

No. Name/Designation alongwith address.

1. The Secretary to the Government of Rajasthan,
Labour & Employment Department, Jaipur (Chairman)
2. The Labour Commissioner, Rajasthan, Jaipur.
3. The Deputy Labour Commissioner (Laws), Rajasthan,
Jaipur.
4. The Director/Deputy Director of Industries &
Supplies, Rajasthan, Jaipur.
5. The Deputy Labour Commissioner (Welfare) Raj.,
Jaipur. (*Secretary*).

Employers' Representatives :

1. The Director/Dy. Director of Agriculture,
Rajasthan, Jaipur.
2. The Director/Dy. Director of Mines and Geology,
Rajasthan, Udaipur.
3. The Chief/Superintending Engineer, P.W.D. (B&R)
Jaipur Circle II, Jaipur.
4. The Chief/Superintending Engineer, Irrigation,
Rajasthan, Jaipur.
5. The General Manager or Shri N.R. Verma; Asstt.
General Manager (Adm.) Rajasthan State Roadways,
Jaipur.
6. Shri Banshi Lal Chowdhary C/O Rajasthan Industrial
& Mining Association, Pusa Niwas, Bhilwara.
7. The Works Manager,
Lakheri Cement Works Ltd., Lakheri/Jaipur Udyog Ltd.,
Sawaimadhopur.
8. Shri Sri Chand Mehta, Agent, M/S Jaipur Udyog Ltd.,
Near Station Circle, Jaipur.

Employees' Representatives :-

1. Shri D. Durgawat, General Secretary, INTUC Branch
Sansar Chandra Road, Jaipur.
2. Shri Ganpat Lal Pareek, C/O INTUC Office, Jaipur.
3. Shri Mohan Lal Sharma, C/O INTUC Office, Jaipur.
4. Shri B. Chowdhary, Secretary, C/O Zawar Mines
Mazdoor Sangh, Udaipur.
5. Shri Bhagwat Bhandari, Advocate, Outside Delhi
Gate, Udaipur.
6. The General Secretary, AITUC Branch Rajasthan,
41-Indra Colony, Bani Park, Jaipur.
7. Shri Kalyan Singh, Kangar Kutir, Beawar.
8. Shri Manik Chand Surana, M.L.A.,
5-Daga Building, K.E.M. Road, Bikaner.

GOVERNMENT OF RAJASTHAN
DEPARTMENT OF LABOUR, RAJASTHAN, JAIPUR.

No. F.(12-B)/MW.A.B. Board/IR-II/64/ / Dated the 3rd Aug. 1964
To,

- (1) All the members of the Rajasthan Minimum Wages Advisory Board (21).
- (2) The Labour Officer, Ajmer and Bhilwara.
- (3) The Secretary to the Government of Rajasthan, Industries and Mines, Rajasthan, Jaipur.

.....
Subject :- 4th Meeting of the Rajasthan Minimum Wages Advisory Board.

Reference :- This office letter No. 14070-14090, dated the 25th July, 1964.

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Sir,

In continuation of this office communication cited above, I forward herewith the Notes on items Nos. 2 and 3 i.e. the recommendations of the Sub-Committee on employments in Stone Breaking and Stone Crushing and Construction or Maintenance of Roads and Buildings Operated and a report of the Revision Committee on employment in Mica Mines, for your information and favour of consideration.

Yours faithfully,

Tilak Chand Jain
Deputy Labour Commissioner
(Welfare)
and the Secretary of the
Board.

Encls :-

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REPORT OF THE SUB-COMMITTEE ON EMPLOYMENTS IN (1) STONE
BREAKING AND STONE CRUSHING (2) CONSTRUCTION AND MAINTENANCE
OF ROADS AND BUILDING OPERATIONS.

The Minimum Wages Advisory Board in its meeting held on 14th March, 64 decided to constitute a sub-committee to examine and recommend :-

- (a) Grades (Pay Scales) for the employment in Construction and maintenance of roads and building operations.
- (b) Minimum Wages for Drillers and blasters.
- (c) Piece rates for employment in Stone breaking and Stone crushing.

The Labour Secretary as Chairman of the minimum wages Advisory Board was authorised to nominate the sub-committee. Accordingly, he nominated the following members for the sub-committee himself as the Chairman :-

1. Prof. B.K. Tandon, Maharana College, Udaipur.
2. Shri B. Chaudhary, Secretary Zavar Mines Mazdoor Sangh Zavarmines (Udaipur).
3. Superintending Engineer, Irrigation.
4. Superintending Engineer F.W.D. (B&R) Jaipur Circle II
5. Mining Engineer, Bhilwara.
6. Deputy Labour Commissioner (Welfare).
7. Labour Officer, Ajmer.

The Committee held two meetings - one on 25th June, 64 and the Second on 20th July, 1964.

The recommendations of the Committee are as follows :-

I. Payscales for construction and maintenance of roads and building operations.

The Sub-Committee has classified the workers in different categories or groups on the basis of existing classification in the Govt. with some changes and recommended the payscales as given in Appendix I. The Sub-committee has decided to recommend both the 10 year as well as 25 year scales for consideration the Board. The Board might adopt any of the two payscales.

II. Piece Rates Fixation.

The Sub.Committee decided also to recommend the piece rates for earth work (for employments in P.W. D.etc) in addition to the piece rates for employments in Stone breaking and stone crushing. Though the Sub.Committee felt that the fixation of piece rates a difficult task, looking to the various types of stone, conditions of work etc. the Sub-committee also realised that as a very large proportion of workers engaged in this employment is even paid on piece-rate basis, it would be desirable to fix piece rates for such workers. It would also help in increasing the productivity of the workmen and their earnings. The Committee after examining rate-analysis prepared by the Superintending Engineer, D.W.D. decided to recommend the rates for different types of stone, sizes, earth work etc as given in appendices B. and C.

These rates are exclusive of variable dearness allowance linked with the consumer Price Index numbers.

The piece rates recommended by the sub-committee may be tried for one year and if the workers/employers feel any hardship, the Government may be requested to appoint a Sub-committee to revise them.

III. MINIMUM WAGES FOR DRILLERS AND BLASTERS.

The Sub-committee recommends that mechanical blasters and drillers should be paid a minimum wages of Rs. 110/- p.m, while the hand drillers usually engaged in digging of wells etc) should be paid a minimum wages of Rs. 90/- p.m.

APPENDIX 1A

PROPOSED GRADES FOR WORKERS IN CONSTRUCTION AND MAINTENANCE OF ROADS AND BUILDING OPERATIONS.

Name of the Post.	Minimum Wage recommended. (including D.A.) but excluding variable D.A. linked with CP Index numbers).	Scale Recommended.	
		(a) 10 years Scale.	25 years Scale.
1. Beldar. Mazdoor. Hallies Chowkidars. Work Keepers. <i>سازگار</i> Parrash. Sweeper Dhobi. Waterman Sprayman. Khallasi <i>×</i> Bhisti.	Rs. 60 <i>- 62</i>	60-2-80	60-2-110
2. Mates Store Attendent, <i>×</i> Store Assistant. <i>×</i> Head Gardner. Jamadar, Helper Gr. II Fireman Gr. II. <i>سازگار</i>	Rs. 65/- <i>60</i>	65-2-75-3-90	65-2-75-3-135
3. Road Inspectors Moharrirs. <i>×</i> Munshis Godamies. <i>×</i> Helper Gr. I.	Rs. 80/- <i>100</i>	80-3-110	80-3-155 <i>8</i>
4. Driver Gr. II (light Vehicle Driver). <i>106</i> Pump driver. (Concrete mixture, Tar mixture and Bituman mixture). <i>185</i>	Rs. 100	100-5-120-EB-5-150.	100-5-150-7½-225-10-275
5. Carpenter Gr. II. Mistry (Civil Works) Mason. II Blacksmith. Tailor. Mechanic Gr. II. <i>185</i> Fitters, Lineman, Painter, Plumber, Turner, Gr. II, Moulder Gr. II Electrician Gr. II, Wireman Gr. II Fireman, Gr. I.	Rs. 100 <i>- 145</i>	100-5-120-7½-165	100-5-120-7½-165-10-315.
6. Driver Gr. I. (Heavy Vehicle Driver including Road Roller Drivers, Truck Drivers, Compressor Drivers). <i>سازگار</i>	Rs. 125/-	125-5-150-7½-180-10-190.	125-5-150-7½-190-10-340.
7. Mason Gr. I. Mechanic Gr. I Electrician Gr. I Wireman Gr. I. Foreman Welders. Turner Gr. I. Moulder Gr. I. Carpenter Gr. I.	Rs. 125/-	125-7½-155-10-215	125-7½-155-10-215-10-365.

Note:-1. These grades will be applicable to the incumbants possession qualifications as fixed by the Govt. vide order No. ID.139/62/P.3(32)FD/Exp.III Gen/62 dt.15.6.62 for different posts.

These rates will be arrived at by dividing the monthly

APPENDIX B

RATES OF WORKS FOR BALLAST

Rate for 100 C.ft.

- 1.(a) Collection of Screened stone grit of approved quality free from Kutcha staff, deleterious and organic matter as per specification duly stacked at quarry-(Hard varieties like granite, basalt or bluish trap etc.)
- For breaking ballast at Quarry-
- | | |
|--|-------|
| Size. I.R.C. 2" gauge
(P. 2½" R. 1½") | 5 .00 |
| Size I.R.C. 1½" gauge
P. 2" R. 1") | 8.00 |
| " I.R.C. 1" Gauge
P. 1½" R. ¾") | 18.00 |
| " I.R.C. ¾" Gauge
P. 1" R. 5") | 22.00 |
| " I.R.C. ½" Gauge
P. ¾" R. 3/8") | 28.00 |
| " I.R.C. 3/8" Gauge
P. ½" R. ¼") | 32.00 |
| " I.R.C. ¼" Gauge,
P. 3/8" R. 1/8") | 36.00 |
- (b) Rate for collection of Block Stone at Quarry including stacking in all above cases. 8.00
2. Collection of Screened stone grit of approved quality free from Kutcha staff deleterious and organic matter as per specification duly stacked at quarry-(Soft variety like Quartzite).
- (a) For breaking ballast at
- | | |
|-----------------|-------|
| Size 2" I.R.C. | 6.00 |
| Size 1½" I.R.C. | 8.00 |
| Size 1" I.R.C. | 12.00 |
| Size ¾" | 16.00 |
| Size ½" | 18.00 |
| Size 3/8" | 22.00 |
| Size 1/4" | 26.00 |
- (b) For Collection of block stone at Quarry including stacking in each case. 6.00

ANNEX C.
RATES OF WORKS FOR EARTH WORK. R.Tes PC, 1000 C.ft.

- | | | | |
|----|---|---|--------|
| 1. | Earth Work cutting of embankment including breaking clods, leveling, dressing in layers with I ad 100 ft. and lift 5 ft. | For all kinds of ordinary soil. | 16.00 |
| 2. | -do- | For stiff day or moorum or any other hard soil. | 24.00 |
| 3. | -do- | For minda or stiff clay mixed with block kantar or boulder or both. | 33.00 |
| 4. | Excavation in decomposed rock using pics or light blasting including stacking of useful material and disposal of serviceable material upto 1 chain lead and 5 ft. lift. | | 110.00 |
| 5. | Cutting rock or cutting stone by chiselling and light blasting including stacking of useful material and disposal of surplus material upto 1 Chain lead and 5 ft. lift. | | 125.00 |
| 6. | Earth work in excavation in founds trenches, etc. in all kinds of soil (excluding Kankar Moorum etc.) left upto 5 ft. stacking the excavated soil not more than 10 ft. clear from edge of excavation soil in 6" layers where required consolidating each layer by ramming and watering and then disposing off all surplus excavated soil as directed arturing ahead of one chain. | | 30.00 |
| 7. | Earth work in excavation in satinald soil upto a depth of 2ft including pumping or baiting out water and disposing of excavated soil lead upto chain and lift 5 ft-disposed soil to be levelled and neatly dressed. | | 70.00 |
| 8. | Extra for Earth work for excavation in saternald soil for every one foot depth or part thereof, over 2 ft. depth, including pumping or baiting out water. | | 13.00 |

Appointment of the Committee.

The Government of Rajasthan by its notification No.F(B)(106)Lab/60/1734 dt. 26th November, 1962 (published in Rajasthan Rajpatra dated 27.12.1962 Part I (47) page 26 appointed a Committee in pursuance of the provisions of the clause (a) of Sub Section (1) of Section 5 of the Minimum Wages Act, 1948 to enquire into the conditions prevailing in Mica Mines and to advise the State Govt. in making a revision of the wages fixed vide Govt. of Rajasthan Notification No. F.1(92)Lab/57 dated 24th April, 1959. Whereas the President has delegated functions of the State Govt. to the Government of Rajasthan to the review and revision of Minimum Rates of wages for the employees employed in Mica Mines in respect of the said employment for the area of the reorganised State of Rajasthan namely :-

2. Independent Members:-

1. Shri K.S.Mathur,
Head of the Department of Commerce,
Govt. College, Ajmer. Chairman

Employers Representative:-

2. Shri Bashi Lal Choudhary,
C/O Moolchand Nemichand
Mica Factory, Mandal. Member.
3. Shri S.C.Mathur, Bhilwara. Member.

Employees representative:-

4. Shri R.C.Vyas, M.P.Bhilwara. Member.
5. Shri Gokul Prasad Sharma, M.L.A. Member.

3. The Labour Officer, Bhilwara was appointed Secretary of the Committee.

4. The previous notification No.F.3(106)Lab/60/2025 dated 17.5.1962 issued by the State Govt. was superseded by the above notification.

5. Under rule 3 of the Rajasthan Minimum Wages Rules 1959 the term of the office of the Committee was fixed for 6 months and notification to this effect appeared in Rajasthan Rajpatra dated 27.12.1962. As the work could not be completed within the stipulated time the State Govt. was requested to extend time limit and the time limit was extended by the Govt. vide notification No.F3(106)Lab/60 dt. the 31st Aug.1962 upto 27th Dec. 1963.

6. As the visits of the committee out side Rajasthan could not be arranged before Dec.1963. The Govt. was further requested to extend the time limit and the same was extended by the Govt. upto 27th March, 1964 vide Govt. Notification No.F 3(106)Lab/64, dated the 11th March 64.

7. Thus the terms of reference of the committee included:-
- (a) A study of the Labour conditions of the Mica Miners of Rajasthan.
- (b) Recommendation by the Committee for the revision of wages for Mica Miners in the State.

Procedure followed by the Committee.

8. The first meeting of the Committee was held on 17.1.1963 at Bhilwara in which all the members except Shri R.C.Vyas were present. It was decided in this meeting that two questionnaires be prepared; one to be sent to employers and their Associations and the other to Trade Unions and other representatives of the workers. The Secretary was requested to collect data regarding wage-levels in the various industries in Rajasthan and other States. It was also decided that the State Govt. be requested to permit the Committee to visit Mica Mines in Bihar and Andhra Pradesh with a view to obtain first hand information regarding the wage levels and the conditions of Mica Miners in these two states. The Government's permission for the Committee to visit these two states was granted but withdrawn on 10.1.1964. It was also agreed that wages should be fixed for each category of workers employed in the mica mines.

9. In the Second meeting of the Committee held at Bhilwara on 20.1.1963, the Committee approved the draft questionnaires and fixed 20th March, 1963 as the date by which the employers, the employees and their representatives be requested return the questionnaires app. "A" and App. "B" after duly filling them. In this meeting it was also decided that the term employees in Mica Mines shall include all underground employees and employees working within the precincts of the mica (which would include the employees working in the factory at the mine).

10. It was also decided that after the required information was supplied by the employers and the employees in the questionnaires sent to them the Committee would visit a cross section of mica mines in Rajasthan, to collect first hand information regarding the wage structure, the condition of mica mines and the amenities etc. provided to them by the employers.

11. The Committee also decided that the employers, employees and their associations, Unions etc. (as detailed in App. 'C') and others connected with mica mining in Rajasthan be requested to submit their memoranda to the Committee and after the tour programme of the Committee they may be requested to present themselves for giving their oral evidence to the Committee.

12. The response from the employers and employees was very poor and only a few parties supplied the information sought for in the questionnaires. The Committee, as such, started its tour programme with effect from 15.4.1963. It visited in all 9 mines (as per Appendix 'D') in Bhilwara and Jaipur. A number of family budgets were prepared at these mines by inter-viewing various categories of workers. The Co-operation of all the Mica Mine owners is worth appreciating. They supplied all the information demanded by the Committee which was available at the mine and promised to supply the rest from their headquarters. The Committee finished its tour programme on 30.20.2963. 30.12.63.

13. The employers and employees were invited on 29th and 30th Nov. 1963 to submit their memoranda and oral evidence to the Committee but they requested for an extension of the date and as such the date was 19.12.1963.

Sharvashri D.R. Shitoli and Nandlal Verma tendered their oral evidence. The Khan Mazdoor Congress, Bhilwara also submitted their Memorandum later on.

14. A Meeting of the Committee was fixed on 9.2.1964 at Ajmer to take decisions in respect of its recommendations but both the members representing the employees were absent and it was felt that since vital decisions had to be taken, it would be better if members representing both the sides are present. The final meeting of the Committee could not be held earlier than 21st March, 1964 as both the members representing the workers were busy in the parliament and Assembly sessions. In the meeting held on 21st March, 1964 final decision regarding the wage levels recommended by the Committee were agreed upon (as detailed in Chapter 8) and the report was signed on 22.3.1964.

15. The Committee had in all 7 meetings

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CHAPTER 3

Mica Industry in India and Rajasthan.

16. India has got a virtual Monopoly in the world in respect of the production of mica. It is one of the principal items of exports from our country and a heavy foreign exchange earner. As such mica industry plays an important role in the economy of the country. The principal varieties of Mica that are found in India are muscovite or potash mica, Phlogopite or magnesium mica, Lepidolite or lithium mica, paragonite or sodium mica, Biolite or magnesium-iron mica. Of these varieties muscovite and phlogopite are of commercial importance. They are mostly used in the electrical industry. In India both these varieties are found.

17. The principal regions where mica is found in India are Bihar, Rajasthan and Andhra Pradesh. In Bihar, Mica extends to an area of nearly 3900 sq. Kilometers, in Rajasthan 3,000 sq. Kilometers and in Andhra Pradesh 1,600 sq. Kilometers.

18. After Bihar, Rajasthan is the next most important Mica producing State in India. Bihar produces about 49% of the total mica produced in the country while the shares of Rajasthan and Andhra Pradesh come to 22% and 21% respectively. The remaining 8% of the total production is shared between Kerala, Madras, Madhya Pradesh, Mysore and West Bengal.

19. In Rajasthan the main mining district is Bhilwara, which produces about 86% of the total output of the state. The other districts are Jaipur, Tonk, Ajmer and Udaipur. Some minor occurrences of mica are also found in Alwar, Bharatpur, Jodhpur, Kishanganj, Sirohi etc.

20. The Chief variety of Mica which is found in Rajasthan is Muscovite popularly called Ruby Mica. Black and Green mica is also obtained plentifully. It varies in quality and size from mine to mine. Rajasthan mica is mostly used for manufacture of splitti both loose and bookform and is better in this respect as compared to Bihar Mica which is more suitable for blocks. The size of Mica in Rajasthan is generally small (No. 7 and 7) which forms about 60% to 70% of the total recovery. The size of No. 6 & 7 ranges from 2/4" to 1 1/4" sq. and of special and extra special to "35" sq. and above. The mica produced in Rajasthan is of a fairly good quality.

21. Mica Mining is more uncertain as compared to Coal and other minerals as it is difficult to estimate where and when the mica pegmatites will exhaust. One peculiar feature of mica is that prospecting by the method of boring holes to find mica is quite unsuitable. Therefore, the prospecting work is done by small parties of men who go out with picks and shovels and dig pits in all likely places. When mica is found they follow it from book to book and if it fails, they stop their work and move to another place. The practice has the disadvantage that deep mica prospecting remains untouched and future surface indications of mica become difficult. In Bhilwara, which is the largest producer of mica in Rajasthan, one finds countless such pits, most of them hardly exceeding 10 feet in depth. A large number of these pits are abandoned on account of the failure of the prospectors to find Mica in sizable quantity.

22. The Mica industry in Rajasthan is not a very old one. Systematic mining of mica is being done in the State for the last 30 years or so. Although there are at present a number of lessees in the state but about 90% of the production of Mica is in the hands of 8 to 10 big mica-owners. Another peculiar feature of the Mica Industry in the State is that about 90% of the total production of Mica comes from a few big mines such as Bhunas, Tunka, Ghndkhi, Amargarh, Bhadu, Banjari, Boneli, Beri, Jamoli (All at Bhilwara) and Madhoraj Pura (Jaipur).

23. The following tables shows the quantity produced of Grude and dressed Mica in Rajasthan.:-

Year	Quantity produced in Tonnes.	
	Grude.	Dressed.
1959	6348	-
1960	7283	-
1961	7650	2709
1962	7340	2653
1963	5115	1371

(Jan to Aug.)

24. It can be observed from the above table that the production of Mica (both crude and dressed) has not shown any appreciable change from year to year. The output for the first seven months of the year 1963, if projected for the entire year will show a slightly higher production.

25. Practically all the mica produced in the State is exported to one state viz. Bihar. The consumption of Mica within the State of Rajasthan is nearly negligible on account of the industrial backwardness of the state. On account of the quality of the Rajasthan Mica being mediocre it is mixed with the Bihar Mica and then exported to other countries. The principal customers of India Mica are U.S.A. U.K., Japan, West Germany, Norway, France etc. India at present exports her mica to nearly 44 countries. The following table shown the exports of Mica of all varieties from India :-

Year.	Quantity in Lakh. Kgs.	Value in Lakhs of Rs.
1958	199.29	1020.38
1959	235.11	1114.50
1960-61	284.88	1292.69
1961-62	285.46	1066.05
1962-63	344.60	1054.04

26. U.S.A. is the largest customer of India Mica followed by U.K. The two combined together take nearly 50% of the Mica exported from India. The Exports in 1962-63 show an appreciable rise in quantity while in value they show a decline. It is on account of fall of about 25-30% in the unit value of mica. The main reasons of this un-
~~remittingly decreasing~~ export price is the steadily increasing competition from such countries as Brazil and Madagascar and the development of synthetic substitutes in some of the industrialised countries. These two factors wholly do not explain the plight of India's mica industry. It is actually the absence of any organised marketing arrangement in India itself that has been a major handicap of the industry. The system of exports on a consignment basis which is widespread in mica trade, has been extremely

Harmful to the Indian suppliers. Under this system, mica is exported to the foreign customers who stock it to be sold later on a rise when demand arise. The foreign buyers have in several instances quoted lower prices for the same quality of mica on the excuse of the product being below the standard. It is only recently that the Govt. of India has decided to step consignment exports and fixed minimum export price for mica. Mica now exported will be against 90% letter of credit and not below the price fixed by Govt. of India.

27. The result of all these steps is likely to save the mica industry from its present plight.

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CHAPTER 4

LABOUR CONDITIONS IN THE MICA INDUSTRY IN RAJASTHAN.

