> <p>(4) The present rate of Nylon will be increased by 2 pies per yard.</p> <p>(5) The present rate for Nylon Brasso will be increased by <math>1\frac{1}{2}</math> pies per yard.</p>													
235	Bharat Vijay Velvet and Silk Mills, Bombay	<p>(a) All the weavers shall be working on 2 looms each shall be paid at the following rates :—</p> <table data-bbox="620 597 1117 874"> <thead> <tr> <th></th> <th style="text-align: right;">NP. per yard</th> </tr> </thead> <tbody> <tr> <td>From 69 picks to 76 picks (both inclusive).</td> <td style="text-align: right;">32½</td> </tr> <tr> <td>From 77 picks to 84 picks (both inclusive).</td> <td style="text-align: right;">35</td> </tr> <tr> <td>From 85 picks to 92 picks (both inclusive).</td> <td style="text-align: right;">37½</td> </tr> <tr> <td>From 93 picks to 100 picks (both inclusive).</td> <td style="text-align: right;">40</td> </tr> <tr> <td>From 101 picks to 108 picks (both inclusive).</td> <td style="text-align: right;">42½</td> </tr> </tbody> </table> <p>(b) For every 8 picks below 69 picks <math>2\frac{1}{2}</math> less per yard.</p> <p>(c) For every 8 picks above 108 picks <math>2\frac{1}{2}</math> more per yard.</p> <p>Each helper-cum Smash-hand reliver shall be paid at the fixed/basic rate of Rs. 125 per month (excluding D. A.).</p>		NP. per yard	From 69 picks to 76 picks (both inclusive).	32½	From 77 picks to 84 picks (both inclusive).	35	From 85 picks to 92 picks (both inclusive).	37½	From 93 picks to 100 picks (both inclusive).	40	From 101 picks to 108 picks (both inclusive).	42½	
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236	Panalal Silk Mills (Pvt.) Ltd., Bombay.	<p>Pirnwinders who shall be working on the Automatic Pirnwinding Machine shall be paid at the basic rate of Rs. 1-10-0 per day from 25th January 1960.</p>													
237	Bharat Vijay Velvet and Silk Mills, Kurla.	<p>(a) All the weavers who shall be working on 2 looms each shall be paid at the following rates :—</p> <p>From 69 picks to 76 picks (both inclusive)— <math>32\frac{1}{2}</math> per yard.</p> <p>From 77 picks to 84 picks (both inclusive)— 35 per yard.</p> <p>From 85 picks to 92 picks (both inclusive)— <math>37\frac{1}{2}</math> per yard.</p> <p>From 93 picks to 100 picks (both inclusive)— 40 per yard.</p> <p>From 101 picks to 108 picks (both inclusive)— <math>42\frac{1}{2}</math> per yard.</p> <p>(b) For every 8 picks below 69 picks—<math>2\frac{1}{2}</math> less per yard</p> <p>(c) For every 8 picks above 108 picks—<math>2\frac{1}{2}</math> more per yard.</p> <p>Every 15 pairs of looms shall be provided with a smash hand-cum-reliver-cum-helper and he shall be paid at the fixed basic rate of Rs. 125 per month (excluding D. A.).</p>													
239	Alliance Silk Mills, Bombay ..	<p>Those Pirnwinders who shall be working on Automatic Pirn Winding Machine shall not wind more than 32 spindles on plain yarn or more than 16 spindles on twisted yarn and they shall be paid basic salary of Rs. 1-62 per day with immediate effect.</p>													
251	Sassoon and Alliance Silk Mills Co. Ltd., Bombay.	<p>I. Workers working in the Printing Section shall be paid at the rates shown below with effect from 1st March 1962 :—</p> <p>(i) Printers—</p> <p>(a) Rs. 1.50 per day.</p> <p>(b) Rs. 1.75 per day.</p> <p>(ii) to (viii) As per (2) to (8) above in Sr. No. 85.</p> <p>II. The Company shall be free to introduce the single printing system. The single printer shall be paid Rs. 61.10 per month of 26 days initially till the piece-rate system is introduced.</p>													

(1)	(2)	(3)	(4)																		
254	Shri Mahalaxmi Textile Mills, Goregaon, Bombay.	All the employees of mill company shall be given increase in their wages as per the Award dated 25th April 1962 with retrospective effect from 1st November 1962.	..																		
255	Bharat Rayon Processors, Bombay.	From 1st August 1963, the wages for working 72 spindles per operative Rs. 3.80 per day.	..																		
		<i>Effective from 1-2-1963</i>																			
256	M/s. Acme Rayon Doubling Mills, Pvt. Ltd., No. 2, Bombay-7.	<p>Wages for 26 days—</p> <p>Winder— Rs. 99.00.</p> <p>Twister— Rs. 109.00.</p> <p>Doubler— Rs. 109.00.</p> <p>Checker— Rs. 99.00.</p> <p>Cooly— Rs. 85.50.</p> <p>Bundler— Rs. 103.50.</p> <p>Mistry— Rs. 125.00.</p> <p>New workers to get Rs. 10 less than the above schedule for first 3 months; after 3rd month Rs. 5 shall be increased at the end of 5th month it shall be further increased by Rs. 5 and shall be brought in line with the wages mentioned in the above schedule.</p>	..																		
257	M/s. Shah Silk Mills, Bombay	<table border="0"> <thead> <tr> <th data-bbox="693 1078 826 1126">Designation of workers</th> <th data-bbox="862 1054 1033 1126">Wage fixed (per month of 26 days)</th> </tr> <tr> <td></td> <td style="text-align: center;">Rs.</td> </tr> </thead> <tbody> <tr> <td>Winders</td> <td>.. 99.00</td> </tr> <tr> <td>Twister</td> <td>.. 109.00</td> </tr> <tr> <td>Doubler</td> <td>.. 109.00</td> </tr> <tr> <td>Checker</td> <td>.. 99.00</td> </tr> <tr> <td>Cooly</td> <td>.. 84.00</td> </tr> <tr> <td>Bundler</td> <td>.. 103.00</td> </tr> <tr> <td>Mistry</td> <td>.. 125.00</td> </tr> </tbody> </table> <p>In case of the workers who are to be newly engaged and who are not conversant with the type of process, such workers shall get Rs. 10 less than above schedule for first 3 months. After that i.e., 3rd month is over their wages shall be increased by Rs. 5 and at the end of 5th month it shall be further increased by Rs. 5 and shall be brought in line with the wages mentioned in the above schedule.</p>	Designation of workers	Wage fixed (per month of 26 days)		Rs.	Winders	.. 99.00	Twister	.. 109.00	Doubler	.. 109.00	Checker	.. 99.00	Cooly	.. 84.00	Bundler	.. 103.00	Mistry	.. 125.00	..
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258	M/s. Shah Silk Mills, Bombay	The above wages shall come into force with retrospective effect from 1st February 1963.	..																		
259	The Bansiwala Mills Pvt. Ltd., Bombay.	<p>(1) All workmen employed prior or during April 1963 shall be granted an <i>ad-hoc</i> increment of Re. 0.58 per day in their existing wages, with effect from 1st April 1963.</p> <p>(2) Those who are employed during and after May 1963, shall be granted an <i>ad-hoc</i> increment of Re. 0.20 from the date of appointment. Another increment of Re. 0.29 per day after completion of 12 months total service.</p> <p>(3) No worker shall be employed on less than Rs. 2.00 per day hereinafter.</p> <p>(4) Following increment shall be granted for five years.—</p> <p>Unskilled— Re. 0.12 per day per year.</p> <p>Semi-skilled— Re. 0.15 per day per year.</p> <p>Skilled— Re. 0.20 per day per year.</p>	If and when the cost of living index goes beyond 450 additional wage equivalent to 5 per cent of their wages for every month for that period. If the index figure goes beyond 460, the matter shall be mutually discussed between the union and the management and if not settled then shall be solved by legal remedies.																		
260	The Swastik Mills Pvt. Ltd., Bombay.	The agreement shall continue to be binding for three years from 1st July 1963.	..																		



STATEMENT SHOWING THE NAMES OF THE CONCERNS AND PARTICULARS OF VARIOUS KINDS  
OF LEAVE AND HOLIDAYS GRANTED IN THE SILK TEXTILE INDUSTRY

Serial No. In Index (1)	Name of the Concern (2)	Privilege Leave (days) (3)	Leave without pay (days) (4)	Casual Leave (days) (5)	Festival/Paid Holidays (days) (6)
2	Shri Shanti Textile Mills, Ghatkopar, Bombay.	..	..	..	2
9	The Saurashtra Silk Mills, Kurla, Bombay.	..	..	..	2
14	The Kapoor Weaving Works, Bhandup, Bombay.	..	..	..	2
15	(1) Bajaj Textile, Bombay .. (2) Parekh Silk Mills, Bombay. (3) Swastik Rayon Mills, Bombay. (4) Silk and Art Silk Mills, Asson., Ltd. (5) Sudarshan Silk Mills, Bombay.	Watchman— As per Factories Act, 1948.	Watchman— 1 Mth. (Accumulation 60 days.)	..	..
20	The Jasmine Mills Ltd., Bombay	..	..	..	As recommended by the Silk and Art Silk Mills Asson.
21	New Hindustan Silk Mills, Ghatkopar, Bombay.	..	..	..	2
27	The New Santosh Silk Mills, Bombay-24.	..	..	..	2
28	Harichand Textile Mills, Ltd., Bombay.	..	..	..	2
37	Samrat Silk Mills, Bombay ..	..	..	..	2
59	The Silk and Art Silk Mills, Asson. Ltd., Bombay. ..	30 Clerical, Technical and Supervisory.	..	5 Clerical, Technical and Supervisory.	..
61	The Silk and Art Silk Mills Asson. Ltd., Bombay. (Member Mills).	30 Clerical, Technical and Supervisory.	..	5 Clerical, Technical and Supervisory.	..
95	Todi and Company, Bombay ..	..	..	..	2
99	M/s. Jivan Silk Mills, Bombay..	..	..	..	4
123	Ajanta Silk Mills, Goregaon, Bombay.	..	..	..	2
136	Shri Mahalaxmi Textile ..	Up to 240 days— 12 days. Above 240 days— 1 day for 12 working days.	..	4 Permanent.	..
137	Coronet Textile, Bombay ..	..	..	..	4
138	Brij Textiles, Bombay ..	..	..	..	4
139	M/s. Ahura Silk Mills ..	..	..	..	4
140	Brij Textile .. ..	As per Factories Act (Accumulation up to 36 days).	..	4	..
141	Acme Rayon Doubling Mills Pvt. Ltd., No. 1.	..	..	..	4
142	Sind Textile Works .. ..	..	..	..	4
143	M/s. Kapoor Silk Mills ..	..	..	4	..

(1)	(2)	(3)	(4)	(5)	(6)
145	Hind Silk Mills Pvt. Ltd., Kalyan.	..	..	4	..
147	Mahavir Silk Mills, Kalyan ..	..	..	..	4
148	New Sind Wvt. Factory, Ulhasnagar.	Up to 240 days— 12 days. Above 240 days— 1 day for 12 working days. (Accumulation up to 36 days).	..	3 Permanent Operatives.	3 Operatives.
151	V. J. Textile Mills (Pvt.) Ltd., Poona.	..	..	..	2
152	Shri Mahalaxmi Textile Mills, Goregaon (East), Bombay.	..	..	..	4
153	Asher Silk Mills, Vile Parle, Bombay.	..	..	..	2
156	Sudama Silk Mills, Goregaon, Bombay.	..	..	..	2
160	Subhash Silk Mills, Andheri Road, Bombay.	..	..	..	2
163	Swastik Rayon Mills Ltd., Kurla, Bombay.	..	..	..	As recommended by Silk and Art Silk Mills Assn., Bombay.
165	Raja Industries Ltd., Andheri, Bombay.	..	..	..	2
167	Silk Industries (India), Kurla, Bombay.	..	..	..	2
168	National Rayon Mills, Bombay	..	..	..	2
171	Hind Silk Mills, Ltd., Kalyan	..	..	..	2
172	Jagmohan Silk Mills, Ltd., Bombay.	Watchman— As per Factories Act, 1948.	..	..	..
173	New Santosh Silk Mills, Bombay.	As per Factories Act, 1948.	Watchman— 1 Month.	..	..
174	Jai Hind Silk Mills, Bombay ..	Watchman— As per Factories Act, 1948.	..	..	..
175	Jagmohan Silk Mills, Ltd., Bombay.	Watchman— As per Factories Act, 1948.	..	..	..
176	Bishen Silk Mills, Bhandup, Bombay.	Watchman— As per Factories Act, 1948.	..	..	..
177	New Santosh Silk Mills, Bombay.	Watchman— As per Factories Act, 1948.	Watchman— 1 Month. (Accumulation 60 days).	..	..
178	Asher Silk Mills, Vile Parle (East) Bombay.	Watchman— As per Factories Act, 1948.	..	..	..
179	Maharaj Silk Mills, Ghatkopar, Bombay.	Watchman— As per Factories Act, 1948.	..	..	..
180	Subhash Silk Mills, Kurla North, Bombay.	Watchman— As per Factories Act, 1948.	..	..	..
181	New Hindustan Silk Mills, Ghatkopar, Bombay.	Watchman— As per Factories Act, 1948.	..	..	..

(1)	(2)	(3)	(4)	(5)	(6)
182	Pratap Silk Mills, Bombay-24..	Watchman— As per Factories Act, 1948.	..	..	..
183	National Rayon Mills, Andheri (East), Bombay.	Watchman— As per Factories Act, 1948.	..	..	..
184	New Hindustan Silk Mills, Ghatkopar, Bombay.	Watchman— As per Factories Act, 1948.	..	..	..
186	Raja Industries Ltd., Bombay..	Watchman— As per Factories Act, 1948.	..	..	..
187	Mahajan Silk Mills, Bombay ..	Watchman— As per Factories Act, 1948.	..	..	..
189	Bhimnath Silk Mills, Ghas Bazar, Kalyan.	..	..	..	2
190	Kala Silk Factory, Bombay ..	..	..	..	2
196	Dinesh Silk Industries, Bhandup, Bombay.	Watchman— As per Factories Act, 1948.	Watchman— 1 month. (Accumulation 60 days).	..	..
197 } & } 198 }	Rajkamal Silk Mills, Bombay ..	..	..	..	2
200	Acme Spinners Pvt. Ltd., Bombay.	..	..	..	2
201	Shah Silk Mills, Bombay ..	..	..	..	2
202	Acme Spinners Pvt. Ltd.,	..	..	..	2
240	Achal Shanti Silk Mills, Bombay.	..	..	..	As recommended by the Silk and At. Silk Mills Asson. Ltd.
241	Achal Shanti Silk Mills, Bombay.	..	..	..	As fixed by the Silk and Art Silk Mills Asson. Ltd.
252	Fine Twisters, Bombay ..	..	..	..	2
259	The Bansiwala Mills, Pvt. Ltd., Bombay.	..	..	7	..

### POWERLOOM INDUSTRY

The Industry was not covered by the reference to the previous 'Norms' Committee. After a careful consideration the Committee adopted the following definition :

“ Weaving of (Textile) fabrics on looms with the aid of power ”.

It may be pointed out that a Committee was appointed by Government to study the conditions of labour, in this Industry. That Committee has already submitted its report to Government.

The Committee examined 9 Awards and 1 Settlement in respect of this industry for the relevant period during the course of its study. Of these 8 Awards were from the Bombay Division and 1 from Ichalkaranji in the Poona Division. Only one settlement was reported from the Poona Division. All these Awards covered the questions of paid holidays. The Settlement covered the question of supply of beams and wages.

A list of the Awards and Settlements is given below :—

Serial No. (1)	Name of the concern (2)	Reference (3)
<b>AWARDS</b>		
<b>Bombay Division</b>		
		<i>Date and page of M. G. G., Part I-L.</i>
1	Sikandar Sari Mills, Bhiwandi .. .. .	25-8-1960 (1193-1194).
2	Abdul Samad Haji Lal Muhammed .. .. .	25-8-1960 (1194-1195).
3	Hidayatualla Textiles, Bhiwandi .. .. .	25-8-1960 (1195-1196).
4	Parasram Karwa Mills, Bhiwandi .. .. .	25-8-1960 (1197-1198).
5	J. L. Gokani Mills, Bhiwandi .. .. .	28-8-1960 (1198-1199).
6	Amar Jyoti Silk Mills, Bhiwandi .. .. .	25-8-1960 (1210-1211).
7	Hari Industries, Bhiwandi .. .. .	25-8-1960 (1212-1213).
8	Bhiwandi Textile Works, Bhiwandi .. .. .	25-8-1960 (1213-1214).
<b>Poona Division</b>		
9	Shri Narsingh Weaving Mills, Ichalkaranji .. .. .	28-6-1956 (2276—2279).
<b>SETTLEMENT</b>		
<b>Poona Division</b>		
10	Vivekanand Handloom Industries, Ichalkaranji .. .. .	6-4-1961 12 (3).

#### WAGES

There was only one settlement on this question which related to Ichalkaranji. The wage-rates fixed ranges from Rs. 1.81 to 3.25 per each piece of material depending on the size and the kind of material.

#### LEAVE FACILITIES

No material was available except on the question of paid holidays. In all 10 cases were examined by the Committee. In all of them the paid holidays were fixed at 2 per year. One of them was the 26th January, and the other was 1st May (in eight cases) and 15th August in (2 cases). In 8 of these cases it was a condition that the workers who remained present on the day preceeding or succeeding to the above holidays would be entitled to the paid holiday. Those who were on authorised leave on those days would be entitled to the holidays.

Except these two matters none of the award or the settlement dealt with any other service condition or benefit.

#### DYEING, BLEACHING AND TEXTILE PROCESSING

This industry though not referred to the previous Norms Committee is covered by the provisions of the Bombay Industrial Relations Act, (No. XI of 1947), and the notification issued under that Act, has given the scope of the industry. After considering the notifications it was decided to adopt the same definition for the industry. The Government Notification, Labour Department, No. 180-48, dated the 13th December 1948, defines this industry as dyeing, bleaching, finishing, mercerising, calendering, printing or glazing of yarn, cloth or articles made of cloth or any process incidental or supplemental thereto. It may be noted here that the Bombay Industrial Relations Act, 1947 at present applies to concerns employing twenty or more persons and which runs with the aid of power. The Awards and Settlements in the industry therefore, relate only to such concerns.

The Committee examined 51 Awards and 24 Settlements in this industry. Of these only 4 Awards were reported from Ichalkaranji in Poona Division. The rest were from the Bombay Division. All the Settlements were from the Greater Bombay Region. A list of the Awards and Settlements together with their dates is given below :—

Serial No. (1)	Name of the concern (2)	Reference (3)
<b>AWARDS</b>		
<b>Bombay Division</b>		
		<i>Date and page of M. G. G. Part I-L.</i>
1	Shri Ganesh Dyeing and Printing Works, Bombay .. .. .	17-11-55 (3469—3471).
2	Shri Mohan Dyeing, Printing and Weaving Mills, Thana .. .. .	13-12-56 (unpublished).
3	The Mohan Dyeing, Printing and Weaving Mills, Thana .. .. .	13-12-56 (unpublished).

(1)	(2)	(3)
4	Shri Kamal Dyeing, Bleaching and Printing Works .. .. .	14-2-57 (884-885).
5	The Bhupendra Dyeing and Printing Works, Bombay .. .. .	11-4-57 (1849—1852).
6	The Kohinoor Textile Printing Works, Bombay .. .. .	18-7-57 (3052—3060).
7	Krishna Dyeing and Printing Works, Bombay .. .. .	31-10-57 (4779—4783).
8	Swadeshi Dyeing and Bleaching Printing Mills and Other 17 Mills .. .. .	3-5-58 (1842—1854).
9	The Jagdamba Printing Works, Bombay .. .. .	8-5-58 (2239—2242).
10	The Girish Dye Works, Pvt., Ltd., Bombay .. .. .	8-5-58 (2288-2289).
11	Vijay Printing Works, Bombay .. .. .	22-5-58 (2595—2601).
12	Shri Ganesh Dyeing and Printing Works, Bombay .. .. .	13-12-58 ( unpublished).
13	Bombay Dyeing and Mfg. Co., Ltd., Bombay .. .. .	3-2-59 (322—325).
14	Bhupendra Dyeing and Printing Works, Bombay .. .. .	2-4-59 (unpublished).
15	The Maharaj Printing and Dyeing Works, Bombay .. .. .	18-10-59 (4350—4357).
16	The Velvet Dyeing and Finishing Co., Thana .. .. .	22-10-59 (4768-4769).
17	Shree Ganesh Dyeing and Printing Works, Bombay .. .. .	10-12-59 (5474—5476).
18	Usha Dyeing, Bleaching and Printing Mills, Bombay .. .. .	10-12-59 (5476—5479).
19	Shree Ganesh Dyeing and Printing Works, Bombay .. .. .	14-1-60 (166—168).
20	Kohinoor Textile Printing Works, Bombay .. .. .	24-5-60 (unpublished).
21	Khetan Industries, Ltd., Bombay .. .. .	11-8-60 (1866—1868).
22	New Shakti Dye Works, Pvt., Ltd., Bombay .. .. .	29-12-60 (unpublished).
23	The Mohan Printing and Dyeing Works, Bombay .. .. .	26-1-61 (297—299).
24	New Shakti Dye Works, Pvt., Ltd., Bombay .. .. .	26-1-61 (318—321).
25	M's. Leather Cloth Processors and Printers, Bombay .. .. .	6-2-62 (361—366).
26	Swastik Textile Mills, Ltd., Bombay .. .. .	22-2-62 (992—996).
27	Bharat Rayon Processors, Bombay .. .. .	14-6-62 (2482-2483).
28	The New Shakti Dye Works, Pvt., Ltd., Bombay .. .. .	6-4-63 (unpublished)
29	New Shakti Dye Works, Pvt., Ltd., Thana .. .. .	20-6-63 (2166-67).
30	Kethan Industries, Pvt., Ltd., No. 2, Bombay .. .. .	9-4-64 (1323—1325).
31	Kapal Dyeing and Bleaching Works, Bombay .. .. .	16-4-64 (1430—1433).
32	Girish Dye Works, Pvt., Ltd., Bombay .. .. .	23-4-64 (1552—1554).
33	Swastik Textile Mills, Bombay .. .. .	8-10-54 (3535—3538).
34	Velvet Dyeing and Finishing Co., Ltd., Bombay .. .. .	11-2-65 (555-556).
35	Delite Silk Prints, Bombay .. .. .	22-4-65 (1514—1517).
36	New Vinod Silk Mills, Pvt., Ltd., Bombay .. .. .	29-4-65 (1626-1627).
37	Empire Dyeing and M'g. Co., Ltd., Bombay .. .. .	13-5-65 (1824—1827).
38	Valson Dyeing, Bleaching and Printing Works, Bombay .. .. .	20-5-65 (1900—1901).
39	New Shakti Dye Works Pvt. Ltd., Thana .. .. .	13-7-65 (2357—2358).
40	Shree Ganesh Dyeing and Printing Works, Bombay .. .. .	16-9-65 (3284—3286).
41	Usha Prints, Pvt., Ltd., Bombay .. .. .	23-9-65 (3411-3412).
42	Coronet Textile. Bombay .. .. .	4-11-65 (8832—8834).
43	M's. Bharat Textile Engineering Works, Bombay .. .. .	21-4-66 (1299—1302).
44	Super Processors, Bombay .. .. .	1-6-67 (2419—2421).

(1)	(2)	(3)
45	Harichand Textile Mills, Pvt., Ltd., Bombay .. .. .	8-2-67 (2520—2521).
46	Super Processors, Bombay .. .. .	9-11-67 (4602-4603).
47	Super Processors, Bombay .. .. .	14-12-67 (5116-5117).
<b>Poona Division</b>		
48	The Laxmi Co-operative Processors Ltd., Ichalkaranji .. .. .	6-2-64 (475—478).
49	The Laxmi Co-operative Processors .. .. .	23-4-64 (1551-1552).
50	Arvinda Processors, Ichalkaranji .. .. .	7-10-65 (3647—3649).
51	The Laxmi Co-operative Processors, Ichalkaranji .. .. .	9-3-67 (1082—1086).
<b>SETTLEMENTS</b>		
<b>Bombay Division</b>		
52	Sharad Dyeing and Printing Works, Bombay .. .. .	9-9-55, B. I. R. Act, 1946.
53	Shri Kamal Dyeing, Bleaching and Printing Works, Bombay .. .. .	31-5-56, B. I. R. Act, 1946.
54	The Empire Dyeing and Mfg. Co., Ltd., Bombay .. .. .	7-6-56, B. I. R. Act, 1946.
55	Elephinstone Dye Works, Ltd., Bombay .. .. .	19-6-56, B. I. R. Act, 1946.
56	Vijay Dyeing and Printing Mills, Bombay .. .. .	5-7-56, B. I. R. Act, 1946.
57	The Standard Dyeing and Bleaching Works .. .. .	26-7-56, B. I. R. Act, 1946.
58	Empire Dyeing and Mfg. Co. Ltd. .. .. .	21-3-57 (1626-1627).
59	New India Printing Mills, Bombay .. .. .	6-11-57, B. I. R. Act, 1946.
60	New India Printing Mills, Bombay .. .. .	5-12-57, B. I. R. Act, 1946.
61	Gita Dyeing, Bleaching and Printing Mills, Bombay .. .. .	16-4-59 (1813-1814).
62	M/s. Deepak Prints, Bombay .. .. .	28-8-56, 2 (P).
63	M/s. Mahesh Art Printing Works, Bombay .. .. .	8-9-59, 2 (P).
64	Empire Dyeing and Mfg. Co., Ltd., Bombay .. .. .	24-10-69, B. I. R. Act, 1946.
65	Empire Dyeing and Mfg. Co., Ltd., Bombay .. .. .	20-10-59, B. I. R. Act, 1946.
66	Empire Dyeing and Mfg. Co., Ltd., Bombay .. .. .	19-11-59 (5133-5134).
67	Poornima Dyeing, Printing Works, Bombay .. .. .	13-1-60, 12 (3).
68	Empire Dyeing and Mfg. Co., Ltd., Bombay .. .. .	10-3-60, B. I. R. Act, 1946.
69	Deepak Prints, Bombay .. .. .	26-7-60, 2 (P).
70	Dhanesh Dyeing and Printing Works, Bombay .. .. .	30-9-60, 2 (P).
71	M/s. Maharao Printing and Dyeing Works, Bombay .. .. .	18-1-61, 2 (P).
72	Jalan Dyeing and Bleaching Mills, Bombay .. .. .	5-1-62, B. I. R. Act, 1946.
73	Jalan Dyeing and Bleaching Mills, Bombay .. .. .	8-2-62 (640-641).
74	M's. Maharaj Printing and Dyeing Works, Bombay .. .. .	8-9-62, 2 (P).
75	National Printing and Dyeing Works, Bombay .. .. .	22-6-63, 2 (P).

### WAGES AND DEARNESS ALLOWANCE

The Committee examined 37 cases on the question of wages and dearness allowance for the relevant period. All these cases with two exceptions related to the Bombay Division of these in 9 cases only consolidated wage was fixed. The Consolidated wage for a daily worker was fixed at Rs. 2.25 per day while for the monthly rated it was fixed at Rs. 65 per month. It was noticed that these wages were fixed during the period prior to 1963. The lowest minimum wage for a monthly-rated worker after 1964 was Rs. 80 per month which was a consolidated wage. It was also noted that the wages in this industry were standardised by an Award of the Industrial Court in the year 1958. The minimum basic wage was fixed

at Rs. 26 per month of 26 working days and dearness allowance at 95 per cent of the dearness allowance paid to the Cotton Textile Operatives in Bombay. In the only case (Sr. No. 51) from Ichalkaranji the dearness allowance was fixed at 30 per cent of the rate at which the textile operative in Sholapur were paid. The details about the rates of wages and dearness allowance will be seen in the accompanying statement.

### LEAVE FACILITIES

#### Privilege Leave :

Only 4 cases were noticed where privilege leave was granted. The rate in one case (Sr. No. 74) was 1 day for every 13 days of actual work put in. But here the quantum included all other kinds of leave also. In another case (Sr. No. 69) the leave was according to the Factory Act and in the remaining two cases (Sr. Nos. 39 and 46) it was at the statutory rate for the first 240 days and 1 day for every 12 days worked thereafter.

#### Sick Leave :

Only 3 cases came to notice on the subject. In two cases (Sr. Nos. 48 and 50) it was given at the rate of 5 days per year while in one case (Sr. No. 14) it was at the rate of 7 days per year. It was not clear whether this leave was given over and above the provisions of the Employees State Insurance Scheme.

#### Casual Leave :

The Committee examined 12 cases on the question of Casual Leave. In 2 cases (Sr. Nos. 9 and 23) leave was to be considered as Casual-cum-Sick leave. In one of these the quantum was 7 days while in another it was 5 days. In two cases the quantum was 7 days in 5 cases each was 3 days and 5 days, respectively.

#### Leave Without Pay :

Two cases on this subject came to notice during the course of the study. In one case it was fixed at 10 days per year (Sr. No. 74) In the second at 20 days per year (Sr. No. 25). The details about the conditions on which this leave was to be granted were not available.

#### Maternity Leave :

No case on this question came to light during the enquiry.

#### Festival Holidays :

The Committee studied 16 cases in this industry on this question. In 9 cases the number of festival holidays was 4; in 4 cases it was three days and in 3 cases 2 days.

Of these cases only in 3 cases the days of the festival holidays were indicated. In 2 cases they were 26th January, 15th August, 1st May and Diwali. In the remaining case Diwali was omitted.

#### Retirement Age :

The Committee studied two cases on this point. In both these cases (Sr. Nos. 21 and 32) the Retirement Age was fixed at 60 years as recorded with the Provident Fund Authorities.

### GRATUITY

The Committee found 5 cases (Sr. Nos. 30, 31, 32, 34 and 41) in this industry. In all these cases the same scheme was introduced. Gratuity was payable (i) at the rate of 20 days basic wages for each year of continuous service for the period prior to the introduction of the Employees' Provident Fund Scheme prior to 1st November 1952 and at the rate of 10 days for the period thereafter in the case of death or disablement for further service, during the period of service and for retirement or resignation after 15 years service, (ii) The corresponding rates for retirement or resignation after 10 years are at the rate of 14 days basic wages for service rendered before 1st November 1952 and service thereafter at the rate of 7 days basic wages. The rates given at (i) above were effective in case of termination after 15 years and those at (ii) applied in cases of termination after 10 years but less than 15 years service.

### ABOLITION OF CONTRACT SYSTEM

Four cases (Sr. Nos. 33, 36, 44 and 45) on this question came to notice of the Committee. In all these cases the employers were directed to abolish the system of contract labour within specified period and absorb the workers of the contractor into their own concerns.

## UNIFORMS

Two cases (Sr. Nos. 48 and 50) came to notice where uniforms were provided for certain categories of workmen. Both these cases were reported from Ichalkaranji.

STATEMENT SHOWING THE NAMES OF THE CONCERNS AND WAGES AND DEARNESS ALLOWANCE GRANTED IN 'DYEING, BLEACHING AND TEXTILE PROCESSING' INDUSTRY.

Serial No.	Name of Concern	Wages	Dearness Allowance
(1)	(2)	(3)	(4)
2	Mohan Dyeing, Ptg. & Wvg. Mills.	..	.. From 12-2-1956 the Dearness Allowance shall be increased from 57½ per cent to 70 per cent neutralization.
6	The Kohinoor Textile Printing Works.	<p><i>Effective from 1-7-1956.</i>  <i>Consolidated Wage Scales</i></p> <p>Bigari Zaduwala—            Rs. 2-10-0—Re. 0-1-0—Rs. 2-15-0 (per day).            Colour Mixer—            Rs. 3-10-0—Re. 0-2-0—Rs. 4-4-0 (per day).            Watchman—            Rs. 70-2-80 per month.            Temporary Printers—            Rs. 3-6-0 per day.            Carpenters—            Rs. 3-12-0—Re. 0-2-0—Rs. 4-2-0 (per day).            Master Printer and Boilerman—            Rs. 115-5-145 per month.            Mukadam (Washing)—            Rs. 3-0-0—Re. 0-1-6—Rs. 3-9-0 (per day).</p>	
7	Krishna Dyeing & Printing Works.	With effect from 1-5-1967 the concern shall pay wages as prescribed by Shri K. C. Sen, President of the Industrial Court on 7-9-1951 [1952, I. C. R. (Bom.), P. 150].	
8	Swadeshi Dyeing, Bleaching and Ptg. Mills & other 17 concerns.	..	.. The employees shall be paid with effect from 1-1-1968 (paid in February for the month of January) and increase of 5 per cent over the present rate of Dearness Allowance and this increase will apply as long as Cost of Living Index is 325.
9	The Jagdamba Ptg. Works ..	<p><i>Effective from 1-3-1958.</i>  <i>Consolidated wages.</i></p> <p>Head Printer—            Rs. 3-8-0 Re. 0-3-0 Rs. 5-0-0 per day.            Printer—            Rs. 3-4-0 Re. 0-2-0 Rs. 4-0-0 per day.            Helper (Mazdoor)—            Rs. 2-8-0 Re. 0-1-0 Rs. 3-0-0 per day.            Watchmen—            Rs. 70-3-91 per month</p>	
10	The Girish Dye Works Pvt. Ltd.	..	.. With effect from 1-4-1958 the management agreed to give 90 per cent neutralization in old cotton textile scales of Dearness Allowance.
11	Vijay Ptg. Works .. ..	<p><i>Effective from 1-6-1965.</i></p> <p><b>Printing Section</b></p> <p>Table Master—            Rs. 3-14-0 Re. 0-3-0 Rs. 4-8-0 per day.            Mukadam—            Rs. 2-14-0 Re. 0-3-0 Rs. 3-12-0 per day.            Printer—            Rs. 2-10-0 Re. 0-2-0 Rs. 2-12-0 per day.            Asstt. Printer—            Rs. 1-12-0 Re. 0-2-0 Rs. 2-8-0 per day.            Unskilled Labour—            Re. 1-0-0 Re. 0-2-0 Rs. 1-10-0 per day.</p> <p><b>Dhobighat Section</b></p> <p>Mukadam—            Rs. 60-2-80 per month.            Washerman—            Re. 1-0-0 Re. 0-2-0 Rs. 1-8-0 per day.</p>	



(1)	(2)	(3)	(4)
		<b>Design Section</b>	
11	Vijay Ptg. Works— <i>cont.</i>	Cutter— Rs. 60-4-120 per month. Asstt. Cutter— Rs. 60-4-100 per month. Tracer/Fitter— Rs. 60-2-80 per month. Painter/Toucher Repairer— Rs. 40-2-60 per month. Ironer/Helper/Asstt. Repairer— Rs. 30-2-50 per month. Packer— Rs. 30-3-48 per month. Watchman— Rs. 40-2-50 per month. Head Watchman— Rs. 50-2-70 per month. Colour Mixer— Re. 1-2-0 Re. 0-2-0 Rs. 1-14-0 per day. Carpenter— Rs. 3-0-0—Re0-4-0—Rs.4-0-0 per day. Mason— Rs. 3-0-0 Re. 0-4-0 Rs. 3-12-0 per day. Steam Mukadam— Rs. 60-2-80 per month. Coolie and Sweeper— Re. 1-0-0 Re. 0-2-0 Rs. 1-8-0 per day. Driver— Rs. 85-5-115 per month.	
12	Shri Ganesh Dyeing and Ptg. Works.	<i>Effective from 1-8-1956.</i>	
		(1) Minimum Wages that are being paid shall be increased to Rs. 30-1-0 for a month of 26 working days.	..
13	Bombay Dyeing and Mfg. Co. Ltd.	Winders— Rs. 58-50 per month.	
15	The Maharaj Printing and Dyeing Works, Bombay.	<i>Effective from 1-5-1959</i> <i>(Consolidated Wages)</i>	
		Head Table Master— Rs. 105—3—135 p. m. Table Master— Rs. 95—3—125 p. m. Carpenter— Rs. 95—3—125 p. m. Colour-Mixer— Rs. 90—3—120 p. m.	
		<i>For Daily-Rated Workers.</i>	
		Painter— Rs. 3-12-0—Re. 0-2-0—Rs. 4-8-0. Mukadam (Steam and Washing)— Rs. 3-0-0—Re. 0-2-0—Rs. 3-12-0. Colour Supplier— Rs. 2-12-0—Re. 0-2-0—Rs. 3-8-0. Mukadam (Paste)— Rs. 2-10-0—Re. 0-1-6—Rs. 3-3-0. Holder Printer— Rs. 2-10-0—Re. 0-1-6—Rs. 3-3-0. Coolies (Washing Steam and General)— Rs. 2-8-0—Re. 0-1-6—Rs. 3-1-0.	
		<i>Monthly-Rated with separate Dearness Allowance</i>	
		Jamadar— Rs. 50—2—70. Watchman— Rs. 45—2—65.	
17	Shree Ganesh Dyeing and Printing Works.	With effect from 1st November 1959, the management shall pay (1) wages and D. A. existing at present or (2) wages as fixed under the standardisation award and D. A. fixed by the Industrial Court in the dispute between the Mill Mazdoor Sabha vs. The Swadeshi Dyeing, Bleaching and Printing Milis & others (1958, ICR, Bom., page 750) whichever is higher.	

(1)	(2)	(3)	(4)
18	Usha Dyeing, Bleaching and Printing Mills.	With effect from 1st November 1959, the management shall pay to each worker an amount equal to the basic wages in the Award for category to which he belongs. (1963, ICR, Bom., page 150).	Dearness Allowance as awarded by the Full Bench of the Industrial Court in the dispute between the Mill Mazdoor Sabha, Bombay vs. The Swadeshi Dyeing, Bleaching and Printing Mills, (1958, ICR, Bom., page 750).
19	Shree Ganesh Dyeing and Printing Work .	Screen Printer— Rs. 1.75 per day.	
21	Khetani Industries, Ltd. ..	<i>Effective from 11-1-60.</i>  The Court directed the management to pay its employees minimum wage and standardised rates of wages as per the Award of the Industrial Court in submissions (IC) Nos. 70 to 74 and 77 of 1949 and submissions (IC) Nos. 9 and 52 of 1959 (Reported in the Industrial Court Reporter, February 1952, at page 150).	<i>Effective from 11-1-60.</i>  The Court directed the management to pay to its employees Dearness Allowance as per the Full Bench Award in the Reference (IC) Nos. 117 to 130, 220, 250, 251 and 253 of 1957 (1958 I.C.R.), page 750 at P. 761.
23	The Mohan Printing and Dyeing Works, Bombay.	<i>Effective from 1-7-60.</i> Printers— Rs. 3.37—0.12—4.45 per day. Helpers— Rs. 2.50—0.06—3.10 per day. Colour Mixer— Rs. 2.75—0.10—3.75 per day. Washerman— Rs. 2.37—0.06—2.85 per day. Table Washers— Rs. 1.10—5—1.40 per month. Watchman— Rs. 70—3—91 per month. Bigari— Rs. 2.25—0.06—2.87 per day.	
24	New Shakti Dye Works Pvt., Ltd.	..	<i>Effective from 1-8-1960.</i> 90 per cent Neutralisation in the rise of Cost of Living Index calculated on the present minimum basic wage.
25	M/s. Leather Cloth Processors and Printers.	<i>Effective from 1-10-1961.</i> Semi-skilled 'A'—Grinders in Mixing Deptt., Winders in Inspection Deptt. Winders and Asstt. Machineman in Spreading Deptt.— Rs. 1.75—0.15—3.25 per day.  Semi-skilled 'B'—Helpers in Mixing Deptt., Spreading Deptt., and Asstt. Machineman in Embossing Deptt., Packers in Inspection Deptt., Mechanic in the Mechanical Deptt.— Rs. 1.50—0.12—2.70 per day.  Unskilled—The rest of the workers including Packers, Sample Maker and Bundler in Godown and Other Department— Rs. 1.25—0.10—2.25 (per day).  Skilled—Machinemen in Mixing Department, Spreading Department and Embossing Department— Rs. 2.20—0.20—4.20 (per day).	
28	The New Shakti Dye Works Pvt., Ltd.	With effect from 1st May 1962 all the employees except apprentices shall be granted an <i>ad-hoc</i> rise in their basic wages by Rs. 3.00 per month.	
29	New Shakti Dye Works Pvt., Ltd.	All employees except paid/unpaid apprentices shall be granted an <i>ad-hoc</i> rise in their basic wages by Rs. 3.00 per month from 1st May 1962. This rise is subject to the proviso that if any employee is getting more than the minimum/standard as prescribed in the Award (Part I) in submission (IC) Nos. 70 and 71 of 1949 : 72, 73, 74, 77 of 1949 and 9 and 52 of 1950 reported in ICR (BOM), 1952, page 150. the increase will be given so as to bring the wages up to the wage fixed by the Award plus Rs. 3.00. If any employee is getting more than what is agreed the same shall not be reduced but will be paid as personal wage.	

(1)	(2)	(3)	(4)
42 Coronet Textile, Bombay ..	<i>Effective from 1-7-1965.</i>	(1) Mazdoors— Rs. 80 per month. (2) Pirn Winders— Rs. 85 per month. (3) Winders, Folder— Rs. 90 per month. (4) Packer— Rs. 85 per month.	
43 M/s. Bharat Textile Engraving Works.		(1) Unskilled— Rs. 95—3—125 per month. (2) Semi-skilled— Rs. 120—4—160 per month. (3) Skilled— Rs. 165—5—215 per month. (4) Highly-skilled— Rs. 210—7—280 per month.	
43 The Laxmi Co-operative Processors, Ltd., Ichalkaranji.		<i>Effective from 1-1-1964.</i> <i>Interim Relief</i> (1) Temporary Workers— Rs. 2.10 per day minimum wage till publication of the final Award. (2) Packers and Stampers— Rs. 60 per month minimum wage for 26 working days. (3) Folders— Rs. 75 per month. (4) Platers— Rs. 70 per month. (5) Watchman— Rs. 50 per month. (6) Other workers (excluding supervisory staff)— Interim Relief of 15 per cent of the existing wages <i>Conditions.</i> —In case, the Tribunal holds that the employees are not entitled to any increase in wages, then the amount paid by way of interim relief would be liable to be recovered back from the workers by appropriate instalments by making suitable deductions from their wages.	
51 The Laxmi Co-operative Processors, Ltd., Ichalkaranji.		Each of the workman folding 400 pairs of bleached goods or 350 pairs of grey goods in a shift of 8 hours shall be paid Rs. 90 p.m. A stamper shall be paid Rs. 90 p.m. for stamping 250 pairs in a shift with a machine. A decorator doing Lacing, Labeling and putting in bags 200 pairs in a shift shall be paid Rs. 90 per month. The piece-rates are based at Sholapur Index 550—559. In case of reduction or increase in the above production the above piece-rates should be increased or decreased proportionately. In case, the Sholapur Consumers' Price Index number moves above the Index bracket of 550—559, there shall be a variation of 3 paise for every 10 points rise.	<i>Effective from 1-8-1963.</i>  All the workmen except the clerical staff and peice-rated workmen shall be paid dearness allowance at 30 per cent of the Sholapur Dearness Allowance Scheme.
53 Shree Kamal Dyeing Bleaching and Printing Works.		The Award of the Industrial Court, Bombay in the matter of Standardization of minimum wages, in the Textile Processing in Submission (IC) Nos. 70 to 74 and 77 of 1949 has been made applicable in the concern, with effect from 1st February 1959.	
54 The Empire Dyeing and Manufacturing Co. Ltd.		With effect from 1st February 1956, the Watch and Ward Staff shall be paid basic Wages as awarded by the Industrial Court, Bombay in Miscellaneous Application (IC) 7 of 1956 between the Millowners Association, Bombay and the Rashtriya Mill Mazdoor Sangh, Bombay. No member of the Watch and Ward Staff shall be adversely affected.	

(1)	(2)	(3)	(4)
56 Vijay Dyeing and Printing Mills.	With effect from 1st June 1956, the management agreed to pay basic wages according to the Award of Industrial Court, Bombay. Submission (IC) 70 to 74 and 77 of 1949 in the matter of Standardisation of Wages for the Textile Processing Industry.	On the same scale on which it is being paid to the employees in the Textile Processing Industry.	
57 The Standard Dyeing and Bleaching Works.	The management shall increase the total wage bill of the present employees by Rs. 500-00 per month and determine increase in the rates of wages effective from 1st January 1956 in consultation with the Representative Union. The increased wages shall remain in force for a period of one year from the date of the Agreement. On completion of this period of one year the employees shall get wages as per the Award of the Industrial Court, Bombay. Submission (IC) 70 to 74 and 77 of 1949 in the matter of standardization of Wages for the Textile Processing Industry. In effect the Award shall be given effect from 19th June 1957.		
62 M/s. Deepak Prints .. ..	<p style="text-align: center;"><i>Effective from 1-5-1959.</i></p> (1) Printer— Rs. 3-25—0-12—4-50 per day. (2) Colour Mixer— Rs. 2-75—0-10—3-75 per day. (3) Helper— Rs. 2-50—0-06—3-10 per day. (4) Tablet Master— Rs. 100—4—140 per month. Design Engraver— Rs. 100—5—150 per month. Tracer— Rs. 60—3—75—5—100 per month. Watchman— Rs. 70—3—94 per month. Washerman— Rs. 2-60—0-06—3-20 per day. Washerman Mukadam— Rs. 3-00—0-10—4-00 per day. Design Repairer— Rs. 80—4—100—5—120 per month.		
63 M/s. Mahesh Art Ptg. Works	<p style="text-align: center;"><i>Effective from 1-9-1959.</i></p> Printers— Rs. 3-37—0-12—4-50 per day. Head printers— Rs. 4-00—0-19—5-50 per day. Asstt. Printers— Rs. 3-62—0-2—4-75 per day. Helpers— Rs. 2-50—0-06—3-00 per day.		
64 Empire Dyeing & Mfg. Co. Ltd.	The process of working on two washing machines in the Bleaching Department is allowed to be continued and the employees concerned shall be paid at the rate of Rs. 45-50 for 26 working days.		
65 Empire Dyeing and Mfg. Co. Ltd.	The employees of the Folding Department shall be paid wages on the lines paid to the employees in the Cotton Textile Industry with effect from 1st October 1959.		
66 Empire Dyeing and Mfg. Co. Ltd.	<p style="text-align: center;"><i>Effective from 1-10-59.</i></p> (1) Employees of the Folding Department shall be paid wages on the lines paid to the employees of the Cotton Textile Industry. (2) Process of working on 2 washing machines in the Bleaching Department to be continued and the employees shall be paid at the rate of Rs. 45-50 for 26 working days.		
68 Empire Dyeing & Mfg. Co. Ltd.	<p style="text-align: center;"><i>Effective from 4-1-1959.</i></p> <p style="text-align: center;"><i>Canteen Section</i></p> Cook— Rs. 45-50 per month. Tea maker— Rs. 39-00 per month.		

(1)	(2)	(3)	(4)
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*Printing Department :*

70 Dhanesh Dyeing and Ptg. Works.

Printers—  
Rs. 3.25—0.12—3.75 per day..  
Asstt. Printer—  
Rs. 2.62—0.12—3.00 per day.  
Asstt. Table Mukadam—  
Rs. 3.75—0.12—4.25 per day.  
Colour Mixer—  
Rs. 3.00—0.12—3.50 per day.  
Asstt. colour Mixer—  
Rs. 2.50—0.12—3.00.  
*Dyeing Department :*  
Semi-skilled workmen  
Rs. 2.50—0.12—3.00 per day.  
*Finishing Department :*  
Agger Cooly—  
Rs. 2.37—0.12—3.00 plus 0.25 nP. additional allowance.  
*General Department :*  
Boiler Attendant—  
Rs. 110—5—150 per month.  
Watchman—  
Rs. 65—2—75 per month.  
Fireman—  
Rs. 70—5—85 per month.  
Unskilled Workmen—  
Rs. 2.75—0.12—3.00 per day.  
Apprentice—  
Rs. 2.00 per day.

72 New Shakti Dye Works, Pvt. Ltd.

.. ..  
With effect from 1st August 1960, 90 per cent neutralization of the rise in the Cost of Living Index calculated on present minimum basic wages.

## MONTHLY RATED

	Category (1)	Permanent (2)	Temporary (3)
74 M/s. Maharaj Printing and Dyeing Works.	Head T a b l e Master.	Rs. 105—3—135 ..	Rs. 105
	Table Master ..	Rs. 95—3—125 ..	Rs. 95.00
	Carpenter ..	Rs. 95—3—125 ..	Rs. 95.00
	Colour Mixer ..	Rs. 90—3—120 ..	Rs. 90.00
	Jamadar ..	Rs. 50—2—70 ..	Rs. 50.00
	Watchman/Sepoy	Rs. 45—2—55 ..	Rs. 45.00

## DAILY RATED

Printers .. ..	Rs. 3.75—0.12—4.50	Rs. 3.50
Mukadam (Steam and Washing).	Rs. 3.00—0.12—3.75	Rs. 3.60
Colour Supplier	Rs. 2.75—0.12—3.50	Rs. 2.75
Mukadam Posts..	Rs. 2.62—0.09—3.19	Rs. 2.62
Holder Printer ..	Rs. 2.62—0.09—3.19	Rs. 2.62
Mazdoor (Washing Steam and General).	Rs. 2.62—0.09—3.00	Rs. 2.50

75 National Printing and Dyeing Works.

*Effective from 1-5-1963.**Consolidated :*

Operating—  
Rs. 4.00—0.20—5.00 per day.  
Printers—  
Rs. 3.75—0.15—4.50 per day.  
Mazdoors and Helpers—  
Rs. 2.50—0.10—3.25 per day.  
Head Watchman—  
Rs. 75—3—90 per month.  
Watchman—  
Rs. 70—3—85 per month.  
Driver (Heavy)—  
Rs. 120—5—145 per month.  
Repairer—  
Rs. 110—5—135 per month.  
Clerk-cum-Superintendent—  
Rs. 110—5—135 per month.  
Clerk—  
Rs. 90—3—105 per month.  
Grey Clothman—  
Rs. 75—3—90 per month.

STATEMENT SHOWING THE NAMES OF THE CONCERNS AND PARTICULARS OF VARIOUS  
KINDS OF LEAVE AND PAID HOLIDAYS IN "DYEING, BLEACHING AND  
TEXTILE PROCESSING" INDUSTRY

Serial No. in Index (1)	Name of the concern (2)	Privilege leave (days) (3)	Sick leave (days) (4)	Casual leave (days) (5)	Leave without pay (days) (6)	Paid Holidays (days) (7)
1	Shree Ganesh Dyeing and Ptg. Works.	..	..	..	..	4
2	The Mohan Dyeing Ptg. and Wvg. Mills.	..	..	..	..	2
9	The Jagdamba Printing Works	..	..	5 Effective from 1-1-1958. (This is to be treated as casual-cum-sick leave).	..	..
14	Bhupendra Dyeing and Printing Works.	..	7 (Accumulation up to 28 days).	..	..	..
16	The Velvet Dyeing and Printing Works.	..	..	..	..	3
20	Kohinoor Textile Ptg. Works ..	..	..	..	..	4
23	The Mohan Printing and Dyeing Works.	..	..	7 This is to be considered as casual sick-sick leave.	..	3
25	M/s. Leather Cloth Processors and Printers, Bombay.	..	..	..	20	4
34	Welved Dyeing and finishing Co., Bombay.	..	..	3	..	As per previous award.
38	Valoon Dyeing; Bleaching and Printing Works.	..	..	..	..	4
39	New Shakti Dye Works Pvt., Ltd., Thana.	Up to 240 days 12 days after that one day for every 12 working days. (accumulation 36 days.)	..	3 Permanent	..	..
42	Coronet Textile, Bombay ..	..	..	3	..	..
43	M/s. Bharat Textile Engrating Works.	..	..	5	..	..
46	Super Processors, Bombay ..	1. Up to 240 days as per F. Act. 2. Over and above 240 days. One day for every 12 days.	..	3	..	..
48	The Laxmi Co-operative Processors Ltd., Ichalkaranji.	..	5 (Accumulation of 20 days.)	5	..	4
50	Arvinda Processors, Ichalkaranji	..	5 Permanent (Accumulation 10 days.)	5 Permanent.	..	3
52	Sharda Dyeing and Ptg. Works	..	..	..	..	4
59	New India Ptg., Mills ..	..	..	..	..	4
60	New India Ptg., Mills ..	..	..	..	..	4

(1)	(2)	(3)	(4)	(5)	(6)	(7)
62	M's. Deepak Printers .. ..	..	..	5 This is to be considered as casual-cum-sick leave.	..	3
67	Poornima Dyeing and Ptg. Work	..	..	3	..	3
69	M's. Deepak Prints .. ..	As per Factories Act.	..	..	..	..
70	Dhanesh Dyeing and Printing Works.	..	..	..	..	2
74	M's. Maharaj Ptg., and Dyeing Works.	At the rate of 1 day for every 13 days actual work put in (Accumulation up to 40 days.)	..	..	10 Accumulation up to 30 days.	This includes, leave under factories Act, sick, casual, Festival holiday, etc.
75	National Ptg., and Dyeing Works	..	..	7	..	4

### COTTON GINNING AND PRESSING INDUSTRY

This industry has been defined by the previous 'Norms' Committee as "Cotton Ginning and Pressing including cleaning." The present Committee has adopted the same definition. It may be noted that this is one of the scheduled employments under the provisions of the Minimum Wages Act, 1948 and the minimum rates of wages have been fixed for the workers employed in this industry by Government Notification, Industries and Labour Department No. MWA-2562-C-7031-Lab-III, dated 4th January 1964.

The Committee examined 4 Awards and 7 Settlements in this industry for the period under review. All the 4 awards in this industry were from the Bombay Division. Of the Settlements 3 were from Bombay Division while the remaining 4 related to the Nagpur Division. The Awards covered a variety of subject, principal among them being wage structure, abolition of contract system, leave facilities, Uniforms, etc., while the Settlements mainly dealt with the subjects like the casual leave, paid holidays, sick leave, etc.