28. There were 29,635 workers employed in the mica mines in India in 1951 of which 8,086 (27% were in Rajasthan) More than four-fifth of these 8,086, were employed in the mica mines in Bhilwara alone. The following table shows the number of workers district-wise in the states:-

<u>DISTRICT.</u>	<u>No. of WORKERS.</u>
Agwar.	616
Bhilwara.	6765
Jalpur.	236
Sikar.	23
Tonk.	172
Udaipur.	295
	<hr/>
	8035

RECRUITMENT.

29. Nearly all the workers employed in the Mica Mines are recruited from villages within a radius of 2 to 3 miles from the mine. At some mines workers belonging to Bihar were found but the percentage of such workers was negligible. Since the labour comes from the nearby villages there is no problem of recruitment in the mica mines. The recruitment work is done by the mate. At each shift persons seeking jobs come to the mine and the mate has to ~~choose~~ choose the required number of workers.

30. The employment of women in the mica mines constitutes a very small percentage of the total labour force. Only a few mines employ women to do lighter jobs. At none of the mines the Committee found children being employed.

EMPLOYMENT STATUS

31. The workers are covered by the standing orders duly approved by the Regional Labour Commissioner. In view of the peculiar nature of Mica Mining most of the workers are in the nature of temporary labour, though there are workers at certain mines with 8 to 10 years standing.

ABSENTEEISM.

32. As most of the workers are employed on temporary basis, they have little or no stake in their jobs. Figures for absenteeism were not available in the required form at the mines, for although absenteeism is recorded in the attendance register no separate records are kept in an analysed form. The Committee was informed by the managers at the various mines that absenteeism was highest during the crop seasons and during and after festivals. On account of the strenuous nature of the work some workers absent for a day or so after the pay day. One peculiar feature found at the mica mines was that in spite of the operation of the Payment of Wages Act, 1948 wages are rarely paid on the due date. The payments are delayed as long as 2 to 3 months. In certain cases the Committee was shocked to find that no payment of wages was made to the workers for the last 6 months. In one mine only ad-

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advances were made to the workers and for the settlement of their full payment they had to go to the head office of the mine-owner at Bhilwara. The workers had to absent themselves for a day or so and suffered the wages for that day besides inconvenience in covering such long distances from their villages to Bhilwara.

TURNOVER.

33. No factual figures were available regarding labour turnover but the employers informed the committee that it is not high because the workers have no other jobs to find near about.

WORKING CONDITIONS.

34. The work in the mines is done in shifts; the number of shifts depending upon the productivity of the mine. The bigger mines run on a three-shifts basis, while the medium sized ones (such as the Amargarth Mine) have only 2 shifts. The rest of the smaller mines and pits work on a one shift basis. The number of working hours per day is a 8 which includes a rest-interval of half-an-hour uniformly on all the working days of the week. The Committee observed in certain cases that the time schedule of employment is not strictly adhered to in certain categories who are provided residential quarters at the mines.

35. In a particular mine, the committee noted that the underground workers were paid an underground allowance of Rs.5/- p.m. the employers pointed out to the Committee that the usual practice at the mines is not to change the shifts of the workers in rotation unless it is a sort of punishment to be given to the workers. It was interesting to note further that the workers themselves did not prefer to change their shifts and specially the night shifts workers wish to work in the night with a view to remain free during the day to do domestic or other work. But the committee feels that this is not a good practice as the workers are not able to have the required amount of sleep. This practice tells upon the health of such workers.

WEEKLY OFF.

36. It was according to the provisions of the Minimum Wages Act, 1948 that workers are entitled to weekly-off with payment of wage for that day. The Committee found that in all the mines it visited except a few a weekly-off (each Sunday) is given to the workers and they are paid wages for that day.

LEAVE.

37. The workers in most of the mines, get 7 festival holidays. In one establishment the workers were getting 4 festival holidays. It is usually the members of the staff at the mine that have the benefit of casual and Privilege leave. The workers covered by the

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HOUSING FACILITIES.

38. It is only the members of the staff at the mine (shift-in-charge, Mate, Technical staff, Store-keeper, Showler etc.) who are provided residential quarters or huts at the mines. In certain cases outside labour was being provided with house rent ranging from Rs. 2/- to Rs. 5/- P.M. or free accommodation.

DRINKING WATER.

39. The committee found satisfactory arrangements at the mines for drinking water. Watermen are employed at the mines for the job of supplying water both at surface and underground. Earthen pots are used for storing drinking water.

LATRINES AND URINALS.

40. ~~At all~~ all the employers have got constructed latrines and urinals to satisfy the provisions of law but the conditions of them were found most hopeless. It appears that from the day they were constructed the latrines and urinals have not been cleaned as they were found full of human excreta. The employers argued that since the workers prefer to attend to the call of nature in the open the latrines and urinals are hardly used and as such the employment of a sweeper is not necessary.

REST SHELTERS.

41. Here also the Committee found that although rest shelters are constructed by the employers at the Mines to meet the requirement of the law, but due to absence of proper maintenance they have now become in dilapidated conditions. It is during the winter months or the hot months that workers utilise these shelters.

MISCELLANEOUS.

42. No Mine was found to have grain-shops, canteens co-operative stores etc. At some mines the Committee found arrangement for the game of Volley-ball for the workers. Even the ~~recreational~~ facilities provided by the Mica Mines Welfare Fund are only in name. Neither any effort is made to create interest in the workers for playing games or taking part in other recreational activities nor are the workers keen to do so.

MEDICAL FACILITIES.

43. The Committee was disappointed to find that the medical facilities provided to the workers or their families were most unsatisfactory. The dispensary started by the Mica Mines Welfare Fund at Adargrah was without the Vaidya at the time the members of the Committee visited it. The dispensary was certainly stocked with a large number of medicines but on an examination of the register maintained at the dispensary for recording the names of the patients who attended it daily, it was found that hardly 3-10 patients visit the dispensary daily. The committee found that the good dispensaries or hospitals to attend to the medical needs of the workers are pretty far off from the places of residence of the workers. No data was made available to the Committee regarding the prevalence of tuberculosis amongst mica miners in the state.

SOCIAL SECURITY.

44. Although a number of Acts such as the Workmen's Compensation Act, the Maternity Benefit Act, Provident Fund Act etc. are applicable to the mica miners, yet it appeared to the Committee that most of the workers are quite ignorant about the benefits they can get out of the provisions of these Act, and have to forego a number of their rights and claims. There is no effort on the part of the employers and indifference on the part of the Trade Unions to acquaint the workers regarding the provisions of these laws and schemes.

INDUSTRIAL RELATIONS.

45. The Committee was satisfied to learn that strikes and lock-outs are rare in the mica mines. Employers employ Labour Welfare Officer and there is machinery to listen to the grievances of the workers and passing them on to the employers. The workers seem to remain satisfied with the conditions provided to them at the mines by the employers. Trade Unions are most inactive in the mica mining centres.

46. On the whole the working conditions found by the Committee were far from satisfactory. The Committee observed that the workers below the age of 30 were quite healthy, but those above 40 were in a shattered physique. The conclusion which can be drawn is that the extreme poverty, poor diet and strenuous nature of work tell upon the health of the mine worker.

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WAGE STRUCTURE.

47. Prior to 1951 wages of the mica liners were fixed by the operation of the law of demand and supply. There was no Governmental machinery to fix minimum wages and the work bargaining power of the workers was responsible for the existence of low levels of wages than. The Ajmer Govt. had in 1952, in pursuance of the minimum wages Act 1948 fixed Rs. 45/- per month as the minimum wages for the lowest category of workers (Debris removers, cleaners etc.) employed in the Mica works (which covered the mica mines also). It was in 1959 that the Government of Rajasthan fixed Rs. 1/5/- per day as the minimum wages (exclusive of weekly days of rest) for an adult workers in respect of employment in Mica Mines in the state of Rajasthan excluding the former Ajmer State. Ever since then the unskilled worker (Called Dhari) is being paid Rs. 1.31 n.p. per day as wage by all the employers, barring a few. The following table shows the Minimum Wages paid to the Dhari at some of the principal mines in the State.

<u>NAME OF THE MINE.</u>	<u>MINIMUM WAGES P.AID.</u>	<u>D.A.</u>
Bhunas.	Rs. 1.31 n.p.	Nil.
Jaholi.	Rs. 1.37 n.p.	Nil.
Gundli.	Rs. 1.31 n.p.	Nil.
Amargarh.	Rs. 1.31 n.p.	Nil.
Bhadu Banjari.	Rs. 1.31 n.p.	Nil.
Beri.	Rs. 1.37 n.p.	Nil.
Tuka.	Rs. 1.31 n.p.	Nil.
Madhorajpura.	Rs. 1.75 n.p.	Nil.
Bhadu Sakhari.	Rs. 1.31 n.p.	Nil.

48. No D.A. is paid to the workers at any mine. The Committee was informed that excepting in the case of R.B. Seth Mool Chand Nemichand Private Limited, Bhadu Sakhari Samiti and Bhupal Mining Works bonus has not been paid by any other employer.

49. It is a general practice for the mine owners to provide free house, water, light and fuel to the staff members. At certain places free fuel and Kerosene is provided to the workers also. Besides the un-silled Mazdoor (Dhari) the other category of workers employed at the Mines are:-

1. Compressor Driver.
2. Compressor Khalasi.
3. Machine Driver.
4. Pump Khalasi
5. Fitter Mistry.
6. Electrician.
7. Asstt. Electrician.
8. Mazdoor (Skilled) Driver.
9. Mate.
10. Blaster.
11. Carpenter.
12. Black Smith.
13. Waterman.
14. Harijan.
15. Sorter.
16. Dresser.
17. Headcutter.
18. Cutter.
19. Tin Keeper.
20. Chowkidar.
21. Storekeeper.
22. CLERK.

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TIME AND PIECE RATES WAGES.

The cutters working in the factory at the Mine are generally paid on piece rate system. At the Beri Mine they are paid at the rate of 34 n.p. per Kilogram of Mica cut. A cutter with ordinary skill is able to cut about 6-7 kilogram of mica and earn between Rs. 55/- to Rs. 70/- per month. At the Tunka mine the rate is 37 n.p. for 1 kilogram of mica cut. The system of payment at the Gunali mine is on time basis. The cutter is employed at the Minimum wages of Rs. 1.31 per day. He is expected to cut about $3\frac{1}{2}$ Kilograms of mica of mica in the beginning (during the learning stage). If he is not able to cut that much of fixed quantity he is turned out. If he is able to satisfy the Minimum Condition, he is retained and for every half Kilogram beyond $3\frac{1}{2}$ Kgs. he is ~~xxxxxxx~~ paid 0.12 n.p. extra. The cutters are able to earn between Rs. 1.37 n.p. to Rs. 1.87 n.p. per day. At the Bhunas mine a cutter was found to earn as much as Rs. 106/- per month. But such cases are rare. The cutters at the Jamoli mine earn between Rs. 1.37 n.p. to Rs. 1.81 n.p. and at the Bhadu Mine between Rs. 1.31 to 1.75 n.p. per day. A comparative statement showing wages in different units is detailed at App. 'G'.

51. In Andhra Pradesh a cutter gets a Minimum of Rs.2/- per day (Gr.1) and Rs. 1.87) (Gr.II). The dressing of the mica is mostly done at the factory at Shilwara, except in the case of the Madhorajpura Mine where the sorter is paid at the rate of 40 n.p. per Kilogram.

52. Excepting the cutters workers belonging the remaining categories get wages on time rate basis.

53. The Minimum rates of wages fixed in 1960 for the various categories of employees in the Mica Mines in Andhra Pradesh are detailed in Appendix 'H' and in Bihar at App. 'I'.

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PRINCIPLES OF WAGE FIXATION

54. A wage may be a living wage, fair wage or minimum wage. A living wage is the appropriate wage for meeting the normal needs of the average employee, regarded as a human being living in a civilised community. It must provide the worker not merely for the absolute essentials such as food, shelter and clothing but for a condition of frugal comfort estimated by current human standards. It is actually a wage sufficient to ensure the workman, food, shelter, clothing, frugal, comfort provision for evil days etc. The ultimate target of every wage policy in every country is to provide the workers a living wage. The Industrially advanced countries, such as U.S.A. U.K. Germany etc., where the national income is a colossal amount, can afford to pay living wage to their workers. In India where the National Income is very low, a living wage is merely an ultimate target. Fair wages are defined by Professor Marshall as "Wages in any occupation are fair if allowance being made for differences in the steadiness of the demand for Labour in different Industries they are " about on a level with the average payment for tasks in other trades which are of equal difficulty and disagreeableness, which require equally rare natural abilities and an equally expensive training". Prof. Pigou further clarifies the sense in which the term Fair wages should be taken. According to him " Provided that the wage paid to work people in all places and occupations were equal to the values of the marginal net products of their work and provided that the distribution of all grades of work people among different classes and occupations were such as to maximise the national dividend.... there would be established between people's wages a certain relation. This relation I define as Fair". Prof. Pigou presupposes the existence of a free market and the means by which the marginal net product of the worker can be determined. But unfortunately the existence of a free market is merely a theoretical concept. In actual practice a free market does not exist. And in a country like India where the labour is largely unorganised, ignorant illiterate and possesses the least mobility, the question of the existence of a freemarket does not arise. As regards the determination of the marginal productivity of labour, it is both difficult and impracticable to calculate it. And specially it is impossible for a wage

fixing authority to work on these lines. The guidance given by the Fair Wages Committee in the determination of Fair Wages is really a practical one. The fair wages have been correlated with the Minimum Wage and the capacity of the industry to pay " while the lower limit of the fair wage must obviously be the minimum wage, the upper limit is equally set by what may broadly be called the capacity of industry to pay. This will depend not only on the present economic position of the industry but on its future prospects. Between these two limits the actual wages will depend on a consideration of the following factors :-

- (i) the productivity of labour;
- (ii) the prevailing rates of wages in the same or similar occupations in the same or neighbouring occupations in the same or neighbouring localities ;
- (iii) the level of the national income and its distribution ;
- (iv) the place of the industry in the economy of the country "

55. The fair wages Committee pointed out that the wage fixing machinery should relate a fair wage to a fair load of work and in case of doubt whether the existing work load is reasonable or not, proper time and motion studies should be made for any depression of wages caused by unequal bargaining. The capacity of the industry to pay should be ascertained by taking a fair cross-section of the industry in the region. The basic wages should be fixed in respect of a cost of living index number of 160 to 175, treating the cost of living index number of 1939 as 100 and for the lowest categories of wage earners the Committee recommended the target of compensation to the extent of 100 percent of the increase in the cost of living.

56. The fair wages Committee in their comments explained that " While prevailing rates of wages fixed as a result of proper collective bargaining will bear a close approximation for the present, to fair wages and should, therefore be taken into account in fixing fair wages . the same cannot be

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said of prevailing wages resulting from unequal bargaining. The wage fixing machinery should, therefore make due allowance for any depression of wages caused by unequal bargaining.

57. The Minimum wages, on the other hand, is the wage which is paid to protect "Sweated" and unorganised workers by fixing ~~at~~ a limit below which no wage shall fall. In India, as in other countries, in view of the appalling working condition in many industries, extremely low wages and lack of bargaining power on the side of the workers, the Government passed the Minimum Wages Act in 1948 according to which in the most un-organised industries such as woollen carpet making or ~~shawl~~ weaving establishment, rice mill, flour mill or ~~al~~ Mill, Bidi making. Plantation Oil Mill, Local authority, Road construction or building operations, stone breaking or stone crushing lac manufacture company, Mica Works, Public Motor Transport Tanneries and Leather manufactory and in Agriculture, minimum wages have to be fixed and revised by a Wage Fixing authority appointed by the Government.

58. It has really been an uphill task for the various wage fixing authorities and others to define the term "Minimum Wage" as it is something which is dynamic in nature and ^{various} ~~various~~ according to time, place and condition of the economy in a country. Some people consider a minimum wage to be that wage which is sufficient to cover the bare physical needs of a worker and his family, while others feel that besides providing for the Physical needs of the workers, the Minimum wage should also provide for some measure of education, medical facilities and other amenities. The

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Fair Wages Committee feel " that a minimum wages must provide not merely for the bare subsistence of life but for the preservation of the efficiency of the worker. For this purpose, the minimum wages must also provide for some measure of education, medical requirements and amenities".

59. The ~~15~~th Indian Labour Conference agreed that the minimum wage was ' need-based ' and should ensure the minimum human needs of the industrial worker, irrespective of any other consideration. To calculate the Minimum Wage, the Conference Committee accepted the following terms and recommended that they should guide all wage fixing authorities including minimum wage committees, wage boards, adjudicators, etc.

- (1) In calculating the minimum wages, the standard working class family should be taken to consist of 3 consumption units for one earner ; the earnings of Women, children and adolescents should be disregarded
- (2) Minimum food requirements should be calculated on the basis of a net ~~in~~ intake of ~~Rs.~~ 2,700 cal orise, as recommended by Dr. Allcroft, for an average Indian adult of moderate activity.
- (3) Clothing requirements should be estimated at a percapita consumption of 18 yards per annum which would give for the average worker's family of four, a total of 72 yards.
- (4) in respect of housing the norm should be the minimum rent charged by the Government

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any area for houses provided under the subsidised Industrial Housing Scheme for low income group ; and

(5) Fuel, lighting and other ' miscellaneous ' items of expenditure should constitute 20 percent of the total minimum wage.

60. While agreeing to these guide lines for fixing of the Minimum Wage for industrial workers throughout the country, the Committee recognised the existence of instances where difficulties might be experienced in implementing these recommendations but made it be incumbent on the authorities concerned to justify the circumstances which prevented them from adherence to the norms laid down.

61. In the meeting of the Chairman and Secretaries of the Revision Committee, held in the office of the Labour Commissioner, Rajasthan, Jaipur on 4th April, 1963 it was impressed on the Chairman and Secretaries that the Govt. of Rajasthan also desires that the norms laid down by the 15th Indian Labour Conference for fixation of minimum wages were necessary to be followed and that the wages prevalent in the neighbouring States had to be taken into account, because the Central Minimum Wages Advisory Board requires that there should not be much disparity in the wages fixed in the neighbour States. Further, they were also requested that the convention relating to " equal remuneration for equal work both for male and female " as adopted by the Government of India should not be lost sight of. The Deputy Labour Commissioner, Shri Joshi, who had convened the meeting also explained the desire of the Government

that wages should be recommended in respect of various occupational categories in the employment for which initial fixation of wages was not made by the Government, which implied the recommendation of Minimum Wages of all possible categories of workers employed in the employment for which that particular Revision Committee was appointed.

Y.

EMPLOYER'S AND EMPLOYEES VIEW POINTS.

62. The Committee invited the representatives of employers and employees to submit their memoranda and to present themselves for oral evidence on 29th & 30th Nov., 1963. The representatives of the Rajasthan Mineral and Stone Quarries Mandoor Union and Rajasthan Mineral workers Union (Reg Flag) submitted a joint memorandum and gave oral evidence. The representatives of the employers requested that an extension of 15 days be allowed to them for the submission of their memoranda and for oral evidence, which was allowed to them by the Committee. It was on 19.12.1963 that the representatives of employers submitted their memoranda and gave oral evidence.

EMPLOYER'S VIEW POINTS.

63. The views as expressed by the representatives of the employers in their memoranda and oral evidence may be summed up as follows :-

(i) That the mica industry is under the grip of depression for the last one year. The price of mica and mica products have declined by about 25-30%. The depression has set in on account of a stop put by U.S.A. in its stock piling policy. A number of substitutes have also been developed and are being used in various markets. All these factors have resulted in the creation of a 'buyers' market in India.

(ii) that the cost of production of mica has increased on account of the following factors.

a) a rise in the prices of diesel oil, lubricants,

explosives etc. by about 30% over 1951.

(b) imposition of sales tax on explosives, diesel oil etc.

(c) contribution by employers towards the employees provident Fund Scheme, Mica Miners Welfare Fund and provision of other amenities under various other Acts.

(d) high power cost (Rs. 1.20 n.p. per 1 Kw. as compared to 6 n.p. per unit in Bihar and Andhra Pradesh).

(e) Deep Mining.

(iii) That the prices of most of the food articles consumed by the ~~min~~ workers have gone down. The workers have not to spend any money towards the payment of house rent, as practically all of them live in their own houses in the villages. The medical and recreational facilities are provided by the Mica Miners Welfare Fund and by some employers, reduce the worker's expenditure on these items. If all the above factors are converted in terms of money the total earnings of a mica miner in Rajasthan comes between Rs. 1.75- 1.87, which level of wage comes very near to the wages paid to his counterpart in Bihar and Andhra Pradesh.

iv) Most of the mica miners are agriculturists and get subsidiary income from agriculture. The females and children also work in the fields and add to the family income.

v) That the minimum wage of a worker in the agricultural industry is Rs. 1/- per day (for 8-10 hours of work) Rs. 1.50 in building and construction work

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and Rs. 1.00 for males and 0.75 np for females (for casual workers).

vi) The productivity of a mica miner has declined from 8 seers per-man shift during the period 1945-50 to 5 seers as at present. The workers have no aptitude for the work and do not show any keen desire to learn their jobs. Their main interest is in agriculture. Actually the mica miners are at heart agriculturists. There is severe absenteeism during the agricultural season.

(vii) That in view of the above factors and the industry being in the grip of depression, the minimum wages should not be raised. The memorandum submitted by the Rajasthan Industrial and Mining Association went to the extent of advocating a reduction of the present rate of Rs. 1.31 np. per day to Rs. 1.25 n.p. per day.

EMPLOYEES VIEW POINTS.

64. Sarva Shri D.R. Sirali, representing the Rajasthan Mineral & Stone quarries Mazdoor Union and Mandlal Verma representing the Rajasthan Mineral workers Union (Red Flag) appeared before the Committee for recording of their evidence and submitted a joint memorandum. Later the Khan Mazdoor Congress, Bhilwara, also submitted their memorandum. In both of these memoranda they placed their arguments for raising the present rate of Rs. 1.31 np. Their arguments may be summed up as below :-

(1) that while fixing or revising the minimum wages/ financial condition of the industry cost of production, market

prices etc. are un-connected and irrelevant.

(ii) that the minimum wage should be that amount of money paid to the worker which is just enough for him to maintain himself and his family in a reasonable way. It should actually be that amount which enables him to meet his minimum needs at current prices,

(iii) that since the employers have always been maintaining a strong bargaining power as against the unorganised workers, the law of demand and supply cannot be taken to be the determinant in the fixation of even the normal wages.

(iv) that in 1959 when the wages were last fixed the original recommendation of the wage fixation Committee in respect of the minimum wage was for fixing the minimum wage at Rs. 1.50 np. But it was on account of the manoeuvres of the employers that the representatives of the workers later agreed to Rs. 1.31 np as the minimum wages, In fact the representatives of the workers were not their true representatives, as they did not represent the majority of the labour force of Mica Miners in Rajasthan.

(v) That the Minimum wage fixed in 1959 at Rs. 1.31 np was already a very low figure. The Minimum wage should have been fixed between Rs. 1.14 to Rs. 2/- at that time.