A list of the Awards and Settlements is given below :—

Serial No.	Name of the Concern	Reference
(1)	(2)	(3)
<b>AWARD</b>		
<b>Bombay Division</b>		
<i>Date and page of M. G. G. Part I-L.</i>		
1	The Krishna Cotton Press, Bombay .. ..	17-12-1959 (5292—5302).
2	Shri Ram Cotton Pressing Factory Pvt. Ltd., Bombay .. ..	29-12-1960 (3298—3316).
3	The Patel Cotton Co. Pvt. Ltd., (Hyder-E-All Press), Bombay .. ..	9-4-1964 (1263—1265).
4	M's. Hyder-E-Ali Mfg. and Pressing Factory, Bombay .. ..	26-10-1967 (4312—4315).
<b>SETTLEMENTS</b>		
<b>Bombay Division</b>		
<i>Date of Settlements Agreements and Sec. of I. D. Act, 1947.</i>		
5	Abbasi Cotton Pressing Factory, Bombay .. ..	8-7-1962 2 (P).
6	Patel Cotton Co. Pvt. Ltd., Bombay .. ..	14-11-1962 2 (P).
7	Shri Ram Cotton Pressing Factory, Bombay .. ..	12-3-1963 2 (P).
<b>Nagpur Division</b>		
8	Jayantilal Ramanlal Gin and Press Factory, Telhara .. ..	5-9-1957 C. P. and B. I. D. & S. Act.
9	Manilal Manekji Ginning Press, Akot .. ..	15-5-1958 C. P. and B. I. D. & S. Act.
10	Narsee Nagsee Lessee Gajanan Maruti, Gin Factory, Akot .. ..	16-4-1959 (1857-1858).
11	Ramsukh Girdharilal Ginning Factory, Akot .. ..	16-4-1959 (1861-1862).

## WAGES AND DEARNESS ALLOWANCE

Of the 6 cases examined by the Committee in 2 cases piece rates of wages were fixed. It was Rs. 1.12 per bale for ordinary pressing; Re. 0.50 per bale for opener work, and Rs. 1.12 per bale for repressing. In both those cases the Awards were given in 1959 and 1960. Apparently the Awards covered only those workers who were actually doing the work of pressing Cotton Bales. The other workers connected with the process like the mechanical staff were excluded from the Award. There were two Awards on wages where, in the first case consolidated minimum wage to all workers at Rs. 3.10 per day was awarded and in the second case an incremental scale was prescribed whereby the unskilled worker was awarded scale of Rs. 30—1.50—37.50—3.00—53.50. This was to be a basic wage scale. A dearness allowance at the rate of 70 per cent of the textile rate was also awarded in addition.

There were two Settlements which covered the Clerical, subordinate and the godown staff. The wage scale for the unskilled subordinate staff was fixed at Rs. 40—3—70—4—86 per month in the first settlement while in the second case it was fixed at Rs. 32—6—46—2½—66. A dearness allowance on the slab basis was also fixed in these cases.

The Committee noted that the Awards and Settlements on wages related to the Bombay Division only.

The attached statement gives the details of the cases of the wages and dearness allowance that were examined by the Committee.

## ALLOWANCES

Only one case (Sr. No. 6) came to the notice of the Committee wherein 4 types of allowances were given to the workers. They were as follows :—

### Acting Allowance :

Workers who worked in a higher post a period over 2 weeks were eligible for this allowance. The rate was the difference between basic and the minimum of the higher grade. If the salary which the worker was drawing was equal to or more than minimum of the higher grade he would be entitled to one increment in the higher grade.

### Lunch Allowance :

Workers who were required to work on outdoor duty during the lunch hour only would get lunch allowance. The rates prescribed under the settlement were Rs. 2.00 per day for the clerical staff and Re. 1.25 per day for the other staff.

### Overtime Allowance :

Overtime allowance was not payable for working for less than ½ hour. It was to be paid at the normal rate for working as allowed under the Factories Act, or the Shops and Establishments Act. For working on Sundays and holidays, the allowance was to be paid at 1½ times of the normal rate.

### Daily and Travelling Allowance :

Daily allowance was given at the rate of Rs. 7.50 plus 1st class travelling to clerical staff drawing salary up to Rs. 175; Rs. 9 to those drawing salary Rs. 175 up to Rs. 299 and Rs. 12 to those drawing salary above Rs. 299. Drivers were paid daily allowance at Rs. 6 plus second class travelling. Sepoys and other subordinate staff were paid daily allowance at Rs. 4 plus second class travelling. From the data before the Committee it was not clear whether the travelling allowance was payable on duty or whether it was leave fare concession.

## LEAVE AND HOLIDAYS

### Privilege Leave :

Only one case (Sr. No. 6) was noticed wherein privilege leave of 30 days per year with accumulation up to 90 days was given. The conditions for this leave were that it should normally be started from the first working day of the week and should be taken in not more than two instalments in any one calendar year and that it could not be encashed.

The Committee however noted that this solitary case of privilege leave was in respect of very well established concern having its Head Office in Bombay with a large office staff.



**Leave Without Pay :**

The Committee noted only one case (Sr. No. 6) wherein leave without pay to the extent of one month was allowed.

**Sick Leave :**

Only 4 cases of sick leave were examined by the Committee. Of these in two cases (Sr. Nos. 10 and 11) sick leave was to be given according to the provisions in the certified Standing Orders ; while in the third case (Sr. No. 9) it was fixed at 5 days during the season on production of a medical certificate. All these cases were reported from the Vidarbha Region. In the remaining case (Sr. No. 6) which was from Bombay the quantum was fixed at 2 weeks on full pay and dearness allowance during the first year of service, and 4 weeks per annum thereafter. In case of prolonged illness the leave could be extended further up to 8 weeks on half pay and dearness allowance on production of the medical certificate, but at the discretion of the management. Such leave for more than two days required medical certificate.

**Casual Leave :**

Five cases of casual leave were examined by the Committee. In two cases (Sr. Nos. 10 and 11) it was according to the Certified Standing Orders. In the remaining cases, viz., Sr. Nos. 4, 6 and 9 it was fixed at 4 days, 10 days and 7 days, respectively. The case where the casual leave of 11 days was fixed was reported from Bombay and the concern is a commercial establishment covered by the provisions of the Bombay Shops and Establishments Act.

**Festival Holidays :**

Six cases were noted wherein festival holidays were granted. In 3 cases (Sr. Nos. 9, 10 and 11) the quantum was 2 days per year. In one case (Sr. No. 8) it was 4 days, for monthly rated and on Republic Day for others. In case of Sr. No. 4 it was 4 days. One in the remaining case (Sr. No. 6) it was all Public Holidays declared by Government. In the last case again the firm was the well established firm in Bombay.

**ABOLITION OF CONTRACT SYSTEM**

Two instances came to the notice of the Committee wherein the contract-system was abolished. In one case (Sr. No. 1) the workers with a continuous service of one year in the previous year were directed to be treated as direct workers. In the second case (Sr. No. 2) all the old workmen were directed to be treated as Company's employees and were to be treated in continuous employment from the date of entry in service.

**STATEMENT SHOWING THE NAMES OF THE CONCERNS AND WAGES AND DEARNESS ALLOWANCE GRANTED IN COTTON GINNING AND PRESSING INDUSTRY**

Serial No.	Name of Concern	Wages	Dearness Allowance
(1)	(2)	(3)	(4)
1	The Krishan Cotton Press ..	From 1-1-1960, the following rates shall be effective for the group of Labadis :— Rs. 1-12 per bale for ordinary pressing. 50 nP. per bale for opener work. Rs. 1-12 per bale for repressing. The management shall continue to pay leave wages and employers contribution to E. S. I. Scheme as hereto before.	
2	Shri Ram Cotton Pressing Factory, Pvt., Ltd.	Re. 1-12 per bale for ordinary pressing. 50 np. per bale for opener work. Rs. 1-25 per bale for repressing. Re. 1-00 per bale for double opener work.	
3	The Patel Cotton Co., Pvt. Ltd., Bombay (Hyder-E-Ali Press).	<i>Effective from 1-9-1963.</i> Consolidated minimum wages to all workers Rs. 3-10 per day.	..
4	M's. Hyder-E-Ali Mfg. Pressing Factory, Bombay.	<i>Effective from 1-10-1964.</i> (1) Ten workers and women— Rs. 30—1-50—37-50—3-00—53-50. (2) Watchman— Rs. 36—2½—48½—3—72½. Ladies are getting 10 paise more for carrying boras from Godown to Pressing room.	All workers except ladies shall get dearness allowance at the rate of 70 per cent of the Textile Rate with effect from 1-10-1964.

(1)	(2)	(3)	(4)
		<b>(A) Clerical Staff</b>	
5	Nil.		
6	Patel Cotton Co., Pvt. Ltd. . .	<p><i>Grade A—</i> Rs. 270—15—285—20—425—25—500.</p> <p><i>Grade B—</i> Rs. 190—10—260—15—290—20—350—E.B.—20—410.</p> <p><i>Grade C—</i> Rs. 90—5—100—8—140—10—220—15—265—E.B.—15—310. (Including Typists).</p> <p>Book-keeping Machinist to start on— Rs. 108-00.</p> <p>Stenographers I— Rs. 140—10—220—15—255—E.B.—15—325.</p> <p>Stenographer II— Rs. 190—10—260—15—290—20—350—E.B.—20—410.</p> <p>Dock/godown Cutter Clerks— Rs. 90—5—100—8—140—10—200—E.B.—10—220—15—250.</p> <p>Telephone Operators— Rs. 90—5—100—8—140—10—220—15—265.</p> <p>(Graduates to start with two advanced increments and double graduates with four advanced increments. No special increments to staff member becoming graduate after engagement).</p> <p><i>Sweepers—</i> Rs. 40—2—50—3—68.</p> <p>Sepoys, Hamals Cycle Sepoys, Table Boys— Rs. 40—3—70—4—86.</p> <p>Watchman— Rs. 43—3—61—4—93.</p> <p>Naiks— Rs. 65—3—68—4—80—5—100.</p> <p>Drivers— Rs. 70—4—82—5—132.</p> <p>Daptharies— Rs. 68—4—80—5—100—7—121—E.B.—7—156.</p> <p>Sorter— Rs. 68—4—80—5—115.</p> <p>Palawalis— Rs. 35—2—61.</p> <p>Number Markers— Rs. 58—4—90—5—95.</p> <p>Bale Binders— Rs. 58—4—90—5—95.</p> <p>Chittiwallas— Rs. 58—4—90—5—95.</p> <p>Chakawallas— Rs. 68—4—80—5—105.</p> <p>Samplers— Rs. 65—5—115.</p> <p>The date of annual increment to be 1st of April every year.</p>	<p style="text-align: right;"><i>For cost of Living Index 371—380.</i></p> <p><i>Pay-Slab Dearness Allowance. For variation of 10 point in Index.</i></p> <p>On 1st Rs. 100 100 per cent 5 per cent per cent. 50 per cent 2½ per cent</p> <p>On 2nd Rs. 50 25 per cent 1½ per cent per cent.</p> <p>On Balance, Minimum D. A. Rs. 77-00 Rs. 3-00.</p>
		<i>Effective from 1-3-1963.</i>	
7	Shri Ram Cotton Pressing Factory, Bombay.	<p style="text-align: center;"><i>Mechanical Staff:</i></p> <p>Fitter, Cobbler, Boiler Attendant, Carpenter Black-smith, Valveman, Openerman, Finisherman, half-pressman, oilman hoiseman, waste mechanic, tassingman, pumpman, turner, will owman, wayman, sarang. Rs. 50—2—60—3—84.</p> <p>Watchman— Rs. 36—2—46—2½—66.</p> <p><i>Unskilled (Light):</i> Ginman, Sweeper, Male, Female employees on picking and Cleaning Cotton or Cotton Waste including general workers— Rs. 36—2—46—2½—66.</p>	

STATEMENT SHOWING THE NAMES OF THE CONCERNS AND LEAVE AND PAID HOLIDAYS GRANTED IN  
"COTTON GINNING AND PRESSING" INDUSTRY

Serial No. in the Index (1)	Name of the Concern (2)	Privilege Leave (days) (3)	Leave without Pay (days) (4)	Sick Leave (days) (5)
4	M/s. Hyder-E-Ali Mfg. Pvt. Ltd., and Pressing Factory, Bombay.	..	..	..
6	Patel Cotton Co. Pvt., Ltd.	.. 30 days per year Accumulation up to 90 days.	1 Mth. in any 1 year.	2 weeks on full pay and D. A. during 1st year of service and 4 weeks per annum thereafter. In case of prolonged illness up to for these 8 weeks on half pay and D. A. (at management) discretion) sick leave for more than 2 days will be supported by medical certificate.
8	Jayantilal Ramanlal Gin and Press, Factory, Thana.	..	..	..
9	Manilal Manekji Gin Pressing, Akot.	..	..	5 days during season on production of medical certificate.
10	Narses Nagja-Lessee Gajanan Maruti Ginning, Factory.	..	..	As per certified standing order of the factory.
11	Ramsukh Girdharilal Gin Factory, Akot.	..	..	As per certified standing order of the factory. ..

Serial No. in the Index (1)	Maternity Leave (days) (6)	Casual (days) (7)	Paid Holidays (days) (8)	Special Leave or Concession (days) (9)
4	..	4	4	..
6	As per Maternity Benefit Act.	10	.. All public Holidays declared by State Government at the beginning of the year.	<p><i>For permanent Employees :-</i></p> <p>(1) Absence due to services and jury and charity Commissioner's Office.</p> <p>The concession to go early will be given as below :-</p> <p><i>For Hindus :-</i></p> <p>(1) On Ashadhi Ekadashi. . . } at 4-00 p. m.</p> <p>(2) Shrawan Somwar .. } at 4-00 p. m.</p> <p><i>For Christians :-</i></p> <p>(1) Mondha .. } at 4-00 p. m.</p> <p>(2) Thursday .. } at 4-00 p. m.</p> <p><i>For Parsees.</i></p> <p>(1) Aven Arendvisor .. } Pareb at 4-00 p. m.</p> <p>(2) Adar Jashan .. } Pareb at 4-00 p. m.</p> <p>(3) Farvandagan .. } Pareb at 4-00 p. m.</p> <p>(4) New Year's Eve (Parsee) } Pareb at 4-00 p. m.</p> <p><i>All Staff :</i></p> <p>(1) Christmas Eve New year's at 3-00 p. m.</p>
8	..	..	<i>For monthly rated</i> 4	..
9	..	7 days	2 days.	..
10	..	As per certified standing orders of the Factory.	2 days.	..
11	..	As per certified standing orders of the factory.	2 days.	..

## LEATHER AND TANNERIES

The Committee has adopted the same definition for this industry which was adopted by the previous "Norms Committee". The definition is as follows :—

"(i) Currying, Tanning and Finishing of Hides and Skins and preparation of Finished Leather, (ii) Manufacturing of shoes and other leather footwear, (iii) Manufacturing of clothing and wearing apparel made of leather and Fur (iv) Manufacturing of leather products such as leather Upholstery, suit-cases, pocket books, cigarette and key cases, purchases, saddlery, whip and other articles."

The Committee examined 3 Awards (2 published and 1 unpublished) and 8 Settlements in respect of this industry. Of the 3 Awards 2 are from the Bombay Division and 1 from the Poona Division. All the eight Settlements are from Bombay Division.

The following is the list of Awards and Settlements examined :—

Serial No.	Name of the Concern	Reference
(1)	(2)	(3)
<b>AWARDS</b>		
<b>Bombay Division</b>		
1	Dharampur Leather Cloth Co. Pvt. Ltd., Bombay .. .. .	Date and page of M. G. G., Part I-L 21-2-1959 (Unpublished).
2	The Western India Tanneries Ltd., Bombay .. .. .	7-5-1959 (2045—2050).
<b>Poona Division</b>		
3	Weikfield Products Co. (India), Poona .. .. .	11-5-1961 (1083—1086).
<b>SETTLEMENTS</b>		
<b>Bombay Division</b>		
4	M/s. National Leather Cloth Manufacturing Co., Bombay .. .. .	Date of Agreement / Settlements and Section of I. D. Act, 1947. 3-9-1960 2 (P).
5	Gold Filled Leather Works, Bombay .. .. .	21-11-1960 2 (P).
6	Noble Leather Works, Bombay .. .. .	15-2-1961 2 (P).
7	Gold Filled Leather Works, Bombay .. .. .	4-4-1961 12 (3).
8	Western India Tanneries Ltd., Bombay .. .. .	18-1-1962 12 (3).
9	Western India Tanneries Ltd., Bombay .. .. .	11-8-1962 12 (3).
10	Kamco Leather Works, Bombay .. .. .	10-10-1962 12 (3).
11	M/s. National Leather Cloth Mfg. Co., Bombay .. .. .	31-8-1963 2 (P).

## WAGES AND DEARNESS ALLOWANCE

The question of wages and Dearness Allowance was involved in 8 cases ; out of these, 1 case dealt with dearness allowance only; wage-scales were revised in 2 cases, both dearness allowance and revision of wages were granted in 2 cases and in 3 cases *ad-hoc* increase in wages was granted. A statement showing wages, dearness allowance etc., decided in 8 cases is attached herewith.

It may be mentioned here that this industry is a scheduled industry under the Minimum Wages Act, 1948. The minimum wages for this industry have been fixed, *vide* Government Notification, Industries and Labour Department No. MWA-2162-Lab.-III dated 25th July 1964 and No. MWA-2162-Lab.-III dated 20th May 1965.

## LEAVE

The Committee examined the cases in 6 concerns in which various kinds of leave were considered. A statement showing the names of these 6 concerns and various types of leave granted is attached.

**Privilege Leave :**

In Noble Leather Works, Bombay (Sr. No. 6) it was settled that workers will be given 14 days privilege leave.

**Sick Leave :**

In Weikfield Products (India), Poona (Sr. No. 3) 5 days leave with pay in a year was awarded. The accumulation of this leave was granted for 15 days.

**Leave without Pay :**

In National Leather Cloth Mfg. Co., Bombay (Sr. No. 4) it was settled that workers will be given 15 days leave without pay.

**Casual Leave :**

The Committee came across 5 concerns in which casual leave had been granted. Of these only 1 was from the Poona Division and 4 from the Bombay Division. The following shows the number of cases and period of leave granted :—

<i>Period</i>	<i>No. of cases</i>
4 days ..	1
5 days ..	1
7 days ..	3

In Gold Filled Leather Works, Bombay (Sr. No. 7) this leave was not allowed to be taken for more than 2 days at a time and also was not allowed to be prefixed or suffixed to holiday or weekly off.

In Kamco Leather Works, Bombay (Sr. No. 10) this leave was termed as casual leave-*cum*-sick leave. For sickness for more than a day, a medical certificate shall be produced.

**FESTIVAL HOLIDAYS**

It was noted that there were 5 concerns in which Festival Holidays had been granted. Of these only one was from the Poona Division and 4 from the Bombay Division. The following shows the number of cases and number of holidays granted :—

<i>No. of Holidays</i>	<i>No. of cases</i>
3 days ..	1
4 days ..	2
5 days ..	1
7 days ..	1

The following shows the names of the holidays and the number of concerns in which they were enjoyed :—

<i>Name of the Holidays</i>	<i>No. of cases</i>
Independence Day ..	5
Republic Day ..	4
Holi .. ..	4
Diwali .. ..	4
Maharashtra Day ..	3
Ganesh Visarjan ..	1
Dasara .. ..	1
Gandhi Jayanti ..	1

**PERMANENCY**

In Weikfield Products Co. (India), Poona (Sr. No. 3) it was awarded that the workmen who have completed one year's continuous service shall be deemed to be permanent workers. Similarly, the workmen employed temporarily during the season shall be given preference at the time of seasonal recruitment or while increasing the number of workers.

In M/s. National Leather Cloth Manufacturing Co., Bombay (Sr. No. 4) and Kamco Leather Works, Bombay (Sr. No. 10) it was agreed that the employees who have put in six months' continuous service should be made permanent and those who had already completed 6 months' continuous service at present should be deemed to be permanent employees.

**ATTENDANCE BONUS**

In National Leather Cloth Mfg. Co., Bombay (Sr. No. 4) it was agreed that the workmen who remain present on all the working days in a month would be given an additional one day's wage at the end of the month.

## UNIFORMS

In National Leather Cloth Mfg. Co., Bombay (Sr. Nos. 4 and 11) it was agreed that employees closely connected with colour/paint operation should be given 3 pairs of uniforms per year, one each in month's of January, May and September every year.

## PROVISION OF LOCKERS

In National Leather Cloth Mfg. Co., Bombay (Sr. No. 11) it was agreed that individual lockers would be provided to all workmen in a suitable place in the factory.

## GUARANTEE OF 26 DAYS' WORK

In National Leather Cloth Mfg. Co., Bombay (Sr. No. 4) it was agreed that the employees should be guaranteed work for 26 days in a month provided that they should be ready and willing to work on weekly off days as a substitute working day in place of any holiday voluntarily declared by the management as a holiday without pay over and above the paid holidays, subject to and without prejudice to statutory provisions.

## PROVIDENT FUND

Though the Employees' Provident Fund Act was not made applicable in the Western India Tanneries Ltd. (Sr. No. 2) the Tribunal directed that the contribution of the management be raised to 6½ per cent of the total earnings as from 1st January 1959.

(It may be mentioned here that the industry 'Leather and Leather Products' was covered by the Employees' Provident Fund Act, 1952 from 31-8-1961.)

In the Weikfield Products Co.(India), Poona (Sr. No. 3) the Tribunal directed that the Provident Fund Scheme made under the Employees' Provident Fund Act, should be made applicable immediately if it was made compulsory by Government; otherwise a scheme on the same lines should be made applicable to workmen by mutual agreement after the factory is shifted to new premises.

## ABOLITION OF CONTRACT SYSTEM

In the Western India Tanneries Ltd., Bombay (Sr. No. 2) since the manufacturing of pickers was seasonal and was entirely suspended during monsoon, it was agreed that the workmen in that section who would be laid off without payment of lay-off compensation would be taken on the pay roll of the company as permanent or temporary workmen at the discretion of the management and would enjoy the same benefits as enjoyed by the other permanent or temporary workmen. Service benefits could only be earned on actual days worked during the service period. The resumption of the picker department would be notified by the Company and workmen would return to work within 8 days.

## STATEMENT SHOWING THE NAMES OF THE CONCERNS AND WAGES AND DEARNESS ALLOWANCE GRANTED IN THE "LEATHER AND TANNERIES" INDUSTRY

Serial No. in the index.	Name of the Concerns	Wages	Dearness allowance
(1)	(2)	(3)	(4)
1	Dharampur Leather Cloth Co. Pvt. Ltd.	<i>Effective from 1-10-58</i>	
		(1) All monthly paid workers shall be given an increment of Rs. 5 p.m.	
		(2) All weekly paid workers who are getting wages between Rs. 1-2-0 to Rs. 1-8-0 shall be given an increment of 3 annas per day.	
		(3) All weekly paid workers who are getting wages above Rs. 1-8-0 per day, shall be given increment of 2 annas per day.	
2	The Western India Tanneries Ltd.	From 1-1-1959 the management was directed to give an increment of 0.30 p. to each worker in their existing wage-scales.	
3	Weikfield Products Co. (India), Poona.	<i>Effective from 1-1-1961</i>	
		<i>Grade I—</i>	
		Workmen doing all jobs—	
		Rs. 2.75—0.10—3.25 p.d. (consolidated.)	
		<i>Grade II—</i>	
		Workmen doing single job or more—	
		Rs. 2.25—0.10—Rs. 3.25 per day. (consolidated).	
		<i>Note.—</i> Workmen drawing salary of Rs. 70 per month or above will be fixed on Rs. 3.65 per day in grade I.	
		Annual increment will be due on 1st January every year.	

(1)	(2)	(3)	(4)																										
4	M/s. National Leather Cloth Mfg. Company.	<p><i>Effective from 1-6-1960.</i></p> <p><i>Unskilled—</i> Daily basic grade            (1) Mazdoors including cloth cleaners, Roller cleaners, colour coaters, Watchman, etc. Rs. 1.15—0.09—2.05 p.</p> <p>(2) <i>Semi-skilled—</i>            Asstt. Embossing machine operators, Asstt. spreading machine operators, Grinding machine operators, Tailors, Asstt. Electrician-cum-Wireman, etc. Rs. 1.55—0.12—2.75 p.</p> <p>(3) <i>Skilled—</i>            Embossing Machine operators, Spreading machine operators, Checkers (Inspectors), etc. Rs. 2.25—0.25—4.75 p.</p>	60 per cent of the Textile workers of Bombay 1st (Revised) for the year of the agreement.  66½ per cent of the Textile workers of Bombay (Revised) for the remaining period.																										
5	Gold Filled Leather Works	<p><i>With effect from 1-9-1960.</i></p> <p>Of the total 49 workers 21 workers will get each at the rate of Rs. 2.85 p. per day ; 5 workers at the rate of Rs. 2.95 p. per day ; 6 workers at the rate of Rs. 3.10 p. per day ; 5 workers at the rate of 3.30 p. per day ; 8 workers at the rate of Rs. 3.50 p. per day and 4 workers at the rate of Rs. 4.25 p. per day.</p>																											
8	Western India Tanneries Ltd.	<p><i>Effective from 1-1-1962.</i></p> <p>Category Daily wages</p>	<i>Effective from 1-12-1961.</i>																										
		<table border="0"> <tr> <td>(1)</td> <td>(2)</td> <td></td> </tr> <tr> <td>Machinemen .. ..</td> <td>Rs. 1.75—0.12—2.11—EB—0.19—3.44 p.</td> <td rowspan="14">Existing rate of D. A. which is 1.5 pies per day will be increased to 1.67 per point of rise over the cost of Living Index for the working class published by the Maharashtra State for Bombay City for the month of August 1939 which was 105.</td> </tr> <tr> <td>Machine Helpers .. ..</td> <td>Rs. 1.19—0.06—1.67 p.</td> </tr> <tr> <td>Fleshers .. ..</td> <td>Rs. 1.56—0.12—2.20 p.</td> </tr> <tr> <td>Other in Lime Yard .. ..</td> <td>Rs. 1.19—0.06—1.91 p.</td> </tr> <tr> <td>Belt and Buffer Stitchers..</td> <td>Rs. 1.50—0.09—1.95—EB—0.12—2.61 p.</td> </tr> <tr> <td>Others in Belting Department.</td> <td>Rs. 1.19—0.06—1.67 P.</td> </tr> <tr> <td>Harness and Picker-Assemblers.</td> <td>Rs. 1.34—0.06—1.96 p.</td> </tr> <tr> <td>Finishing .. ..</td> <td>Rs. 1.34—0.06—2.20 p.</td> </tr> <tr> <td>Ten Yard and Cartmen .. ..</td> <td>Rs. 1.19—0.06—1.91 p.</td> </tr> <tr> <td>Coolies and Apprentices .. ..</td> <td>Rs. 1.16—0.06—1.64 p.</td> </tr> <tr> <td>Watchmen .. ..</td> <td>Rs. 1.16—0.06—1.88 p.</td> </tr> </table>	(1)	(2)		Machinemen .. ..	Rs. 1.75—0.12—2.11—EB—0.19—3.44 p.	Existing rate of D. A. which is 1.5 pies per day will be increased to 1.67 per point of rise over the cost of Living Index for the working class published by the Maharashtra State for Bombay City for the month of August 1939 which was 105.	Machine Helpers .. ..	Rs. 1.19—0.06—1.67 p.	Fleshers .. ..	Rs. 1.56—0.12—2.20 p.	Other in Lime Yard .. ..	Rs. 1.19—0.06—1.91 p.	Belt and Buffer Stitchers..	Rs. 1.50—0.09—1.95—EB—0.12—2.61 p.	Others in Belting Department.	Rs. 1.19—0.06—1.67 P.	Harness and Picker-Assemblers.	Rs. 1.34—0.06—1.96 p.	Finishing .. ..	Rs. 1.34—0.06—2.20 p.	Ten Yard and Cartmen .. ..	Rs. 1.19—0.06—1.91 p.	Coolies and Apprentices .. ..	Rs. 1.16—0.06—1.64 p.	Watchmen .. ..	Rs. 1.16—0.06—1.88 p.	
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10	Kamco Leather Works ..		<p>With effect from 1-9-1962 all workers shall be brought on minimum wage level as per Minimum Wages Act. The management agreed to grant <i>ad-hoc</i> increment as under :—</p> <p>Salesman .. .. Rs. 5 per month.            Other Categories .. Rs. 3 per month.</p>																										
11	M/s. National Leather cloth Mfg. Co.		The scales settled <i>vide</i> settlement, dated 3-9-60 ( <i>vide</i> S. No. 4) will remain in force and the workmen who reach the maximum of the grade will continue getting their increment till such time, this agreement is in force ( <i>i.e.</i> from 1-8-1963 to 31-7-1966).	75 per cent of the Revised Textile Rate from 1-8-1963 up to 31-7-1965 and thereafter 80 per cent.																									