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The present minimum wage of Rs. 1.31 np (Rs. 39/- per month) leads the worker to maintain himself and his family at below par level, Out of Rs, 39/- which the worker gets he is able to spend Rs, 28/- on 2 maunds of Maize @ Rs.14/. per maund) Rs. 3/. on salt, chillres and soices, Rs. 3 on fuel and Goudung cakes and Rs, 5/- as rent for his house. Looking from every standard of a nutritious diet a diet consisting of 2 mds of Maize and little quantity of .salt, chillies and soices is far below the standard.

(vii) That no D.A is paid to the mica miners.

(viii) That the following recommendations of the joint conference of the various unions representing more than 20000 (Twenty thousand) workers in Rajasthan held at Jappur on 27th and 28th October, 1963 may also be made applicable to mica miners.

- a) the minimum wage should be Rs. 102/- per month and this goal should be reached within 2 years.
- b) the minimum wage should immediately be raised to Rs. 80/- per month.
- c) the cost of living should be taken into consideration while fixing the Minimum wage for this the present level of prices should be taken as equal to 100 and for every rise of one point in the Index No. 80 np. dearness allowance should be given to the workers.

RECOMMENDATIONS.

65. The Committee considered the views expressed by the employers, employees and their representatives and felt that the plea put forward by the Employers that the price of mica has gone down by 25 to 30% and the cost of production has risen by nearly 10 to 20% is not an important determinant in the fixation of minimum wages. The recent steps taken by the Government in connection with the export of Mica are likely to correct the price imbalance which is only a periodical feature of Mica Industry.

66. The price of food articles as a whole have increased. The expenditure incurred by the employers on the medical and recreational facilities is almost nil as the same is provided by the mica Mines Labour Welfare Fund, as observed by the Committee during the Course of its visits to various Mines.

67. The argument that the workers get extra income from Agriculture is also meaningless because it is at the expense of his wage in the mine that he absents himself during the agriculture season. It is now an accepted principle that the income of the female and children is not added to the family income. The comparison of the Mica Mines income with the income of an agricultural or similar other sweated worker does not in any way help in raising the standard of living of the working class.

68. All these industries are already in a hopeless state of affairs and need improvement, The figures relating to the productivity as given by the employers of a Mica Miner cannot be accepted as they are not based on any scientific time and motion study.

69 Certain statements made by the representatives of the employees in ~~connection~~ connection with the fixation of the minimum wage by the minimum wages Committee of 1959 are irrelevant for *Consideration* for this committee. As such in Chapter No. 5 factors such as prices, cost of production, capacity of industry to pay etc, can be considered only while fixing fair or living wage.

70. The Committee considered that in the determination of the minimum wage for the mica miners the principles as laid down by the 15th Labour Conference and the Central Minimum Wages Advisory Board should be the main criteria, The committee accordingly prepared a family budget for a Mica Miners (With there consumption units) and found that his minimum expenditure cannot be less than Rs. 60/- per month.

71. Estimate of the Minimum total requirements of a Mica Miner :-

Quantity consumed per day per ann.	Calori- es value.	Quantity consumed per month per man		Quantity consumed for 3 consumption units per month		Approximate rate.	Total expenditure per month.
		Seer	Ch.	Sr.	Ch.		
1	2	3	4	5	6		
Wheat	3 Ch. 600	8	10	16.14	Rs. 16/- per md,		6.75
Maize and Barley	8 Ch 1600	15	00	46	Rs. 12/- per Maize & Barley.		13.50
Pulses	1 Ch 200	1	14	5	10	Rs.18/- per Md.	2.53
Milk	5Ch 170	9	06	25	02	Rs 6/- As Seer	10.54

1 T	2	3	4	5	6			
Oil or Ghee	1/2 Ch 252	0	15	2	13	Rs. 2/- Sear Oil Rs. 6/- Ghee	5.63	
Gur or Sugar	1/2 Ch 100	0	15	2	13	0.90 Gur or Sugar	2.53	
Salt	Nil	-	-	-	-	Salt & Spices.	2.00	
Vegetable	4Ch 42	7	8	22	8	- Vegetable	3.00	
	<hr/>							
	2964					Total...	46.48	
						Clothing...	6.00	
						Misc. 15%..	7.87	
							<hr/>	
							60.35	
							<hr/>	

72, The Committee has tried to stick to the principles of a need based wage. According to the above estimated requirements the minimum chlorific requirements of 2800 units is maintained. Similarly the Minimum clothing requirements of 72 yards have also been maintained.

73. The Committee feels that the house rent expenditure can be ingored because particularly all the workmen own their houses in villages and have not to incur any expenditure on house rent.

74. The minimum expenditure on miscellaneous at the rate of 20% of the total expenditure of the food, clothing and rent has been reduced to 15% in the light of the facilities for Education and Medical provided by the Mica Mines Labour Welfare Fund organisation to the worker and his family.

75. The Committee therefore makes the following recommendations with regard to the payment of Minimum rates ~~60~~ wages to the following categories of workmen:-

- | | |
|----------------------------------|---|
| 1. Khalasi | |
| 2. Dhari | Rs. 60/- per month or Rs. 2.31 per day |
| 3. Waterman | exclusive of sunday wages. |
| 4. Chowkidar | |
| 5. Mate | Rs. 80/- |
| 6. Blaster | Rs. 75/- |
| 7. Blacksmith | Rs. 75/- |
| 8. Carpenter | Rs. 75/- |
| 9. Machine Driver | Rs. 75/- |
| 10. Compressor Driver | Rs. 85/- |
| 11. Engine Driver | Rs. 80/- |
| 12. Fitter | Rs. 100/- |
| 13. Electrician | Rs. 100/- |
| 14. Cutter | Rs. 0.40 Np per kilo of mica cut inclusive of Sunday wages. |
| 15. Drasser | Rs. 75/- per moth. |
| 16. Sorter | Rs. 75/- per month. |
| 17. Clerk or Store | Rs. 100/- per month. |
| clerk <i>Ku p e l</i> | |
| 18. Shift Incharge | Rs. 125/- per month. |

76. In Bhilwara the only organised industry is Cotton Textile where the Minimum Wages fixed to un-skilled workers is as follows :-

The Mewar Textile Mills Ltd., Bhilwara
Rs. 71/- plus linking rise in of D.A. as per

77. The present minimum wages in Bihar and Andhra Pradesh are Rs. 1.57 NP and Rs. ~~1.62 NP~~ ^{1.62 NP} respectively but these wages were fixed as early as in 1960 and 1961 respectively.

78. These wages were fixed three or four years back and since then they have not been revised. The Committee therefore, feels that with the increase in the price level the minimum wage of Rs. 60/- does not show a wide variations as compared to the minimum of Rs. 1.87 and Rs. 1.62 np in the State of Andhra Pradesh and Bihar fixed three of four years back.

79. The Committee is very grateful to the Chairman Shri K.S. Maghur for his very valued guidance and enlightened out-look during the entire deliberations of the Committee.

Contd....

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The Committee appreciates the work of the Secretary in organising various tours. As Chairman I express my gratefulness to the members of the Committee who have been extremely helpful and worked in the most cooperative fashion throughout the working of the Committee.

Sd/- (K.S. Mathur)
Chairman.

Sd/-
(R .C. Vyas)
Member

Sd/-
(Gokul Prasad Sharma)
Member

Sd/-
(U.S. Bhatnagar)
Secretary.

Sd/-
(S.C. Mathur)
Member.

* Sd/-
(Bansilal Choudhari)
Member

* Subject to note of dissent.

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REVISION OF MINIMUM WAGES IN MICA MINES IN RAJASTHAN
(QUESTIONNAIRE FOR EMPLOYERS)

Please give information about your establishment on the following points:-

1. Name and address of the establishment.
2. Name and address of the (a) Owner.
(b) Manager.
3. Details of machinery now at work at Mica Mines:-

Name.	Year of manufacture	Make	Approximate Cost
4. Total number of days during which the Mine/Factory worked during the year.	1959	1960	1961 1962
5. Total Production:-	1959	1960	1961 1962
(a) Crude mica in quintals in the years.			
(b) Cut mica in quintals in the years.	1959	1960	1961 1962
	Qty. Value	Qty. Value	Qty. Value.

6. Categories of workers. Number employed (Average Daily)
1959 1960 1961 1962

1. Compressor Driver.
2. Compressor Khalasi.
3. Machine Driver.
4. Dump Khalasi.
5. Fitter Mistry.
6. Electrician
7. Asstt. Electrician.
8. Mazdoor (Skilled) Driver.
9. Dhari.
10. Mate.
11. Blaster.
12. Carpenter.
13. Black Smith.
14. Waterman
15. Harijan.
16. Sorter.
17. Dresser.
18. Head Sorter.
19. Cutter.
20. Timekeeper.
21. Chowkid-r.
22. Peon.
23. Storekeeper.
24. Any other Category.

7. Total wage bill of your Mines/Factory/Establishment:-

Total wages paid
1959 1960 1961 1962

- (a) Mine.
- (b) Factory.
8. Number of working hours (Mines per week in (Factory))
9. Cost of Production.
 1. Total wages paid.
 2. Total fuel consumed.
 3. Other cost.

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10. Average cost of production per quintal of
 - (a) Crude mica.
 - (b) Cut mica.
 11. The proportion of your wage cost to the total production cost in respect of your Mine/Factory.

	1959	1960	1961	1962
--	------	------	------	------
 12. (a) Profits & Losses of your Mine/Factory during the last four years and dividends declared.
 (b) If you had any losses what were the reasons thereof?
 (c) Please also supply a copy of the audited balance sheet for the last four years 1959, 1960, 1961 & 1962 in respect of your mines/Factories.
 13. Whether sales are effected through any intermediary or subsidiary-concern? If through subsidiary concern indicate the constructions of the concern.
 14. Amount of bonus paid to the workers during the last four years in the mines/factories.

	1959	1960	1961	1962
--	------	------	------	------
 15. Should workload be standardised? Have you adopted any scientific method of workload? If so, please give details was labour associated with such assessment of workload? If no such workload do you propose for each category of workmen?
 16. What should be the compensation of a standard family of a mica miner?
 17. What should be minimum wages for the least skilled worker for a month.
 18. In addition to wages what other amenities (in cash or kind) do you provide to your employees?
 19. Leave given to employees:-

	No. of days declared as holidays.	No. of Festival holidays.
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 - (a) With wages.
 - (b) Without Wages.
 20. Have you any system of paying gratuity to your workers? If so give details of the same.
 21. Have you any Provident Fund Scheme other than Govt. Provident Fund Scheme applicable to your workers? If so, Please give details.

22. Please supply any other information which might be helpful to the committee in revising the minimum rates of wages in the interest of industry as well as labour.

Revision of Minimum Wages in Mica Mines in Rajasthan
(Questionnaire for Trade Unions/Employees Associations).

.....

1. Name of the Trade Union/
Association.

2. Please prepare a budget
for an average family of
a mica miner for centres
where concentration of
Labour is considerable in
Rajasthan giving full
details of the quantity
and cost of the articles of
consumption under the
following heads on the 1962
price level.

(a) Food (2) Fuel & lighting
(3) House Rent (4) Clothing
(5) Miscellaneous.

3. Are you in favour of paying
a consolidate wage or dearness
allowance in addition to the
basic wages. In the latter
case what basis should be
adopted for determining and
paying dearness allowance ?

4. What is the extent of indebtedness
found amongst the mica miners and
what are the causes responsible
for that ?

5. What wages salary allowances ameni-
ties etc. do you consider to be fair
& reasonable for the various other
categories of employees(including clerical
and supervisory)employed directly or
through contractors/Agents etc ?

6. If there are any other points, which
you consider will enable the committee
to arrive at valid conclusions in the
revision of wages(and which are not covered
by the questionnaire) please offer your
remarks on them also.

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LIST OF EMPLOYERS EMPLOYERS ORGANIZATIONS WHOM QUESTIONNAIRE WAS ISSUED.

1. Shri L.D.Nathani, Honorary, Secretary, Rajasthan Industrial and Mining Association, Bhilwara.
2. Shri R.D.Garg, Honorary Secy.Rajasthan, Mining Association, Bhilwara.
3. Shri K.L.Mathur, Honorary, Secretary Rajasthan Mining Association, Bhilwara.
4. Shri Ram Karan Sharma, Mica Mine, Owner Fur.
5. Shri Banshilal Chaudhari, Mica Mines Owner, Mandal.
6. Shri Thakur Zorwar Singh, Mica Mines Owner, Godas.
7. Shri Banshi Lal Sanriya, Mica Mines Owner, Bhimpura.
8. Shri R.B.Seth, Mohl Chand Nemichand Mica Mine Owner, Mandal.
9. Shri Abhayai Kumar Jain, Mica Mine Owner, Mandal.
10. Shri Nathani Brother, Mica Mines Owners, Bagore.
11. Shri Ram Lal & Sons, Mica Mine Owner, Gundli.
12. Shri Sukh Dev Sharma, Mica Mine Owner, Amarganj.
13. Shri Mahesh Ram Gupta, Mica Mine Owner, Nasa.
14. The Proprietor, Surender Mica Mine, Udaipur near village Nansa.
15. Shri Inderjit Sharma, Mica mine owner Lakhola.
16. The Rajasthan Mineral & Co. Bhilwara.
17. Shri Purshotam Das Fatal, Mica Mine Owner Bhilwara.
18. Shri G.D.Agarwal, Mica Mine owner, Bhilwara.
19. Shri Sarwan Kumar Agarwal, Mica Mine Owner, Jaipur.
20. Shri Kishan Lal Agarwal, Mica Mine Owner, Jaipur.
21. Shri Laxmi Kumar, Kalsiwal, Mica Mine owner Jaipur.
22. Shri Mali Ram Joshi, Mica Mine Owner, Jaipur.
23. Shri Monohar Das Agarwal, 24-B M/S *Inchit Chand Rajpuri Mica owner, Jaipur* Mica Mine Owner, Jaipur.
24. ~~M/S B.B. Ram Prasad Rajgaria, Mica Mine owner, Jaipur.~~
25. M/S R.B. Ram Prasad Rajgaria Mica Mine Owner, Jaipur.
26. The Proprietor, M/S Rajputana Corporation Pvt. Ltd. Jaipur
27. Shri Karni Mica Co. Bhilwara.
28. Sundershan Mineral Co. Pvt Ltd. Shappura.
29. The Proprietor, Bejoy Mica Co. Bhilwara.
30. Shri Moti Lal Tonk, Mica Mine Owner Bhilwara.
31. Shri Ganpat Lal Agarwal, Mica Mine Owner Bhilwara.
32. Shri Prabhu Dyal Sharma, Mica Mine Owner, Bhilwara.

34. Shri Bhagwati Prasad, Pratap Mining Co. Bhilwara.
35. Shri Proprietor, Mewar Trading Co. Bhilwara.
36. Shri Sohan Lal Nagari, Indermal Cloth Merchant Bhilwara.
37. Shri Jai Dev Singh S/O Narayan Singh, Bhilwara.
38. Shri Shri Narayan Singh Porwal, Bhilwara.
39. Shri P.V. Chandra, Mica Mine Owner Bhilwara.
40. Shri Ram Niwas Sukala, Mica Mine Owner Bhilwara.
41. Shri Mashri Lal Sironi, Mica Mine Owner, Bhilwara.
42. The Manager, Partap Commercial Co. Bhilwara.
43. The Manager, Krishan Mining Corporation, Bhilwara.
44. Shri Changan Lal Badrivishal, Mica Mine Owner, Bhilwara.
45. Shri Bhupal Singh Mathur, mica mine owner Bhilwara.
46. Smt. Bhanwari Devi, mica Mine owner Nasirabad.
47. Shri Katan Lal Daudar, mica mine owner Jawal.
48. Shri Parmanand Tripathi, President Mica Labour Union, Bhilwara.
49. The General Secretary, Rajasthan Mineral & Stone Quarries, Mazdoor Union, Bhilwara.
50. Shri Girdhari Lal Vyas, General Secy. Mill Mazdoor Sangh, Bhilwara.
51. Shri D.D. Durgawat General Secretary, Rajasthan Indian National Congress Branch, Jaipur.
52. Shri Ramesh Chandra Vyas, President Mazdoor Congress, Bhilwara.
53. Shri Nemi Chand Ji, President phagi Teshial Khan Mazdoor Sangh, Madhorajpura.
54. M/S Inderchand Rajgaria, mica mine owner, Kokri.
55. Shri Franji & Sons, mica mine owner, Nasirabad.
56. Smt. Mohini Devi Soroya, mica mine owner, Ajmer.
57. The Proprietor, Raj Mineral Co. Bhilwara.
58. The proprietor, Hind Mica Limited Bhilwara.
59. Shri Partap Commercial Co. Niwas, Bhilwara.
60. Shri Prabhu Dayal Sharma, mica mines owner, Bhilwara.
61. Shri Rai Badur Shri Ram Prasad Rajgaria, mica mines, owner, Bhilwara.
62. Shri Nan Narayan Singh, Bhadoo Sahakari Samiti, Bhilwara.
63. Shri Sita Ram Ji Mansingka, Gojadhari Sita Ram Mica Mine owner, Bhilwara.
64. Shri Thakur Singh Kalsi, Bejoy Mica Mine Owner, Bhilwara.
65. Shri Hukam Chand Kachawala, M/S Ram Lal Sons Bhilwara.
66. Shri Pusha Lal Ji Mansinghka, mica Mine owner, Bhilwara.
67. Shri Surya Prakash Nathani, M/S Duduwala & Co. Bhilwara.

LIST 'D'

3b

LIST OF MINES WHICH WERE VISITED BY THE COMMITTEE.

<u>Name of Mines.</u>	<u>Date of visit.</u>
1. Bhumas	15.4.62
2. Tunka	15.4.63
3. Amargarh	16.4.63
4. Gunoli	16.4.63
5. Bhadu Banjari	14.5.63
6. Bhadu (Bhadu Sahakari Samiti)	14.5.63
7. Beri	15.5.63
8. Jhamoli	15.5.63
9. Bhojपुरा	30.10.63,

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List of employer and Trade Union Organisations who have submitted their memoranda.

1. Rajasthan Industrial and Mining Association.
2. Pusalal Mansinghka, Prt. Ltd., Bhilwara.
3. Khan Mazdoor Congress, Bhilwara.
4. Rajasthan Mineral and Stone Quarries Mazdoor Union, Bhilwara.
5. Rajasthan Mineral Workers, Union, Bhilwara.

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Comparative Wage Structure in Different Mica Mines in Rajasthan. (Appendix G)

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Categories of workers	Pusla Mansinghka. 2	Bejoy Mica Co. 3	Bhupal Ramlal & Sons. Mining work. 4	Ramlal & Sons. 5	Banjari Mines M.N.Ltd. 6	Beri Mines. 7	Duduwala & Co. 8	Madhoraj Mines. 9	Bhadu Kishangarh Mazdoor Sahakari Samiti. 10
1. Compressor Driver.	60 to 90	90 to 100	Rs.65 to 85	Rs.60/-	Rs.80/-	Rs.70 to 100	Rs.55 to 75	Rs.75 to 80	Rs. 55 to 75.
2. Compressor Khalasi.	Rs.50/-	60 to 80	48 to 51	Rs. 55/-	1.31 n.p."	45 to 60	Rs. 65/-	65/-	Rs. 46 to 55.
3. Machine Driver.	1.77 n.p	50/-	1.75 n.p	55 to 98				2 to 2.25	1.62 n.p.
4. Pump Khalasi.					1.50 n.p.		1.31 n.p. to 5 allowance		
5. Fitter Mistry.	101/-	325/-	165/-	100/-	179+10	250/-	55/-		113/-
6. Electrician.			165/-		80/-	250/-	105+15	110/-	75/-
6. Asstt. Elect.	90/-		45/-under Training.				1.50		
7. Mazdoor (Skill-ed Driver).		175 n.p		1.56	1.70	1.62	1.50	50 Under ground allowance.	1.50.
8. Dhari.	1.31 np.	1.37 to 1.62 np.	1.31	1.31	1.31	1.37	1.31	1.75	1.31
9. Blaster	2.25		50 to 55	1.50	1.50 to 1.70	1.62	50/-	60/-	55
10. Blaster	2.00		1.50 to 1.56	2.37	2.37	2.50	2.50	2.50	1.62
11. Carpenter.	2 to 3	3.25	3.00	80/-			3.75	2 to 3.50	2/-
12. Blacksmith	2 to 3	2.25	1.50	1.31&45			2.78	80/-	
13. Waterman.	1.31	1.37	50/-		44	1.37	1.31	1.60	1.31
14. Horizen.	1.60	1.37	40/-			20/-	Partime.	Rs.20/-	
15. Sorter.		1.75					1.62 & 62	Rs. 62/-90	
16. Dresser.								0.40 Per Kg.	
17. Head cutter.	3.00	2.16	40 to 90			60/-			Rs. 107/-
18. Cutter.	34 to 106	1.37 to 1.81	1.31 to 2.18			0.34 np. Per Kg.	0.37		1.31 to 1.75.
19. Timekeeper.	80					70 to 80		115/-	
20. Chowkidar.	45 to 50	65 to 50	47 to 52	40 to 50		50 to 55		55 to 60	45 to 50.
21. Peon.									
22. Storekeeper.	75/-	100	120	80		80			
23. Any other Category.		100 Clerks.							
Shift Incharge.	101 to 125			60/-					

Minimum Rates in Andhra Pradesh.

Class of Employees.	All inclusive minimum daily rates of wages Rs. np.	All inclusive minimum monthly rate of wages Rs. np .
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1. Mica Mining Section.

1. Machine Driver Jack drilling mazdoor.	2.50	65.00
2. Jumper Mazdoor	2.50	65.00
3. Blaster	3.00	90.00
4. Timber man or Carpenter or Mason	2.50	65.00
5. Mate (Mine Maistries)	4.00	120.00
6. Underground (Mazdoor)	1.87	48.00
7. Face Dresser	2.50	55.00
8. Surfact Mazdoor Men	1.75	45.00
Women	1.62	42.00
9. Blacksmith	2.50	65.00
10. Hammer Men	1.75	45.00
11. Fitters	2.50	65.00
12. Engine or Compressor Driver (Non- certificate holders).	3.00	80.00
13. Engine compressor Drivers (non certificate holders)	2.50	65.00
14. Other Engine Drivers (Certificate holders)	3.00	80.00

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15. Winding Engine Drivers		
Class I	3.00	80.00
Class II	2.50	65.00
16. Other Engine Drivers (Non certificate holders)	2.50	65.00
17. Engineering Mazdoor or Cleaners	2.00	50.00
18. Mica Cutters Grade I	2.00	50.00
Grade II	2.87	48.00
<i>please see note Below</i>		
19. Waste Cutters	1.75	45.00
20. Dressers & Stores		
Grade 1	2.00	80.00
Grade 2	1.87	48.00
21. Shearers and sheared Mica Sorters		
Grade 1	1.87	48.00
Grade 2	1.75	45.00

Monthly paid Mica Mining and Factory Section at the Mines.

1. Watchman	-	45.00
2. Messengers or office Boys	-	45.00
3. Clerks	--	75.00
4. Typists or Accountant	-	90.00
5. Electricians.	-	90.00
6. Asstt, Electricians working under Electricians.	-	60.00
7. Greche Attendants.	-	50.00
8. Compounders.	-	90.00

Note:- (1) Workers who work on 1 to IV grades of Mica shall be deemed to belong to Grade I

(2) Workers who work on other grades of Mica shall be deemed to belong to Grade II.

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DEFINITION-S:

(1) "Face Dresser" means the worker who cleans and dressess theface of a wall or block in a mine in preparation to or after blasting and shall in general be the Assistant to the Driller or Blaster, as the case may be.

(2) " Engineering Mazdoor or Cleaner " means the worker who assist the fitter or Driver in cleaning Handling the Engineering materials and the like in the work entrusted to the fiter or Driver, as the case may be.

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Average earnings and attendance of different categories of workers in mica Mines
Rate of wages.

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Occupation.	Time-rated or piece-rated.	No. of Workers.	Wor-Percentage attendance.	Minimum			Maximum.			Average bearing Wage.			Average attendance being wage			Average other allowed.			Average fairing.			
				Rs.	a.	P.	Rs.	A.	P.	R.	A.	P.	Rs.	A.	P.	Rs.	A.	P.	Rs.	a.	p.	
1. Short-firer.	T	58	86	2	5	6	2	14	6	2	6	3	0	4	3	0	3	11	2	14	6	
2. Skilled Labour	T	222	60	1	7	6	1	11	0	1	9	3	0	2	3	0	4	0	1	15	6	
3. Hand Dr.	T	170	72	1	7	6	2	2	6	1	7	6	0	2	6	0	4	3	1	14	3	
4. Machine Dr. Machine Plan.	T	64	35	2	8	3	2	8	6	1	11	3	0	3	11	0	3	11	2	8	2	
5. KHALASI.	T	339	83	2	2	6	2	5	6	2	5	0	0	3	3	0	3	6	2	11	9	
6. Carpenter.	T	40	75	2	8	3	3	0	0	2	8	3	0	3	9	0	4	0	3	0	0	
7. Sarder.	T	12	87	2	14	6	2	1	0	2	4	8	0	4	9	0	4	4	3	7	10	
8. Blacksmith	T	11	95	2	8	3	2	8	3	2	8	3	0	4	1	0	4	3	3	0	7	
9. Fitter.	T	4	100	2	8	0	2	8	3	2	8	1	0	1	2	0	4	6	2	13	9	
10. Compressor Driver.	T	17	96	80 P.M.	0	0	130 P.M.	0	0	3	6	11	0	3	2	0	3	5	3	13	7	
11. Car-Carrier.	T	6	83	1	7	0	1	10	0	1	8	0	0	3	8	0	3	5	3	18	7	
12. Water Carrier (F)	T	23	83	1	2	9	1	2	9	1	2	9	0	8	2	4	0	4	2	1	9	3
13. Water Carrier (M)	T	-	-	1	4	0	-	-	-	3	1	8	-	-	-	-	-	-	3	1	8	
14. Ditto.	T	14	87	1	2	9	1	9	6	1	6	4	0	2	6	0	5	0	1	13	10	
15. Turner.	T	4	74	2	8	0	3	5	4	2	12	9	0	1	4	0	5	5	3	3	6	
16. Servant.	T	3	96	1	2	9	1	7	6	1	6	10	0	3	0	0	4	0	1	13	10	
17. W/S Labour.	T	1058	70	1	4	6	1	7	6	1	6	9	0	2	3	0	4	0	1	13	10	
18. Surface Mazdoor	T	4	74	1	2	9	1	2	0	1	2	0	0	2	1	0	3	2	1	8	0	

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MINUTES OF DISSENT.

I respectfully beg to differ from the conclusions arrived at by the committee and its recommendations. It is a matter of regret that the committee has taken a lop sided view and has totally by passed one of the fundamental principle of Minimum Wage fixation i.e. "Capacity to pay". The implementation of a Minimum Wage in the case of working journalists has shown that the capacity to pay can be a rock on which the implementation of a minimum wage may founder. The principle of capacity of an industry to pay derives its basic importance from the ad-age; "One can not take out more than a quart from a quart pot". It is no doubt true that the advocates of the Living wage principle would like an industry, which cannot pay to its workers a reasonable living wage to close down rather than to be a parasite and exploit workers. But from the practical point of view the principle of what the trade can bear can hardly be ignored. Even the most sympathetic and optimistic judges of the Australian Arbitration Court could not easily dismiss their case of depressed and essential industries and in several cases awarded lower wages for "Staggering and languishing industries."

The measurement of the capacity of an industry to pay is not an easy matter. Some of the criterias which have been followed in different countries for determining the capacity of an industry are:

1. The selling price basis,
2. Output basis,
3. Profit and loss basis,
4. Valume of employment basis?
5. Export basis.
6. The effects of an enhanced wage bill on the level of employment.

7. The general willingness of the majority of the employers to pay and the majority of employees to accept etc. In this connection, the Superme Court ~~in~~ of India in its judgement on the decisions of the wage Board on the working Journalists, has considered as satisfactory the following criterian laid down by Mrs. E.M. Burns in her wages and the State: "It would be necessary to inquire inter-alia into the elasticity of demand for the product, for on this depends the extent to which employers could transfer the burden of the increased wage to consumers. It would also be necessary to inquire how far the enforced payment of a higher wage could lead employers to tighten up organisation and so pay the higher wages without difficulty." (underlines mine) Thus for the determination of the capacity of an industry to pay in a given region it is necessary to have a satisfactory assesment of its organisational, financial, technological, marketing and labour conditions. It also implies the relationship that should be established between wages, profits and the prices. The above principles have always been kept in view by the wage fixing authorities and often different rates have been fixed up for depressed orstaggering industries for a limited period. It may be mentioned that only with this idea in the background, the State Govt. fixed the wages for mine workers at a lower level at the time of last revision of minimum wage. It is my humble view that the committee has failed to consider any of the above prin-

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Having drawn your attention to the above, I would now put forth before you how and why the recommendations of the Revision Committee are not justified and the effect they will have on the level of employment, national earnings and most important of all, the foreign exchange. At the outset I will draw your attention to the various Appendices attached to it and the conclusions that emanate from their perusal.

1. APPENDIX 'A'

Production of mica is going down steeply. Bhilwara District which produces 85% of Rajasthan mica out of 30-40 lessees hardly 8-10 lessees are operating and they have also cut down their working by 30 to 40%

2. Appendix B & C

The daily earning of Rajasthan worker in mica mines was Rs. 1.70 in 1960 (minimum wages 1-31) and now with the extension of P.F. benefit and other benefits under the various Acts it has increased to Rs. 1.87 n.p. The employer is already bearing 56 n.p. on account of benefits and with the proposed minimum wages at 2/31 the total wage expense to the employer would be Rs. 2/ per day or a 53% increase in his wage bill.

The money earning of Rajasthan mica worker has already increased from 99.2 to 129 in 1961. It is estimated to have further increased upto 1963 by atleast another 10 points to say 139. On the other hand the cost of living consumer Index has risen from 1951=100 to 134 only in 1963. It can be assumed that the Rajasthan mica worker is already fairing well.

APPENDIX 'D'

It shows rise in cost of 20% till 1958 and by another 10% in 1963,-

Appendix 'E'

Mica mining is not capital intensive but a labour intensive industry. It is because of the peculiarities of mica occurrence (erratic nature), its mining and instability of deposits, in appropriateness of further automation or rationalization is clearly evident.

Appendix 'F'

The profit incentive in mica mining is reduced to nil on account of 30 to 40% recession in mica market concentered with rising cost of production. Rajasthan which is a position to export direct is further handicapped by Bihar dealers who exploit him by offering about 10 to 20% less. It is a pity that unlike coal, steel, paper, cement and other industries, where any increase in wages as it impinges on the cost structure is immediately taken into account by the Tariff Commission and relief granted by increase in the retention prices, the Govt. is handicapped in respect of mica because 98% buyers are foreign countries.

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while in fact it should be 20% less than Bihar which is already advantageously placed in many respects than Rajasthan like cheap hydel power, trained labour established and developed market, easy and cheap availability of technical know-how, facilities for finance etc. etc. To disregard parity would be suicidal for Rajasthan Mica industry.

(ii) The proposed increase work out of 52% in case of unskilled labour and 60% in mica cutters. This abnormal increase is likely to prove fatal to the industry and the same can not be justified by any principle, statistics or practical implementation.

(iii) The minimum wage rates should be fixed in monthly or daily basis exclusive of Sunday wages to discourage absenteeism in labour particularly on Saturdays and Mondays.

2. Having drawn your attention to the above, I would crare leage of the committee to draw their attention to some important factors that could not found appreciation in their deliberations.

(a) Mica industry is very much skin to the cottage Industry-affording part time occupation to its beneficiaries and subsidising their income to the extent their spare time (in non-harvesting seasons) throughout the countryside. Besides about 5,000 regular workers, nearly 40,000 workmen receive direct wages during the year. This leads to the assumption that mica mining is merely a source of subsidiary income for part time and off time work. Viewed in this context the guiding principles governing cottage industries necessarily become applicable superceding many a notions about Minimum Wage

(b) Mica Mines Labour Welfare Fund caters for the social improvement and welfare including medical facilities of the workers and the industry pays a 4 1/2% cess on sale value of mica. The mica mines labour being mostly agricultural they already enjoy rentals and other amenities.

(c) There is general decline in the productivity of labour in India; the production permanshift which used to be 8 seers in 1945-50 has now declined to about 5 seers thereby proportionately increasing the cost of production.

(d) Geologically Rajasthan mica field is comparatively much poorer than Bihar and Andhra. The deposits are shallow and do not extent to more than 200-300 feet as compared to Bihar and Andhra where they have gone deep upto 1400 ft. and the deposits are richer, better remunerative and long-lasting being deep seated.

(e) 30% of the mines have already closed down their work and the majority of the rest are being partially worked. Out of 40-50 lessees hardly 8-10 are operating.

(g) Andhra and Bihar mine owners have hydel power for which mines available at 6 to 9 n.p. per unit whereas the state Government has shown in difference to the needs of this industry in Raja than and our cost of generation, comes to nearly Rs. 1.20 np. per unit. The

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capital investment in the form of generating machinery.

(h) To add fuel to the fire the State Government and the Government of India have imposed sales Tax on raw materials like diesel oils and this in itself is nearly 12% of the total cost.

(i) The mica industry fetches about 10 crores worth of foreign exchange and for the sake of maintaining this vital interest of the national economy, fresh incursions would be very much retarding the boisterous efforts of foreign trade.

In view of the above factors fortified by data and statistics I humbly beg to differ from the conclusions arrived at by the committee and their recommendations and would request the State Govt. to give a thorough consideration to the matter before taking a final decision in this regard.

Sd/-Bansilal Chaudhari)
Representative, Rajasthan Industrial & Mining Association
Philwara.

N.C.23.7.

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APPENDIX 'A'

Index Number of Mica Production, 1952- 1961

on base 1951 = 100

Mica (Dressed)

1952	77.6	
1953	65.8	
1954	53.5	
1955	67.8	
1956	60.5	
1957	54.4	
1958	64.6	
1959	60.4	
1960	58.6	
1961	58.2	
1962	55.0	Estimated.
1963	45.0	Estimated.

Quoted from India

Labour Statistics 1963 .

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APPENDIX 'B'

AVERAGE DAILY EARNINGS OF WORKERS IN MICA MINING.

<u>State.</u>	<u>Dec., 1959.</u>	<u>Dec. 1960</u>	<u>Dec., 1963</u>
Andhra	1.57	1.96	-
Bihar	2.12	2.22	-
Rajasthan	1.63	1.70	1.87

(Quoted from Labour Bureau Pamphlet Series - 5).

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APPENDIX 'C'

INDEX NUMBERS OF MONEY EARNINGS OF WORKERS EMPLOYED

IN MINES 1952-61 ON BASE DECEMBER 1951 = 100

Mica	1952	1963	1954	1955	1956	1957	1958	1959	1960	1961
Bihar	103.9	100.2	96.8	98.7	102.0	104.9	104.9	104.3	110.9	134.2
Rajas- t-han.	99.2	101.4	101.7	96.6	97.8	105.7	10.8	119.0	125.2	129.0
Andhra Andhra	94.0	95.9	94.4	96.0	94.3	104.7	104.2	109.8	129.7	144.1
	94.0	95.9	94.4	96.0	94.3	104.7	104.2	109.8	129.7	144.1

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Quoted from Indian Labour Statistics 1963, published
by Ministry of Labour & Employment.

Y.K/

APPENDIX DD'

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RISE IN COST OF RAW MATERIALS AND STORES ISSUED IN MICA

MINING BASED ON '1961 Index = 100

Diesel	1958	1963
Lubricants	210	250
Petrol	135	155
Machinery	150	160
Mining Tolls	135	145
Explosives	120	132
Stores	120	130

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CASH BREAK IN CEMENT AND MICA INDUSTRY

Head of consumption.	Percentage of cement Industry (In percent basis).	Percentage of Mica Industry (In percentage basis.
1. Raw material	22.7%	7.7
2. Power and fuel	33.8	11.4
3. Labour and Establishments.	12.4	52.5
4 Repairs and Stores	9.0	9.5
5. Depreciation	14.0	6.4
6. Overleads	6.4	11.3
7. Packing	1.7	1.4

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Y.K/19.7.

COMPARATIVE RETURN RATE FOR VARIOUS INDUSTRIES

~~xrfa~~

Profits after reduction of tax

Average 51-56

1963

Cotton Textile	5.6%	Almost same.
Iron and Steel	17.6	"
Cement	11.0	"
Sugar	10.0	"
Coal	6.5	"
Tea	14.3	"
Mica	7.5	0.0 to 3%

''''''''

Y.K/

APPENDIX 'B'

CHART SHOWING PREVAILING MINIMUM WAGE RATES IN BIHAR AND
AND
WAGES NOW PROPOSED TO BE REVISED IN RAJASTHAN FOR WORKMENS LINES.

52/1

Category of Employment.	Bihar	Minimum wage rates in		Percentage of increase.	Monthly		Remarks.
		Andhra	Rajasthan now proposed by the Committee.		Daily	Monthly	
Bhari (unskilled workmen).	1.63	1.75	60	2.31	52%	1.75	45 Existing rate Rs. 1.
Waterman	1.53	-	60	2.31	-	1.75	45
Chowkidar	50.62	45	60	2.31	-	2.00	45
Khalasi	2.64	2.0 or 50	60	2.31	-	1.75	45
Mate	3.45	4.0 or 120	80	3.08	-	2.00	52
Blaster	2.85	2.50 or 65	75	2.88	-	1.87	48
Blacksmith	3.04	2.50 or 65	75	2.88	-	2.00	52
Carpenter	3.04	2.50 or 65	75	2.88	-	2.00	52
Machine Driller	3.04	2.50 or 65	75	2.88	-	1.87	48
Engine or Compressor Driver	3.45	3.00 or 80	85	3.27	-	2.25	58
Fitter	3.04	2.50 or 65	100	3.85	-	2.50	65
Electrician	-	-	90	100	-	2.50	65
Mica Cutter	1.44	1.87 or 48	49 np per K.G.	2.40 6 k.g.	60%	0.32 np per K.G.	45 Existing rate Rs. 1.31 1.50
Dresser or Sorter	1.44	2.50	75	2.88	-	1.75	52
Clerks or Store - keeper.	-	-	75	100	-	2.00	85
Shift Incharge	95.62	-	-125	.	-	-	100

REPORT OF THE COMMITTEE
TO REVISE MINIMUM WAGES
FOR WORKERS EMPLOYED
IN
PUBLIC MOTOR TRANSPORT INDUSTRY
IN RAJASTHAN

Chairman -

Dr R.N.Bagchi,
Principal,
S.D.Government College,
Beawar.

Secretary

Shri T.C.Jain,
Deputy Labour Commissioner,
Rajasthan, Jaipur.

Temp. mem.

Dec 14, 1963

REPORT OF THE COMMITTEE FOR PUBLIC MOTOR TRANSPORT

CHAPTER I: INTRODUCTORY

1.1. The Government of Rajasthan appointed a ~~Committee~~ in exercise of the powers conferred under clauses (a) of sub-section (a) of section 5 of the Minimum Wages Act, 1948 (Act No. XI of 1948) consisting of the following members to enquire into the conditions prevailing in employment in Public Motor Transport and to advise the State Government in making a revision of wages fixed vide Government Notification No. F.1(92)Lab/57, dated 9.3.63 for the area comprised by pre-organised State of Rajasthan, and the wages fixed under the Ajmer Government Notification No. 9/5/54-Lab, dated 27.12.54 for the area comprised of the erstwhile State of Ajmer, in respect of the said employment for the whole of Rajasthan, vide Notification No. F.3(106) Lab/60, dated 26.11.62 (published in Rajasthan Gazette, (b), dated 27.12.62) -

Independent Members

- | | |
|---|----------|
| 1. Dr R.N. Bagchi, | Chairman |
| Director of Economics and Industrial Surveys,
Rajasthan, Jaipur. | |
| (Later appointed Principal, S.D. College, Beawar). | |

Employees' Representatives

- | | |
|---|--------|
| 1. Shri Ashraf Fauzdar, | Member |
| General Secretary, Jodhpur Region
Motor Mazdoor Union, U Jodhpur. | |
| 2. Shri Brij Nandan Chaturvedi, | --do-- |
| Bundi Workers' Transport Union,
Bundi. | |
| 3. Shri D. Durgawat, | --do-- |
| General Secretary,
INTUG Rajasthan Branch. | |

Employers' Representatives

- | | |
|---|--------|
| 1. General Manager, Rajasthan Roadways, Jaipur | --do-- |
| 2. Manager, Green Bus Service, Udaipur. | --do-- |
| 3. Shri Unaid Mal Lodha, Imperial Road, Ajmer | --do-- |
| Shri Tikam Chand Jain, Deputy Labour Commissioner
(Welfare) was appointed as Secretary of the Committee. | |

1.2 Terms of Reference of the Committee

The Committee was asked to enquire into the conditions prevailing in employment in the Public Motor Transport and to advise the State Government of Rajasthan in making a revision of wages fixed earlier for the area comprised by pre-organised State of Rajasthan and the

wages fixed by the Ajmer Government for the area comprised by the erstwhile State of Ajmer, in respect of the said employment for the whole of Rajasthan.

1.3 The Committee was asked to submit its report within six months of the publication of the said notification in the official gazette. The term of the Committee was further extended for a period of six months vide Government Notification No. F.3(196)Lab/60, dated 31.8.63.

1.4 Shri Brij Nandan Chaturvedi, Bundi and Shri Umed Mal Lodha, Ajmer did not attend three consecutive meetings of the Committee. They, therefore, ceased to be members of the committee in accordance with with Rule 9 of the Rajasthan Minimum Wages Rules, 1959. The State Government thereupon appointed Secretary Motor Mazdoor Union, Kota as a member in place of Shri Brij Nandan Chaturvedi and "General Manager Rajasthan State Roadways or his representative" in place of General Manager Rajasthan State Roadways vide Notification No. F.3(5)Lab/63, dated 4.9.63. The proprietor of Sanik Motors Jodhpur was appointed in place of Shri Umed Mal Lodha vide Government Notification No. F.3(5)Lab/63, dated 27.11.63.

1.5 Procedure followed by the Committee:

In the first meeting of the committee held on 4.1.63, the Committee discussed the scope of the terms of reference of the Committee. It was decided to refer the question of its scope to the State Law Department. The observations of the Law Department received in this connection are quoted below -

"The matter has been examined. The phrase 'Public Motor Transport' implies such undertakings which engage themselves in the business of transporting goods for another person in transport vehicles at any time and at any place for hire or reward, whether in pursuance of the terms of any contract or agreement or otherwise and whether carried on by any individual body, body of individuals, association or Company. The phrase does not cover private carriers which carry goods only for private individuals or companies for their personal or private use and are not let on hire.

As regards the other point, it may be stated that the phrase "Employment" covers in its scope all the employees in an employment whether employed on hire or regard to do any work skilled or unskilled, manual or clerical and includes any worker to whom any articles or materials are given but by the employer to be made washed, cleaned or finished at his home or at any other place e.g. Bidi makers in a Bidi manufacturing employment. Thus the Committee

will have to go into wages of the employees viz Drivers, Conductors, Cleaners, Clerks and also workers employed in the workshop attached to the Public Transport undertakings".

1.6. The Committee also decided to issue detailed questionnaires - one for the employers and one for the trade unions and sent them to the Public Motor Transport operators registered under the Motor Transport Workers' Act and the registered trade unions of workers. Copies of the questionnaires are given in Annexures 'A' and 'B'. The questionnaire was issued to 125 employers and 12 unions. A press note was also got issued by the Committee inviting memoranda from the employers, employees and trade unions connected with this employment by the 15th February, 1963. The last date for receiving memoranda was further extended upto 31st March, 1963. A list of employers and trade unions from whom replies or memoranda were received by the Committee is given in Annexure "C".

1.7- The Committee also collected information from the Motor Transport undertakings operators regarding the rise in the operational cost during the last 5 years.

1.8 The Minimum Wages Inspectors in the State were also asked to compile information pertaining to prevailing wage rates, maximum and minimum rates and other conditions of service and also submit explanatory notes pertaining to the conditions of labour in the industry in their jurisdiction.

1.9 Visits of the Committee

With a view to obtaining first hand information, the Committee also visited some of the centres on the dates mentioned below:-

<u>S.N.</u>	<u>Name of the Place</u>	<u>Date</u>
1.	Beawar	24.9.63
2.	Jodhpur	21.10.63 & 22.10.63
3.	Pali	23.10.63
4.	Kota	8.11.63
5.	Bhilwara	15.11.63
6.	Udaipur	16.11.63
7.	Bikaner	28.11.63
8.	Ganganagar	29.11.63
9.	Jaipur	30.11.63

1.10 Since it was not possible for all the members of the Committee to visit these Centres, it was decided that any two members including the Secretary will form a sub-committee for the purpose of these visits.

1.11 The representatives of the employers and workers at these places were personally interviewed by the sub-committee and valuable information was collected regarding wages, service conditions, operational cost, etc. in this industry. A list of persons, employers and unions, etc. interviewed by the Committee is given in Appendix 'D'.

1.12 Meetings of the Committee

The Committee held in all 6 meetings. In addition the sub-committee visiting different centres held 9 meetings. The last meeting was held at Jaipur on 24th December, 1963, when the report was finally approved and signed by the members present and other members were requested to send their approval in writing.

CHAPTER II

A BRIEF SURVEY OF THE PUBLIC MOTOR TRANSPORT IN RAJASTHAN
AND THE WORKING AND LIVING CONDITIONS OF THE WORKERS
EMPLOYED THEREIN

2.1 Motor transport forms a very important part of the transport system in the country. The main advantage offered by the road transport is its flexibility. It also fills the gap within the net work of Railways. The employment in public motor transport may be classified in two sectors -

1. Transport of goods, and
2. Transport of passengers.

2.2.2 Under the transport of passengers, there is nationalised sector and the private sector. The Rajasthan State Roadways is the only nationalised concern and it is the policy of the Government to gradually nationalise the passenger transport service.

2.3 The Motor Transport Workers' Act, 1961 has been made applicable to the motor transport industry for those establishments where 5 or more workers are employed. The number of public motor transport operators registered under the Motor Transport Workers' Act in Rajasthan was 237 at the end of December, 1963. In addition, there is a large number of operators who employ less than 5 workers.