STATEMENT SHOWING THE NAMES OF THE CONCERNS AND PARTICULARS OF VARIOUS KINDS OF LEAVE AND PAID HOLIDAYS GRANTED IN LEATHER AND TANNERIES INDUSTRY

Serial No. in the Index (1)	Name of the Concern (2)	Privilege Leave (Days) (3)	Leave without pay (Days) (4)	Sick Leave (Days) (5)	Monthly Leave (Days) (6)	Casual Leave (Days) (7)	Paid/Festival Holidays (Days) (8)
1	Dharampur Leather Cloth Company Pvt. Ltd.	..	..	..	..	7 days	..
3	Weikfield Products Co. (India), Poona..	..	..	With pay for 5 days in a year (Accumulation for 15 days).	..	With pay for 5 days. 5 days in a year.	..
4	M/s. National Leather cloth Mfg. Company.	..	15 days per year.	..	..	7 days with wages for daily-rated.	4 days.
6	Noble Leather Works .. ..	14 days ..	..	..	..	..	7 days.
7	Gold Filled Leather works .. ..	..	..	..	..	4 days with pay.	4 days.
10	Kamco Leather Works .. ..	..	..	..	..	7 days ..	3 days.

## BIDI

The previous Norms Committee defined this industry as "Manufacturing of Bidis". The same definition is adopted by the present Committee.

It may be mentioned here that all the provisions of the Bidi and Cigar Workers (Conditions of Employment) Act, 1966, except the provisions of section 3 came into force in Maharashtra State from 1st April 1968 and the provisions of section 3 came into force from 1st May 1968 by Government Notification, Industries and Labour Department No. BCA-1067/Lab-II, dated 28th March 1968.

This is a special legislation aimed at regulating the working conditions like working hours, overtime, weekly holidays, annual leave with wages, licensing of the premises, sanitary facilities, manner of termination of services and the procedure for grievances, etc.

During the relevant period the Committee examined 34 cases, 8 Awards and 26 Settlements. The divisionwise break-up of these 34 cases is as follows :—

Division	Awards	Settlements/Agreements
Bombay ..	..	..
Poona ..	1	6
Nagpur ..	6	20
Aurangabad ..	1	..
<b>Total ..</b>	<b>8</b>	<b>26</b>

The following list gives names and references of concerns to which these Awards, Settlements/Agreements refer :—

Serial No. (1)	Name of concern (2)	Reference (3)
<b>AWARDS</b>		
<b>Poona Division</b>		
1	M/s. Bastiram Narayandas Maheshwari, Ahmednagar .. .. .	Date and page of M. G. G., Part I-L, 9-4-1964 (110—117).
<b>Nagpur Division</b>		
2	Bhailalbhaj Bhikabhai & Co. Bidi Factory, Gondia .. .. .	3-8-1956 (811—815).
3	Karmatali Mardanali Bidi Factory, Brahmपुरi, Chanda .. .. .	19-2-1959 (796—802).
4	Raja Special Bidi Works, Akola .. .. .	11-5-1961 (1151—1153).
5	The K. B. Haji Mir Saheb Naiz Ali & Sons, Nagpur .. .. .	12-10-1961 (2580).
6	Khan Bahadur Haji Mir Saheb Naiz Ali & Sons Bidi Factory, Nagpur .. .. .	15-9-1962 (4556—4557).
7	Khan Bahadur Haji Mir Saheb Naiz Ali & Sons Bidi Factory, Nagpur .. .. .	7-2-1963 (529—531).
<b>Aurangabad Division</b>		
8	M/s. Nandlal Bidi Works, Aurangabad .. .. .	19-4-1962 (1603—1610).
<b>SETTLEMENTS</b>		
<b>Poona Division</b>		
9	Patel Brothers, Poona .. .. .	Date of Settlements/Agreements and Section of I. D. Act, 1947. 25-5-1959 12 (3).
10	M/s. Bhikusa Yamasa Kshatriya Bidi Works, Br. No. 2, Poona .. .. .	5-9-1959 12 (3).
11	Bhikusa Yamasa Kshatriya Pvt. Ltd., Sinnar .. .. .	27-10-1959 2 (P).
12	Chimanasa Yamasa Kshatriya Bidi Mfgs., Nasik .. .. .	25-11-1959 2 (P).
13	The Poona Shivaji Bidi Mart, Poona .. .. .	26-9-1960 2 (P).
14	Bhikusa Yamasa Kshatriya Pvt. Ltd., Sinnar .. .. .	24-3-1961 12 (3).
<b>Nagpur Division</b>		
15	M/s. Mohanlal Hargovinddas & Nine Other concerns, Gondia .. .. .	26-12-1957, C. P. & B. I. D. & S, Act, 1947.
16	Kalekhan Mohamad Hanif, Gondia .. .. .	2-1-1958, C. P. & B. I. D. & S. Act, 1947.
17	H. A. H. Jamal Noor Mohamed & Sons, Gondia .. .. .	2-1958, C. P. & B. I. D. & S, Act, 1947.
18	Soganmal Gupta Bidi Works, Gondia .. .. .	2-1-1958, C. P. & B. I. D. & S. Act, 1947.
19	Patel Tobacco Bidi Works, Gondia .. .. .	2-1-1958, C. P. & B. I. D. & S. Act, 1947.
20	Bhikusa Yamasa Kshatriya Co., Gondia .. .. .	2-1-1958, C. P. & B. I. D. & S. Act, 1947.
21	Ambika Tobacco Bidi Works, Gondia .. .. .	2-1-1958 C. P. & B. I. D. & S. Act, 1947.
22	Muljibhai Mathurabhai & Sons, Gondia .. .. .	2-1-1958 C. P. & B. I. D. & S. Act, 1947.
23	Chotabhai Motibhai Patel, Gondia .. .. .	2-1-1958 C. P. & B. I. D. & S. Act, 1947.
24	M/s. Shriram Gulabdas Bidi Factory, Tumsar .. .. .	3-7-1958 C. P. & B. I. D. & S. Act, 1947.
25	M/s. S. M. Ismail & Bros Bidi Factory, Tumsar .. .. .	16-10-1958 C. P. & B. I. D. & S. Act, 1947.



(1)	(2)	(3)
26	K. B. H. Mirsaheb Niazali & Sons Bidi Factory, (Timki Br.), Nagpur .. .. .	6-3-1959 C. P. & B. I. D. & S. Act, 1947.
27	K. H. M. Niazali & Sons, Nagpur .. .. .	16-4-1959 C. P. & B. I. D. & S. Act, 1947.
28	K. B. H. M. S. Niazali & Sons Bidi Mfgs., Kamptee .. .. .	26-4-1959 C. P. & B. I. D. & S. Act, 1947.
29	Shankarlal Dayaram Bidi Company, Bhandara .. .. .	23-7-1961 C. P. & B. I. D. & S. Act, 1947.
30	M/s. Shankarlal Dayaram Bidi Co., Bhandara .. .. .	9-11-1961 C. P. & B. I. D. & S. Act, 1947.
31	M/s. Karmatali Mardanali Bidi Factory, Brahmपुर (Chanda) .. .. .	8-2-1962 C. P. & B. I. D. & S. Act, 1947.
32	Mohanlal Hargovinddas Bidi Factory, Neri (Bhandara) .. .. .	5-4-1962 Industrial Court Settlement.
33	M/s. Chhotabhai Jethabhai & Co. Bidi Mfgs., Gondia .. .. .	14-6-1962 Industrial Court Settlement.
34	M/s. Chhotabhai Purshottam Patel & Co. Bidi Factory, Nagpur .. .. .	13-9-1962 C. P. & B. I. D. & S. Act 1947

### WAGES AND DEARNESS ALLOWANCE

The Bidi Industry is a scheduled employment under the Minimum Wages Act, 1948 and the minimum wages for the workmen employed in this industry have been last revised with effect from 1st April 1968 by Government Notification No. MWA-1566/6175-Lab-III, dated 30th March 1968.

In M/s. Bastiram Narayandas Maheshwari (S. No. 1) following consolidated wage-scales were awarded :—

Watchman .. .. .	Rs. 50—2—70.
Taraiwala .. .. .	Rs. 55—3—85.
Bhattiwala .. .. .	Rs. 55—3—85.
Clerk .. .. .	Rs. 65—4—105.
Driver .. .. .	Rs. 85—5—135.

### LEAVE

A statement showing the names of 7 concerns wherein various kinds of leave are given is attached.

#### Privilege Leave :

In the K. B. Haji Mir Saheb Niaz Ali & Sons, Nagpur (S. No. 5) 15 days' leave was granted.

#### Sick Leave :

In M/s. Bastiram Narayandas Maheshwari, Ahmednagar (Sr. No. 1) 5 days leave was granted to employees other than bidi makers.

#### Leave Without Pay :

In Khan Bahadur Haji Mir Saheb Niazali & Sons Bidi Factory, Nagpur (Sr. No. 6) 15 days' leave was granted.

#### Casual Leave :

In M/s. Bastiram Narayandas Maheshwari, Ahmednagar (Sr. No. 1) 7 days' leave was granted to workers other than bidi makers.

#### Festival Holidays :

In 3 cases named below which were examined by the Committee 2 holidays were granted. :—

(1) Patel Brothers, Poona (Sr. No. 9).

(2) M/s. Bhikusa Yamasa Kshatriya Bidi Works, Branch No. 2, Poona (Sr. No. 10) : Those who had worked for 3 months or more are only entitled to these holidays.

(3) The Poona Shivaji Bidi Mart, Poona (Sr. No. 13) : The two holidays granted were 26th January (Republic Day) and 15th August (Independence Day).

## PERMANENCY

In M/s. Bastiram Narayandas Maheshwari, Ahmednagar (Sr. No. 1) the workmen (other than bidi makers) who had put in one year's service were entitled for confirmation.

## PAYMENT FOR MATERNITY LEAVE

In Chimansa Yamasa Kshatriya Bidi Mfgs., Nasik (Sr. No. 12) it was agreed to continue the existing system of paying Rs. 14 p. m. on account of Maternity leave from 1958 to 1962.

*A STATEMENT SHOWING THE NAMES OF CONCERNS AND VARIOUS TYPES OF LEAVE GRANTED IN THE "BIDI" INDUSTRY ARE GIVEN*

Serial No. in Index (1)	Name of Concern (2)	Privilege leave (days) (3)	Sick leave (days) (4)	Leave without pay (days) (5)	Casual leave (days) (6)	Festival/Paid Holidays (days) (7)
1	M/s. Bastiram Narayandas Maheshwari.	..	5 (other than bidi makers).	..	7 (other than bidi makers).	..
5	The K. B. Haji Mir Saheb Niaz Ali & Sons.	15	..	..	..	..
6	Khanbahadur Haji Mir Saheb Niazali & Sons Bidi Factory.	..	..	15	..	..
9	Patel Brothers, 118, M. G. Road, Poona.	..	..	..	..	2
10	M/s. Bhikusa Yamasa Kshatriya Bidi Works, Branch No. 2, Poona.	..	..	..	..	2 For those who have worked for 3 months or more.
13	The Poona Shivaji Bidi Mart	..	..	..	..	2

## CIGARETTES

The Committee has adopted the same definition for this industry which was adopted by the previous 'Norms Committee'. The definition is as follows:—

“ Manufacturing of Cigars and Cigarettes ”.

During the relevant period the Committee examined 3 Awards and 7 Settlements in respect of the following 3 concerns in Bombay Division.

- |  |         |                            |
|--|---------|----------------------------|
| 1. Imperial Tobacco Co.                    | .. .. . | 2 Awards and 1 Settlement. |
| 2. The Masters Tobacco Co. (India), Bombay | .. .. . | 1 Award.                   |
| 3. Godfrey Philips (India), Limited        | .. .. . | 3 Settlements.             |
| 4. D. Macropolo and Co. Ltd., Bombay       | .. .. . | 3 Settlements.             |

The following list gives the names and references of concerns to which these Awards and Settlements refer:—

Serial No. (1)	Name of the concern (2)	Reference (3)
<b>AWARDS</b>		
<b>Bombay Division</b>		
1	Imperial Tobacco Co. of India Ltd., Bombay	26-5-1960 (152—159).
2	Imperial Tobacco Co. of India Ltd., Bombay	9-3-1961 (636—660).
3	The Master Tobacco Co. (India) Ltd., Bombay	4-11-1965 (3776—3779).

(1)	(2)						(3)
Settlements	SETTLEMENTS Bombay Division					Date of settlements/ Agreements and Section of the I. D. Act, 1947.	
4	Godfrey Philips India Ltd., Bombay	..	..	..	..	..	1-6-1960 2 (P).
5	Godfrey Philips India Ltd., Bombay	..	..	..	..	..	3-10-1960 2 (P).
6	Imperial Tobacco Co. of India Ltd., Bombay	..	..	..	..	..	17-7-1961 12 (P).
7	Godfrey Philips India Ltd., Bombay	..	..	..	..	..	31-8-1962 2 (P).
8	D. Macropole and Co. Ltd., Bombay	..	..	..	..	..	19-4-1963 2 (P).
9	D. Macropolo and Co. Ltd., Bombay	..	..	..	..	..	22-4-1963 2 (P).
10	D. Macropolo and Co. Ltd., Bombay	..	..	..	..	..	21-6-1963 2 (P).

### WAGES AND DEARNESS ALLOWANCES

In the case of Imperial Tobacco Co. of India Ltd., Bombay (Sr. Nos. 1 and 2) wages and dearness allowances in respect of daily-rated employees were awarded in 1960 and in respect of monthly-rated in 1961, respectively.

In the case of the Master Tobacco Co. (India) (Sr. No. 3) wages and dearness allowance in respect of employees were awarded in 1965.

In M/s. Godfrey Philips India Ltd., (Sr. No. 4) wages of daily Rated employees were settled by Settlement under Section 2 (P) of the Industrial Disputes Act, 1947, on 1-6-1960. The duration of this settlement was for 5 years from 1-9-1960.

In M/s. D. Macropolo and Co. Ltd., wage, scales of monthly rated employees were settled under 3 different Settlements under Section 2 (P) of the Industrial Disputes Act, 1947, on 19-4-1963, 22-4-1963 and 21-6-1963, respectively. The duration of these 3 Settlements was for five years from 1-1-1963.

A statement showing wages and dearness allowances granted in the 4 concerns is attached.

#### Allowances:

In the Imperial Tobacco Co. of India Ltd., the Tribunal awarded the following allowances:—

#### Acting Allowance :

No allowances were awarded for officiating in higher post for a period less than a month when it was for the first time or for a period less than 14 days on subsequent occasions.

In case an employee was likely to work in the higher grade for a longer period he should be paid minimum of the higher grade or if his wages were more than such minimum, he should get wages in the higher grade next above his existing wage.

#### Lunch Allowance :

Employees from the following categories who were unable to return to their usual period of work during lunch hours were awarded lunch allowance as follows:—

Caetgory	Rate
CMR/1 to 4 .. .. .	Rs. 2 per day.
SUB/MR 1 to 4 .. .. .	Re. 1 per day.
SUB/MR 5 to 7 .. .. .	Rs. 1 25 per day.

#### Overtime Allowance :

(a) Normal rate inclusive of Dearness Allowances or the existing rate whichever is higher was awarded.

(b) For working on unpaid holidays, half of the total basic wages and Dearness Allowances in addition to his ordinary wage and Dearness Allowances, were awarded.

(c) Watchmen should be compensated by an increase in the quantum of annual leave.

(d) For working on public holidays, weekly holidays and Saturday after usual hours of work over-time allowance should be paid at the following rates :—

Category	Rate
CMR/1 to 4 .. .. .	Rs. 2.
SUB/MR 1 to 4 .. .. .	Re. 1.
SUB/MR 6 and 7 .. .. .	Rs. 1.25.

(e) For work done between 8.00 p.m., & 7.00 a.m. at the following rates :—

Category	Rate
CMR/1 to 4 .. .. .	10 annas per hour.
SUB/MR 1 to 4 .. .. .	5 annas per hour.
SUB/MR 6 and 7 .. .. .	7 annas per hour.

#### Allowance for working on Duplicating/Adrema Machine :

Rs. 5 per month for handling duplicating machine and Rs. 7 per month for handling Adrema machine were awarded.

#### Washing Allowance :

The management should either make washing arrangements to get uniforms of workers washed once in a week or pay actual washing charges to them.

#### Allowance for Drivers :

For Drivers driving up country where there are no cement or asphalt roads—Annas 8 per day as extra allowance was awarded in addition to allowance of Rs. 10 per month.

#### Extra Allowance for General work :

Employees doing extra work in addition to general work were to be paid Rs. 10 per month.

#### Travelling allowance while on tour :

Canvassers and Drivers .. .. .	Rs. 5 per day.
Other members of subordinate staff .. .. .	Rs. 4 per day.
Salemen on tour outside headquarters .. .. .	Rs. 12 per day.

#### LEAVE

A statement showing various kinds of leaves granted in M/s. Imperial Tobacco Co. of India Ltd. and M/s. Masters Tobacco Co. (India) Ltd., and M/s. Godfrey Philips India Ltd., is attached herewith.

#### RECRUITMENT

In the Imperial Tobacco Co. India Ltd., the management agreed to give preference to suitable candidates from amongst the relations of employees and/or ex-employees.

In Godfrey Philips India Ltd., the management agreed not to recruit unskilled labour over 30 years of age and skilled workers over 35 years of age. It was further agreed that in future no married women be recruited. However, widows below 30 may be recruited.

#### UNIFORMS

In Imperial Tobacco Co. of India Ltd., the Tribunal directed the management to give every female worker two sarees and two cholis every year or other uniforms suitable and acceptable to workers.

#### ADVANCES

In Imperial Tobacco Co. it was directed that daily-rated workmen when in needs be given Rs. 15 as and by way of advance recoverable in three months equal instalments.

#### MEDICAL BENEFIT SCHEME

In Godfrey Philips India Ltd., it was agreed to introduce a scheme for those who were not covered under the E. S. I. Scheme. The details of the scheme are attached.

## RETIREMENT AGE

In the Imperial Tobacco Co. of India it was agreed that workers attaining the age of 55 years, should be continued up to 60 years subject to their being declared fit by the Company's doctor.

## FROVIDENT FUND

In the Imperial Tobacco Co. of India Ltd., the existing rates of contribution on either side was increased to 6½ per cent of the total wage (Wages and D.A.) as was done under Employees' Provident Fund Act, 1952.

## GRATUITY

The Tribunal awarded the gratuity at the following rates in the Imperial Tobacco Co., of India Ltd. Bombay (Sr. No. 2).

1. On death of an employee while in service or on his physical or mental disablement while in service. One month's salary for each year of service subject to a maximum of 15 months.
2. On voluntary retirement or resignation after 15 years continuous service. 15 months salary.
3. On termination of service—
  - (a) After 5 years but less than 10 years service .. Half months' salary for each year of service.
  - (b) After 10 years but less than 15 years service.. .. 3/4 month's salary for each year of service.
  - (c) On completion of 15 years and more service .. One month's salary for each year of service subject to a maximum of 15 months.

No gratuity shall be paid to an employee who is dismissed for misconduct.

The Company shall be at liberty to grant gratuity in excess of the above.

**Statement showing the Names of the Concerns and Wages and Dearness Allowance granted in the "Cigarette" Industry**

Serial No. in Index (1)	Name of Concern (2)	Wages (3)	Dearness Allowance (4)
1	Imperial Tobacco Co. of India Ltd., Bombay.	<i>For Daily Rated</i>	<i>For Daily Rated</i>
		Daily-rated Category 1	
		Conservancy worker, General Worker, Parcel Stamper— Rs. 1-9-0—Re. 0-.	Additional D. A. Slab Rs. 2-4-0 to Rs. 3-3-0. Textile Scale plus ¼ anna per rupee of the D. A. according to Textile Scale.
		Daily-rated Category 2	
		Birdseye Packer, Boxer off Case Packer, Case Nailer, Feeder Cigarette making Machine, Feeder Packing Machine, Feeder Steam Rolling Machine, Feeder Tobacco Cutting Machine, Feeder Tobacco Drying Machine, General Machine Worker, Head Packer, Parcel labeller, Parcel Maker, Time Labeller— Rs. 1-10-0—Re. 0-1-0—Rs. 2-2-0—Re. 0-1-6— Rs. 2-5-0—Re. 0-2-0—Rs. 2-15-0.	Rs. 3-4-0 but less than Rs. 5-0-0. Textile scale plus 1 anna per rupee of the D. A. according to Textile Scale. Rs. 5-00 and above. Textile Scale plus 1½ anna per rupee of the D. A. according to Textile Scale.
		Daily-rated Category 3	
		Ayah, Birdseye Pan Attendant, Checker, Female Clerk III, Fire Station Attendant, Mali, Marker, Oiler, Operator Code Dating Machine, Operator Leak Testing Machine, Operator Hand Guillotine Machine, Operator Paper Cutting Machine, Operator Steam Rolling Machine, Operator Tin Heater Machine, Operator, Show-Grinding Machine, Operator Cigarette Splitting Machine, Operator Splitting (Pulg), Mukadum II, Paste Maker, Plugger Solderer, Sorter Cigarette making Machine Stencillen Tobacco Weigher, Canteen-Cook II, Canteen Worker, Case Maker II— Rs. 1-12-0—Re. 0-1-6—Rs. 2-5-0—Re. 0-2-0— Rs. 3-9-0.	

(1)	(c)	(3)	(2)
1. Imperial Tobacco Co. of India Ltd., (contd.)		<p style="text-align: center;">Daily-rated Category 4</p> <p>Canteen Cook I, Case Maker I, Operator Beth Labelling Machine, Operator Cigarette making Machine, Operator Packing Machine, Operator Plugging Machine, Operator Slide Making Machine, Operator Slitting Machine, Operator Soldering Machine, Operator Tobacco Cutting Machine, Operator Wrapping Machine— Rs. 2-0-0—Re. 0-2-0—Rs. 3-4-0—Re. 0-2-6—Rs. 4-3-0.</p>	
		<p style="text-align: center;">Daily-rated Category 5</p> <p>Clerk II, Time Keeper II, Mukadam I— Rs. 2-8-0—Re. 0-2-6—Rs. 3-2-0—Re. 0-3-0—Rs. 5-6-0.</p>	
		<p style="text-align: center;">Daily-rated Category 6</p> <p>Sectionman Box Making Department, Sectionman Cigarette Making Machine, Sectionman Packing Machine, Sectionman Wrapping Machine— Rs. 2-12-0—Re. 0-3-0—Rs. 5-12-0.</p>	
		Engineering Department Daily Rated	
		<p>Category E-1— General Worker— Rs. 1-10-0—Re. 0-1-0—Rs. 2-2-0—Re. 0-1-6—Rs. 2-5-0—Rs. 0-2-0—Rs. 2-1-0.</p>	
		<p>Category E-2— Learners (All Kinds)— Same as E-1. above</p>	
		<p>Category E-3— Fitter III, Mason II, Painter, Store Hands (Not Clerks) Tindal I— Rs. 2-0-0—Re. 0-2-0—Rs. 3-4-0—Re. 0-2-6—Rs. 4-3-0.</p>	
		<p>Category E-4— Boiler Attendant II (Certificated) Carpenter I, Electrician II, (Certificated) Engine Driver II, Fitter II, Mason I, Shaping Machine Operator, Tinsmith I, Sing Writer Head Painter, Grinder II, Turner II— Rs. 2-12-0—Re. 0-3-0—Rs. 5-12-0.</p>	
		<p>Category E-5— Fitter I, Head Carpenter, Turner I, Welder, Grinder I, Electrician (I), (Wireman's Certificated), Miller I— Rs. 3-4-0—Re. 0-4-0—Rs. 6-8-0.</p>	
		Clerical Staff	
		<p>Category CMR-1— Clearing Clerk, Typist, Clerk I— Rs. 90-0-0—Rs. 5-0-0—Rs. 100-0-0—Rs. 7-8-0—Rs. 175-0-0—Rs. 10-0-0—Rs. 255-0-0—Rs. 15-0-0—Rs. 270-0-0.</p>	
		<p>Category CMR-2— Supply Clerk, Accounts Clerk, Labour Record Clerk— Rs. 112-8-0—Rs. 7-8-0—Rs. 180-0-0—Rs. 10-0-0—Rs. 240-0-0—Rs. 15-0-0—Rs. 315-0-0.</p>	
		<p>Category CMR-3— Clerk U/s, Cost Section, Stenographer II— Rs. 135-0-0—Rs. 10-0-0—Rs. 225-0-0—Rs. 15-0-0—Rs. 360-0-0.</p>	
		<p>Category EMR-4— Draughtsman II, Chargehand (Fitters), Chargehand (Electrical)— Rs. 200-0-0—Rs. 15-0-0—Rs. 305-0-0—Rs. 20-0-0—Rs. 405-0-0.</p>	
		<p>Class "A"—Monthly-rated Workers (Excluding Engineering Department)—</p>	
		<p>Category AMR-1— Chaprasi, Bearer, Peon— Rs. 39-2-65—3-86.</p>	

(1)	(2)	(3)	(4)
1. Imperial Tobacco Co. of India Ltd. (contd.)		<p><b>Category AMR-2—</b> Dresser, Female, Nurse, Head Peon, Tea Bearer— Rs. 45—2½—65—3—95.</p> <p><b>Category AMR-3—</b> Car Driver— Rs. 70—5—120—7½—172½.</p> <p><b>Category AMR-4—</b> Head Mistry, Deptt. Compounder, Time-keeper Clerk I— Rs. 90—5—100—7½—175—10—225—15—270.</p> <p><b>Category AMR-5—</b> Head Clerk, Deptt. Clerk I/c. Grain shop— Rs. 135—10—225—15—360.</p> <p><b>Category AMR-6—</b> Superivisor II, Canteen Supervisor— Rs. 175—15—265—20—405.</p> <p><b>Category AMR-7—</b> Superivisor I— Rs. 200—15—260—20—440.</p> <p><b>Watch and Ward—</b></p> <p><b>Category W-1—Darwans—</b> Rs. 46—2—60—2½—75.</p> <p><b>Category W-2—Lance Naiks—</b> Rs. 50—2½—60—3—81.</p> <p><b>Category W-3—Naiks—</b> Rs. 55—3—91.</p> <p><b>Category W-4—Havaladar—</b> Rs. 70—5—110.</p>	

2 Imperial Tobacco Co. of India Ltd.	Category	Scales of Wages	For Subordinate Staff	
			Salary Slab (1)	Rate (2)
	CMR-1 ..	Rs. 90—5—100—7½—175—10—255—15—270.		
	CMR-2 ..	Rs. 112½—7½—180—10—240—15—315.	Rs. 35—74 ..	Revised Textile scale increased by 1 anna in a rupee.
	CMR-3 ..	Rs. 140—10—230—15—290—20—370.		
	CMR-4 ..	Rs. 175—15—250—20—450.	Rs. 75—99 ..	Revised Textile Scale increased by 2 annas in a rupee.
	CMR-5 ..	Rs. 130—10—250—15—370—20—410.		
	Sub/MR/1 } Sub/MR/2 } Sub/MR/3 }	Rs. 30—2—65—3—86.	Rs. 100—149.	Revised Textile Scale increased by 3 annas in a rupee.
	Sub-MR/4	Rs. 52—3½—84½—4·1/16—108·14/16.	Rs. 150 and above.	Revised Textile Scale increased by 4 annas in a rupee.
	Sub/MR/5 } Sub/MR/6 } Sub/MR/7 }	Rs. 70—5—120—7½—172½.		