2.4 There are about 13,110 buses and lorries in the State, about 2/3 of which are public and private carrier vehicles. This works to about 160 motor vehicles of all types per lakh of inhabitants in the State (All India, 138 vehicles), and about 24 motor vehicles per 100 square miles of territory (All India 30 vehicles).

2.5. The number of public and private carrier vehicles have increased steadily since 1952. Between 1952 and 1960, the number of public carrier vehicles rose from 2433 to 7227 i.e. by 197%, which works to about an average rate of 31.5% per annum. The number of private carrier vehicles went up from 353 in 1952 to 1499 in 1960 i.e. by 221.7% or 26.4% per annum.

2.6. Concentrations of operating trucks are prominent in Jaipur, Kota, Jodhpur, Ajmer, Alwar and Bharatpur districts. Over 4784 buses are in service in the State, operated by Government or private operators. This works out to one bus for 4139 persons in the State. The concentrations of bus operations by heavy fleets are in the districts of Jaipur, Jodhpur, Udaipur, Ganganagar, Alwar, Pali, Ajmer and Kota Districts. About 418 vehicles, operated by the Rajasthan State Roadways and the rest by private operators.

2.7. During the course of its tour throughout the State the Committee had an opportunity of examining on the spot the working conditions and service conditions of transport workers both in the public and the private sector. The Committee found a very great disparity between the wages, working and living conditions prevailing in the private sector from one undertaking to another. It was also noticed that matters like housing facilities, medical facilities, working hours according to the existing regulations, provision of rest time, grant of leave, etc. were ~~per~~ practically non-existent for a large percentage of workers in the State, particularly, in the private sector of the industry.

2.8 Wages

8 The minimum wages fixed by the Government for the pre-organised State of Rajasthan vide its Notification No. F.1(92)Lab/57, dated 9th March, 1959 were as follows:-

Driver	Rs 75 p.m.
Conductors	Rs 52.50 p.m.
Cleaner	Rs 45 p.m.

2.9 In the area of the erstwhile State of Ajmer, the minimum wages were fixed as follows:-

A. Unskilled labourers, for example, cleaners, peons, kashties, chowkidars, watermen	Rs 42 p.m.
B. Conductors and Flying Checkers	Rs 52 p.m.
C. Drivers	Rs 75 p.m.
D. Clerks	Rs 65 p.m.

2.10 The Ajmer notification also laid down "that when the cost of living index number for Ajmer rises by 20 points or more over the cost of living index at the same place in November, 1954, a cost of living allowance shall be paid to each employee, to whom this notification applies at the rate of Rs 6 p.m. for every such completed 20 points rise. The cost of living index number for the purposes of this paragraph shall in every case be calculated with 1944 as base".

2.11 In their enquiry, the committee found that as far as wages are concerned, there were very few cases, where the wages paid were lower than fixed by the Government, the exceptions were only in the case of cleaners, where they were employed on daily basis, and where children or adolescent were employed. It was the unanimous view of all members of the Committee that these wages needed revision and at present, the wages paid to all categories of workers were more than those fixed by the Government. Thus there was a clear case for

2.12. During the course of their visits as well as from the replies received from the various concerns, the Committee found that as far as the wages of the drivers were concerned, they can be classified in two categories:-

1. Truck Drivers, and
2. Bus Drivers.

2.13 The wages paid to the truck drivers are higher than paid to the Bus Drivers. As far as taxi drivers are concerned, they are paid less than bus drivers. The wages paid to the different workers in the different parts of Rajasthan also showed variation. In the Ganganagar area, the wages paid were particularly high. No driver received less than Rs 120 p.m. besides other allowances. Even at other places, in most cases, the wages of the drivers were about Rs 100 p.m. In the case of conductors also, the wages were between Rs 75 and Rs 90 p.m. The wages of the cleaners were, of course, lower, because they were usually employed on daily basis and as the system of employment of cleaners is being re-organised. In the nationalised sector i.e. Rajasthan State Roadways, the drivers get Rs 85 p.m. including dearness allowance, the conductor gets Rs 75 p.m. and the cleaner Rs 55 p.m.

2.14 Allowances

There are different systems for the payment of allowances to the workers at different places. In Kota region, the drivers are paid mileage allowance @ one naya-paisa or 1.25 naya-paisa per mile of mileage covered by the Motor Vehicle, in addition to their wages. In Ganganagar area the workers are paid Re 1 per trip in addition to their wages. In Udaipur area, there is a system of payment of extra allowances, if the total return from a particular trip was more than a fixed amount. The truck drivers generally also work as Managers and, therefore, their entire expenditure outside the headquarter is usually paid by the employer. In many places, the drivers also are given free tea or food when they go outside their headquarters. Almost all employers pay to their drivers, conductors and cleaners night halt allowance, though it varies from Rs 1 per night to Rs 2.50 per night. The Rajasthan State Roadways pays ~~xxxxxxx~~ minimum night halt allowance at Re 1 ~~xxxxxxxxxxxxxxxx~~ per night to the drivers and ~~xxxxxxx~~ provided the night halt is of more than 6 hours duration. For Delhi and some other places, rates are higher.

2.15 Working Hours

It was noticed that in respect of operating staff the working hours were not strictly enforced. Even spread-over, as laid down under the Minimum Wages Act or the Motor Transport Workers' Act, was not enforced. The working hours of the truck drivers were particularly very heavy, though at many places, two drivers are engaged on a vehicle travelling long distances.

2.16 Weekly Rest

It was seen that the bus drivers and the conductors are usually given a day off once a week though it was not necessarily the same day every week. The regulations regarding weekly offs need to be more strictly enforced. The weekly offs of truck drivers and cleaners especially of the inter-State trucks were more unregulated and often they had no weekly rest at all. But they were compensated to a certain extent by being given two or three days of rest at a time.

2.17 Holidays and Leave

Except in a very few transport undertakings, paid national and festival holidays, leave with wages, casual, privilege or sick leave are not given to the workers.

2.18. Provident-Fund Medical Facilities

No employer, including the Rajasthan State Roadways provides medical facilities to its workers.

2.19. Provident Fund

Employees' Provident Fund Act has been made applicable to this industry from 30.4.59 for establishments employing 50 or more workers and from 31.7.61 for those which employ 20 or more workers. Only 14 undertakings are covered under the Act at present. Even before the Statutory Scheme came into force, a few big transport companies had their own Provident Fund schemes for their workers.

2.20 Uniforms

Uniforms are usually given to the operating staff as required under the Motor Transport Workers Act, but in some cases legal provisions are not being followed in this respect.

2.21 Housing

No employee, including the Public Sector, has ^{yet} ~~been~~ undertaken any housing scheme for his workers. No house rent allowance is also paid.

2.22 On the whole, it may be said that the employers have not provided their workers with any notable amenities.

2.23 Some of the employers have raised the question

there has not been any increase in the passenger fares. It is no doubt true, that the operational cost has increased but even then the number of permit seekers has not decreased. The Committee, therefore, is justified in concluding that there is scope for improving the lot of workers even under the present circumstances.

CHAPTER III: PRINCIPLES OF FIXING MINIMUM WAGES

3.1 Before making any recommendations on minimum wage fixation, the Committee examined very carefully the law governing the subject as well as the principles recommended by various bodies for the guidance of wage fixing machineries as also the practice followed in this country.

3.2 Wages have great significance for the workers as it determines his standard of living and for the employer it represents an important item in his costs. The determination of the quantum of wages and its method of payment are hence the main sources of industrial problems and disputes. In India wages are very low in certain occupations. Further, differences in wages exist not only in similar occupations in different industries, but also in different units of the same industry. This disparity in wages in the same industry is a constant source of friction between employer and employee, and, in the absence of wage regulations, employers get an opportunity of cutting down rates of wages to the detriment of the employees. In theory this should result in labour tending to move from industries which are paying lower rates of wages to those paying higher rates. But in India, this does not happen owing to insufficient employment potential and to the fact that labour is not sufficiently conscious and well-organised to exert any marked influence on the wages bargain. This situation appears now to be rapidly changing.

3.3 To offset, therefore, the evils in the present wage situation in this country and to remove discontent among the workers, it becomes apparent that the remedy lies in the adoption of a system of regulation of wages. Such regulation of wages could be undertaken by three distinct agencies, viz., (a) by collective bargaining, (b) by unilateral action and (c) by action of Government. The first method of collective bargaining between employers and employees, pre-supposes the existence of a strong trade union movement in the industry concerned. Where this is absent, as is in the case of unorganised and "sweated" industries, it becomes futile. As regards the second method, the unilateral fixation of wages by the employers themselves may not be in the best interests of their employees, since the latter are seldom able to

prevail upon the employers to settle rates of wages to their satisfaction. This leaves the third method, regulation of wages by the State to be considered.

3.4 It is when the question of regulation of wages by the States is taken up, that the fixation of minimum rates of wages attains prominence. This aspect of fixing minimum wages in India can be traced back to the reports of various Commissions on labour which recommended that steps may be taken in this direction in respect of "sweated" industries, where rates of wages are usually low and where the bargaining power of the workers was negligible. To that end, the present Minimum Wages Act of 1948 has been framed, the purpose of which is to fix the minimum rates of wages in the industries specified in the schedule thereto, and one of which the Public Motor Transport industry forms the basis of enquiry and action of this Committee.

3.5 A simple definition of the term minimum wage would mean that it is the lowest wage "legally payable" in an industry. To arrive at its determination it would, therefore, be advantageous to discuss its co-related categories, viz. subsistence wage, fair wage and/living wage. The "subsistence wage" could be defined as one meeting the bare biological necessities of a worker in the matter of food, clothing and housing and nothing more. The conception of "living wage" varies from country to country but it may be stated that this should enable the worker to provide himself and his family not merely the bare essentials of food, clothing and shelter but a measure of frugal comfort including education for his children, protection against ill-health, requirements of essential social needs and a measure of insurance against the more important misfortunes including old age. The attainment of the living wage is, therefore, the ideal but in the present day circumstances and prevailing limitations in the country, workers can at least expect the fixation of fair wages and minimum wages. While the lower limit of "Fair wage" is obviously the minimum wage, the upper limit is set by the capacity of the industry to pay and between these limits, the actual fair wage would be determined by a number of factors such as the productivity of labour, the prevailing rates of wages in the same or similar occupations, the level of the national income and its distribution and the place of the industry in the economy of the country.

3.6 It is, therefore, for fixing any fair wage in an industry the minimum wage has first to be determined. The Fair Wage Committee has stated that "the minimum wage must

provide, apart from the bare sustenance of life, for the preservation of the efficiency of the worker, which in turn calls for some measure of education, medical requirements and necessities". Otherwise, the worker's productive capacity would be impaired. On the other hand, it has to be borne in mind that it is the industry which has to pay ultimately and if it cannot do so, and in the zeal for improving conditions, wages are fixed at too high a level in relation to national income, no legislation can enforce it, the industry would suffer and unemployment increase.

3.7 The following principles were enunciated at the 15th Session of the Indian Labour Conference at Nainital in July 1957 and accepted by the Conference as the guide for all wage fixing machineries -

"1. While accepting that minimum wage was 'need-based' and should ensure the minimum human needs of the industrial worker, the following norms were accepted as a guide for all wage fixing authorities including minimum wage committees, wage boards, adjudicators, etc.

(i) In calculating the minimum wage the standard working class/^{family} should be taken to comprise three ~~consumption~~ ^{consumption} units for one earner, the earnings of women, children and adolescents being disregarded.

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

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

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

2. ~~(v)~~ Wherever the minimum wage fixed was ^{(v) For lighting and other miscellaneous items of expenditure should amount to 2% of the net minimum wage.} below the norms recommended above, it would be incumbent on the authorities concerned to justify the circumstances which prevented them from adherence to the aforesaid norms."

3.8 The Supreme Court in its judgement (AIR 1958 SC 578) has observed -

"The Statutory minimum wage, however, is the minimum which is prescribed by the statute and it may be higher than the bare subsistence of minimum wage providing for some measure of education, medical requirements and amenities."

It further observed -

"This concept of minimum wage is in harmony with the advance of thought in all civilized countries and approximate to the statutory minimum wage which the State should strive to achieve having regard to the directive principles of State policy".

Stating that the concepts of the Minimum Wage, Fair Wage and Living Wage were not static, the Supreme Court further observed -

"It will also be noticed that the content of the expressions 'minimum wage', 'fair wage' and 'living wage' is not fixed and static. It varies and is bound to vary from time to time. With the growth and development of national economy, living standards would improve and so would our nations about the respective categories of wages expand and be more progressive."

3.9 The above summary of theoretical and legal aspects of the fixation of minimum wages forces us to conclude that the minimum wages should be fixed on the reasonable needs of the employees based on the norms fixed by the 15th Indian Labour Conference. There are, however, practical difficulties in the way of full implementation at this stage of the norms recommended by the Conference. The Standing Labour Committee (Central) in its 18th Session held at New Delhi in March 1960 had considered this question further and recommended that the question of nutritional requirements for a worker and his family and the composition of the diet which is to provide the requisite nutrition needed further examination at the technical level.

3.10.2 While fixing the wages, another aspect which attains significance is the payment of wages by the nationalized sector or by the autonomous bodies where profit making motive is absent. In such cases, the recommendations of Justice Rajadhyaksha in the case of Posts and Telegraphs dispute in which the paying capacity of the department is considered by him as strictly not a relevant consideration, are to be borne in mind. He has stated that "paying capacity of the department depends on what prices the public are prepared to pay for the services they received ordinarily. The wages of the employees are the first charge on the receipt of a commercial or industrial concern. It is altogether wrong in principle to provide a cheaper service by depressing the cost of production as a result of abnormal lowering of wages."

3.11 The Committee has attempted to conduct any family budget enquiry or evaluate a budget framed on the norms laid

divergence in the evaluation made by the workers and employers in this respect. It cannot, however, be denied that cost of a family budget based on these norms will not in any case be less than Rs 100 p.m.

3.12 In coming to a conclusion about the actual quantum of minimum wage, the effect of fixation of minimum wage on the economy as a whole, rate of wages prevailing ~~rates of wages~~ in other States for similar employments and the prevailing rates of wages in the State also need consideration. The existing wages are so low, that sudden rise in the level might affect the economy as a whole and may also adversely affect the industry. These considerations has compelled the committee to treat the wage to be arrived at by evaluation of the norms laid down by the 15th Indian Labour Conference as an ideal to be achieved in stages.

3.13. In recommending, the quantum of minimum wage to be fixed (in revision) the Committee has taken all these factors into consideration and endeavoured to be guided by the principles enunciated above. It may, however, be frankly stated that a too-rigid adherence of these ~~principles~~ principles would be somewhat unrealistic in the present day circumstances. The Committee has also kept in mind that the concept of irreducible minimum will lose its meaning if after its fixation, any rise in the cost of living is not neutralised to at least a reasonable extent.

CHAPTER IV: RECOMMENDATIONS

4.1 The employment in the Public ~~Sector~~ Motor Industry includes employment in buses, lorries, taxis, trucks, rickshaws and connected workshops run by the concerned industry, and any other conveyance of both passenger and goods by means of vehicles by motor power for the convenience of the public.

4.2 In recommending minimum rates of wages, two important considerations arise viz. firstly, whether to fix the minimum wages for the different categories of employment on the regional basis or on a State-wide basis, and secondly, whether an all inclusive consolidated wage or a basic wage plus dearness allowance is to be recommended. The Minimum Wages Act is flexible enough to accommodate any of the above mentioned methods of wage fixation. The Committee carefully considered all the different aspects involved in these matters and in respect of first ~~came~~ to the conclusion that in the light of ~~the~~ tendency towards levelling of wages everywhere, it would be better to fix wages on a common statewide basis. On the second issue, the Committee decided that an all inclusive consolidated wage should be prescribed on the basis of present day conditions, as the dearness has come to stay and division of wages in basic wage and dearness allowance is now artificial and superfluous.

4.3 Another important problem to be settled is whether the dearness allowance should be linked to the future rise and fall of the cost of living index. At present, in the minimum wages fixed for the area comprising of the former Ajmer State, this practice has been followed. It was provided that "where the cost of living index number for Ajmer rises by 20 points or more over the cost of living index number at the same place in November, 1954, a cost of living allowance ~~xxxxxx~~ shall be paid to each employee to whom this notification applies, at the rate of Rs 6 per month for every such completed 20 points rise. The cost of living index number for the purposes of this paragraph shall in every case be calculated with 1944 base." Looking to the rising trend of prices and the fact that minimum wages are revised usually after five years, and as such practice is already in vogue in a part of the State, it seems necessary to link the dearness allowance to the cost of living index number. Unfortunately, the consumer price living index number is published

The Committee is of the view that since the general trend of prices is almost the same at all places, All India Index can be taken as the basis. Considering all the aspects of the question, the Committee decided that All India Working Class Index published by the Labour Bureau, Government of India is more reliable for this purpose. This index number is compiled by the Bureau as a weighted average of the indices of 27 centres, 15 of which are compiled by the Labour Bureau and rest by the respective States. The Committee therefore, decided that variable dearness allowance should be paid at the rate of Rs 4.50 per 10 points of rise in All India Working Class Consumer Price (Base 1944 - 100) Index over July 1963 index, which is 135. No change shall be effected unless there has been variation of clear 10 points.

4.4 In calculating per point rise, the Committee has not given full neutralisation. Taking minimum wage to be Rs 60/- p.m., for every rise of ten points, wage should be raised by Rs 6/-, if 100% neutralisation is given. However, to be practical, the Committee has decided that for every 10 point rise, the wages should increase by Rs 4.50 only i.e. 75% neutralization should be given to rise in prices. In case of fall of index below 135, there will be no decrease in wages, as the wages have not been fixed as 'fair wage' or 'living wage'.

4.5 The Committee also considered the question whether it could fix grade or scale of pay for a particular category under the scope of Minimum Wages Act. In this connection, the Committee has come across a decision of the Supreme Court on this issue, which reads as under -

"Rates of wages, therefore, mean the manner, mode or standard of the payments of remuneration for work done whether at the start or in the subsequent stages. Rates of wages would thus include the scales of wages and there is no antithesis between the two expressions, the expression being applicable both to initial as well as subsequent amounts of wages. It is true that in references made to Industrial Tribunals fixing of scales of pay has been specifically mentioned e.g. in the industrial dispute between certain banking companies and their workers. But that is not sufficient to exclude the "Scale of Wages" from being comprised of including the scales of wages from being comprised, within the larger connotation of the expression 'rates of wages', which is capable of including scales of wages also within its ambit. Even without the specific mention of the scales of wages, it would be open to fix the same in an enquiry directed towards the fixation of the rates of wages."

4.6 The Committee decided not to attempt laying down of scales of pay or grades for different categories, but recommends that :-

(1) For all employments, where the minimum wage fixed is less than Rs 80 p.m. the workers will get an annual increment of Rs 2 for a period of 5 years, and

(2) For the employments, where the minimum wage fixed is more than Rs 80 but less than Rs 100 p.m. the workers will get an annual increment of Rs 3 for a period of 5 years.

(3) For the employments, where the minimum wage fixed is more than Rs 100 p.m. the workers will get an annual increment of Rs 5, for a period of 5 years.

4.7 The period of 5 years has been laid down because it is expected that the minimum wages will be revised again within 5 years.

4.8. While fixing the minimum wages for employees in the occupational and ministerial cadres, the Committee found some difficulty, as the terminology for different occupations at different places was not standardised. The Committee, however, decided to accept the nomenclature of the various posts in the Rajasthan State Roadways, as this is the biggest motor transport undertaking in the State. The minimum qualification prescribed for various posts by the Rajasthan State Roadways from time to time should also be adopted.

4.9 Another point for consideration before the Committee was the payment of various allowances to the workers in Public Motor Transport industry such as night allowance, night halt allowance, trip allowance, mileage allowance, etc. These allowances are given to cover incidental expenditure of the worker, when he is out of headquarters, where he has to take his meals and meet his other demands of life. Nearly all workers are paid some sort of night allowance or night halt allowance, but the rates or conditions of payment are different at different places. The rate of allowance paid to the drivers, conductors and cleaners is also different. The drivers, conductors and cleaners travel in the same bus and usually eat in the same hotel or restaurant. The needs of both are, practically the same. The differential between their allowance is ^{not} justified. The Committee, therefore, recommends Rs 2 as daily allowance to be paid to the workers if they spend night ^{at} ^{headquarters}.

4.10 Another aspect we have to consider is whether the drivers are to be divided in various categories for the

who work within the city only. There are drivers, who have to drive long distances say of about 200 miles a day. There are others, who have to drive on hilly or ghat roads. It can easily be seen that though the category of drivers is the same, the skill and experience required and the workload varies in the above mentioned situations. The Committee feels that the best way to compensate the drivers for the skill, experience and workload is to give them allowance on the basis of mileage covered. There is such practice already in vogue in Kota region. The Committee recommends that the drivers should be paid one naya paisa per mile on ~~Q~~ class roads and one naya paisa per kilometer on other roads and hilly roads, as mileage allowance for the distance covered by them in driving the vehicle, if the vehicle is driven out for more than ten miles outside their headquarters.

4.11 Taking all factors into consideration, the Committee recommend that the rates of minimum wages may be revised in the integrated state of Rajasthan for the various categories of employment in the Public Motor Transport industry as under :-

Category of Workers	Consolidate minimum wage per month
Drivers I (Truck Drivers)	Rs 125
Drivers II (Bus Drivers)	Rs 100
Drivers III (Taxi and Auto- Rickshaw Drivers)	Rs 90
Conductors	Rs 85
Cleaners	Rs 60
Station Superintendent	Rs 150
Traffic Inspector	Rs 150/-
Asstt. Traffic Inspector	Rs 100
Senior Foreman Gr. I	Rs 250
Junior Foreman Gr. II	Rs 225
Junior Foreman	Rs 140
Booking Clerks	Rs 100
Accountant	} Govt pay scales and D.A. as fixed from time to time
Accounts Clerks	
Upper Division Clerks	
Lower Division Clerks	
Peons, Chowkidars, Waterman and other Class IV Servants Petrol Boy, Loaders	Rs 60

अनुमानित

~~3/2/50~~
LDC
100
VDC
220

<u>Category of Workers</u>	<u>Consolidated Minimum Wage per month</u>
Mechanic Gr. I, Painter, Black Smith Gr. I, Turner Gr. I, Moulder, Fitter Gr. I, Electricians Gr. I, Artisans Gr. I.	Rs 125
Mechanic Gr. II, Turner Gr. II, Fitter Gr. II, Black Smith Gr. II, Aritisan Gr. II, Carpenter, Coach Builder, Veulvanizer, Elestroplater, Batteryman, Mochi, Welder-cum-Fitter, Painter Gr. II, Tinhman and Tinsmith, Upholsters.	Rs 100
Workshop Helper, Helper Fitter and ASStt. Painter.	Rs 85

4.12 Explanations

(1) Wherever wage rates are to be fixed by the day, the minimum rates of wages per day shall be calculated by dividing the above rates by 26.

(2) Where immediately before the date on which the revised minimum rates of wages comes into force, any ~~xxxxxx~~ class of employees were in receipt of higher wages than the wages mentioned above, they shall be entitled to be paid such higher wages.

(3) The minimum wages which we have fixed are fixed in accordance with the term "wages" as defined in the Minimum Wages Act, 1948 and does not include :-

"(i) The value of:-

- (a) any house accommodation, supply of light, water, medical attendance, or
- (b) any other amenity or any service of the appropriate Government,
- (ii) Any contribution paid by the employer to any Pension Fund or Provident Fund or under any scheme of social insurance.
- (iii) Any travelling allowance or the value of any travelling concession.
- (iv) Any sum paid to the person employed to defray special expenses entailed on him

CHAPTER V

GENERAL OBSERVATIONS AND SUGGESTIONS

5.1 While it does not come within the scope of this Committee to recommend a re-organisation of ~~the~~^{the} transport industry, the Committee strongly feel that if the transport ~~industry~~ worker is to get a fair deal, the transport industry itself must be organised on the basis of viable and well organised transport units, whether they may be in the public sector or in the private sector. The easy grant of permits has resulted in an unmanageable growth of small operators some of whom do not even have proper financial resources to run their vehicles. These small disorganised groups should be discouraged by the Government, as apart from the difficulties caused to the travelling public they are a distinct hinderance to the progress and welfare of workers. It is necessary that this growth be properly checked and controlled in the interests of workers. Till the nationalisation of this industry is completed, in the interim period at least, stringent conditions must be attached to the issue of permits, making the enforcement of labour laws and the provision of basic amenities to workers part and parcel of the permit conditions.

5.2 During the past few months, when the Committee has been associated with the examination of the working and living conditions in the Public Motor Transport industry, a number of ancillary connected matters have been brought to our notice, which we would like to place on record. We would also venture to make the following suggestions for the consideration of the Government.

5.3 Provident Fund

The benefits of the Provident Fund Act have recently been extended to this industry, where 20 or more workers are employed. However, the Committee feels that in view of the large number of employees in the industry who have at present no security of service, the benefits of the Act may be extended to all concerns, which come under the purview of the Motor Transport Workers' Act, 1961.

5.4 Gratuity

There should be a scheme of gratuity to cover old age and retirement benefits.

5.5 Accident Insurance

The Committee suggest that there should be a comprehensive insurance scheme in respect of the operating staff of this industry for safeguarding them against

5.6 Housing

The Committee suggests that the Subsidised Industrial Housing Scheme, which is at present applicable to factory workers only, should be extended to the workers of this industry also.

5.7 Medical Benefits

The Committee are of the opinion that medical benefits should be extended to all categories of workmen employed in this industry. As far as the Public Sector is concerned, the workmen employed in the nationalised transport services, should have the same medical benefits as are available to other Government servants.

5.8 Inspections

Throughout their enquiries, the Committee have found that the enforcement of Minimum Wages Act and the Motor Transport Workers' Act is very unsatisfactory. Flagrant violations of the legal provisions in respect of these two Acts are being indulged both in public and private sectors of this industry. Therefore, the Committee strongly recommend that the Inspectorate should be reorganised and strengthened in order to have proper enforcements of these Acts.

A C K N O W L E D G E M E N T S

6.1 In conclusion, the Committee would like to place on record their warm appreciation of the work put in by Shri T.C.Jain, Deputy Labour Commissioner, who functioned as Secretary of the Committee and on whom fell the arduous task of providing the Committee with relevant data and information relevant to the enquiry, recording of minutes, arranging tours and drafting of the Report. He performed these tasks with great earnestness. His own knowledge of labour problems of the State was of immense help to the Committee. It would have been difficult to conclude its work successfully without his wholehearted cooperation.

6.2 The Committee would also like to record its thanks to all those who cooperated in making this enquiry a success - the representatives of the labour unions, the representatives of the transport operators and persons connected with the Industry, all of whom gave their assistance in whole hearted manner.

1. Sd/(Dr R.N.Bagchi) 24.12.63
Chairman.
2. Sd/(D.Durgawat)
3. (Ashraf Fauzdar)
4. (Madan Lal Sharma)
5. (General Manager,
Rajasthan State Roadways)
6. (Proprietor,
Sanik Motors, Jodhpur)
7. (Manager,
Green Bus Co. Udaipur).

Sd(T.C.Jain),
SECRETARY

Dated:

Jaipur the 24th December, 1963.

नूतन वेतन पराश्रिताओं के लिए (गोदर गावापारा) राजस्थान

(गोदर गावापारा में कार्यरत लोगों के वेतन में श्रमिकों के द्वारा भेजा गया पत्र)

- १- घ का नाम-----
- २- स्थान तथा घ का स्थिति -----
- ३- घ के अधिकारी
(गु) अधिका के नाम-----
(व) मन्त्री का नाम -----
- ४- घ के दरवाजों की संख्या-----
- ५- दरवाजों के खिलना बन्द रहने का कारण क्या है -----
- ६- घ के दरवाजों को गोदर गावापारा कर्मचारियों को गोदर कारखानों में स्थिति कहां से काम करने वाले दरवाजों की संख्या व वेतन नाम

क्रमांक	पद	संख्या	वेतन नाम
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हस्ताक्षर

७- (क) दरवाजों को वेतन का प्रकार से निम्नता है :-

- (१) नाम के हिसाब से -----
- (ख) दैनिक-----
- (ग) घंटों के हिसाब से -----
- (घ) माहवारी
- (२) काम के हिसाब से -----
- (ख) वेतन निम्न की अवधि
- (ग) दैनिक

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न्यूनतम वेतन परामर्शदात्री समिति (मोटर वाहानात) राज्यस्थान
(मोटर वाहानात कर्मचारियों का कौशल अथवा कारखानों द्वारा भेजा जाने वाला सूत्र)

- १- कम्पनी अथवा कारखाने का नाम -----
 २- स्थान ----- ३- स्थापित होने की तिथि-----
 ४- मोटरे वाहन तथा वाहाने का मॉडल नम्बर -----
 ५- (क) क्षेत्र जहाँ मोटरे वाहाने है -----
 (ख) मोटरो का संख्या -----
 ६- कम्पनी अथवा कारखाने में काम करने वाले व्यक्तियों की संख्या तथा वेतन मान-----

कम्पनी का मॉडल नम्बर व्यक्तियों के पद संख्या वेतनमान
 - १ - - - - २ - - - - ३ - - - - ४ - - - -

- १- हेड क्लर्क
 २- क्लर्क
 ३- कैशियर
 ४- अकाउन्टेन्ट
 ५- स्टोर कीपर
 ६- टाई कीपर
 ७- फोरमैन
 ८- चाजमैन
 ९- हड मकानिक
 १०- मेकैनिक
 ११- टर्नर
 १२- फिटर
 १३- वेलडर
 १४- वुडर
 १५- लूहार
 १६- पेन्टर
 १७- इलेक्ट्रिशियन
 १८- गद्दे बनाने वाला
 १९- डाइवर
 २०- कन्डक्टर
 २१- किलीनर
 २२- चौकीदार
 २३- दफ्तरी
 २४- चपरासी
 २५- अकुशल कामगार
 २६- अन्य

७- (क) कम्पनी अथवा कारखाने के कर्मचारियों का वेतन किस प्रकार से मिलता है ।

(१) समय के अनुसार -----

(अ) माहवारी -----

(ब) दैनिक -----

या (स) घंटों के हिसाब से

या (२) कार्य के अनुसार -----

(ख) वेतन देन की अवधि :-

(अ) माहवारी -----

(ब) अर्धमासिक -----

(स) साप्ताहिक -----

(ड) दैनिक

८- क्या कम्पनी अथवा कारखाना अपने कर्मचारियों को अन्य भत्ते या सुविधाएं देता है ?
 यदि हां तो निम्नलिखित भत्ते अथवा सुविधाओं में से कौन या इनके अतिरिक्त
 कौन भत्ते अथवा सुविधाएं देते हैं ।

नोट :- १- जिस प्रश्न के उत्तर के लिए स्थान अपर्याप्त हो उत्तर को अगले पृष्ठ पर
 लिखकर नत्था/ हरे दे ।

२- जो जगह न हो उसे काट दीजिये ।

- १- महंगाई भत्ता
- २- बोनस
- ३- भ्रमण भाड़ा भत्ता
- ४- अन्य भत्ता
- ५- मुफ्त वर्दी
- ६- सस्ता भ्रमण व रुपड़ा
- ७- कर्मचारी के बच्चों अथवा आश्रिता को शिक्षा सम्बन्धी सुविधाएँ
- ८- कर्मचारी की शिक्षा संबंधी सुविधाएँ
- ९- मुफ्त इलाज
- १०- मुफ्त मनोरंजन
- ११- कर्मचारियों की गृहस्थियों को प्रसति संबंधी सुविधाएँ
- १२- प्रोविडेंटफण्ड के डिस्ससा
- १३- ग्रेच्युटी
- १४- अन्य

- ६- क्या मालिक कर्मियों के वेतन या भत्ता से कुछ पैसा काटते हैं ? यदि हाँ तो क्यों और किस दर पर - - - - -
- १०- कर्मचारियों से अतिरिक्त समय (आवर टाइम) काम लिये जाने पर उनसे अतिरिक्त समय के लिये किस दर पर वेतन दिया जाता है ? - - - - -
- ११- क्या राष्ट्र के काम करनेवाले कर्मचारियों को उच्च दर पर वेतन या भत्ता दिया जाता है यदि हाँ तो किस दर पर - - - - -
- १२- क्या आपका यहाँ काम करने वाले कर्मचारी अपन अतिरिक्त समय में अपना समय रक्षण पर कार्य करते हैं यदि हाँ तो उनकी उसस गितनी आय होती है ? - - - - -
- १३- क्या भाषिका के मतानुसार विभिन्न प्रकार के श्रमिका का वेतनभार समान कार्य कामना और उनके योगों उनके आदर्शियों के जीवन निर्वाह के लिए समुचित है - - - - -
- १४- क्या भाषिका के अनुसार न्यूनतम वेतन की दरों को पुनः निर्धारित करने की आवश्यकता है यदि हाँ तो क्या ?
- १५- क्या न्यूनतम वेतन की दरों की जांचिय स्थितियों के अनुसार निर्धारित किया जाना चाहिए - - - - -
- १६- यदि प्रश्न १५ का उत्तर पचा में हाँ तो बतलाइय कि आप राज्य का विभिन्न क्षेत्रों में विभाजित करेग और पुत्येक क्षेत्र में विभिन्न प्रकार के कर्मचारियों के लिए क्या वेतन मान निर्धारित करने के अनुशसा करत है ?
- १७- क्या आपके कम्पनी अथवा कारखाने में ठेकेदारों द्वारा भी कार्य किया जाता है
- १८- यदि प्रश्न १७ का उत्तर पंच में है तो बतलाइय कि ठेकेदारों का प्रति कर्मचारियों के लिए क्या वेतन दिया जाता है - - - - -
- १९- क्या आप बतला सकेंगे कि ठेकेदार कर्मचारियों की किस दर से वेतन और भत्ता देते हैं - - - - -
- २०- क्या कर्मचारियों को उनके मुख्य कार्य के अतिरिक्त कोई अन्य कार्य करना पड़ता है यदि हाँ तो उनके लिए उनकी तथा वेतन या भत्ता मिलता है
- ३१- आपका कम्पनी अथवा कारखाने की आर्थिक स्थिति कैसी है - - - - -

नोट :- मालिक शब्द का प्रयोग मोटर यातायात कम्पनियों, मालिक अथवा कारखानों के लिये किया गया है ।

- २२- निम्नके ५ क्या वे कुल प्राप्त कुल व्यय, लाभ अथवा हानि का व्यापक विवरण दें

१९५८

१९५९

१९५९

२३- कर्मचारियों का दिया जानेवाला कुल वेतन और भत्ता कुल आय और कुल व्यय का कौनसा भाग होता है? पिछले वर्ष का व्यय दीजिये

वर्ष कर्मचारियों को दिया गया कुल वेतन और भत्ता दूसरे खाने में दी गई राशि का अनुमान कुल आय से कुल व्यय से

१९६८

१९५९

१९६०

१९६१

१९६२

२४- आप कोई सुकावमाटर यातायात उद्योग में न्यूनतम वेतन नियमित करने के सम्बन्ध में देना चाहते हैं? यदि हाँ तो क्या? - - - - -

पंजर अथवा मालिक के हस्ताक्षर

शर्मा १५-१

APPENDIX 'C'

LIST OF EMPLOYERS/ UNIONS FROM WHOM REPLICS TO THE QUESTIONNAIRE HAVE BEEN RECEIVED.

Employers.

1. Tara Chand & Bros. Jodhpur.
2. Lal Modh. & Moti Singh, Banswara.
3. Sainik Motors Jodhpur.
4. M.B.K. Transport Co, Sumarpur.
5. Karauli State Passenger and Goods Transport Co., Karauli.
6. Motor Workers Cooperative Society, Bundi.
7. Chand Brothers, Kota.
8. M/S Ujjagar Singh Sethi, Kota.
9. Jadav Brothers, Nasirabad.
10. Jodhpur Transport Association Jodhpur.
11. Kanhaiya Lal Awat Ram Parasawami and Sons Kota.
12. Nehru Motor Transport Cooperative Society Ltd. Jodhpur.
13. Bharat Goods Transport Co., Jodhpur.
14. Mohan Kishan Vyas Topkaran Jaisalmer.
15. Bombay Transport Co. Udaipur.
16. Laxmi Motor Co. Jodhpur.
17. Rajasthan State Roadways, Jaipur Depot.
18. General Kanagor, Rajasthan, State Roadways, Jaipur.
19. Shri Ajim Ahmad, Sawaimadhopur.
20. Kota Transport Co. Kota.
21. Sewak Transport Cooperative Society, Sriganganagar.
22. Pilani Industrial Corporation Ltd. Pilani.
23. Makar Pratap Singh Rasthore and Sons, Ajmer.
24. Tiwari Bus Service, Ganganagar.

Unions.

1. Jodhpur Region Motor Mazdoor Union, Jodhpur.
2. Motor Workers Mazdoor Union, Udaipur.
3. Ajmer Motor Mazdoor Union, Ajmer.
4. State Roadways Workers Union, Rajasthan, Jaipur.
5. Transport Workers Union, Kota.
6. Motor Mazdoor Union, Alwar.

NOTES OF THE GENERAL MANAGER, RAJASTHAN STATE ROADWAYS, JAIPUR, ON
THE REPORT OF THE MINIMUM WAGES REVISION COMMITTEE FOR PUBLIC MOTOR
TRANSPORT IN R.J. STATE.

Annual increments

While these adhoc increments have probably been recommended with respect to such employees who have not regular grades in various establishments after merging their dearness allowance also, since regular grades have been prescribed for all employees in the Rajasthan State Roadways, the ad-hoc increments as suggested for the first five years of service do not, therefore, apply to this department.

Dearness Allowance

As the daily allowance in this department has already been increased and is being paid now on the basis of locality wherein night halt has been made with same being Rs. 2/8/- plus -/8/- extra for Chowkidari of the vehicle at Delhi, Rs. 1/8/- plus -/8/- Chowkidari at Agra etc., since this demand has already been conceded on the basis of classification of cities general increase in D.A. in all localities does not appear to be justified, in view of the Chowkidari allowance @ Rs. -/8/- already being paid to each of the drivers extra, at all places where he sleeps in the vehicle.

Mileage Allowance

While the payment of mileage allowance @ 1 N.P. per mile to Drivers is agreed to only as an incentive to their putting satisfactory work in accordance with the Incentive scheme, as already put up by the department, this is not generally agreed to for all the Drivers irrespective of their work.

Regarding the suggestion for Provident Fund, Gratuity, Accident Insurance, Housing, Medical etc. the recommendation of the Committee is worth consideration of the Government and this Department will comply with the orders passed in this regard.

As regards the minimum wages prescribed for various class of workers by the committee, while the department was in favour of increasing their minimum emoluments only in accordance with the Incentive Scheme instead of any over all increase therein for enabling the good workers out of them to get their due and enabling the department also to get the best out of them, instead of increasing the minimum wages generally, compliance shall, however, be made in accordance with Government orders as passed in consultation with the Finance Department.

Regarding the cost of living index, it is a matter of general policy and any decision taken by the Government in this connection will be complied with.

23th, Jan, 1964.

N.C.35.1.

General Manager
Rajasthan State Roadways,
Jaipur.

MINUTES OF DISSENT.

The Motor Transport Industry today is facing hundred and one difficulty. In the report of Masani Committee, a comprehensive survey of its disabilities has been made. It is not the first of its kind. Beginning right with the report of Motor Vehicles Taxation Enquiry Committee, the condition of this industry and those who are engaged in it have been probed into by more than one expert committee. To mention just a few; the Study Group of the Planning Commission; Tariff Commission, in conjunction with its report on automobile industry; Taxation Enquiry Commission; Estimates Committee of the Parliament; and finally the Road Transport Reorganisation Committee. Again, the Transport Advisory Council; All India Conference of Transport Controllers/Commissioners and the Road and Inland Water Transport Advisory Committee are some of the official bodies which have expressed their concern about shape of things in the industry. Besides, there are quite a few non-official bodies who have also expressed, from time to time, the sad plight of this industry. A lot more is being promised, relief here and redress there. But what is the real position? Every year the existing taxes are increased; new taxes are imposed; operation cost of the vehicles is going higher; average income per vehicle is decreasing; uneconomic competition in the trade is growing; and the industry is passing through a most critical phase. The maximum fares as fixed by the Government in the year 1951 remain the same. The average mileage run per vehicle per day is reducing on account of granting of permits quite liberally and in great abundance than actually required. The transport operators who are organised and are in viable units have to abide by the rules and regulations of all Labour-laws, but a large number of transport operators, who are individuals, do not come under the perview of any Labour-law. Thus there is a great disparity. This, I am afraid, is a long list of the difficulties to which nancy

some 'protection' before any extra burden is again loaded on it, otherwise it will prove to be a 'last straw on the camel's back'.

I am, therefore, of the opinion that the committee should include the following suggestions also to recommend to the Government for considering the same, simultaneously, with the revision in the minimum wages of the workers:-

1. The maximum fares were fixed by the Government in the year 1951 and since then there has been no increase in these fares, though the taxes have been doubled and the operational cost of the vehicles has gone tremendously high. The Govt. should, therefore, increase the fares.
2. In every meeting of the Regional Transport Authorities permits are granted quite liberally, resulting thereby, that at present, one bus gets only 30 to 35 miles run per day, which is not at all sufficient to meet out the operational cost even. Those who have already invested large sums of rupees in the industry have no way out, but to suffer heavy losses. This is not the sad plight of one or two existing operators, but almost all the existing operators are facing this great hardship. In so many states, minimum mileage run per vehicle per day is fixed, in case of buses, between 150 to 200 miles, and in Rajasthan also, the Rajasthan State Roadways, is getting 200 miles run per bus per day. Thus there is a great disparity in the income of a bus in the private sector and public sector but minimum wages are being fixed in uniformity. The Government should, therefore, revise its policy and fix minimum mileage run of a least 100 miles per bus per day.
3. The Motor Transport Workers Act applies to every motor transport undertaking employing five or more motor transport workers. The Regional Transport Authorities in Rajasthan are granting permits to individuals who employ less than five workers, hence no Labour-laws apply to them. Since individuals having entered into this trade, who provide no facilities to the workers, do uneconomic competition with the existing operators who are organised and in viable units and provide

units and provide all facilities to the workers. Thus the industry and the workers also suffer heavily on account of these individuals and disorganised persons. The Govt. should, therefore, take necessary steps to check this evil by refusing to grant permits to individuals and form the viable units, so that workers may get all the benefits provided under Labour-laws. It is quite discriminatory that one section of the industry which is organised and providing all facilities to the workers is again and again hard-pressed, whereas nothing is being done nor can be done, against that unorganised section where workers do not get any amenity or facility or even the minimum wages.

4. I do not dispute that the lot of the workers engaged in the industry should not be improved. But there is a limit to it. At present the minimum wages of a driver is fixed at Rs.75/- per month, but now it has been recommended by some of the members of the committee to be fixed at Rs.100/- to 125/- without giving any substantial and satisfactory reasons, except that "It is no doubt true that the operational cost has increased, but even then the number of permit seekers has not lessened. The Committee, therefore, feels that there is scope for improving the lot of workers under the present circumstances". It is no reasonable ground. The committee should give full particulars of income and expenditure of a bus in its report and justify its proposed recommendations in the light of the savings, the operators are getting at present. It is not justified that the wages may be recommended to be revised and raised by about 50% more at a time. I, therefore, propose to recommend the minimum wages to be fixed at Rs. 85/- for bus driver; Rs.100/- for truck driver; Rs.75/- for conductor; and Rs.55/- for the cleaner, and like-wise gradual increase in the wages of all other posts.

As regards night allowance, it has been recommended that Rs.2/- be paid to the workers if they spend night outside their head-quarters, but the head quarters have not been

defined. Apart from the above, the ~~workers getting~~ different wages have been recommended the same amount of allowance. It is not fair and appreciating. No where any allowance is paid in such a manner that each category of workers get equal amount of allowance, irrespective of difference in their wages. I, therefore, propose that the night allowance be paid to the driver @ Rs.1.25 np., conductor @ Rs.1/- and the cleaner @ 0-75 np., if they remain out-side their head-quarters. A particular fixed route starting from one place and terminating at the other end, may be defined as "within the headquarter."

Regarding mileage allowance to be paid to the driver @ one naya-paisa per mile on "A" class roads, and @ one naya-paisa per kilometer on other roads, if the vehicle is driven out for more than 10 miles out-side the headquarter, I have to say that I do not agree to it at all. It is quite unreasonable and a hard blow on the industry. If it is calculated, the driver will get Rs.35/- atleast per month as mileage allowance Rs. 25/- as night allowance Rs.100/- as wages uniforms, washing allowance, leaves, rest days and so many other facilities and amenities this will come to more than Rs.25/- per month. So many facilities and allowances have been provided in the Motor Transport Workers Act, which has been enforced one and half year back. The industry is, therefore, not in a position to bear such heavy burden every now and then. Besides, if the driver is recommended to be paid mileage allowance, why not the conductor and the cleaner? Why this discrimination here, when the night allowance has been recommended to be paid to them in equal amount? When the driver is paid monthly wages such mileage allowance is not at all justified. I, therefore, do not agree to it.

5. I have one more suggestion for the consideration of the Government. The present Advisory Committee does not represent the employers' interest fully and properly. I was also included in it at a very late stage. No relevant and

comprehensive information, data or material, regarding the present capacity of the industry and the conditions of the workers, has been collected and compiled by the Committee. The information as submitted in the report of the present Committee is not sufficient, but at so many places it is contradictory, and the findings of the Committee are based on unsatisfactory grounds.

I, therefore, propose that one other Committee be formed in which the employers be given proper and reasonable representation and such persons be taken in the Committee who are well conversant and acquainted with the conditions and circumstances prevailing at present in the industry. The said committee be entrusted to deal with the matter in question, in detailed and comprehensive ways and submit the Government its findings with all facts and figures, and with sound and substantial reasonings.

Sd/- Shiv Ram Singh.
11.1.1964.