3 The Masters Tobacco Co. (India), Bombay.

*Effective from 1-1-65*

**Unskilled—Mazdoors, Helpers—**  
Rs. 3·00—0·10—3·30.

**Semi-skilled 'B'—Checker, Moisture, Toster, Labour, Bundler, Packer and Wrapper, Watchman, Catcher, Laboratory Helper, Feeder on Packing and Wrapping Machines Weigher, Store Helper, Nailor Strapper—**  
Rs. 3·50—0·12—3·86.

**Semi-skilled 'A'—Assitt. Machine Operator, Carpenter, Electrician without certificate—**  
Rs. 4·00—0·15—4·45.

**Skilled—Boiler Attendant, Fitter, Electrician with certificate, Machine Operator, Air-Conditioning Serviceman—**  
Rs. 5·00—0·20—5·60.

**Highly skilled—Supervisor, Sectionman—**  
Rs. 6·00—0·30—6·90.

The consolidated wages are linked to the cost of living index 541—550 and the workman shall be paid 0·05 nP. per day for every ten points rise or fall.

(1)	(2)	(3)	(4)
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## 4 Godfrey Philips India Ltd.

For Daily-rated

## (1) Unskilled 'B'

Rs. 1.40—0.10—3.20.

<i>Leaf Deptt.</i>	—	Helping Hands.	}
<i>Making Deptt.</i>	—	Helping Hands ..	
<i>Packing Deptt.</i>	—	Helping Hand	
		50's Hand Packers.	
<i>Stores Deptt.</i>	—	Helping Hands ..	
<i>Despatch Deptt.</i>	—	Helping Hands ..	
<i>Box Deptt.</i>	—	Helping Hands	
		Carton Makers.	
<i>Tradesman Deptt.</i>	—	Helping Hands ..	
<i>General Deptt.</i>	—	Helping Hands	
		Canteen Boys,	
		Sweepers,	
		Office Boys.	

## (2) Unskilled 'A'—

Rs. 1.60—0.15—4.30.

*Leaf Deptt.*—Asstt. Operators.  
*Making Deptt.*—Asstt. Operators.  
*Packing Deptt.*—Asstt. Operators, cum Maker.  
*Despatch Deptt.*—Nailer.  
*Box Deptt.*—Asstt. Operators.  
*Tradesman Deptt.*—Hammerman, Oilman,  
 Grade II.  
*General Deptt.*—Fireman, Gardner, Watch-  
 man, Lorry Coolies, Canteen Cook, Bearer-  
 cum-Office Boy.

## (3) Semi-skilled—

Rs. 1.80—0.20—5.40.

*Leaf Deptt.*—Machine Operators, Flavourman  
 Grade II.  
*Making Deptt.*—Machine Operators.  
*Packing Deptt.*—Machine Operators, Solderer  
*Box Deptt.*—Machine Operators.  
*Despatch Deptt.*—Case Makers.  
*Tradesman Deptt.*—(1) Oilman Grade I,  
 (2) Painter, (3) Asstt. Fitter, (4) Asstt.  
 Mason, (5) Asstt. Welder, (6) Asstt. Black-  
 smith, (7) Wireman, (8) Asstt. Tinsmith,  
 (9) Carpenter Class II.

*General Deptt.*—(1) Shift Head Watchman,  
 (2) Asstt. Motor Mechanic, (3) Sr. Bearer-  
 cum-Office Boy.

## (4) Skilled 'B'—

Rs. 3.30—0.30—8.70.

(1) Carpenter Class I, (2) Fitter Class II,  
 (3) Masons, (4) Boilerman, (5) Drivers  
 (Cars & Lorries), (6) Blacksmith Class II,  
 (7) Tinsmith Class II, (8) Turner Class II,  
 (9) Welder Class II, (10) Motor Mechanic  
 Class II, (11) Asstt. Sectionman, (12)  
 Flavourman Grade II, (13) Electrician  
 Class II.

## 5

## Skilled 'A'—

Rs. 4.00—0.40—11.20.

(1) Sectionman Grade IV, (2) Electrician  
 Class I, (3) Turner Class I, (4) Fitter  
 Class I, (5) Welder Class I, (6) Motor  
 Mechanic Class I, (7) Blacksmith Class I,  
 (8) Tinsmith Class I.

## 8 D. Macropollo &amp; Co. Ltd.

Effective from 1-1-1963.

## Clerks—

Rs. 90—5—100—7½—115—10—135—15—  
255—E.B.—20—395—25—445.

## Stenographer—

Rs. 140—10—190—15—250—20—330—25  
—405.

## Typist—

Rs. 90—7½—120—10—160—12½—210—15  
—300.

## Peons—

Rs. 40—1—45—1.50—48—2—60—3—90.



(1)	(2)	(3)	(4)
9	D. Macropollo and Co. Ltd.	<i>Effective from 1-1-63</i> Salesmen— Rs. 75—5—100—7½—130—10—180—12½ —230—15—260. Supervisor— Rs. 105—5—115—7½—145—10—195—12½ —245—15—335.	
10	D. Macropollo & Co. Ltd.	<i>Effective from 1-1-1963</i> Chief Operator— Rs. 100—7·50—137·50—10—187·50—12·50 —250. Machine Operator, Mukadam, Carpenter, Solderman— Rs. 45—4—85—5—110. Cigarette Maker— Rs. 45—4—105. Workmen in General Department— Rs. 45—3—90. Packers— Rs. 45—3—75—4—95. Watchman— Rs. 45—2—55—3—85. Tea Boy— Rs. 30—2—60. Clerks (Factory)— Rs. 90—5—100—7·50—115—10—135—15— 255—E.B.—20—395—25—445.	

**Statement showing the names of the concerns and the various kinds of leave granted in the 'Cigarette' Industry**

Serial No. in Index	Name of Concern	Privilege Leave (days)	Sick Leave (days)	Leave without pay (days)	Casual Leave (days)	Festival/Paid Holiday (days)
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1	Imperial Tobacco Co. of India Ltd.	<i>For monthly-rated clerical staff described by management as CMR (1) to CMR (5) : One month for every 11 months worked.</i> <i>For monthly-rated described as AMR (1) to AMR (7) and Class A Engineering Deptt.—For first 3 years as at present. After 3 years but less than 9 years—2½ days. After 9 years and over 1 month. ■ ■</i> <i>Watch &amp; Ward Deptt.—As at present Annual leave should be allowed to be accumulated for 90 days.</i>	..	Can be granted for reasonable period in appropriate cases provided suitable badli is available.	..	..
2	Imperial Tobacco Co. of India Ltd.	As at present Accumulation up to 90 days.	..	..	..	4 for Watchmen :— 1 Independence Day. 1 Republic Day. 1 Diwali. 1 To be decided in consultation with union.
3	Masters Tobacco Co. (India), Bombay.	..	..	..	7	..
4	Godfrey Philips India Ltd.	..	<i>For those who are not covered under E.S.I. Scheme—10 days—Accumulation up to 80 days.</i>	..	<i>For Staff covered under E.S.I. Scheme—14 days.</i> <i>For Staff not covered under E.S.I. Scheme 7 days.</i> <i>Note.—6 months continuous service necessary for claiming casual leave.</i>	..

(1)	(2)	(3)	(4)
9	D. Macropollo and Co. Ltd.	<i>Effective from 1-1-63</i> Salesmen— Rs. 75—5—100—7½—130—10—180—12½ —230—15—260. Supervisor— Rs. 105—5—115—7½—145—10—195—12½ —245—15—335.	
10	D. Macropollo & Co. Ltd.	<i>Effective from 1-1-1963</i> Chief Operator— Rs. 100—7·50—137·50—10—187·50—12·50 —250. Machine Operator, Mukadam, Carpenter, Solderman— Rs. 45—4—85—5—110. Cigarette Maker— Rs. 45—4—105. Workmen in General Department— Rs. 45—3—90. Packers— Rs. 45—3—75—4—95. Watchman— Rs. 45—2—55—3—85. Tea Boy— Rs. 30—2—60. Clerks (Factory)— Rs. 90—5—100—7·50—115—10—135—15— 255—E.B.—20—395—25—445.	

**Statement showing the names of the concerns and the various kinds of leave granted in the 'Cigarette' Industry**

Serial No. in Index	Name of Concern	Privilege Leave (days)	Sick Leave (days)	Leave without pay (days)	Casual Leave (days)	Festival/Paid Holiday (days)
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1	Imperial Tobacco Co. of India Ltd.	<i>For monthly-rated clerical staff described by management as CMR (1) to CMR (5) : One month for every 11 months worked.</i> <i>For monthly-rated described as AMR (1) to AMR (7) and Class A Engineering Deptt.—For first 3 years as at present. After 3 years but less than 9 years—2½ days. After 9 years and over 1 month. ■ ■</i> <i>Watch &amp; Ward Deptt.—As at present Annual leave should be allowed to be accumulated for 90 days.</i>	..	Can be granted for reasonable period in appropriate cases provided suitable badli is available.	..	..
2	Imperial Tobacco Co. of India Ltd.	As at present Accumulation up to 90 days.	..	..	..	4 for Watchmen :— 1 Independence Day. 1 Republic Day. 1 Diwali. 1 To be decided in consultation with union.
3	Masters Tobacco Co. (India), Bombay.	..	..	..	7	..
4	Godfrey Philips India Ltd.	..	<i>For those who are not covered under E.S.I. Scheme—10 days—Accumulation up to 80 days.</i>	..	<i>For Staff covered under E.S.I. Scheme—14 days.</i> <i>For Staff not covered under E.S.I. Scheme 7 days.</i> <i>Note.—6 months continuous service necessary for claiming casual leave.</i>	..

**Details of the Medical Benefit Scheme for the staff in M/s. Godfrey Philips India Ltd.  
who are not covered under the Employees' State Insurance Scheme**

(a) With effect from 1st September 1960, the Company will introduce the following medical benefit rules, which will apply only to : (1) those Monthly Rated Staff who are permanently not covered under the Employees' State Insurance Scheme and (2) those staff who do not receive any benefits under the Employees State Insurance Scheme by virtue of not fulfilling the contributory conditions laid down under the Employees State Insurance Act, due to fluctuations in their salary :—

1. The Company will meet the cost of medicines and common injections.
2. The Company will meet the visit fee of the Medical Practitioner only when the sickness period lasts for 7 consecutive days or more. However, in emergency cases, where the employee concerned is not able to go to the dispensary due to sudden high fever, etc., the visit fee may be allowed even for less than 7 days sickness.
3. If the employee is admitted in hospital for surgical or serious illness and/or accident, the Company will meet 50 per cent of the hospital charges, excluding charges in respect of food and all things and appliances of a medical, surgical or dietic character. The permission must be obtained from the Company prior to the admission at the hospital except in emergency cases.
4. Common patent medicines and tonics prescribed by the Registered Medical Practitioner will be paid for by the Company. The bills must be supported by a prescription from a Registered Medical Practitioner. The Company reserves the right to restrict the sanctioning of bills in respect of patent medicines and tonics, if it finds that the above rule is being misused by any Staff.
5. Bills in respect of pathological examination (urine, sputum, blood, and stools examination) and Specialist's fees *only once* in respect of an ailment will also be met by the Company.
6. The Company will arrange for X-ray wherever possible and when it is recommended by a Registered Medical Practitioner.
7. These Rules will also apply to Staff on leave out of Bombay.
8. Bill in respect of dental ailments and extractions, eye-tests, cost of spectacles and cost of false teeth-sets will not be paid for by the Company.
9. The Medical Benefit Rules apply only to the employees and not to the family. These Rules will not apply to a female Staff when on maternity leave.
10. The Company will not meet the Railway fare or taxi fare or bus fare incurred in connection with consultation, hospitalization or sickness.
11. The Company will arrange for free vaccination against small-pox, cholera, typhoid, etc whenever considered necessary.
12. The Company reserves the right to accept a medical certificate and/or medical bill or not, and also the right to have the Staff examined by a Registered Medical Practitioner of Company's choice, when the Staff reports back for duty from sick leave.
13. The Management shall be the sole authority for the interpretation of the above rules and its decision or any question of interpretation shall be final and binding on all Staff.
14. The Management will take a sympathetic view of cases of extreme hardship when a Staff gets an attack of T. B., Leprosy, Cancer, and Mental and Malignant diseases, provided such diseases occur after 15 years of continuous satisfactory service. In such cases if the Staff has forfeited any sick leave by virtue of the accumulation limit, such number of days forfeited will be allowed to him with full pay and dearness allowance. The number of days forfeited earlier to 1st January 1960 will not be counted for this purpose.

(b) The Company reserves the right to discharge an employee with full dues if he continues to be on sick leave for more than nine months continuously, both in respect of persons who are covered under the Employees' State Insurance Scheme and not covered under the said Scheme.

## WOOD AND FURNITURE

The Committee has adopted the same definition for this industry which was adopted by the previous Norms' Committee. The definition is as follows:—

“(i) Sawing and Planing of Wood, (ii) Manufacturing of Wooden Furniture, Fixtures Structural Wooden Goods (including Threated Timber) such as Beams, Posts, Doors, Windows; Wooden Industrial Goods other than Transport equipments and Fixtures; other Wooden Products such as Utensils, Toys, Art-wares, Veneer and Plywoods, Plywood Products such as Tea-Chest, Boxes and Packing cases other than of Plywood and other Wood and Allied Products.”

The Committee examined 16 Awards and 28 Settlements/Agreements in respect of this industry during the relevant period. The Divisionwise break-up of the Awards and Settlements is as follows:—

Division	Awards	Settlement/ Agreement	Total
Bombay .. .. .	14	28	42
Poona .. .. .	1	..	1
Nagpur .. .. .	1	..	1
Aurangabad .. .. .	..	..	..
<b>Total ..</b>	<b>16</b>	<b>28</b>	<b>44</b>

The following is the list of Awards, Settlements/Agreements examined:—

Serial No. (1)	Name of the Concern (2)	Reference (3)
<b>AWARD</b>		
<i>Date and Page No. of M.G.G. Part I-L.</i>		
<b>Bombay Division</b>		
1	The Gujarath Wood Works, Bombay .. .. .	3-8-61 (1796—1798).
2	The Gujarath Wood Works, Bombay .. .. .	28-9-61 (2365—2368).
3	The Indian Shuttle Co. Ltd., Bombay .. .. .	28-3-63 (1161—1164).
4	Khokha Mfg. Industry, Bombay .. .. .	18-4-63 (1—61).
5	M/s. Lagwood, Bombay .. .. .	19-12-63 (4349—4352).
6	M/s. Podar Saw Mills, Bombay .. .. .	1-4-65 (1076-1077).
7	M/s. Bhawsar Home Furnishers and Decorators, Bombay .. .. .	22-4-65 (1368—1373).
8	Indian Plywood Mfg. Co. Ltd., Bombay. .. .. .	21-10-65 (3653—3656).
9	M/s. Dhondi Patloo Bhonsle, Bombay .. .. .	29-9-66 (2999—3004).
10	M/s. Atlas Timber and 81 other Concerns, Bombay .. .. .	5-1-67 (10—34).
11	M/s. Bharti Udyog Kendra and 2 other Concerns, Bombay .. .. .	12-1-67 (250—254).
12	The Anil Hardboards Ltd., Bombay .. .. .	27-4-67 (1902—1905).
13	Alpack Pvt. Ltd., Mfg. of Plywood and Drums, Bombay .. .. .	3-8-67 (3019—3022).
14	M/s. Gujarath Wood Works, Bombay .. .. .	7-11-67 (5063—5067).
<b>Poona Division</b>		
15	M/s. Purohit and Purohit, Poona (Preparing Wooden Articles) .. .. .	30-11-67 (4957—4962).
<b>Nagpur Division</b>		
16	Vishwanath Box Making and Packing Works, Nagpur .. .. .	5-9-63 (2958-2959).
<b>SETTLEMENTS</b>		
<i>Date of Settlements/Agreements and section of I. D. Act, 1947</i>		
<b>Bombay Division</b>		
17	The Indian Plywood Mfg. Co. Pvt. Ltd., Bombay .. .. .	24-3-59 2(P).
18	Indian Cork Mills, Bombay .. .. .	1-1-60 2(P).

(1)	(2)	(3)
SETTLEMENTS— <i>cont.</i>		
Bombay Division— <i>cont.</i>		
19	Suri Sports Industries, Bombay .. .. .	2-8-60 12(3).
20	Bharat Strawboard Mfg. Co., Bombay .. .. .	21-9-60 12(3).
21	Grand Wood Works and Saw Mills, Bombay .. .. .	18-5-61 12(3).
22	Bharat Timber Industries, Bombay .. .. .	11-7-61 12(3).
23	Jayanand Khira and Co. Pvt. Ltd., Bombay .. .. .	5-12-61 12(3).
24	The Indian Plywood Mfg. Co. Ltd., Bombay .. .. .	16-2-62 2(P).
25	M/s. Atlas Timber Works, Bombay .. .. .	23-2-62 2(P).
26	M/s. Prabhod Wood Works, Bombay .. .. .	24-2-62 2(P).
27	M/s. A. G. Khatib, Bombay .. .. .	26-2-62 2(P).
28	Shivner Trading Co., Bombay .. .. .	27-2-62 2(P).
29	Sharad Wood Works, Bombay .. .. .	3-3-62 2(P).
30	Hindustan Packing Industries, Bombay .. .. .	3-3-62 2(P).
31	Shukhalaxmi Khoka Works, Bombay .. .. .	6-3-62 2(P).
32	D. S. Chawan Khokawalla, Bombay .. .. .	7-3-62 2(P).
33	Hussein Timber Mart, Bombay .. .. .	9-3-62 2(P).
34	M/s. Abdually Esmailji Poonawalla, Bombay .. .. .	9-3-62 2(P).
35	Indian Packing Wood Works, Bombay .. .. .	9-3-62 2(P).
36	M/s. Jagannath Industries, Bombay .. .. .	10-3-62 2(P).
37	M/s. Janata Saw Mills, Bombay .. .. .	13-3-62 2(P).
38	M/s. Bharat Wood Works, Bombay .. .. .	14-3-62 2(P).
39	M/s. Karter Wood Works, Bombay .. .. .	17-3-62 2(P).
40	Krishna Trading Corporation, Bombay .. .. .	18-3-62 2(P).
41	Roma Framing Works, Bombay .. .. .	26-3-62 2(P).
42	M/s. Dhondi Patloo Bhonsle, Bombay .. .. .	2-4-62 2(P).
43	M/s. New Era Wood Works, Bombay .. .. .	24-4-62 2(P).
44	Star Wood Works, Bombay .. .. .	17-10-62 2(P).

### WAGES AND DEARNESS ALLOWANCE

The question of wages and Dearness Allowance was involved in 21 cases. Out of these 3 cases dealt with Dearness Allowance only; wage scales were revised in 11 cases; both Dearness Allowances and revision of wages were granted in 5 cases, in one case *ad-hoc* increase in wages only and in one case both increase in wages and Dearness Allowance were granted. A statement showing wages, Dearness Allowances, etc. decided in 21 cases is attached herewith.

### ADJUSTMENT OF WAGES

The adjustment of wages in revised scales was done in the following two cases:—

In M/s. Logwood, Bombay (Sr. No. 5) it was decided that after the workman has been assigned to proper grades his wage shall be so adjusted that if as a result of adjustment, the workman's grade does not fit in the scale prescribed then in such an eventuality the scales of such employee should be fitted in next higher grade.

In Jayanand Khira and Co. Ltd., (Sr. No. 23) watchmen and peons were granted following wages:—

Designation	Employed in	To be stepped up to (Per month)
Watchmen .. .. .	1960	.. Rs. 85
	1959	.. Re. 90
	1958	.. Rs. 95
	1955	.. Rs. 100.
Peons .. .. .	1960	.. Rs. 80.
	1957	.. Rs. 88.
	1953	.. Rs. 92.

## LEAVE

There were 36 concerns in which various kinds of leave were considered. A statement showing the names of these 36 concerns and the various types of leave granted is attached.

**Privilege Leave :**

There were 23 concerns in which privilege leave has been granted. They are all from Bombay Division. The following shows the number of cases and period of leave :—

Period	No. of cases
21 days .. .. .	2
24 days .. .. .	1
30 days .. .. .	1
As per Factories Act, 1948 .. .. .	6
As per Bombay Shops and Establishment Act.	14
1 day for 20 days .. .. .	1

**Encashment of Privilege Leave for 1960 and 1961 :**

In the following 5 cases it was settled that all the workers will be paid a lump-sum amount equivalent to 8.5 per cent of their total earnings of the year 1960 and 1961 in equal instalments :—

- (1) M/s. Atlas Timber Works, Bombay (Sr. No. 25).
- (2) Hindustan Packing Industries, Bombay (Sr. No. 30).
- (3) Shubhalaxmi Khoka Works, Bombay (Sr. No. 31).
- (4) Abdually Esmaili Poonawalla, Bombay (Sr. No. 34).
- (5) Krishna Trading Corporation, Bombay (Sr. No. 40).

**Sick Leave :**

There were 4 concerns in which sick leave has been granted. Of these 3 are from Bombay Division and one from Poona Division. In all the 4 concerns 4 days leave is granted on half pay.

**Casual Leave :**

There were 18 concerns in which casual leave has been granted. Of these 17 were from Bombay Division and one from Poona Division. The following shows the number of concerns and period of casual leave granted :—

Period	No. of cases
3 days .. .. .	2
4 days .. .. .	5
5 days .. .. .	7
6 days .. .. .	2
7 days .. .. .	1
9 days .. .. .	1

## FESTIVAL HOLIDAYS

There were 15 concerns in which festival holidays have been granted. All these concerns are from Bombay Division. The following shows the number of concerns and number of holidays :—

No. of holidays	No. of cases
2 .. .. .	1
3 .. .. .	1
4 .. .. .	6
5 .. .. .	5
7 .. .. .	1
9 .. .. .	1

The following shows the names of the holidays and the number of concerns it is enjoyed :—

Names of the holidays	No. of cases
Republic Day .. .. .	6
Independence Day .. .. .	6
Diwali .. .. .	5
Dasara .. .. .	3
Maharashtra Day/1st May .. .. .	3
Holi .. .. .	2
Ganesh Chaturthi .. .. .	2
2nd October (Gandhi Jayanti) .. .. .	2
Muhorrum .. .. .	1
Bakri-id .. .. .	1
Christmas .. .. .	1

In 6 concerns at Sr. Nos. 6, 7, 10, 12, 24 and 42 the names of the holidays are not mentioned. In 3 concerns (Sr. No. 1, 5, 19) they are to be decided in consultation with workers.

#### ACTING ALLOWANCES

In Bhavsar Home Furnishers and Decorators, Bombay (Sr. No. 7) the Tribunal directed the company to give to the workers who are made to work in two higher category for an aggregate period of 15 days or more in a month, an allowance in addition to his usual wages, equivalent to half the difference between the minimum of his grade and that of the worker in whose place he acts.

#### LUNCH ALLOWANCES

In Jayanand Khira and Co. Ltd., (Sr. No. 23) it was agreed that workmen who are occasionally called upon to go out for office work during lunch interval shall be paid Re. 1 as lunch allowance.

#### PERMANENCY

There were 8 cases in which the period of work for permanency of a worker was considered. In 7 cases the workmen who had put in 6 months continuous service were made permanent. In one case M/s. Bhavsar Home Furnishers and Decorators (Sr. No. 7) the workers were made permanent after 8 months continuous service.

#### ATTENDANCE CARDS

In 18 concerns (Sr. Nos. 25 to 41 and 43) it was settled that the management will give attendance cards to all workers.

#### PROVIDENT FUND

In Gujarath Wood Works (Sr. No. 1) the Tribunal directed the management to introduce Provident Fund Scheme from 1-7-61 on the same conditions as stipulated under the Employees' Provident Fund Scheme. The contribution each of workmen and Company will be 6½ per cent of the salary.

In Indian Plywood Mfg. Co. Pvt. Ltd., Bombay (Sr. No. 17) it was agreed to introduce Provident Fund Scheme with the following main features :—

(1) Qualification of an employee for joining the fund will be minimum 2 years of service on 1st of April each year.

(2) Contribution to the Fund by each of the employee and the employer will be 1/16 of the basic wage.

(3) An employee must have joined the Scheme for a period of 5 years to entitle him to get the contribution of the Company. For shorter service he would get his own contribution only.

In the Bharat Timber Industries, Bombay (Sr. No. 22) the management agreed to start the Provident Fund Scheme wherein the contribution each of the employer and employee will be 6½ per cent of the monthly earned wages.

#### GRATUITY

In the Indian Shuttle Co. Ltd., Bombay (Sr. No. 3) while rejecting the demand for gratuity, the Tribunal observed that the Company pay other benefits like efficiency bonus, railway fares, etc. It has also a Provident Fund Scheme with a contribution of 8½ per cent of the total wages by the employer, which is liberal, considering the fact that wages in the concern are higher than most of the comparable concerns. The concern has not built up reserves and its financial capacity and the scope of its business is also limited.

A statement showing the names of the concerns where gratuity is granted, rates of gratuity etc. is attached herewith.