N.C. 17.1.

APPENDIX...II

LIST OF PERSONS INTERVIEWED

1. Shri S.S. Bakshi, Executive Engineer, Udaipur.
2. Shri Madan Singh, Secretary, Building Workers Mazdoor Sangh, Udaipur.
3. Shri Shambhoosingh, Secretary, P.W.D. Karanchari Sangh, Udaipur.
4. The Manager, Hans Construction, Udaipur.
5. Shri R.L. Sharma, Contractor, Kota.
6. ~~Shri~~ The Manager, Raj Construction, Delhi...Kota.
7. Minimum Wage Inspector, Kota.
8. Representative, Bharat Sevak Samaj (Construction), Jaipur.
9. Representative, B.R. Harman Mohta (Construction), Jaipur.
10. Shri V.N. Kalla, Executive Engineer, PWD B&R, Ganganagar.
11. Messers, Tarachand Laduran, Contractor, Ganganagar.
12. Messers. Ramlal Gurucharandas, Contractor, Ganganagar.
13. Messers. Rawatran, Rajendrakumar, Contractor, Ganganagar.
14. Messers. Parumal, Contractor, Ganganagar.
15. Messers. Laduran, Contractor, Ganganagar.
16. Representative, Bhupendra Construction Co. Suratgarh.
17. Shri Roshanlal, Secretary, Bikaner P.W.D. Mazdoor Union, Bikaner.
18. Shri Bharet Bhusani, Secretary, Garden Labour Union, Bikaner.
19. Shri Joshi, Executive Engineer (Construction Division) Bikaner.
20. Shri Man Mohanlal, Chairman, Builders Association of India, Rajasthan Centre, Ajmer.
21. Representative, Contractors Association, Jaipur.

P

BUILDERS' ASSOCIATION OF INDIA, RAJASTHAN CENTRE, AJMER.

rates which ~~xxxx~~ are fixed and no extra payment than be ~~xxxx~~ made for weekly holiday. By this every worker will ~~xxxxxx~~ get the wages for holiday. This will be most practical otherwise extra payment becomes unpractical.

I will however suggest that the following rates may please be fixed as Minimum wages to be paid to the labour on Construction works at ajmer which are most reasonable, neither they are low nor they are high and these include the wages for weekly holiday.

- 1. Adule Male Beldar @ Rs. 1/85 N.P. per day.
- 2. Adule Female @ Rs. 1/45 N.P. per day.
- 3. Bhisty @ Rs. 2/50 N.P. per day.
- 4. Blacksmith 1st class @ Rs. 4/- per day
- 5. Blacksmith II class @ Rs. 3/- per day.
- 6. Mason I class @ Rs. 4/50 per day.
- 7. Mason II class @ Rs. 4/- per day
- 8. Carpenter I class ~~xxxxx~~ @ Rs. 4/25 per day
- 9. Carpenter II class @ Rs. 3/50 per day
- 10. Mate @ Rs. 2/50 per day.

In addition to this I will request you to go through our letter No.688 dated 9th Feb., 1963 which will make the above points more clear.

I hope that you will please give your thoughtful consideration over these points.

Thanking you,

Yours faithfully,

sd. Man Mohan Lal
Chairman.

PALLIWAL

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श्री० डब्ल्यू० डी० वर्किस यूनिअन, कोटा

४- इन आकड़ों में थोड़ा बहुत फर्क हो सकता है उन्हें स्वीकार नहीं करें
तो आप अपने आकड़ों से विस्तार तयार कर सकते हैं। भारत सरकार के आकड़े
देखें।

५- समाजवादी सभाज के निर्माण में इन अप्रार और जृत प्रतिश है। जिसका
मतलब होता है कि हमें अब हर एक को काम से जवा पेट भरने आयक भोजन के
माप दंड से वेतन अवश्य देना चाहिये।

६- उपरोक्त, कारणों से सरकार द्वारा मौजूदा कर विलुक्त अपयार्पित है।
लेबर कान्फ्रेंस जाति के प्रोग्रीडीनस में ध्यान में रखी आवश्यक है।

आशा है कि आप की प्रतिनिधि विचार करीं और
मजदूरों के लिये जो कि देश के निर्माण में लगे हुए है का से कम २१०-००
मासिक वेतन पर भन्धूर करने की कृपा करीं।

भवदीय,

हरे जगड़

जनरल सेक्रेटरी

पल्लीवास।

विल्डिङ वर्क्स मजदूर यूनियन, राज पोल बाहर, उदयपुर (राजस्थान)

दिनांक २२-६-६३

सेवा में,

श्रीमान भयस्मिन् महोदय,

न्यूनतम वेतन परीक्षार्थी प्राचीन शिल्पकारों के न्यूनतम वेतन व स्वयं सड़क निर्माण
कार्य (राजस्थान)

कैम्प उदयपुर

विषय:- जापन

प्रिय महोदय,

राजस्थान सरकार के राज्य में काम करने वाले (भवन स्व सड़क
निर्माण का कार्य करने वाले) श्रमिकों के न्यूनतम वेतन की वरी में संशोधन
करने के लिये परामर्श देने हेतु इस समिति का गठन किया है। इस के लिये हम
राज्य सरकार के आभारी हैं।

इस समिति की बैठक उदयपुर में ही रही है और आप अपना
कीमती काल इस कार्य में देना हेतु श्रमिकों के प्रास्ताविकों से विचार विमर्श
करने यहां पधारे है। अतः हम विल्डिङ वर्क्स मजदूर यूनियन की तरफ से आप
का स्वागत करते हैं।

भवन स्व सड़कों के निर्माण कार्यों में हमारे राज्य में हजारों
व्यक्ति काम करते हैं। देश का नव निर्माण करने की पूर्ण जिम्मेदारी भवन
स्व सड़क निर्माण करने वाले श्रमिकों के कलिष्ठ कंधों पर है। जिसको इस
उद्योग में लाता हुआ मजदूर महसूस करता है और भूखा प्यासा रह कर जेठ
वैशास की तेज धूप तथा निसर पंश की फडाके की उदारी में भी निर्माण
कार्य में रत रहता है।

भवन स्व सड़क निर्माण कार्य करने वाले श्रमिकों की महत्त
सुफ बूक स्व सड़क निर्माण कार्यों से आकार ले रहे हैं। हमारे देश
के नयनाभिराम स्थल जैसे कि उदयपुर ताजमहल। चित्तौड़गढ़ का मिन फिला जादि
इन्ही श्रमिकों के श्रम का फल है। इस समझ भी भासड़ा नागल, भिलाई,
दुर्गापुर जादि के देशोन्नति के पुनियादी उद्योग इस निर्माण कार्य में लगे श्रमिकों
की कलाकृति है। किन्तु इस घन्धे में लगे श्रमिकों की हालत खराब है। श्रमिकों
की भर पेट खाना, स्वच्छ शौचालय और कुटामे में जीवन निर्वाह की कुछ भी
व्यवस्था नहीं है। जिस के कारण इस घन्धे में लाता हुआ मजदूर अपना जीवन
अनिश्चित ढंग से गुजारता है। हालांकि भवन तथा सड़क निर्माण का कार्य
एक महत्त्वपूर्ण कार्य है किन्तु इस कला के कई प्रवीण व्यक्ति इस समय मारे
मारे दर दर फिर रहे हैं। कला के संरक्षण की अति आवश्यकता है।

बिगलडा वरुस मजदूर यूनियन, उदयपुर

इस बन्धे में काम करने वाले श्रमिकों को समय पर वेतन तक नहीं मिलता काम पूरा करने के बाद मजदूरी की बसूली के लिये महीना तक मकान मालिक ठेकेदार तथा सरकारी अधिकारियों के कार्यों के चक्कर खाने पड़ते हैं।

इस समय उदयपुर डिस्ट्रिक्ट में इस उद्योग में लगे मजदूरों की बकाया वेतन का पथि हिसाब लगाया जाय तो कई लाख रुपया ही सकता है आप को जानकारी के लिये सिर्फ तीन स्थानों के नोट आकडे पेश कर रहे हैं।

- १- उदयपुर जिले के उ. उ. उ. के काम के लिये के कार्य पर करीब १ हजार मजदूरों की गत दो साल से तीन लाख रुपयों के करीब मजदूरी बकाया है।
- २- मेहनत हाथ वे तथा पी० डब्ल्यू डी के कार्यों पर ठेकेदारों में करीब डेढ़ से दो लाख रुपया बकाया है।
- ३- सिपाई विभाग के कार्यों पर ठेकेदारों में करीब सवा लाख रुपया बकाया है।

इस रकम की बसूली के लिये श्रमिकों द्वारा कई बफा समन्धीत अधिकारियों को प्रार्थना पत्र दिये हैं मगर करीबों की कोई सुनने वाला नहीं है।

यह बन्धा अत्यंत प्रकृति का है। इस बन्धे के श्रमिकों को किसी भी तरह की सामूहिक सुविधाएँ जैसे कि साप्ताहिक अवकाश अथवा अन्य अवकाश की सुविधा, ओवर टाइम का नियमानुसार मजदूरी, पेन्शन, प्रोविडेंट फण्ड, ग्रेच्युटी, डाक्टरी सहायता नहीं मिलती, काम करसक करते वक्त चोट लगने अथवा मृत्यु होने के मावजूब काज वक्त कुछ भी नहीं मिलता, अतः वेतन की दर निर्धारित करते वक्त इस तथ्य को ध्यान में रखना अति आवश्यक है।

यदि इस बन्धे के श्रमिकों की वेतन दरों पर विचार करने के लिये एक प्रश्नावली बनाई जाती और उसको आधार बना कर आप इस विषय पर विचार करते तो बहुत सुन्दर होता। इस प्रश्नावली के अभाव में भी हम आप के समक्ष कुछ तथ्य पेश कर अनुरोध करते हैं कि उन पर आप गम्भीरता से निर्णय करें।

हम इस उद्योग को मुख्यतः तीन हिस्सों में विभाजित करते हैं:-

- १- राज्य तथा केन्द्रीय सरकार का विभागीय अधिकारियों द्वारा कराया जाने वाला कार्य।
- २- राज्य तथा केन्द्रीय सरकार का ठेकेदारों के जरीये कराया जाने वाला कार्य
- ३- भवन अथवा अन्य निर्माण कार्य जो व्यक्तिगत कराया जाता है।

विलिखी वक्स भजदूर यूनिअन, उदयपुर

इन कार्यों को करने वाले श्रमिकों को मुख्य रूप से शिपियों में विभाजित कर सकते हैं।

- (१) कुली (२) धेलदार (३) ^{मिस्त्री} मिस्त्रिन (४) भेट (५) कारीगर
(६) सड़क व भवन निरीक्षक (७) मिस्त्री (८) सर्वेयर (९) जीवर सीयर

इस समय इस उपांग में काम करने वाले श्रमिकों की वेतन दर इस प्रकार है :-

	पी० उल्खू० डी० आदि राज्य	व्यक्तिगत अथवा ठेकेदारी
	रु० प्रतिदिन	रु० प्रतिदिन
कुली	१-५० प्रतिदिन	१) से १-५० प्रतिदिन
धेलदार	१-५० "	१-७५ से २-५० "
मिस्त्री	२-५० "	३-५० "
भेट	२-५० "	२-०० से २-५० "
कारीगर	३-५० "	३-५० से ५-०० प्रतिदिन
निरीक्षक	२-५० "	यह पोस्ट नहीं है
मिस्त्रिन	३-५० "	५-५० से ७-५० प्रतिदिन
सर्वेयर	४-२५ "	यह पोस्ट नहीं है
जीवर सीयर	५-२५ "	यह पोस्ट नहीं है
	नोट	

यदि श्रमिक को नगर के बाहर काम पर ले जाया जाय अथवा घुटाई वा लेन्टन का काम कराया जाय तो ६-२० से ८-०० तक प्रतिदिन भजदूरी देते हैं।

श्रमिकों को नगर के बाहर काम पर ले जाया है और दूसरे कारखाने पर देख रखा जाता है अतः जहाँ देख रखा जाता है वहाँ पर उपरोक्त दर से भजदूरी नहीं देकर एक स्थान पञ्चोश में ० पे० प्रतिदिन लेता है और जहाँ काम करता है उपरोक्त दर से भजदूरी भितती है।

आप यह तो जानते हैं कि गुजरे वर्णों में पंहाई पढी है, इस समय जो बाजार भाव है उस के अन्तर्गत हम आप के समान तीन व्यक्तियों के एक जुटूम का मासिक कजट बना कर निवेदन करता चाहते हैं कि उपरोक्त दरों के जरिये इस समय गुजारा करना कठीन है। इस तरह से श्रम कजट के साथ आज की परिस्थितियों की देख कर आप अन्दाज लगा सकते हैं कि आजाद देश के नागरिकों को न्यूनतम वेतन क्या भितना चाहिए? यह कजट तीन व्यक्तियों को आधार बनाकर बनाया गया है जयकि भारतीय जुटूम में कम से कम ६ व्यक्ति होते हैं। जैसे माता पिता, पति पत्नी तथा विधवा बच्चा या माथी और दो

विल्डिंग वर्कर्स मजदूर यूनियन, उदयपुर

यच्चै। जिस को आधार बनाया जाय अथवा पिदलीय सम्मेलन ने (हालांकि एक व्यक्ति के लिये ३००० कैलोरी को वजाय २७०० कैलोरी सुराफ निर्धारित की है) उसको आधार बनाया जाय तब यह रकम दुगनी होगी!

जहां तक भंडाई का प्रश्न है इस के बारे में हम आकड़ों पर गौर फरमायें जहां १९३६ में १९३६ के मुकाबले में कमी हुई है जिस के लिये भी आप निम्न आकड़ों पर गौर फरमायें!

सन् १९५८ में ४४२-२

सन् १९५६ में ४३६-६

सन् १९६० में ४६७-८

सन् १९६१ में ४७८-८

सन् १९६३ में ४८४-१

हम यूनियन के सदस्यों को यह भी याद दिलाती है कि १९३६ के मुकाबले १९६३ में करीब ५ गुना भंडाई बढ़ी है उसके मुकाबले १९३६ के स्तर में कमी हुई है जिस के लिये भी आप निम्न आकड़ों पर गौर फरमायें!

$$१९३६ = १००$$

१९४७	४८-४	१९४८	१०२-७
१९४८	८४-४	१९४९	११३-५
१९४९	५१-७	१९५६	१०५-४
१९५०	६०-१	१९५७	१०४-५
१९५१	५२-३	१९५८	६८-५
१९५२	१०१-८	१९५९	५९ ६७-१
१९५३	६७-८	१९६०	१०२-२

आप जानते हैं कि योजना स्व. मंत्री माननीय श्री गुलजारी लाल नन्दा ने यह स्वीकार किया है कि १९५६ के बाद अधिकों के वेतन स्तर में कमी आई है। इसलिये हम आप के लिये इस प्रकार का एक विचारण कार्य में रत अधिकों के वेतन स्तर को स्वीकार करने का अनुरोध करते हैं।

श्रमिक	वेतन	आधार	अथवा	प्रतिदिन
दुली	१००-००	मासिक	३-८५	प्रतिदिन
बेलदार	१५०-००	॥	५-७७	॥
भिस्ती	१५०-००	॥	५-७७	॥
भैट	१५०-००	॥	५-७७	॥
कारिगर	२४०-००	॥	६-२५	॥
निरीक्षक	२४७-००	॥	६-५०	॥

पिल्लिहा वक्स मजदूर यूनियन, उदयपुर

भिस्त्री	३००-००	मासिक	अथवा	१२-५०	प्रतिदिन
सर्वेयर	३१२-००	"	"	१२-००	"
जीवरसियर	३२५-००	"	"	१२-५०	"

यह वेतन श्रुतियाँ २६ दिन का महीना मान कर बनायी गई है।

क्योंकि साप्ताहिक छुट्टी का प्रबन्ध नहीं किया गया है यहाँ नही दी जातो है। पजट जिस का बिछ्र उपर किया गया है इस प्रकार है।

वस्तुओं के नाम	मुल्य	वस्तुओं के नाम	मुल्य
गेहूँ	२२-५०	बाजल	५-००
दाले	५-००	माल मयजी	५-००
गोस्त	५-००	जुन मसाला	१०-००
घी	६-००	तल	३-००
डालडा	६-००	लफडी, फोयला	१०-००
घम्रपान	७-५०	मनी रज	२-००
मैकान, किराया	२०-००	दवा, दारु	५-००
पतनी जो घीसाई	२-००	पाना और रोशनी	७-००
दुध दही	१५-००	शकर चाय	१०-००
सोयन, तेल	५-५०	अखबार पुस्तके	५-००
बच्चों को शिक्षा	१०-००	बच्चों को हाथ खर्च	३-७५
दान पुन	३-७५	यूनियन का चन्दा	२-००
नाई, तथा घीघी	३-००	पिडा पर	१२-००
जूता पर	३-५०	नाई, कपडादि पर	३-००
कानूनदि जाँ, रीखादूरी	१५-००	त्याहारों का खर्च	२-००
खर्च			
अन्य फुटजर खर्च	५-००	फल फूल आदि पर	७-५०

कुल योग २४०-००

आशा है कि इस पजट का आधार मान कर आप इस शापन पर तर्कितता से विचार करें और उपरोक्त वेतन श्रुतियाँ जो यूनियन ने मांग की है मजदूरों के लिए अंगीकार करने में सक्षम रहें।

भवदीय,

ह० मदन लाल शर्मा

पिल्लिहा वक्स मजदूर यूनियन उदयपुर

ह० नूर मोहम्मद

ह० मदन लाल

ह० जीवन दास

ह० तारा चन्द्र

पल्लीवाल।

BUILDERS' ASSOCIATION OF INDIA, RAJASTHAN CENTRE,
A J M E R.

Ref: 688

Date 9th February, 1963.

The Secretary,
Revision Committee
and Labour Officer,
Ajmer.

Dear Sir,

Kindly refer to your letter No.F.IR(MWRC-0-62) LOA-185/1309 dated 30th January, 1963 addressed to Shri N.K. Kapoor, Ajmer which has been forwarded to us by him for reply through the association.

First of all we should convey our compliments to the Government for appointing the Revision Committee for revising the wages for the labourers for the construction work. Truly speaking the wages needs revision because the minimum wages fixed by the Government of Rajasthan vide their notification No.F.1(92)/Lab/58 dated 5-2-1959 are not in conformity with the rates of labour which is available rather on a higher rate than the fixed by the Government of Rajasthan. As a matter of fact the wages should be fixed in conformity with the market rates prevalent for the labour and as per availability of labour. No purpose can be served by fixing higher wages for labourers when ~~in~~ practically labour is available at cheaper rates than the rates fixed by the Government. Thus by fixing higher rates than the market rate two offences are committed. One is that the rules of Government are not complied and secondly the intention of fixidity is defeated.

One thing we would like to point out here for consideration of the Revision Committee is that the rates of wages at one place should be similar for the works of Central Government or State Government because the conditions of the place remain same. Hence there should be no difference in the rates of wages for labourers fixed by the Central Government and State Government for particular one town. Many time many contractors who is allotted the works by the Central P.W.D. as well as the Rajasthan P.W.D., and when there is difference in rate of labour fixed by the Central Government and the Government of Rajasthan, then the contractors faces much difficulty due to such absurdity and ambiguity while following the Minimum Wages Rules and their rates.

Builders Association of India, Rajasthan Centre, Ajmer.

Second thing we would like to point out here that at present the rates fixed for adult male worker and the adult female worker is similar viz. Rs. 1/8/- per day. This, in our opinion, is not fair at all. Because it will be admitted by all means that the female worker can not give as much output as can be expected from a male baledar. Hence the rates of female worker should be lower than the rates of male baledar.

Therefore while fixing the rate it is requested that it should be considered that the rates whichever may be fixed should be kept in accordance with the market rates at present. Just for example at present a male beldar is available at Rs. 1/8/- to 1/10/- per day and female baledar at Rs. 1/4/- per day very easily. The minimum wages should not be fixed more than this because this is the rate at such a time which is known as peak season. If high rates will be fixed then rates cannot be enhanced afterwards when the peak season is over. In practice it has been observed that the rates are fixed on the higher side and the labour is available on lower rates and as a matter of principle no one likes to pay more rates without any demand. This aspect is very essential to be kept in view for fixing the minimum wages.

Regarding weekly holiday it has also been observed that at present the labour want to observe the holiday of Poonamasi and Anavashya specially and they do not come on work on these days. Suppose if Anavashya falls on Saturday then to have weekly holiday on Sunday becomes impracticable. Under such circumstances it becomes difficult and unpracticable to observe weekly holidays. Moreover in Rajasthan there are so many festivals like Holi festival etc. when labour keeps holidays continuously for 3-4 days and they do not turn up on the work. Considering these facts if Sunday is kept weekly compulsory holiday and if the labour is not paid for such holidays which they have been observing for the last so many centuries as per custom, they will feel dis-satisfied which will create many more complications and lock-ups. So keeping these points in view either the weekly holiday should not be made compulsory or the daily wages should be so fixed that they should include themselves the wage for the Sunday and the Sunday holidays made compulsory without any extra payment.

In the end we would like to stress that what is fixed should be fixed which can be paid.

BUILDERS' ASSOCIATION OF INDIA, Rajasthan Centre, AJMER.

More can be explained in person if the committee so desires to discuss the same with us. The above are some of the practical aspects which are observed daily by the contractors and feel difficulties in maintaining the minimum wages record.

We hope you will give your thoughtful consideration over these points.

Thanking you,

Yours faithfully,

sd. Man Mohanlal Agarwal,
9.2.63.

Chairman.

PALLIWAL

1411/63.

BUILDERS' ASSOCIATION OF INDIA, RAJASTHAN CENTRE,
A J M E R.

Date 22nd Dec.1963.

The Chairman,
Revision Committee,
Jaipur.

Dear Sir,

I thank you very much for the information sent to me to attend the meeting to be held on 23rd instant at Jaipur. It would have been great pleasure to me but I am very sorry to inform you that due to my business unavoidable engagements I am unable to attend the same.

I am also thankful to you for listening my points as explained to you personally at Ajmer on 22.12.63.

In this connection I have to inform you that the committee should recommend Minimum Wages to be applicable to Construction Works which are practical. The minimum wages should be fixed District wise i.e. one minimum wages should not be fixed for whole of Rajasthan, but these should vary as per local condition. For example at Ajmer the present wages on which the labour in plenty is available are as follows:-

1. Male Beldar	@ Rs. 1/50 to 1/62 N.P. per day.
2. Female Colly	@ Rs. 1/25 ----- -do-
3. Boy Coolie	@ Rs. 1/25
4. Mason 1st Class	@ Rs. 4/35 to 4/30 per day.
5. Mason 2nd Class	@ Rs. 3/- to 4/- per day.
6. White Washers	@ Rs. 2/50 to 3/- per day.

etc.

So the minimum wages which are fixed should not be more than the above rates otherwise true speaking these are not followed in actual execution.

The Schedule of Fair Wage which is in force for C.P.W.D. works for Ajmer and Jaipur is enclosed herewith ~~copy~~ as desired by you. On going through this schedule you will please find that the rates are fixed category-wise and similarly the rates may please be fixed for Rajasthan.