STATEMENT SHOWING THE NAMES OF THE CONCERNS WHEREIN WAGES AND DEARNESS ALLOWANCE ARE GIVEN IN THE "WOOD AND FURNITURE" INDUSTRY

Serial No.	Name of the concern	Wages	Dearness allowance
(1)	(2)	(3)	(4)
2	The Gujarat Wood Works ..	<i>Effective from 1-1-1961</i> Skilled— Rs. 3.25—0.20—5.25 nP. Semi-skilled— Rs. 1.75—0.10—2.75 nP.	Re. 1.00 per day at the Cost of Living Index 4.00. For every variation of 10 points or below this figure, D. A. will increase or decrease by 0.10 nP.
3	The India Shuttle Co. Ltd., Bombay.	..	The Dearness Allowance at present paid to increase from Rs. 10 to Rs. 20 at Cost of Living Index 441—450 and for every variation for 10 points it should be increased or decreased by Rs. 2.
5	M/s. Lagwoods, Bombay ..	<i>Effective from 1-7-1963</i> Consolidated Wages— Unskilled— Mazdoors, Sweepers, Watchman— Rs. 2.65—0.10—3.65. Semi-skilled— Cutters— Rs. 3.10—0.15—4.60. Piece-rated workers— Carpenter— Rate per box for sizes specified in annexure only— (a) Rs. 0.20 nP. (b) Rs. 0.35 nP. (c) Rs. 0.10 nP.	
6	M/s. Podar Saw Mills, Bombay.	From 1st February to 31st July 1964 an <i>ad-hoc</i> increase of 55 Paise per day. From 1st August 1964 onwards an <i>ad-hoc</i> increase of 15 Paise per day.	..
7	M/s. Bhawsar Home Furniture and Decorators.	Carpenter— Grade 'A'— Rs. 6.00—0.25—8.50 per day. Grade 'B'— Rs. 4.75—0.15—6.25 per day. Polishers— Rs. 4.50—0.15—6.00 per day. Machineman— Rs. 6.00—0.25—8.50. Asstt. Machineman— Rs. 4.75—0.15—6.25 per day. Mazdoors, Helpers, Sweepers and Workers of lowest Category— Rs. 3.75—0.10—4.25—0.12—4.85.	For every 10 points rise above the Cost of Living Index figure of 450 the workers will get a dearness allowance at 5 nP. per day and the monthly rated workers including clerks will get Rs. 1.50 p.m.
9	M/s. Dhondi Patloo Bhonsale, Bombay.	(1) Time-rated workmen shall get an <i>ad-hoc</i> increase of 8 As. and 10 As. per day. (2) Piece-rated workmen at Darukhana shall be given rise of 6 Paise per case in piece-rate type one maund labour cases with effect from 7th July 1966.	Workmen shall be compensated for the rise of cost of living index point above 575 by $\frac{1}{2}$ Paise per point per day.
10	M/s. Atlas Timbers Bombay and 81 others.	Monthly Wages— Unskilled— Coolie, Bigaries, Cartman, Watchman— Rs. 130 per month.	..
11	M/s. Bharti Udyog Kendra M/s. Gisco and other 56 concerns. M/s. Bese Assemble Contractor.	Cartman, Mazdoor, Watchman— Rs. 130 per month.	..
12	The Anil Hardboard Ltd., Bombay.	<i>With effect from 1-10-1966</i> Unskilled— Rs. 110—4—118—4.50—163. Semi-skilled— Rs. 140—6—170—7—205. Skilled— Rs. 160—10—200—13—330. Highly-skilled— Rs. 220—15—250—20—350—25—450.	<i>With effect from 1-10-1966</i> Index Gr.                      D. A. 531—550                      ..    5.50 p.m. 551—570                      ..    11.00 pm. 571—590                      ..    16.50 p.m.



(1)	(2)	(3)	(4)	
13 Alpack Pvt. Ltd., Bombay ..	<i>Effective from 1-7-1966</i>			
	Consolidated—			
	Unskilled—		..	
	Rs. 5-00—0-25—6-50 per day.			
	Semi-skilled—			
	Rs. 6-00—0-30—7-20 per day.			
	Skilled—			
	Rs. 7-25—0-35—9-35 per day.			
	10 paise for 10 points variation above the Cost of Living Index bracket 681—690.			
15 M/s. Purohit and Purohit, Poona.	Patcher— Rs. 100—5—150.		..	
	Polishman, Spray Painter, Carpenter, Engraver— Rs. 125—7—195.			
	Carpenters are getting Rs. 10 per year as an extra allowance.			
16 Vishwanath Box Making and Packing Works.			<i>Effective from 1-4-1963</i>	
			Basic Pay                  Dearness Allowance	
			Rs. 1 to Rs. 49      ..      Rs. 25 per month.	
			Rs. 50 to Rs. 99    ..      Rs. 35 per month.	
			Rs. 100 and above ..      Rs. 40 per month.	
17 The Indian Plywood Mfg. Company.	(a) The salaries of Special Workers (such as Boiler Attendants, Electricians and other Specialists) would be as per individual agreements with such workers.		..	
		Wages from      Wages from      Wages from Classification    1-4-59    1-4-60    1-4-61 to            to            to 31-3-60    31-3-61    31-3-62 Rs.         Rs.         Rs.		
	(b) Operatives (such as Clipper Dryer Splicers, Gluing and Pressing.	1-56      1-75      1-87	(b) Operatives such as Clipper, Dyer, Splicers, Gluing and Pressing— Rs. 1-25 per day.	
	(c) General workers who have been on a total wage of Rs. 2-31 nP. for one year from 1-4-59.	1-25      1-37      1-50	(c) General Workers who have been on a total wage of Rs. 2-31 for one year from 1st April 1959.	
	(d) General Workers who have not completed one year on a total salary of Rs. 2-31 and general workers who are on total wages of less than Rs. 2-31 but have completed 6 months service with the company on 1-4-59.	1-12      1-25      1-37	(d) General workers who have not completed one year on a total salary of Rs. 2-31 but have completed 6 months service with the company on 1-4-59.	
18 Indian Cork Mills ..	<i>Effective from 1-1-60</i>			
	Consolidated wages.—			
	(a) Workers getting Rs. 55 p. m. will be given Rs. 60 per month with annual increment of Rs. 3 per month.		..	
	(b) Workers getting Rs. 65 p. m. will be given Rs. 70 per month with annual increment of Rs. 4 per month.			
	(c) Workers getting Rs. 75 p. m. will be given Rs. 82-50 per month with annual increment of Rs. 5 per month.			
	(d) All the new enterants except apprentices who are paid Rs. 55 p. m. will be paid Rs. 60 p. m. after the completion of one year and shall become eligible for the annual increment of Rs. 3 per month.			

(1)	(2)	(3)	(4)													
19 M/s. Suri Sports Industries..	<p>Unskilled—            Helpers to Ping-Pong Bat Makers, Sand Paper Users, Other Unskilled workers—            Rs. 2.50 per day.            Annual increment 0.08 nP.</p> <p>Semi-skilled—            Ping-Pong Bat Makers, Asstt. Machine Operators, Asstt. Polishers, Asstt. Board/Frame Makers—            Rs. 2.75 per day.            Persons already drawing Rs. 2.75 and above shall get an increment of 0.15 nP.            Annual increment 0.12 nP.</p> <p>Skilled—            Machine Operators—            Rs. 3.25 per day for new entrants.            Persons already drawing Rs. 3.25 and above will be paid an <i>ad-hoc</i> increment of 0.18 nP. Annual increment of 0.18 nP. per day.</p>	..														
20 Bharat Straw Board Mfg. Co.	<i>Effective from 1-1-1960.</i>	<p>(a) Unskilled—            Rs. 1.25—0.07—1.95.</p> <p>(b) Semi-skilled—            Rs. 1.50—0.10—2.50.</p> <p>(c) Women—            Rs. 1.19—0.06—1.79.</p>	All employees shall be entitled to 70 per cent of the old rate of the Cotton Textile Industry in Greater Bombay.													
22 Bharat Timber Industries ..	<table border="0"> <thead> <tr> <th data-bbox="620 1054 693 1083">Group</th> <th data-bbox="851 1054 979 1083">Wage Scale</th> </tr> </thead> <tbody> <tr> <td data-bbox="651 1102 684 1131">I. ..</td> <td data-bbox="742 1102 1015 1131">Rs. 2.70—0.10—3.70 nP.</td> </tr> <tr> <td data-bbox="651 1131 684 1160">II. ..</td> <td data-bbox="742 1131 1015 1160">Rs. 3.05—0.15—4.50 nP.</td> </tr> <tr> <td data-bbox="651 1160 684 1189">III. ..</td> <td data-bbox="742 1160 1015 1189">Rs. 3.40—0.20—5.40 nP.</td> </tr> <tr> <td data-bbox="651 1189 684 1218">IV. ..</td> <td data-bbox="742 1189 1015 1218">Rs. 4.50—0.25—7.00 nP.</td> </tr> <tr> <td data-bbox="651 1218 684 1247">V. ..</td> <td data-bbox="742 1218 1015 1247">Rs. 6.00—0.50—11.00 nP.</td> </tr> <tr> <td data-bbox="615 1247 693 1276">New-Workers.</td> <td data-bbox="742 1247 979 1276">Rs. 2.50 nP. per day.</td> </tr> </tbody> </table> <p>(After completion of one year to be put in Group I).</p>	Group	Wage Scale	I. ..	Rs. 2.70—0.10—3.70 nP.	II. ..	Rs. 3.05—0.15—4.50 nP.	III. ..	Rs. 3.40—0.20—5.40 nP.	IV. ..	Rs. 4.50—0.25—7.00 nP.	V. ..	Rs. 6.00—0.50—11.00 nP.	New-Workers.	Rs. 2.50 nP. per day.	
Group	Wage Scale															
I. ..	Rs. 2.70—0.10—3.70 nP.															
II. ..	Rs. 3.05—0.15—4.50 nP.															
III. ..	Rs. 3.40—0.20—5.40 nP.															
IV. ..	Rs. 4.50—0.25—7.00 nP.															
V. ..	Rs. 6.00—0.50—11.00 nP.															
New-Workers.	Rs. 2.50 nP. per day.															
23 Jayanand Khira and Co., Pvt. Ltd.	<i>Effective from 1-6-61</i>	<p>Wage inclusive of D. A.—            Subordinate Staff—</p> <p>(a) Watchman—            Rs. 85—5—135.</p> <p>(b) Peons—            Rs. 80—4—120.</p> <p>(c) Drivers—</p> <p>(1) Car Drivers—            Rs. 110—5—160.</p> <p>(2) Lorry-Driver—            Rs. 125—5—175.</p> <p>(d) Canteen Staff—</p> <p>(1) Vendors—            Rs. 54—4—94.</p> <p>(2) Tez-makers and Asstt. Cooks—            Rs. 64—4—104.</p> <p>(3) Food-makers and Head Cooks—            Rs. 74—4—114.</p> <p>(e) Furniture Packers and Loaders—            Rs. 90—5—140.</p> <p>(f) Mazdoor—            Rs. 80—4—120.</p> <p>Clerical and Supervisory Staff—</p> <p>(a) Semi-Clerks—            Rs. 90—5—140.</p> <p>(b) Clerks—            Rs. 110—7.50—170—E.B.—10—230.</p> <p>(c) Stenographers and Supervisors—            Rs. 150—10—250—E.B.—15—325.</p> <p>Grade-A—            Carpenters, Upholsters, Machinists, Fitters, Welders, Wireman.            Rs. 5.75—0.25—7.00—0.30—8.50 nP. per day.</p>														

(1)	(2)	(3)	(4)														
23 Jayanand Khira and Co. Pvt., Ltd.—cont.	<p>Grade-B— Carpenters, Polishers, Upholsterers, Fitters, Machinists, Welders, Blacksmith, Wirtman, Painter. Rs. 4.00—0.20—5.00—0.25—6.25 nP. day.</p> <p>Grade-C— Carpenters, Polishers, Upholsterers, Machinists, Fitters, Welders, Blacksmiths, Painters. Rs. 3.50—0.15—4.25—0.20—5.25 per day.</p> <p>Grade-D— Helpers and Mazdoors. Rs. 3.00—0.10—3.50—0.12—4.10 per day.</p>	D. A. of permanent workmen will be increased as below from 1-4-62.	<table border="1"> <thead> <tr> <th data-bbox="1164 770 1410 806">Service as on 1-4-1962</th> <th data-bbox="1465 746 1601 854">Increased Quantum of D. A. per month</th> </tr> </thead> <tbody> <tr> <td></td> <td data-bbox="1510 866 1556 890">Rs.</td> </tr> <tr> <td data-bbox="1137 890 1383 927">Completed 5 years ..</td> <td data-bbox="1501 890 1565 927">32.00</td> </tr> <tr> <td data-bbox="1137 927 1383 963">Between 4 and 5 years ..</td> <td data-bbox="1501 927 1565 963">25.00</td> </tr> <tr> <td data-bbox="1137 963 1383 999">Between 3 and 4 years ..</td> <td data-bbox="1501 963 1565 999">20.00</td> </tr> <tr> <td data-bbox="1137 999 1383 1035">Between 2 and 3 years ..</td> <td data-bbox="1501 999 1565 1035">16.00</td> </tr> <tr> <td data-bbox="1137 1035 1383 1071">Between 1 and 2 years ..</td> <td data-bbox="1501 1035 1565 1071">10.00</td> </tr> </tbody> </table> <p>Those who complete one year of regular service shall be treated as permanent.</p>	Service as on 1-4-1962	Increased Quantum of D. A. per month		Rs.	Completed 5 years ..	32.00	Between 4 and 5 years ..	25.00	Between 3 and 4 years ..	20.00	Between 2 and 3 years ..	16.00	Between 1 and 2 years ..	10.00
Service as on 1-4-1962	Increased Quantum of D. A. per month																
	Rs.																
Completed 5 years ..	32.00																
Between 4 and 5 years ..	25.00																
Between 3 and 4 years ..	20.00																
Between 2 and 3 years ..	16.00																
Between 1 and 2 years ..	10.00																
42 M/s. Dhondi Patloo Bhonsale, Bombay.	<p><i>Effective from—1-3-1963</i></p> <p>Band Saw Department—Operators— Grade A.—Rs. 6.00 per day. Grade B.—Rs. 5.50 per day.</p> <p>Chedawallas— Grade 'A'.—Rs. 3.25 per day. Grade 'B'.—Rs. 3.10 per day.</p> <p>Planning Department Operators— Grade 'A'.—Rs. 4.50 per day. Grade 'B'.—Rs. 4.00 per day.</p> <p>Badli Operators— Rs. 3.50 per day.</p> <p>Cross Cutting— Grade 'A'.—Rs. 4.00 per day. Grade 'B'.—Rs. 3.75 per day.</p> <p>Circular Saw Operators— Grade 'A'.—Rs. 3.25 per day. Grade 'B'.—Rs. 3.10 per day.</p> <p>Nailing Machine Operators— Grade 'A'.—Rs. 4.00 per day. Grade 'B'.—Rs. 3.50 per day.</p> <p>Fastening Machine Operators— Grade 'A'.—Rs. 3.25 per day. Grade 'B'.—Rs. 3.10 per day.</p> <p>Permanent Mazdoor.— Rs. 3.00 per day.</p> <p>Temporary Mazdoor— Rs. 2.50 per day.</p>																
44 Star Wood Works, Bombay	<p><i>Effective from 1-8-1962</i></p> <p>(a) Unskilled— Rs. 2.25—0.10—4.25.</p> <p>(b) Semi-skilled— Rs. 3.75—0.15—5.25.</p> <p>(c) Skilled 'B'— Rs. 4.25—0.20—6.25.</p> <p>(d) Skilled 'A'— Rs. 4.75—0.30—7.75.</p> <p><i>Piece-Rated Workmen</i></p> <p><i>Piece-Rate Scales—</i></p> <p>(1) 20 Seats (Wooden)— Rs. 6.50—0.25—9.00.</p> <p>(2) 20 Back (Wooden large)— Rs. 7.00—0.25—9.50.</p> <p>(3) 20 Back (Wooden Small)— Rs. 6.00—0.25—8.50.</p> <p>Apprentices— 1st year Rs. 50 per month. 2nd year Rs. 60 per month.</p>																

STATEMENT SHOWING THE NAMES OF THE CONCERNS AND THE VARIOUS TYPES OF  
LEAVE GRANTED IN THE "WOOD AND FURNITURE" INDUSTRY

Serial No. in Index (1)	Name of the concern (2)	Privilege leave (days) (3)	Sick leave (days) (4)	Leave without pay (days) (5)	Casual leave (days) (6)	Festival paid holidays (days) (7)
1	The Gujarath Wood Works, Bombay.	..	..	..	5	4
5	M's. Logwood, Bombay ..	..	..	..	3	4
6	M/s. Podar Saw Mills, Bombay	..	..	..	5*	4
7	M/s. Bhawsar Home Furniture and Decorators, Bombay.	..	..	..	4	5
10	M/s. Atlas Timber and 81 others	21	6 (half pay) and those covered by E. S. I. Scheme 4 (half pay).	..	4	4
11	M/s. Bharati Udyog Kendra .. } M/s. Gisco Bombay and 56 } Others. } M/s. Box Assemble contactors. }	21	6 (half pay) and those covered by E. S. I. Scheme 4 (half pay).	..	4	..
12	The Anil Hardboard Ltd. ..	..	..	..	9†	4
13	Alpack Pvt. Ltd., Mfg. of plywood and Drums, Bombay.	..	..	..	5	..
14	M/s. Gujarath Wood Works ..	..	4 (Half pay)	..	..	..
15	M/s. Purohit and Purohit, Poona	..	4 (Half pay)	..	4	..
17	The Indian Plywood Mfg. Co. Pvt. Ltd.	..	..	..	5	3
18	The Indian Cork Mills ..	As per Factories Act. ..	..	15	4	9
19	M/s. Suri Sports Industries ..	As per Factories Act (Accumulation up to 3 years).	..	..	3	4
20	Bharat Straw Board Mfg. Co. . .	..	..	..	5	4
22	Bharat Timber Industries ..	1 day for 20 days service (Accumulation up to 30 days).	..	..	5	5
23	Jayanand Khira and Co. Pvt. Ltd., Bombay.	(1) Daily-rated Workers in Factory— As per Factories Act. (2) Monthly-rated sub-ordinate staff— 24 days inclusive of holidays. (3) Clerical and Supervisory— 30 days inclusive of holidays.	..	..	(1) Daily-rated in factory 6 (2) Monthly-rated Subordinate staff 6. (3) Clerical and Supervisory 6	Daily-rated Workmen. 5 ..
24	The Indian Plywood Mfg. Co. Ltd.	..	..	..	6	5
25	M/s. Atlas Timber Works ..	As per Factories Act ..	..	..	..	..
26	Prabhod Wood Works ..	As per Bombay Shops and Establishments Act.	..	..	..	..
27	M/s. A. G. Khatib ..	From 1-1-1960— As per Bombay Shops and Establishments Act.	..	..	..	..
29	M/s. Sharada Wood Works ..	As per Bombay Shops and Establishments Act.	..	..	..	..
30	Hindustan Packing Industries..	From 1-1-1962— As per Bombay Shops and Establishments Act.	..	..	..	..
31	Subhalaxmi Khoka Works— ..	From 1-1-1960— As per Bombay Shops and Establishments Act.	..	..	..	..

\*Can be encashed at the end of the year.

†Balance can be encashed at the end of year.

(1)	(2)	(3)	(4)	(5)	(6)	(7)
32	D. S. Chavan Khokawala ..	As per Bombay Shops and Establishments Act.	..	..	..	..
33	Husseini Timber Mart ..	From 1-1-1960— As per Bombay Shops and Establishments Act.	..	..	..	..
34	M/s. Abdeally Esmailji Poona-wala.	From 21-3-1962— As per Bombay Shops and Establishments Act.	..	..	..	..
35	Indian Packing Wood Works ..	From 1-1-1960— As per Bombay Shops and Establishments Act.	..	..	..	..
36	M/s. Jagannath Industries ..	From 1-1-1960— As per Factories Act.	..	..	..	..
37	M/s. Janata Saw Mills ..	From 1-1-1960— As per Bombay Shops and Establishments Act.	..	..	..	..
38	M/s. Bharat Wood Works ..	From 1-1-1962— As per Bombay Shops and Establishments Act.	..	..	..	..
39	M/s. Kartar Wood Works ..	From 1-1-1960— As per Factories Act.	..	..	..	..
40	Krishna Trading Corporation..	From 1-1-1960— As per Bombay Shops and Establishments Act.	..	..	..	..
41	Roma Farming Works ..	From 1-1-1962— As per Bombay Shops and Establishments Act.	..	..	..	..
42	M/s. Dhondo Patloo Bhonsale ..	..	..	..	7	2
43	M/s. New Era Wood Works ..	From 1-1-1960— As per Bombay Shops and Establishments Act.	..	..	..	..
44	Star Wood Works ..	..	..	..	5	7

STATEMENT SHOWING THE NAMES, THE CONCERNS AND THE QUANTUM OF GRATUITY GRANTED IN "WOOD AND FURNITURE" INDUSTRY

Serial No. in Index	Name of concern	Rate of gratuity payable on (in terms of number of days/months/weeks basic wages for each year of service)									Maximum gratuity payable	
		Death or Disability (Physical or mental) while in employment	On termination of service after			On resignation from service after			On voluntary retirement after			
			5 yrs.	10 yrs.	15 yrs.	5 yrs.	10 yrs.	15 yrs.	5 yrs.	10 yrs.		15 yrs.
(1)	(2)	(3)	(4a)	(4b)	(4c)	(5a)	(5b)	(5c)	(6a)	(6b)	(6c)	(7)
8	Indian Plywood Mfg. Co. Ltd., Bombay	40 per cent of a month's consolidated wages.	..	33½ per cent of a month's consolidated wages.	40 per cent of a month's consolidated wages.	..	..	40 per cent of a month's consolidated wages.	..	..	40 per cent of a month's consolidated wages.	10 months
10	M/s. Atlas Timber Mart Bombay and 81 others.	10 days consolidated wages.	10 days consolidated wages.	..	..	10 days consolidated wages.	..	..	10 days consolidated wages.	..	..	10 days wages.
12	M/s. Anil Hardboards Ltd.	21 days total wages.	10 days total wages.	15 days total wages.	..	..	15 days total wages.	..	..	..	21 days total wages.	15 months

(1)	(2)	(3)	(4a)	(4b)	(4c)	(5a)	(5b)	(5c)	(6a)	(6b)	(6c)	(7)
15	M/s. Purohit and Purohit (Poona).	½ month's wages.	½ month's wages.				½ month's wages.		½ month's wages.			½ month's wages.
19	Suri Sports Industries Bombay.	15 days wages.	..	..	..	..	..	..	..	..	15 days	10 months.
22	Bharat Timber Industries.	½ month's basic wages.	..	..	..	..	..	½ month's basic wages.	..	..	½ month's basic wages.	7½ months.
23	Jaganand Khira and Co. Pvt. Ltd.	15 days wages.	..	15 days wages.	..	..	15 days wages.	..	..	15 days wages.	10 days	10 months, No gratuity when retrenchment compensation is payable.
42	M/s. Dhondi Patloo Bhonsale.			Existing Gratuity Scheme to continue.								
44	Star Wood Works, Bombay.	15 days wages.	..	15 days wages.	..	..	10 days wages.	..	15 days wages.	..	..	Not mentioned.

THE STATEMENT OF PIECE RATE PAYABLE TO CARPENTERS

ANNEXURE

Size of the Boxes (1)	Rate (2)	Size of the Boxes (3)	Rate (4)
	Rs.		Rs.
19½" × 10½" × 7½"	0.29	15½" × 12½" × 5½"	0.29
19" × 9½" × 7"	0.29	13½" × 11" × 8½"	0.29
16½" × 11½" × 7"	0.29	15½" × 10" × 6½"	0.29
19" × 9½" × 7"	0.29	17½" × 14½" × 5½"	0.29
15½" × 10" × 9"	0.29	15½" × 12½" × 6½"	0.29
20½" × 17" × 7½"	0.29	11½" × 10" × 8"	0.29
17½" × 9½" × 7"	0.29	17½" × 17½" × 8½"	0.35
19" × 13" × 8"	0.29	14½" × 14½" × 7"	0.29
20" × 11" × 8½"	0.29	10½" × 11" × 10"	0.29
19½" × 13½" × 9½"	0.29	15½" × 13½" × 12½"	0.29
22½" × 12" × 9½"	0.29	23" × 14½" × 8½"	0.29
14" × 13" × 6"	0.29	22½" × 13½" × 6½"	0.29
18" × 10½" × 5½"	0.29	14½" × 14½" × 6½"	0.29
18½" × 11½" × 5½"	0.29	16½" × 9½" × 9½"	0.29
14½" × 9" × 12½"	0.29	12½" × 11½" × 10½"	0.29
20½" × 9½" × 7½"	0.29	15½" × 12½" × 8½"	0.29
21½" × 9½" × 7½"	0.29	9½" × 9½" × 15½"	0.29
14½" × 14½" × 8"	0.29	21½" × 9½" × 8½"	0.29
23" × 12" × 6½"	0.29	13½" × 13½" × 11"	0.29
17½" × 17½" × 5½"	0.29	38.5 cm. × 37.0 cm. × 33.5 cm.	0.29
18½" × 18½" × 5½"	0.29	38.0 cm. × 38.0 cm. × 23.0 cm.	0.29
17½" × 14½" × 4½"	0.29	13" × 12½" × 10½"	0.29

(1)	(2)	(3)	(4)
12.5 cm. × 7.5 cm. × 19.0 cm...	Rs. 0.10	17.0 cm. × 9.0 cm. × 7.5 cm.	Rs. 0.10
23.5 cm. × 12.5 cm. × 15.5 cm.	0.10	15½" × 15½" × 6½" .. ..	0.29
9½" × 9½" × 11½" .. ..	0.29	12½" × 10½" × 11½" .. ..	0.29
40.5 cm. × 26.5 cm. × 39.5 cm.	0.29	12½" × 10½" × 9½" .. ..	0.29
15.0 cm. × 13.0 cm. × 20.0 cm.	0.10	44.5 cm. × 31.7 cm. × 12.7 cm.	0.29
29.0 cm. × 43.5 cm. × 34.0 cm.	0.29	45.2 cm. × 40.7 cm. × 40.7 cm.	0.29
18.5 cm. × 18.5 cm. × 12.0 cm.	0.10	36.9 cm. × 34.5 cm. × 34.5 cm.	0.29
19.5 cm. × 10.0 cm. × 12.5 cm.	0.10	13½" × 9½" × 13½" .. ..	0.29
14½" × 7½" × 10" .. ..	0.29	37.0 cm. × 37.0 cm. × 18.0 cm.	0.35
41.0 cm × 33.5 cm. × 20.0 cm.	0.20	37.0 cm. × 37.0 cm. × 18.0 cm.	0.35 Crates
25.5 cm. × 17.0 cm. × 7.5 cm.	0.10	29.8 cm. × 29.5 cm. × 29.8 cm.	0.29 "
16.5 cm. × 16.5 cm. × 7.5 cm.	0.10	28.0 cm. × 25.0 cm. × 44.0 cm.	0.29 "

### GLASS INDUSTRY

In this industry the Committee adopted the same definition which was adopted by the previous 'Norms' Committee for the purpose of classification of Settlements, Agreements and Awards. The definition is as follows :—

"(i) Manufacturing of Glass Bangles and Beads; (ii) Manufacturing of Glass and Glass Apparatus; (iii) Manufacturing of Glass and Glass Products except Optical and Photographic Lenses".

During the relevant period the Committee scrutinised and examined 8 awards and 26 settlements. The divisionwise break up of these awards and settlements is as follows :—

Division	Awards	Settlements/ Agreements	Total
Bombay .. ..	4	15	19
Poona .. ..	4	6	10
Nagpur .. ..	..	5	5
Aurangabad .. ..	..	..	..
Total .. ..	8	26	34

The following list gives the names and references of concerns to which these Awards and Settlements refer :—

Serial No. (1)	Name of the concern (2)	Reference (3)
<b>AWARDS</b>		
Date and Page No. of M. G. G., Part I-L		
<b>Bombay Division</b>		
1	Acme Mirror Works, Thana .. ..	19-3-1964 (949-950).
2	Bombay Glass Blowing Industries, Bombay .. ..	3-9-1964 (3011—3014).
3	Messrs. Techni Glass Limited, Bombay .. ..	1-6-1967 (2356—2360).
4	Messrs. Krishna Silicate and Glass Works Limited, Thana .. ..	19-10-1967 (4178).
<b>Poona Division</b>		
5	Messrs. Ogale Glass Works Limited, Ogale Wadi, Poona .. ..	24-6-1960 (Unpublished).
6	The Ogale Glass Works Limited, Ogale Wadi, Poona .. ..	13-4-1961 (890—897).
7	Ogale Glass Works Limited, Ogale Wadi, Poona .. ..	30-11-1961 (3213—3245).
8	Ogale Glass Works Limited, Ogale Wadi, Poona .. ..	22-4-1965 (1390—1395).

(1)	(2)	(3)
<b>SETTLEMENTS</b>		
<b>Bombay Division</b>		Date of Settlements/Agreements and Section of I. D. Act, 1947..
9	Vitrum Glass Works, Bombay .. .. .	16-1-1960, 12(3).
10	Patanwalla Glass Works Private Limited, Bombay .. .. .	18-2-1960, 2(P).
11	Messrs. Krishna Silicate and Glass Works Limited, Bombay .. .. .	14-11-1960, 12(3).
12	Bharat Glass Works, Bombay .. .. .	3-3-1961, 12(3).
13	Shri Vallabh Glass Works Limited, Bombay .. .. .	23-6-1961, 12(3).
14	Krishna Silicate and Glass Works Limited, Thana, .. .. .	25-1-1962, 2(P).
15	The All India Glass Works Private Limited, Bombay .. .. .	13-2-1962, 12(3).
16	The United Glass Works Private Limited, Bombay .. .. .	14-2-1962, 12(3).
17	Ajit Glass Works Private Limited, Bombay .. .. .	12-3-1962, 2(P).
18	Utility Articles Manufacturing Company, Bombay .. .. .	18-5-1962, 12(3).
19	Patanwalla Glass Works Private Limited, Bombay .. .. .	1-1-1963, 12(3).
20	Bharat Glass Works, Bombay .. .. .	22-4-1963, 12(3).
21	Mahalaxmi Glass Works, Bombay .. .. .	31-5-1963, 12(3).
22	Indian Duck Marble Private Limited, Bombay .. .. .	3-9-1963, 2(P).
23	The United Glass Works Private Limited, Bombay .. .. .	26-9-1963, 2(P).
<b>Poona Division</b>		
24	Ogale Glass Works Limited, Ogale Wadi, Poona .. .. .	22-5-1961 2(P).
25	Ogale Glass Works Limited, Ogale Wadi, Poona .. .. .	26-7-1963, 12(3).
26	J. G. Glass Industries, Pimpri, Poona .. .. .	30-7-1963, 2(P).
27	Paisa Fund Glass Works, Talegaon .. .. .	2-8-1963, 12(3).
28	Ogale Glass Works Limited, Ogale Wadi, Poona .. .. .	20-8-1963, 12(3).
29	Ogale Glass Works Limited, Ogale Wadi, Poona .. .. .	28-11-1963, 2(P).
<b>Nagpur Division</b>		
30	Swastik Glass Works, Chanda .. .. .	20-8-1956, C. P. and B. I. D. & S. Act.
31	Swastik Glass Works, Chanda .. .. .	21-1-1959, C. P. and B. I. D. & S. Act.
32	Swastik Glass Works, Chanda .. .. .	20-2-1961, C. P. and B. I. D. & S. Act.
33	Swastik Glass Works, Chanda .. .. .	15-3-1961, C. P. and B. I. D. & S. Act.
34	Swastik Glass Works, Chanda .. .. .	25-6-1962, C. P. and B. I. D. & S. Act.

### WAGES AND DEARNESS ALLOWANCE

The question of wages and dearness allowance was involved in 23 cases. Out of these three cases dealt with dearness allowance only ; wages were revised in 9 cases; both dearness allowance and revision of wages were granted in 3 cases and *ad-hoc* increments in wages were granted in 8 cases. A statement showing wages, dearness allowance and increments decided in 23 cases is attached herewith.

It may be mentioned here that this industry is a scheduled industry under the Minimum Wages Act, 1948, and the minimum rates of wages were fixed by Government Notification No. MWA. 4062-Lab. III, dated 22nd May 1964, in the Vidarbha area and No. MWA. 4062 (i) Lab. III, dated 22nd May 1964, in the Bombay and Hyderabad areas of the State.

### ADJUSTMENT OF WAGES

The adjustment of wages in the revised scales was done according to the following rules :—

(1) Where the worker got equal to or less than the minimum of the scale prescribed for his category, he should be paid the minimum.



(2) If the worker was getting more than the minimum of the scale prescribed for his category he should be brought up to the next incremental stage.

(3) All personal allowances should be merged in the wages while fixing the wages in the revised grades.

### LEAVE

There were 20 cases in which various kinds of leave were considered. A list showing the names of these 20 concerns and the various types of leave granted is attached—

#### Privilege Leave :

There were six cases in which privilege leave has been granted. In 4 cases it was granted according to the provisions under the Factories Act, 1948. In J. G. Glass Industries, Poona (Sr. No. 26), the staff was given privilege leave at the rate of one day for every 17 days of work performed during the previous calendar year while operatives, supervisory staff, drivers, office boys, malis, sweepers and watchmen were given privilege leave according to the provision under the Factories Act, 1948. Similarly in Ogle Glass Works Ltd., Oglewadi (S. No. 6 and 29), clerical and supervisory staff was granted 30 days' Privilege Leave in a year while other workmen were granted privilege leave according to the provisions under the Factories Act, 1948.

Only in one case (Viz. Ogale Glass Works Ltd., S. No. 29) accumulation of leave up to 60 days was granted.

#### Sick Leave :

There were 5 cases in which sick leave has been granted. In 4 cases it was 6 days a year. In one case it was at the rate of 7 days a year. In J. G. Glass Industries, Poona (S. No. 26), sick leave provision for clerical staff and other workmen was 7 days and 6 days respectively. In Techni Glass Works Ltd., Bombay (S. No. 3), provision of sick leave was on half pay.

Only in 2 cases accumulation was mentioned. In one case it was three times of annual sick leave entitlement while in one case it was five times of annual sick leave entitlement.

Two concerns laid down conditions for grant of sick leave viz. The Ogale Glass Works Ltd., (Sr. No. 29) and J. G. Glass Works (S. No. 26). In the former concern sick leave was granted only after the workman had exhausted his leave with wages under the Indian Factories Act, 1948 and on production of medical certificate from the companies Medical Officer. In the latter concern weekly offs and paid holidays were not allowed to be prefixed and suffixed with sick leave and sick leave for 2 days or more was required to be supported by a medical certificate from an authorised medical practitioner.

#### Casual Leave :

Fifteen cases of this leave were noted during the relevant period. In 7 cases it was at the rate of 4 days in a year; in 3 cases it was at 6 days; in one case each it was at 2 days, 5 days and 8 days and in 2 cases it was 7 days a year. Maximum and minimum days of casual leave entitlement were 8 days and 2 days respectively.

The following table gives details of casual leave entitlements :—

Number of days	2 days	4 days	5 days	6 days	7 days	8 days	Total
Number of cases .. ..	1	7	1	3	2	1	15

In 2 cases casual leave was not allowed to be prefixed or suffixed to weekly offs or any other leave. In one case it could not be prefixed or suffixed without prior consent. In one case casual leave was allowed to be either prefixed or suffixed to any holiday but not to both. In 2 cases not more than 2 days of casual leave was granted at a time while in 2 other cases not more than 3 days at a time could be granted.

The Utility Articles Manufacturing Company (S. No. 18) did not allow casual leave on the ground of workman's sickness. In Patanwalla Glass Works Private Limited (S. No. 19) only permanent workmen were entitled for casual leave, while Acme Mirror Works, Thana (S. No. 1), allowed casual leave only to those employees who had completed one year's continuous service. In Acme Mirror Works, Thana (S. No. 1), unavailed casual leave could either be encashed or added to privilege leave at the option of the employee at the end of the year.

### FESTIVAL HOLIDAYS

In 12 cases festival holidays ranging from 3 to 9 days were granted. In 2 cases the number of such holidays was 3 days, in 3 cases it was 4 days; in one case each it was 5 days, 6½ days and 7 days; and in 2 cases each it was 8 days and 9 days.

In the cases examined it was noticed that the following festival holidays were enjoyed :—

Festival Holidays	No. of cases
(a) Republic Day .. .. .	7
(b) Independence Day .. .. .	8
(c) Diwali .. .. .	6
(d) Dassera .. .. .	4
(e) Holi .. .. .	4
(f) 1st May .. .. .	2
(g) Ramzan Id .. .. .	2
(h) Bakri Id .. .. .	2
(i) Maharrum .. .. .	2
(j) Mahashivratri .. .. .	1
(k) Gokul Ashtami .. .. .	1
(l) Ganesh Chaturthi .. .. .	1
(m) Coconut Day .. .. .	1

In one case festival holidays were fixed in consultation with the union. While in another case out of 7 holidays 5 holidays were fixed in consultation with the union, the remaining 2 holidays being 15th August and 26th January.

### ALLOWANCE

#### Allowance for working on paid holidays on weekly offs :

In Bombay Glass Blowing Industries, Bombay (S. No. 2) whenever a workman worked on any Sunday or a paid holiday, he was allowed a compensatory holiday and double the normal wages.

In M/s. Techni Glass Limited, Bombay (S. No. 3) for working on paid holidays or Sunday a workman was paid 1½ times his normal wages.

### PERMANENCY

5 cases on this subject were noted. In 3 cases (S. Nos. 2, 3, 24) workmen who had worked for a continuous period of 240 days were made permanent. In 2 cases (S. Nos. 3 and 9) workmen who had put in 6 months continuous service were made permanent.

### UNIFORMS

7 cases were noted in which uniforms were provided to the workmen. The following table gives details regarding provision of uniforms :—

Sr. No. in Index	Name of Concern	Occupations	Description of uniforms
(1)	(2)	(3)	(4)
9	Vitrum Glass Works, Bombay	.. Mixer, Sorter, Furnaceman, Trunkcarrier	2 sets each consisting of shirt and pant for males and gowns for females for every year.
12	Bharat Glass Works, Bombay	.. Permanent Watchmen and Motor Drivers	2 pairs of uniforms per year.
20	Bharat Glass Works, Bombay	.. Fitter-in-charge .. .. .	2 sets of uniforms per year.
21	The Mahalaxmi Glass Works, Bombay.	Sorting men, Mixing men, Firemen, Watchmen, Motor-drivers, Testers.	2 sets of uniforms.
26	J. G. Glass Industries, Poona	.. (a) Operatives, Drivers, Office boys, Malis, Sweepers, Watchmen. (b) Workers in mixing Department ..	2 sets each consisting of one pant and one shirt every year. Mask, Handgloves, protective boots (protective equipment).
32	Swastik Glass Works, Chanda	.. Carriers of goods in Annealing Department.	Ghongadis during rainy season.
33	Swastik Glass Works, Chanda	.. .. .	Rain coats.
34	Swastik Glass Works, Chanda	.. Chamber out loader and Workers working outside during rainy season	Kamblis.

In J. G. Glass Industries, Poona (S. No. 26) uniforms were provided on condition that they were to be returned while leaving the service or while receiving a new set. The Company also made suitable arrangements for washing the uniforms.

#### RETIREMENT

In one case (S. No. 25) age of retirement was fixed at 60 years, or on completion of 35 years of service.

#### PROVIDENT FUND

There were 5 cases in which Provident Fund Scheme was introduced by the management. In Ogale Glass Works Limited, Ogalewadi (S. No. 5) in respect of workmen not covered by Provident Fund Act, 1952, the Tribunal directed that the scheme which was prevailing before the Act applied should be made applicable to such workers and the Company should contribute at the rate of 6½ per cent of basic wages and dearness allowance. In an other Award in respect of Ogale Glass Works Limited, (S. No. 6) the workmen covered by that dispute were deemed to be eligible for the Provident Fund Scheme as laid down by the Adjudicator in the Award in Reference (IT) No. 29 of 1960 or Provident Fund Scheme of 1952 in case it is made applicable to the factory workers including Glass and other sections.

In All India Glass Works Private Limited, Bombay and the United Glass Works Private Limited, Bombay. (S. No. 15 and 16) the management introduced the Provident Fund Scheme on the lines of the Employees' Provident Fund Act, 1952 on voluntary basis with 6.25 per cent of wages as the employers' contribution.

In Swastik Glass Works, Chanda (S. No. 34) the Company introduced Provident Fund Scheme for permanent workers who had worked for at least 5 years.

#### GRATUITY

5 cases of gratuity were noted. In all cases gratuity was provided ranging from 10 day's wages to 21 days' wages per completed year of service.

The Ogale Glass Works Limited (S. No. 6) if an employee was dismissed or discharged for misconduct, causing financial loss to the company, gratuity to the extent of that loss was not payable to him. In Vitrum Glass Works (S. No. 9) gratuity was not payable to any workman who was dismissed for gross misconduct.

In Ogale Glass Works Limited (S. No. 6) in case of termination of service of the workman he was entitled to gratuity but in case he got retrenchment compensation then he was entitled to only one benefit whichever was higher.

A statement showing details of gratuity schemes is attached herewith.

#### ATTENDANCE BONUS

In the United Glass Works Private Limited, Bombay (Sr. No. 23), all Ralsawallas who remain present on all working days in a month were paid Rs. 5 per month as attendance bonus. Similarly Rs. 10 per month was paid as an incentive to drivers who fetch highest wages among the rest of the drivers on piece-rate. Drivers were also paid 0.50 paise as an incentive for third trip from factory to Bombay.

#### SUPPLY OF FREE MILK

In the Mahalaxmi Glass Works, Bombay the management incurred an expenditure of Rs. 250 per month for providing free milk to mixingmen. This facility was also extended later on to furnacemen.

#### STATEMENT SHOWING THE NAMES OF THE CONCERNS AND WAGES AND DEARNESS ALLOWANCE GRANTED IN THE 'GLASS' INDUSTRY

Serial No. in Index (1)	Name of Concern (2)	Wages (3)	Dearness Allowance (4)
1	Achme Mirror Works, Thana	(1) There shall be an ad-hoc increase of 15 per cent in the wage payable on 1-9-63. (2) The minimum wage payable to the worker in the factory shall be Rs. 78 per month for 26 working day. (Consolidated wages).	<i>Effective from 1-9-63.</i> (1) Consolidated wages with the increase are fixed on the basis of Index Figure 475. (2) The consolidated wages shall vary by 2½ per cent by every upward or downward variation of 10 points in the Bombay Working class Cost of Living Index 475.

## Statement—cont.

(1)	(2)	(3)	(4)
2	Bombay Glass Blowing Industries, Bombay.	<i>Effective from 1-1-55.</i>	<i>Effective from 1-9-63</i>
		(1) Bigari, Packers with One year's service— Rs. 3.00—0.15—4.20. (2) Helpers— Rs. 3.50—0.20—5.10. (3) Cutter, Asstt. Machine Operator— Rs. 4.00—0.25—7.00. (4) Machine operator— Rs. 5.00—0.30—7.40. (5) Fresh packers—Rs. 2.50 p. d. for first 6 months, Rs. 2.75 for next 6 months	The wages are fixed at the Cost of Living Index of 485. The wages shall vary by 2½ per cent by every variation of 10 points in the Index. But in no case the wages would be reduced from the wages agreed to.
5	M/s. Ogale Glass Works, Ltd.	..	<i>Effective from 1-3-60.</i> The Tribunal directed to increase the existing rate of Dearness Allowance by Rs. 5.
6	The Ogale Glass Works, Ltd.	<i>Effective from 1-9-60.</i>	<i>Effective from 1-9-60.</i>
		No workman shall be paid less than Rs. 96 per month.	On lines and at the rate prevalent in case of a regular factory workman.
8	Ogale Glass Works, Ltd. ..	..	From 1-3-64 increase of Rs. 5 in dearness allowance. From 1-3-65 increase of Rs. 7 in dearness allowance.
9	Vitrum Glass Works ..	Mazdoor— Rs. 60 per month. Airman— Rs. 70 per month. Sorter— Rs. 70 per month. Mixing Mazdoor— Rs. 80 per month. Fireman— Rs. 80 per month. Foreman— Rs. 130 per month.	
10	Patanwalla Glass Works ..	<i>Category and Consolidated Wages.</i>	
		(1) Helpers and Cutters (already in service)— Rs. 80—10—100. (2) Helpers and Cutters (New recruits) (new recruits will not be paid wages for weekly holidays)— Rs. 3.12—0.13—3.25—0.25—3.75 per day. (3) Airmen and Lineman (already in service)— Rs. 1.75—0.12—2.11—0.13—2.37 per day. (with paid weekly off). New recruits— Rs. 1.75—0.12—2.23—0.13—2.75 per day (without weekly paid off). (5) Jamadar— Rs. 60—5—75. (6) Workmen in Chemical Mixing and Gunny Packing Department— Rs. 2.00—0.25—3.50— per day (without paid weekly off). (7) Female Sorters and Packers— Rs. 1.12—0.12—1.48—0.13—2.00 per day (without paid weekly off). (8) Fitters and Blacksmiths— Rs. 100—5—150	
11	M/s. Krishna Silicate and Glass Works Ltd.	<i>Effective from 1-11-60.</i>	
		<i>Category and Daily rate on 26 days working inclusive of 25 per cent D.A. on basic pay</i> Cutter— Rs. 3.85. Cutter with 3 years service— Rs. 4.03. Helpers— Rs. 3.85. Helpers with 3 years service— Rs. 4.03. Airman— Rs. 2.50. Jaliwalla— Rs. 2.15. Fireman Grade 'A'— Rs. 4.32.	

## Statement—cont.

(1)	(2)	(3)	(4)	
11 M/s. Krishna Silicate and Glass Works Ltd.—(cont.)	Fireman Grade 'B'— Rs. 4.03. Fireman Grade 'C'— Rs. 3.75. Fireman Grade 'D'— Rs. 3.07. Mixing Mazdoor— Rs. 2.30—0.16—2.78. Packers— Rs. 2.59—0.19—3.26. Sorters— Rs. 2.30—0.16—2.78. Mazdoors— Rs. 2.30—0.16—2.78.			
12 Bharat Glass Works .. ..	<i>Consolidated wages per day.</i>	Unskilled 'A'—Carriers, Firemen, Colliemen, Packers, Hariwalas, Babri-cutters, Mould Holders, Bamboowalas, Watchmen and any other Unspecified worker— Rs. 2.17. Unskilled 'B'—Neck Makers, Bubble Workers, Bubble-holders, Airmen— Rs. 2.33. Semi-skilled—Cutters, Helpers, Fitters— Rs. 2.67. Skilled—Mistries and Blowers— Rs. 3.00. Women Workers— Rs. 2.17. Adolescent (for 1st year only)— Rs. 1.75.		
13 Shree Vallabha Glass Works Ltd.	<i>Effective from 1-6-61 Consolidated Wage per day</i>	(1) Unskilled— Rs. 2.31—0.10—2.71. (2) Semi-skilled— Rs. 2.66—0.15—3.26. (3) Skilled— Rs. 3.06—0.20—3.86. (4) Highly skilled— Rs. 3.56—0.25—4.56.		
14 Krishna Silicate and Glass Works. Ltd.	The consolidated wages (daily or monthly) for the new workers in the following categories for continuous service in the first year and the subsequent two years will be as below :—			
	Category	1st year of service	2nd and 3rd year of service	Remarks
	(1)	(2) Rs.	(3) Rs.	(4)
	(1) Carrier ..	2.15 p.d.	2.40 p.d.	
	(2) Layer Coolie ..	2.31 p.d.	2.70 p.d.	
	(3) Packers ..	2.31 p.d.	2.70 p.d.	
	(4) Sorters ..	2.59 p.d.	3.09 p.d.	
	(5) Mixing Coolie ..	2.31 p.d.	2.70 p.d.	
	(6) Fireman Helpers ..	2.31 p.d.	2.70 p.d.	
	(7) Lorry Coolie ..	2.31 p.d.	2.70 p.d.	
	(8) Lorry Driver ..	120.00 p.m.	140.00 p.m.	
	(9) Watchman ..	70.00 p.m.	80.00 p.m.	
	*Extra attendance allowance for 26 days Rs. 5 per month and below 26 days and up to 24 days Rs. 4.80 per month. Absence of one day with prior permission only once in a month will be counted for the above purpose.			
15 The All India Glass Works Pvt. Ltd.	Ad-hoc increments will be given as below from 1-1-62—			..
	(1) Sachawala—	Rs. 0.16. per day.		
	(2) Linewala—	Rs. 0.10. per day.		
	(3) Gangewala—	Rs. 0.06. per day.		

## Statement—cont.

(1)	(2)	(3)	(4)
16 The United Glass Works Pvt. Ltd.,	Ad-hoc increments will be given as below from 1-1-1962— (1) Sachawala— Rs. 0·16 per day. (2) Linewala— Rs. 0·10 per day. (3) Gangwala— Rs. 0·06 per day.	..	
17 Ajit Glass Works Pvt. Ltd. . .	The management shall give <i>ad-hoc</i> increments in the existing wages at the following rate to workmen whose monthly wages for 26 days are as below— Rs. 50 and below—Rs. 0·20 per day. Between Rs. 51 and Rs. 95— Rs. 0·15 per day. Over Rs. 95— Rs. 0·10 per day. A new Lady Worker— Rs. 2 per day. A new Male Worker— Rs. 2 per day. Airman— Rs. 2·30 per day. New Helper and Cutters— Rs. 3·00 per day. (For 1st six months). Rs. 3·25 per day. (After six months). Bharaiwala and Drum Remover— Rs. 2·30 per day.	..	
18 Utility Articles Mfg. Co.	<i>Effective from 1-5-1962.</i>	.. Permanent workers will be granted increments for their past with service as on 1-1-1962 as shown below :— Upto one year— Rs. 0·12 per day. Above one and upto three years— Rs. 0·28 per day. Above three and up to six years— Rs. 0·34 per day. Above six years— Rs. 0·41 per day.	
19 Patanwalla Glass Works Pvt. Ltd.	<i>Consolidated Wages.</i>	Helpers and Cutters— Rs. 80—10—100—5—105 per month. (For workmen already in service). Rs. 3·25—0·25—4·00 per day. (without weekly paid-off). Airmen and Lineman— Rs. 1·75—0·12—2·11—0·13—2·50 per day. (with paid weekly offs.). Labourers— Rs. 2·00—0·12—0·13—2·50. (without paid weekly off). Jaliwala (new recruits)— Rs. 1·25—0·12—0·13—2·50. (without paid weekly off). Jamadar (old Workers)— Rs. 60—5—75—3—78. Jamadar (new Recruits)— Rs. 2·50—0·25—3·00 per day. (without paid weekly off). Chemical Mixing and Gunny Packing Workmen— Rs. 2·00—0·25—3·00—0·12—0·13—3·62. (without paid weekly off). Female Sorters and Packers— Rs. 1·25—0·13—2·25. (without paid off). Fitters and Black Smiths— Rs. 100—5—155. Watchmen— Rs. 60—5—125.	

## Statement—cont.

(1)	(2)	(3)	(4)																				
20	Bharat Glass Works	.. From 1-4-1963 Temporary workers shall be paid minimum consolidated wage of Rs. 2.25 per working day. Similarly permanent workers will be granted an increment of Re. 0.15 per working day regularly every year from 1-4-63.																					
21	Mahalaxmi Glass Works	.. From 1-2-1963 an <i>ad-hoc</i> increase of Rs. 15 per month will be given to all workers.																					
22	Indian Duck Marbles Pvt. Ltd.	Yearly increments will be granted to the workers for three years as below :—	..																				
		<table border="1"> <thead> <tr> <th data-bbox="655 626 755 662">Category</th> <th data-bbox="846 626 900 686">1st year</th> <th data-bbox="937 626 991 686">2nd year</th> <th data-bbox="1028 626 1082 686">3rd year</th> </tr> <tr> <td></td> <th data-bbox="846 686 900 722">Rs.</th> <th data-bbox="937 686 991 722">Rs.</th> <th data-bbox="1028 686 1082 722">Rs.</th> </tr> </thead> <tbody> <tr> <td data-bbox="591 722 718 758">Supervisors</td> <td data-bbox="846 722 900 758">.. 0.25</td> <td data-bbox="937 722 991 758">0.25</td> <td data-bbox="1028 722 1082 758">0.25</td> </tr> <tr> <td data-bbox="591 758 755 794">Senior Operators</td> <td data-bbox="846 758 900 794">.. 0.25</td> <td data-bbox="937 758 991 794">0.20</td> <td data-bbox="1028 758 1082 794">0.15</td> </tr> <tr> <td data-bbox="591 794 755 830">All other workers</td> <td data-bbox="846 794 900 830">.. 0.25</td> <td data-bbox="937 794 991 830">0.15</td> <td data-bbox="1028 794 1082 830">0.10</td> </tr> </tbody> </table>	Category	1st year	2nd year	3rd year		Rs.	Rs.	Rs.	Supervisors	.. 0.25	0.25	0.25	Senior Operators	.. 0.25	0.20	0.15	All other workers	.. 0.25	0.15	0.10	
Category	1st year	2nd year	3rd year																				
	Rs.	Rs.	Rs.																				
Supervisors	.. 0.25	0.25	0.25																				
Senior Operators	.. 0.25	0.20	0.15																				
All other workers	.. 0.25	0.15	0.10																				
23	The United Works Pvt. Ltd.	<p>(1) All categories of workers in furnace department shall be granted an <i>ad-hoc</i> increment raising from Re. 0.10 to Re. 0.69 in their wages.</p> <p>(2) All categories of workers in Lorry loading, packing, shall be granted <i>ad-hoc</i> increments raising from <math>\frac{1}{4}</math> nP. to 15 nP. per day.</p> <p>(3) All categories of workers in Mechanical, General Mould Boys, Drivers, Cleaners shall be granted an <i>ad-hoc</i> increment raising from Re. 0.10 to Re. 0.69.</p>	..																				
24	Ogale Glass Ltd., Ogalewadi	<p style="text-align: center;"><i>Effective from 1-2-1961.</i></p> <p>Glass Wrapping Workers in Glass Packing Section— Rs. 0.15 nP. (Per hundred pieces).</p>	..																				
25	J. G. Glass Industries, Pimpri, Poona.	<p>Operatives—</p> <p>(1) Mixing Mate— Rs. 88.40—2.60—101.40.</p> <p>(2) Fireman 'A' Grade— Rs. 145.60—3.90—165.10.</p> <p>(3) Fireman 'B' Grade— Rs. 116.10—3.90—135.60.</p> <p>(4) Lynch M/C. 'A' Grade— Rs. 213.50—6.50—246.00.</p> <p>(5) Lynch M/C. 'B' Grade— Rs. 137.80—5.20—163.80.</p> <p>(6) Trainees— Rs. 91 for first year. Rs. 104 for second year.</p> <p>(7) Sorters— Rs. 75.40—2.60—88.40.</p> <p>(8) Checkers (Duty In-charge will start on Rs. 105.30.)— Rs. 97.50—3.90—117.00.</p> <p>(9) Unskilled— Helpers, Carriers, General Coolies— Rs. 71.50—2.60—84.50.</p> <p>(10) Highly skilled 'A'— Rs. 208—6.50—240.50.</p> <p>(11) Highly skilled 'B'— Rs. 182—5.20—208.00.</p> <p>(12) Skilled 'A'— Rs. 156—5.20—182.00.</p> <p>(13) Skilled 'B'— Rs. 123.50—3.90—143.</p> <p>(14) Semi-skilled 'A'— Rs. 104—3.90—123.50.</p> <p>(15) Semi-skilled 'B'— Rs. 91—2.60—104.</p> <p>Clerical Staff—</p> <p>(16) Grade I— Rs. 230—15—350—E.B.—25—500.</p> <p>(17) Grade II— Rs. 115—7—150—10—200—E.B.—15—260.</p> <p>(18) Grade III— Rs. 90—6—120—8—160—E.B.—10—200.</p>	..																				

## Statement—cont.

(1)	(2)	(3)	(4)
25—	J. G. Glass Industries, Pimpri, Poona—(contd.)	Supervisory Staff— (19) Grade I— Rs. 250—15—325—20—425—E.B.—25 —525. (20) Grade II— Rs. 150—10—200—E. B.—15—350. (21) Grade III— Rs. 115—7—150—10—200.  General Staff— (22) Drivers— Rs. 120—6—150—8—190. (23) Office Boys, Mali, Sweepers— Rs. 75—3—90. (24) Watch and Ward— Rs. 80—3—95.	
26	Paisa Fund Glass Works ..	..	All the monthly rated workmen including the clerical shall get Rs. 10 more for the period from 1-1-1963 to 31-12-1963 and Rs. 12.50 for the period from 1-1-1964 to 30-12-1965.

## STATEMENT SHOWING THE NAMES OF THE CONCERNS AND THE VARIOUS TYPES OF LEAVE GRANTED IN 'GLASS' INDUSTRY

Serial No. In Index (1)	Name of concern (2)	Privilege leave (days) (3)	Sick leave (days) (4)	Casual leave (days) (5)	Paid/Festival holidays (6)
1	Achme Mirror Works, Thana ..	..	..	6	..
2	Bombay Glass Blowing Industries, Bombay.	..	..	4	4
3	M/s. Techni Glass Works Ltd., Bombay.	..	6 (On half pay).	7	4
4	M/s. Krishna Silicate and Glass Works, Bombay.	As per Factories Act, 1948	..	7	..
6	The Ogale Glass Works Ltd., Ogalewadi.	Do.	6	..	..
9	Vitrum Glass Works, Bombay..	..	..	4	..
10	Patanwala Glass Works, (P) Ltd., Bombay.	..	..	4	9
11	M/s. Krishna Silicate Glass Works Ltd., Bombay.	..	..	4	9
12	Bharat Glass Works, Bombay ..	As per Factories Act, 1948	..	2	..
13	Shri Vallabh Glass Works Ltd., Bombay.	..	..	4	4
15	The All India Glass Works Pvt. Ltd., Bombay.	..	..	..	3
16	The United Glass Works Pvt. Ltd., Bombay.	..	..	..	3
18	Utility Articles Manufacturing Co., Bombay.	..	..	..	5
19	Patanwala Glass Works Pvt. Ltd., Bombay.	..	..	5	8
20	Bharat Glass Works, Bombay ..	..	..	4	..
21	Mahalaxmi Glass Works, Bombay.	..	..	4	9



Statement—*contd.*

(1)	(2)	(3)	(4)	(5)	(6)
26	J. G. Glass Industries, Poona ..	Operatives Supervisory staff, Drivers, Office Boys, Malis, Sweepers, Watch and Ward— As per Factories Act, 1948. Clerical staff— 1 day for every 17 days work performed during previous calendar year.	All workmen except Apprentices and casual labour.  6 (Accumulation 18 days). Clerical staff— 7 (Accumulation 21 days).	All workmen except Apprentices and Casual Labour.  6  Clerical staff— 8	.. .. ..
28	Ogale Glass Works Ltd., Ogalewadi.	..	..	6	6½
29	Ogale Glass Works Ltd., Ogalewadi.	For clerical and Supervisory staff— 30 (Accumulation 60 days).	.. 6 (Accumulation 30 days).	..	..
30	Swastik Glass Works, Chanda..	..	..	..	7

## STATEMENT SHOWING THE NAMES OF THE CONCERNS AND THE QUANTUM OF GRATUITY GRANTED IN THE 'GLASS INDUSTRY

Name of concern and Sr. No. in the Index	Gratuity payable (in terms of number of days/months/weeks basic wages)				Maximum Gratuity payable
	On death or disability (physical or mental) while in employment	On termination of service after	Per year of service — On Resignation from service after	On Voluntary Retirement after	
(1)	(2)	(3)	(4)	(5)	(6)
The Ogale Glass Works Ltd., Ogalewadi (Sr. No. 6).	15 days wages..	15 days wages after 10 years' service.	15 days' wages after 10 years' service.	15 days wages after 10 years' service.	..
Vitrum Glass Works, Bombay (Sr. No. 9).	15 days wages..	15 days' wages after 12 years' service.	..	15 day's wages after 10 years' service.	..
The Krishna Silicate and Glass Works, Bombay (Sr. No. 11).	10 days wages..	10 days' wages after 10 years' service. (Maximum gratuity payable 150 days' wages).	10 days' wages after 5 years' service. (Maximum gratuity payable 100 days' wages).	10 days' wages after 12 years' service. (Maximum gratuity payable 150 days' wages).	..
Mahalaxmi Glass Works, Bombay (Sr. No. 21)	10 days' wages	..	10 days' wages after 10 years' service.	10 days' wages after 12 years' service.	..

## STONE BREAKING AND CRUSHING

The Committee adopted the same definition for this industry which was adopted by the previous Norms Committee. The definition is as follows :—

“ Stone Breaking and Crushing ”.

The “Stone Breaking or Stone Crushing” is a scheduled employment under the provisions of the Minimum Wages Act, 1948 and the Minimum Wages for the workmen employed therein are fixed *vide*, Government Notification, Industries and Labour Department No. MWA-1962/LAB-III, dated 6th July 1965.

During the relevant period the Committee examined only 1 Award in respect of the following concern in the Bombay Division :—

(1) M/s. Shah Brothers, Bombay (M. G. G. Part I-L, dated 5th October 1967, Page 3922).

In the Award employees were awarded the following daily wage from 1st April 1966 at the Consumer Price Index No. 621-630 and directed that neutralisation shall be available either way at 10 paise per day on 10 points variation—

Rs. 4.00—0.25—7.00.

## BUILDINGS AND CONSTRUCTION

The 'Buildings and Construction' Industry was not referred to the previous 'Norms' Committee. It was, therefore, necessary to define the scope of the industry. This is a schedule industry under the Minimum Wages Act, 1948 (No. XV 1948) and the minimum rates of wages for the employees in this industry were last revised by Government *vide*, Notification No. MWA-1862-(i)-Lab-III, dated 21st October 1965 in the Vidarbha Region, and No. MWA-1862-(ii)-Lab-III, dated 21st October 1965 in the Bombay area of the State. The Committee decided to adopt the definition given in the said Act. The definition is as follows :—

“Employment on the Construction or maintenance of roads or in building operations.”

During the relevant period the Committee scrutinized and examined 7 Awards and 10 Settlements. The divisionwise break-up of these awards and settlements is as follows :—

Serial No. (1)	Division (2)	Awards (3)	Settlements (4)	Total (5)
1	Bombay	6	9	15
2	Poona	..	1	1
3	Nagpur	1	..	1
4	Aurangabad	..	..	..
<b>Total</b>		<b>7</b>	<b>10</b>	<b>17</b>

The following list gives the names and references of concerns to which these Awards and Settlements refer :—

Serial No. (1)	Name of the Concern (2)	Reference (3)
<b>AWARDS</b>		
<b>Bombay Division</b>		
<i>Date and Page of M. G. G. Part I-L.</i>		
1	The Pallonji Shapoorji and Co. Pvt. Ltd., Bombay and the Shapoorji Pallonji and Co. Pvt. Ltd., Bombay.	14-9-1959 (Unpublished).
2	The Pallonji Shapoorji and Co., Pvt. Ltd., and the Pallonji Shapoorji Pallonji and Co. Pvt. Ltd., Bombay.	9-6-1960 (403—405).
3	The Pallonji Shapoorji and Co., Pvt. Ltd., and the Shapoorji Pallonji and Co., Pvt. Ltd., Bombay.	15-9-1960 (1357—1360).
4	M/s. Shapoorji Pallonji and Co. Pvt. Ltd., Bombay	.. .. 16-4-1964 (1373—1377).
5	Gammon India Pvt. Ltd., Bombay	.. .. 19-1-1967 (367—382).
6	Hindustan Construction Co. Ltd.	.. .. 12-10-1967 (4051—4053).
<b>Nagpur Division</b>		
7	The Construction Co. Pvt. Ltd., Mahal Sq., Nagpur	.. .. 23-3-1961 (780—783).
<b>SETTLEMENTS</b>		
<b>Bombay Division</b>		
<i>Date of Settlements/Agreements and Sec. of I. D. Act, 1947.</i>		
8	Pallonji and Co. Pvt. Ltd., Bombay	.. .. 12-12-1959, 12 (3).
9	K. Ramchandra and Sons, Bombay	.. .. 17-2-1960, 2 (P).
10	The Premier Construction Co. Pvt. Ltd., Bombay	.. .. 29-3-1961, 2 (P).
11	Hindustan Construction Co. Ltd., Bombay	.. .. 29-3-1961, 2(P).
12	The Cementation Co. Ltd., Bombay	.. .. 2-6-1961, 2 (P).
13	M/s. Shree Engineering Works and Other Construction Contractors	.. .. 22-8-1961, 12 (3).
14	Hindustan Construction Co. Ltd., Bombay (Vikroli Establishment)	.. .. 27-12-1961, 12 (3).
15	The Cementation Co. Ltd., Bombay	.. .. 15-10-1962, 2 (P).
16	Patel Cement Concrete Works, Bombay	.. .. 31-10-1963, 2(P).
<b>Poona Division</b>		
17	S. S. Marathe and Co., Lonavala	.. .. 12-7-1960, 2(P).

### WAGES AND DEARNESS ALLOWANCE

The question of wages and dearness allowance was involved in 12 cases. Out of these one dealt with D. A. only, wages were revised in 8 cases ; both D. A. and revision of wages were granted in 2 cases and *ad-hoc* increment in wages in one case. A statement showing wages, D. A. and increment decided in 12 cases is attached herewith.

### LEAVE

There were 12 cases in which various kinds of leave were considered. A list of statement showing the names of these 12 concerns and the various types of leave granted is attached.

#### Privilege Leave :

There were 8 cases in which privilege leave has been granted. In 3 cases (Sr. Nos. 13, 14 and 17) it was granted according to the provisions of the Indian Factories Act, 1948. In one case (Sr. No. 8) it was granted according to the Bombay Shops and Establishments Act, 1948. In M/s. Shapoorji Pallonji and Co. Pvt. Ltd., Bombay (Sr. No. 4) it was granted at the rate of 1 day for every 15 days attendance with a maximum of 15 days. This leave is allowed to be accumulated up to 60 days. In Gammon India Pvt. Ltd., Bombay (Sr. No. 5) it was granted at the rate of 30 days per annum, with permission to accumulate it up to 90 days. In the Cementation Co. Ltd., (Sr. No. 15) it was modified from 21 days to 30 days.

#### Sick Leave :

There were 5 cases in which sick leave has been granted. In M/s. S. S. Marathe and Co. (Sr. No. 17) it was granted for 3 days (with full pay). In M/s. Patel Cement Concrete Works (Sr. No. 16) 5 days were granted with permission to accumulate it up to 10 days. In the Cementation Co. Ltd., (Sr. No. 15) it was granted at the rate of 10 days with full pay and 20 days on half pay. In the Construction Co. Pvt. Ltd., (Sr. No. 7) it was given at the rate of 10 days with pay. In Gammon India Pvt. Ltd., (Sr. No. 5) 21 days sick leave was granted after completion of 11 months' Service.

#### Leave Without Pay :

In the Hindustan Construction Co. Ltd., (Vikhroli Establishment) (Sr. No. 14) 15 days leave without pay was granted. This leave was not allowed to be accumulated.

#### Casual Leave :

There were 7 cases where casual leave was granted. In two cases it was for 10 days, in 3 cases it was 7 days and in two cases it was 5 days. Maximum and Minimum days of casual leave were 10 days and 5 days respectively.

### FESTIVAL HOLIDAYS

In 7 cases Festival Holidays ranging from 3 to 12 days were granted. In 4 cases the number of such holidays was 3 days ; in one case each it was 4 days, 5½ days and 12 days each.

In the cases examined it was noticed that the following festival holidays were enjoyed :—

Festival Holidays	No. of cases
1. Republic Day .. .. .	5
2. Independence Day .. .. .	4
3. Diwali .. .. .	3
4. Dasara .. .. .	2
5. Holi .. .. .	2
6. Vishwakarma Day .. .. .	1
7. Gudi Padwa .. .. .	1
8. Maharashtra Day .. .. .	1
9. Gandhiji's Birthday .. .. .	1
10. New Year Day .. .. .	1
11. Good Friday .. .. .	1
12. X'mas Day .. .. .	1
13. Ganesh Chaturthi .. .. .	1
14. Ramzan Id .. .. .	1
15. Bakri Id .. .. .	1
16. Moharrum .. .. .	1
17. Mahashivratri .. .. .	1

In M/s. M. Pallonji and Co. Pvt. Ltd. (Sr. No. 8) the holidays were to be decided in consultation with workers and their Union.

## TRAVELLING EXPENSES

In the Cementation Co. Ltd., (Sr. Nos. 12 and 15) in respect of contracts where no accommodation or transport is provided the foremen are paid 3rd class rail fare or bus fare from place of their residence and back for all working days.

In cases of travel on the company's business the employees are paid travelling allowance and daily allowance at the following rates :—

Salary Range	Class of Travel	Daily Allowances
Upto Rs. 249 p. m. .. .. .	II	Rs. 5
From Rs. 250 to Rs. 399 p. m. .. .. .	I	8
From Rs. 400 to Rs. 549 .. .. .	I	9
From Rs. 550 to Rs. 650 .. .. .	I	10

Each workman proceeding home on privilege leave once in 3 years' is given fares for himself, and his wife from his place of work and return or a distance of 800 Kilometers each way, whichever is lower at the class applicable to him.

**Lunch Allowance :**

In the Cementation Co. Ltd., (Sr. No. 15) the workman who is away from the normal place of his work on Company's work on Company's order during his lunch interval and does not return before the close of his lunch interval was eligible for an allowance of Rs. 2.50 per day.

**Outdoor Allowance for doing Postal and Bank-work :**

In Cementation Co. Ltd., (Sr. No. 15) the peon doing bank work is paid an allowance of Rs. 5 p. m. Similarly the peon doing postal work is paid Rs. 5 p. m.

## UNIFORMS

In the Cementation Co. Ltd., (Sr. No. 15) peons, drivers and watchmen are given 3 sets of uniforms in a year, Umbrellas or protection clothing once in 2 years.

Every workman in the workshop is provided with one boiler suit every year. Similarly workmen working in stores and workshops who have to work in open are given a pair of gumboot every 2 years.

In M/s. S. S. Marathe and Co. (Sr. No. 17) all employees are given 2 sets of uniforms consisting of Khakhi half-shirt and half pants.

In the Pallonji Shapoorji and Co. Pvt. Ltd. and the Shapoorji Pallonji and Co. Pvt. Ltd., Bombay, (Sr. No. 2) the management agreed to supply to every workman a suitable protective equipment during working time.

## MEDICAL AID

In the Cementation Co. Ltd. (Sr. Nos. 12 and 15) in Bombay the Company agreed to continue to provide free consultation with the Company's doctor and at outstation to pay any reasonable expense incurred for medical treatment. Similarly during the period a workman is on sick leave he is allowed to reimburse the actual cost incurred by him on medicines and injections up to a maximum of Rs. 4 per day on production of vouchers. If E. S. I. Scheme is made applicable to any Section of workmen, the above scheme of payment shall cease to operate to the extent to which the benefit is available under the E. S. I. Scheme.

In M/s. S. S. Marathe and Co. Ltd., (Sr. No. 17) all employees are given free medical aid and free supply of medicines at the cost of management as before.

## PERMANENCY

In M/s. Shree Engineering Works and 3 other Concerns (Sr. No. 13) a workman who has put in 6 months continuous service with the management is made permanent except if he is taken on a temporary basis or for a fixed period of time or job.

In the Cementation Co. Ltd., (Sr. No. 15) monthly rated employee after six months probation period of his work is found satisfactory will be confirmed.

In M/s. Patel Cement Concrete Works (Sr. No. 16) workers who have put in continuous service of 240 days are made permanent.

## SUPERANNUATION

In the Premier Construction Company, Bombay (Sr. No. 10) and the Hindustan Construction Co. Ltd., Bombay (Sr. No. 11) with effect from 1st April 1961 the age of superannuation for the workmen at the Head Office has been decided as 60 years.

## GRATUITY

In the Cementation Company Ltd., Bombay (Sr. No. 15) Gratuity Scheme came into force from 1st January 1962. According to the Scheme it was agreed to pay gratuity at the rate of 14/26th of a month's salary per year of continuous service with the Company subject to a maximum of 10 months salary in the following circumstances :—

- (i) Death of Workman while in service.
- (ii) Physical or mental disability rendering the workman incapable of further service.
- (iii) Retirement at the age of 60.
- (iv) Voluntary retirement or resignation after completing 6 years continuous service.

No gratuity is payable to any workman who is dismissed for gross misconduct.

## STATEMENT SHOWING THE NAMES OF THE CONCERNS AND WAGES AND DEARNESS ALLOWANCE GRANTED IN THE 'BUILDING AND CONSTRUCTION' INDUSTRY

Serial No. in Index (1)	Name of Concern (2)	Wages (3)	Dearness Allowance (4)
3	The Pallonji and Co. Pvt. Ltd. and the Shapoorji and Co. Pvt., Ltd.	From 1st January 1959 workmen in dispute before the Tribunal should be paid daily wage of Rs. 2.75 nP.	..
4	M/s. Shapoorji Pallonji and Co. Pvt. Ltd., Bombay.	<p>(a) Each worker shall get the minimum wage, fixed from time to time, under the Minimum Wages Act, 1948 for the category and zone to which he or she belongs and in addition, shall be paid the amount mentioned below for his or her Category :—</p> <p>(i) Muccadams .. .. . Rs. 2.25            (ii) Mixture Driver .. .. . Rs. 2.00            (iii) Bar Bender .. .. . Re. 1.00            (iv) Fitter .. .. . Rs. 3.00            (v) Fitter Mistry .. .. . Rs. 7.50            (vi) Carpenter (Cnt) .. .. . Rs. 2.50            (vii) Carpenter (Final) .. .. . Rs. 3.50            (viii) Carpenter (Mistry) .. .. . Rs. 9.00            (ix) Mason .. .. . Rs. 3.50            (x) Mason Mistry .. .. . Rs. 8.00            (xi) Bhisty .. .. . Re. 1.00            (xii) White Washer .. .. . Re. 1.25</p> <p>Provided that every workman shall get an increase of at least Re. 0.75 over his current wages, as a result of revision on the above basis.</p>	..
5	Gammon India Pvt. Ltd., Bombay.	<p><i>Effective from 1-1-1965</i></p> <p>(1) Watchmen, Peons, Mazdoors— Rs. 150—5—175—7.50—220—10—270.            (2) Driver— Rs. 170—7.50—200—10—250—12—310.            (3) Mechanic— Rs. 225—10—275—15—350—20—450.            (4) Tracer— Rs. 170—7.50—200—10—250—12—310.            (5) Steno-typist, Typist-cum-Telephone Operators, Asstt. Machine Operator, Assistant Machine Punch Operator, Punch Operator, Clerk-cum-Punch Operator— Rs. 230—10—250—12—310—15—400—20—480.            (6) Clerk Grade I, Draughtsman Grade I— Rs. 200—10—250—12—310—15—400—20—480 (20 Yrs.).            (7) Clerk Grade II, Estimators— Rs. 340—15—415—20—515—25—590 (13 Years).</p>	<p><i>Effective from 1-1-1965</i></p> <p>To all workmen Rs. 60 at the Cost of Living Index 641-650 with a variation of Rs. 5 for every 10 points.</p>

(1)	(2)	(3)	(4)
7	The Construction Co. Pvt., Ltd.	Due to unsatisfactory financial position of the management the Court fixed the wage of each employee at Rs. 2-8-0 higher than minimum wage (excluding the cycle allowance) or Rs. 2-8-0 higher than the present wage whichever is greater. The wages fixed would be payable from the date of application.	..
8	M. Pallonji and Co. Pvt. Ltd.	<i>Effective from 10-11-1959</i> Painters and Mukadams shall be given an <i>ad-hoc</i> increment of 19 np. per day in their existing wages.	..
9	K. Ramchandra and Sons	<i>Consolidated Wages per month.</i> Mazdoor .. .. . Rs. 80-00 Painter Grade 'A' .. .. . Rs. 100-00 Painter Grade 'B' .. .. . Rs. 90-00 Mason Grade 'A' .. .. . Rs. 160-00 Mason Grade 'B' .. .. . Rs. 165-00 Carpenter Grade 'A' .. .. . Rs. 170-00 Carpenter Grade 'B' .. .. . Rs. 155-00 Mukadam Grade 'A' .. .. . Rs. 120-00 Mukadam Grade 'B' .. .. . Rs. 105-00	
12	The Cementation Co., Ltd	<i>Effective from 1-10-1969</i> Trainee Foremen— Rs. 145—10—165. Junior Foremen— Rs. 180—10—200—15—260. Foremen— Rs. 280—20—400—25—425. Senior Foremen— Rs. 425—25—575—E.B.—25—650. Foremen shall initially as from 1st October 1960 be allowed the following increments over their existing salaries— Trainee Foremen .. .. . Rs. 25 Junior Foremen .. .. . Rs. 30 Foremen .. .. . Rs. 30 Senior Foremen .. .. . Rs. 25	
13	M/s. Shree Engg. Works, M/s. A. Ram Construction Contractors M/s. A. Aziz Contractors, M/s. Mahamood and Co., Contractors.	<i>Effective from 1-1-1961</i> Unskilled— Rs. 3-10—0-10—4-10 p. d. Semi-skilled— Rs. 3-30—0-15—4-80 p. d. Skilled— Rs. 4-25—0-20—5-50—E.B.—0-25—7-60 p. d.	
14	Hindustan Construction Co., Ltd., (Vikhroli Establishment).	<i>Effective from 1-11-1961</i> Unskilled— Rs. 1-25—0-10—2-25 nP. p. d. Semi-skilled— Rs. 1-50—0-15—3-30 nP. p. d. Skilled II— Rs. 2-50—0-20—4-90 nP. p. d. Skilled I— Rs. 3-00—0-25—5-50 nP. p. d. Highly skilled— Rs. 4-00—0-40—8-00 nP. p. d. Apprentice— Rs. 1-25 nP. p. d. Watchmen and Peon— Rs. 1-25—0-10—2-45 p. d.	<i>Effective from 1-11-1961</i> At Revised Cotton Textile Rate in Bombay City.
15	The Cementation Co., Ltd.	<i>Effective from 1-1-1962</i> Stenographer-cum-Secretaries and Receptionists— Rs. 300—25—450—30—600. Draughtsman— Rs. 280—18—406—20—486—22—552. Clerks I— Rs. 180—15—330—18—420. Clerks II— Rs. 280—18—406—20—486—22—552. Clerks III— Rs. 400—22—466—25—566—30—626—35—696. Havildar Peons— Rs. 140—5—190.	

(1)	(2)	(3)	(4)
15	The Cementation Co. Ltd.,—cont.	Drivers— Rs. 160—7—195—10—245. Peons— Rs. 125—5—175. Mechanics— Rs. 170—12—230—16—310.	
16	Patel Cement Concrete Works	<i>Effective from 21-10-1963</i> Consolidated Wages. Pressmen— Rs. 2.75 per day. Mazdoor (Provided Efficient)— Rs. 2.37 per day. Other Mazdoors— Rs. 2.25 per day.	
17	S. S. Marathe and Co. ..	..	<i>Effective From 1-1-1961</i> Rs. 1.20 to all employees, instead of Re. 1.

STATEMENT SHOWING THE NAMES OF THE CONCERNS AND THE VARIOUS TYPES OF LEAVE GRANTED IN "BUILDING AND CONSTRUCTION" INDUSTRY

Serial No. in Index	Name of the Concern	Privilege Leave (days)	Sick Leave (days)	Casual Leave (days)	Festival Paid Holidays (days)	Leave without pay
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1	Pallonji Shapoorji and Co., Pvt. Ltd. and the Shapoorji Pollonji and Co., Pvt. Ltd.	..	..	..	3	..
4	M/s. Shapoorji Pallonji and Co. Pvt. Ltd., Bombay.	One day for every 15 days attendance with a maximum of 15 days :— (Accumulation 60 days).	..	..	..	..
5	Gammon India Pvt. Ltd., Bombay.	30 (Accumulation 90 days).	After completion of 11 months 21.	10	..	..
7	The Construction Co. Pvt. Ltd.	..	10 (with pay).	..	..	..
8	M. Pallonji and Co. Pvt., Ltd.	As per Bombay Shops and Establishments Act, 1948.	..	..	3	..
9	K. Ramchandra and Sons	Consolidated leave at the rate of 1 day for every 13 days actual duty put in. Accumulation 75 days.	..	..	..	..
12	The Cementation Co. Ltd.	21	10 With full pay 20 On half pay (Accumulation upto 3 years entitlement).	7	12	..
13	M/s. Shree Engineering Works and 3 other Concerns.	As per Indian Factories Act, 1948.	..	5	3	..
14	Hindustan Construction Co. Ltd.	As per Factories Act, 1948.	..	7	4	15
15	The Cementation Co. Ltd.	30	10 With pay 20 (Half Pay)— (Accumulation up to 3 years).	10	..	..
16	Patel Cement Concrete Works	..	5 (Accumulation 10 days).	5	3	..
17	S. S. Marathe, and Co. ..	As per Factories Act, 1948.	3 (With pay).	7 (With pay).	5½	..

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