As explained in our letter No.688 dated 9th Feb. 1963 that the female worker cannot give as much output as can be expected for male beldar. Moreover these female coolies are given light work i.e. they are mostly employed for taking mortar to masons. Hence the rate for Male beldar and female colly should not be the same.

Regarding the wages for weekly holiday I will suggest that the provision should be made in the minimum

that this scheme should be drawn up for the workers engaged in this industry on the lines of the Scheme obtaining in other departments of the Govt. or Undertakings.

7. Housing: The Committee has observed that there is no housing scheme in force. The Government has introduced Subsidised Housing Scheme for the Factories' workers but for the other there is a no such scheme. The same scheme should be adhered to and introduced for all the workers engaged in this industry.

8. Inspection: The Committee in its report has referred to the inadequate and insufficient inspection management for the implementation of the Minimum Wage Legislation. I reiterate that the Government must either see that the Law is implemented or should not make the Law. It is with a heavy heart that I and my colleagues while inspecting the works at Harmara just outside close to the Jaipur City which is the Capital of the State, came to know that even in the contracts of the Bharat Sevak Samaj, which is run by Hon'ble Labour Minister Shri G.L.Nanda does not observe the provisions and regers of Law with regard to the payment of Minimum Wage and dont pay even the wage of weekly day of rest. The matter was since then referred by me to the Labour Commissioner, Rajasthan, Jaipur in writing but failed to understand now nothing has been done till now.

I hope the Government shall give their earnest consideration and sympathetic assessment to whatever I have submitted above and give the labour its deal.

sd. Mahaveer Prasad Sharma
General Secretary, Rajasthan
P. W. D. Federation, Kota; and
Member of the Minimum Wage Revision Advisory
Committee for the employment on the construction
or maintenance of Roads and Building Operations.

I also endorse the views of my learned colleague Shri Mahaveer Prasad Sharma and hope that the Government shall give a serious consideration to this minutes of dissent.

sd. Ganpat Lal Bhatnagar
Secretary, Ajmer Division P.W.
D. Workers' Union, Jaipur,
and
Member of the Minimum Wage Revision Advisory
Committee for the employment of the construction
or maintenance of Roads and Building
operations.

Jaipur

Dated the 11th January, 1964.

Under Postal Certificate,
REGISTERED A.D.
Immediate.

P.W.

GOVERNMENT OF RAJASTHAN
LABOUR DEPARTMENT.

2327-48

No. F.(12-B)/Report/M.W.Ad. Board/IR-II/64/ / Dated 31-1-1964

To, / Shri Kalyan Singh
Kanwar Kanti
Banwar

Subject: Meeting of the State Minimum Wages
Advisory Board.

Reference :- This office letters Nos. F.(12)(B)/Report/
M.W. Ad. Board/IR-II/64/1034, dated the 9th Jan. 1964,
F.(12-B)Report/M.W.Ad. Board/IR-II/64/1799-1820,
dated the 23rd Jan., 1964 and F.(12-B)Report/M.W.Ad. Board/
IR-II/64/1956-76, dated the 24th Jan., 1964, respectively.

.....

Sir,

In continuation of this office letters cited above, it is
to inform you that the meeting of the Minimum Wages Advisory Board
to be held on 5th February, 1964 at 11.00 A.M. will be held in the
LIBRARY ROOM of the Rajasthan Secretariat and not in the Conference Hall.

A report of the Minimum Wages Revision Committee is sent herewith
in respect of workers employed in ^{the} ~~any~~ employment in ^{any} ~~Construction~~ of
Maintenance of Roads and Building Operations. Conclusions reached at the
5th meeting of the Minimum Wages Central Advisory Board (28th September 1962)
are also sent herewith for consideration by the Board. *A Copy of agenda*
is also enclosed.

Yours faithfully,

T. Ram Chand
(T. RAM CHAND I.A.S.)
Deputy Labour Commissioner (Western)
&
the Secretary of the Minimum Wages
Advisory Board.

Encls :-

Yscr

Agenda of the 1st meeting of the Rajasthan
Minimum Wages Advisory Board 5th Feb., 65.

1. Opening remarks by the Chairman
2. Address by the Labour Minister or Dy. Labour Minister.
3. Consideration of the Reports.
 - (1) Employment in Public Motor Transport.
 - (2) Employment in Local authority.
 - (3) Employment in Stone breaking and Stone crushing.
 - (4) Employment in construction of Roads and buildings.

Secretaries of the Committees will formally
submit the Reports for consideration of the Board.

4. Consideration of the conclusions of the 5th meeting
of the Minimum Wages Central Advisory Board.

REPORT OF THE COMMITTEE FOR
REVISION OF MINIMUM WAGES
FOR WORKERS EMPLOYED

IN

CONSTRUCTION OR MAINTENANCE OF ROADS & BUILDING OPERATIONS

in

RAJASTHAN.

C O N T E N T S.

	<u>PART..I.</u>	Page No.
Chapter	I Introduction	1
Chapter	II Need for Minimum Wage Legislation.	5
Chapter	III Concept of Minimum Wage	9
Chapter	IV General Review	12
Chapter	V Present Position of wage and working conditions in the employment.	14
Chapter	VI Principles followed in revising Minimum Wage.	19
Chapter	VII Recommendations	24
	Notes of Dissent.	27

PART...II.

1. Schedule- Questionnaire.
2. Appendix, I- Memorandums:-
 - a) P.W.D. Workers Union, Kota (2)
 - ii) Building workers Mazdoor Union, Udaipur (1)
 - iii) Rajasthan PWD Workers Federation, Kota (1)
 - iv) Builders Association of India, Rajasthan
Centre, Ajmer (2)
3. Appendix..II-List of persons interviewed
by the Committee.

CHAPTER....I

I_N_T_R_O_D_U_C_T_I_O_N

APPOINTMENT OF THE COMMITTEE.

The Government of Rajasthan by its Notification, Labour Department No.F.3(106)/60/ dated the 17th May, 1962 appointed a Committee under clause (a) of sub-section (i) of section 5 of the Minimum Wages Act, 1948 (Act No.XI of 1948) of the following members:-

INDEPENDENT MEMBER:

1. Shri N.M.Kothari,
Professor, S.D.Govt.College, Beawar.

EMPLOYERS REPRESENTATIVES:

1. Shri Girdhari Singh,
President, Contractors Association,
Jodhpur.
2. Chief Engineer, P.W.D. (B&R)
or his representative.

EMPLOYEES REPRESENTATIVES:

1. Shri Girdharilal Vyas,
Bhilwara.
2. P.W.D. Employees Federation (Kota)

Shri R.C. Mathar, Labour Officer, Ajmer was to act as Secretary on the Committee.

2. This Committee did not function as the question of change of composition of the Committee was under the consideration of the Government. The Government by its Notification, Labour Department No.F.3(106)Lab/60 dated the 26th November, 1962, thus appointed a new Committee consisting of the following members in supersession of the previous notification dated the 17th May, 1962.

INDEPENDENT MEMBERS:

1. Shri N.M.Kothari,
Prof. S.D.Govt.College, Beawar. Chairman

EMPLOYERS REPRESENTATIVES:

1. T.a. to Chief Engineer,
P.W.D.(B&R Rajasthan, Jaipur. Member
2. T.a. to Chief Engineer,
Irrigation, Rajasthan, Jaipur. Member
3. President, Contractors
Association, Jaipur. Member.

EMPLOYEES REPRESENTATIVES:

1. General Secretary, Rajasthan
P.W.D.Federation, Kota Member
2. The Secretary, Ajmer Division
PWD Workers' Union, Jaipur. Member
3. President, Rajasthan Sinchai
Bibhag Karanchari Federation, Jaipur. Member

ix The Labour Officer, Ajmer was to act as Secretary on the Committee.

3) Two members Sarveshri Abdul Vahis, President, Rajasthan Sinchai Bibhag Karanchari Federation, Jaipur and Mangilal, President, Contractors Association, Jaipur failed to attend three consecutive meetings of the Committee and therefore under Rule 9(2) of the Rajasthan Minimum Wages Rules, 1959 they ceased to be the members of the Committee. They later on applied for the restoration of their membership, which was restored under rule 9 of the said Rules.

4) Under rule 3 of the Rajasthan Minimum Wages Rules, 1959, the term of the office of the members of the Committee was six months from the date of publication of the Notification in the State Gazette. The Notification was published in the Gazette on 27th December, 1962 and therefore, the term of the office of the Committee expired on 26th June, 1963. As the Committee could not complete its work by that date, the Government was requested to extend the term of the Committee. The Government extended the term of the Committee vide their Notification No.F.3(106)Lab/61 dated the 31st August, 1963 for a further period of six months i.e. 26th December, 1963 & later the term was further extended by one more month i.e. upto 26th January, 1964 by Government Notification No.

Dated

TERMS OF REFERENCE.

5) According to the Government Notification, the terms of reference of the Committee were to enquire into the conditions prevailing in employment in any construction or maintenance of Roads and Building operations (No.7 of the Schedule) and to advise the State Government in making a revision of the wages fixed under Government of Rajasthan Notification No.F.1(2)Lab/58 dated the 4th February, 1959 in respect of the said employment for the whole of Rajasthan.

PROCEDURE FOLLOWED BY THE COMMITTEE.

6) The Committee in all held 8 meetings. The first meeting of the committee held on 18th Jan. 1963, at Ajmer was attended by all the members of the Committee except the President, Contractors Association, Jaipur. At this meeting the Chairman explained to the members the purpose and scope of this enquiry. The

Members also discussed the procedure to be followed by the Committee in revising the minimum rates of wages. It was decided that the Committee should visit important places in the State to take on the spot enquiry about the working conditions and about the wage level actually prevalent in different parts of the State, but before this could be done, it was thought necessary that a questionnaire should be prepared and sent to important employers, employees and their associations and information about working conditions including prevalent rates of wages should be obtained first from them. A draft questionnaire prepared by the Secretary was discussed and finalised with minor modification at this meeting. The questionnaire (Schedule I) was sent to 233 employers, workers and their associations and they were requested to give their replies by 15th February, 1963. This date was further extended upto 31st May, 1963. The Committee also decided that the employers, workers and their associations engaged in the employment in any construction or maintenance of Roads and Building operations may be asked to submit memorandum or representations containing their views about revision of minimum rates of wages. Response to questionnaires both from the employers' and workers' organisations was poor. Replies to the questionnaire were received from 16 persons while one employers' association and three workers union submitted memorandums. The memorandum received are enclosed in original at appendix 'I'.

7) At the first meeting of the Committee the Secretary also placed before the members for their guidance reports of minimum wage Enquiry Committee, in Madhya Pradesh and Punjab & data about Minimum rates of wages fixed by the Government of Uttar Pradesh & Delhi in this employment.

8) With a view to obtain first hand information about the prevailing rates of wages and the working conditions in the employment at different places in the State; the Committee visited the following places:-

1. Udaipur (including, Vallabhnagar Dan, Zawarnines, Debari etc)
2. Jaipur (Including, Jaipur, Chaur Road)
3. Kota (including, Kotah area)
4. Sri Ganganagar

5. Suratgarh

6. Bikaner

9) The representatives of contractors and workers at these places were personally interviewed by the Committee and valuable information was collected regarding prevalent rates of wages and other service conditions etc. A list of persons interviewed is given in appendix 'II'.

30/10/63

PALLIVAL

7.1.64.

NEED FOR MINIMUM WAGE LEGISLATION.

10) The emergence of an industrial working class in the world in the nineteenth century brought in its wake a number of problems pertaining to labour. The most important problem which the Government and the employer had to face was the problem of wages of workers. It has often been the main cause of trouble in most of the labour disputes the world over. It forms the main source, if not the sole source of workers' earning. His livelihood and that of his family ~~xxxxxx~~ depend upon the wages he receives.

His welfare and that of his family are dependent upon the amount of wage he receives. Hence the question of fixation or determination of wage is of vital importance.

11) In the conditions of modern economy, wages are fixed in three main ways; (i) by individual bargaining; (ii) by collective bargaining and (iii) by authoritative regulation. Under the first method, wages are settled by free competition and negotiation between an employer and the individual worker and wages so fixed are approximately equal to the value of the marginal net product of his labour. Since in the world, conditions for perfect competition are ~~scarcely~~ non-existent, most workers who bargain as individuals usually receive wages less than the marginal net product of their labour. This resulted in exploitation of workers whose bargaining power vis-à-vis his employer is very weak. This was the only method of fixation of wages prevalent in the earlier stages of industrial development.

12) The second method of wage fixation is the method of collective bargaining. According to this method both the employers and the workers place a valuation on the price of labour and the actual wage fixation depends upon their bargaining strength. If the employers are strong, wages would ordinarily be below the marginal net product of labour. If on the other hand, the workers are a ~~stronger~~ party, they may be able to secure a wage rate which approximates to the value of the marginal net product of their labour or even above this level. In the organised sector of the industries, workers' collective bargaining

in early part of the present century & formed unions which could bargain collectively with the employer. In such cases, workers succeeded in getting higher ~~wage~~ wage than what ordinarily they got without combining.

13) Fixation of wage by legislation is another device of wage fixation. The wage rates may be fixed directly by legislation or by orders or by regulations promulgated by an agency of Government under the authority of a statute. They may be fixed by a Wage Board or other Industrial Tribunal consisting of representatives of employers, of workmen and of the Government; or by a process of compulsory conciliation and arbitration.

14) In the early years of industrialisation in the ~~Waxkxxx~~ west, wages fixed by individual bargaining were exceptionally low which resulted in 'Sweating' of workers. Even the formation of workers unions in organised sector of industries did not bring much relief to workers, because the associations were weak. No unions were formed in unorganised sector of industries and even in some organised sector of industries and workers exploitation continued. The State had also adopted the policy of laissez faire in the economic matters and thus workers were ~~fx~~ left at the sole mercy of employer; but the sharpness of the misery of workers awakened social conscience and the second half of the nineteenth century witnessed a change in the attitude of indifference of the State. It paved the way for social legislation. In the initial stages, all legislations were nearly of preventive nature. They prescribed conditions below ~~wax~~ which exploitation of labour could not go. These legislations were confined to a few 'sweated' industries, or home trades but later they were extended to all such industries as well where wages were uneconomic and entailed hardship on the labour force. By the first quarter of this century, the principle of regulation of wages in low paid occupations through compulsory fixation of minimum wages received eventual, though gradual recognition on all hands as one of the methods for raising the low standard of wages and checking thereby the exploitation of sweated labour. This method was also adopted for ~~purpose~~ purpose of ending industrial disputes.

15) Australia was the first country in the world to take constructive action in this direction. Wage Boards were established in 1890 in Victoria to stop ('Sweating of labour'). New Zealand was the next country to put on its statute books legislation for ~~fixing~~ regulation of wages. Subsequently legislation for fixing minimum wages was passed in England in 1909 in U.S.A. in 1912, in France ~~xxx~~ 1915. The International Labour Conference adopted Minimum Wage Fixing Machinery Convention (No.26) in 1928.

16) The development of an industrial working class in India is relatively new. The working class in this country has been predominantly agricultural & of migratory nature. His bargaining power has always been weak. After the first world war a few workers' organisations were formed in regulated & organised sector of the industries in this country, which could bargain collectively with the employer, but as these organisations were weak, workers could not gain much in matters of wage fixation. The conditions of workers in unorganised and unregulated sector of industries were appalling. There were no workers' organisations. Need was ~~fx~~ felt for fixing wages by legislation as to stop 'sweating' of workers. Demand was thus made for fixing wages in India by legislation as early as in 1920-21, but the then Government considered the adoption of such a measure impracticable. Even the recommendations of the Royal Commission (1931) for the appointment of Statutory Wage Boards for fixing wages in certain industries (viz. Bidi making, Mica Factories etc.) was not heeded to. Some relief to workers was, of course, provided by Provincial Governments, when Congress Governments were formed in 1937 in different Provinces under the Government of India Act, 1935. But this relief accrued to labour in a few organised industries. Conditions of the workers deteriorated further during the Second World War (1939-45) due to sharp rise in prices. The question of establishing machinery ~~fx~~ to fix minimum wages was raised at the Fifth Labour Conference in 1943. As a result of these deliberation the Government of India introduced in April, ~~1946~~ 1946, the Minimum Wage Bill in the Central Legislature for fixing minimum wages by State Government in respect of certain employments detailed in Part I and II of the Schedule. This

became an Act in February, 1948. The objectives of the Act are to fix statutory minimum wages in these employments where sweated labour is most prevalent or where there is a considerable chance of exploitation of labour.

VI) This Act empowers the Central and State Governments to fix or revise minimum rates of wages in Schedule employments after due enquires. The appropriate Government is further empowered by Sections 8 & 9 of the Act to add to the Schedule any employment in respect of which it is of the opinion that minimum rates of wages should be fixed under the Act.

VII) Employment on the construction or maintenance of Roads or Building operations was included in the Schedule. Part I of the Minimum Wages Act, 1948 & all State Governments were required to fix minimum wages in this employment.

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~~SECRET~~

CONCEPT OF MINIMUM WAGE.
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19) The principle of minimum wage has now been accepted as being reasonable, fair and necessary in almost all countries of the World. This is an important measure for eradicating the evil of 'sweating' and for mitigating the rigours of industrial strife; but the question arises as to what constitutes the 'minimum wage'. It is difficult to give one comprehensive definition of this concept; acceptable to all. Since people in different countries interpret in different ways the minimum requirements of workers. With passage of time the concept had undergone a progressive change. In the early stages, it was based upon the 'Minimum Subsistence theory' of wages according to which wage equalled to the amount of commodities necessary to feed & clothe a worker and his family, which according to Ricardo, the protagonist of the theory, was the cost of the society of 'enabling the labourers to subsist & perpetuate their race. Subsequently in this concept was included modicum of comforts otherwise known as 'Conventional necessities. It was the view that the Minimum wage should also provide for some other essential requirements such as a minimum of education, medical facilities and other amenities. After this inclusion, this concept was referred to as 'Fair Wage'. According to Professor Marshall, 'Wages' in any occupation are fair, "if, allowance being made for differences in the steadiness of the demand for labour in different industries, they are about on a level with the average payment for tasks in other trades which are of equal difficulty and disagreeableness which require equally rare natural abilities and an equally expensive training." Prof. Pigou would however apply two degrees of fairness in judging a wage rate, viz. 'fair in the narrower sense' and "fair in the wider sense". A wage rate, in his opinion, is fair in the narrower sense when it is equal to the rate current for similar workmen in the same trade and neighbourhood and fair in the wider sense when it is equal to the predominant rate for similar work throughout the country & in the generality of trades.

20) In economically advanced countries, this concept was referred to as 'Living Wage'. Though a

a number of definitions of this concept have been given by ethical writers, socialists, trade unions leaders, yet the most expressive definition on this concept has been given by Justice Higgins of the Australian Commonwealth Court of Conciliation in the Harvester Case (1907). He defined 'the living wage as one appropriate for the normal needs of the average employee, regarded as a human being living in a civilized community...'. He had further explained that the living wage must provide not merely for absolute essentials such as food, shelter and clothing but for a condition ~~of~~ of frugal comfort, estimated by current human standards. It was ~~a~~ a wage sufficient to insure the workmen food, shelter, clothing, frugal comforts, provisions for evil days etc. as well as regard for the special skill of an artisan if he is one. In another case he observed that treating marriage as the usual fate of adult men, a wage which does not allow of the matrimonial conditions and the maintenance of about five persons in a home would not be treated as a living wage.

21) The concept of living wage was adopted by different countries in Minimum Wage Laws. The Queensland Industrial Conciliation and Arbitration Act provides that the basic wage paid to an adult male employee "must not be less than is 'sufficient to maintain a well conducted employee of average health, strength and competence and his wife and a family of three children in a fair and average standard of comfort, having regard to the conditions of living prevailing among employees in the calling in respect of which such basic wage is fixed, and provides that in fixing such basic wage the earnings of the children or wife of such employee shall not be taken into account".

22) In a tentative Budget Enquiry conducted in the United States of American in 1919, the Commissioner of the Bureau of Labour Statistics analysed the budgets with reference to three concepts, viz.,

- (a) the pauper and poverty level;
- (b) the minimum subsistence level; and
- (c) the minimum of health and comfort level;

and adopted the last concept for the determination of the living wages.

23) In India, the United Provinces Labour Enquiry Committee (1948) classified levels of living standards

into four categories, viz.,

- (i) The poverty level;
- (ii) the minimum subsistence level;
- (iii) the subsistence plus level; and
- (iv) the comfort level

and chose the subsistence plus level as the basis for the minimum living wage.

24) An analysis of the above definitions leads us to the conclusion that the concept of 'minimum wage' in early stages referred to that wage which was sufficient to cover 'the bare physical needs' of a worker and his family; later in this concept were included provisions for minimum of education, medical facilities and other amenities, in which sense it was referred to as Fair Wage. This concept was referred to in economically developed countries as minimum living wage which make provisions for the normal needs of the average worker viz., provision for food, shelter, clothing, & provisions for frugal comfort/for evil days.

25) Difficulties may arise in working out the minimum wage on the basis of minimum subsistence level and the subsistence plus level due to differences of opinions as to the standards to be adopted and the methods of investigation, but one aspect of this is clear. The minimum wage on the minimum subsistence level sets up the irreducible level, the lowest limit or the floor below which no worker should be paid, while the minimum living wage on the subsistence plus level is the target to be achieved gradually, - wage fixed between these two limits should approximate to fair wage level. It has been accepted by all that the minimum wage should have no regard to the capacity of an industry to pay and should be based solely on the requirements of the worker and his family but payment of the living wage should depend upon the following factors:-

- (a) the productivity of labour;
- (b) the prevailing rates of wages in the same or similar occupations in the same or neighbouring localities;
- (c) the level of the national income and its distribution.
- (d) the place of the industry in the economy of the country.

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CHAPTER...IV.

G E N E R A L R E V I E W

- 26) Building and Roads construction activity occupies an important place in the economy of a country. This activity is as old as civilization. Economic and social progress, material and moral welfare of citizens of any country are closely linked to building and roads construction activities. Buildings are needed in a country for houses for its citizens, for schools and colleges for children, for hospitals, for temples, Mosques and churches for worship, for industrial and commercial activities and for several other purposes. Similarly Roads are essential for economic development, for development of trade and industry, for security of country and for transport of goods and services and its citizens and development of tourism etc. Roads help in spreading new ideas from one place to another & in raising living standards.
- 27) This activity is spread over the length and breadth of a country and is not confined to any particular state or region. It finds employment both for skilled and unskilled workers. One special feature of employment in building and road construction is the preponderance of contract labour. This has been regarded as the most economical and satisfactory arrangements for undertaking Roads and Building construction work by the Central and State Governments (and even by private organisations) since no permanent labour force is kept except for maintenance purposes.
- ~~27~~ 28) The working and living conditions of labour employed in this industry compare most unfavourably with those in other industries in the country. Work very often is carried on in the open and hot sun.
- 29) Masons of Rajasthan are well known throughout India for their workmanship. Number of beautiful places and temples that are seen in Rajasthan such as ~~palaces~~ at Udaipur & Jodhpur and temples at Abu & Ranakpur are living examples of their workmanship. It is well known that masons from Rajasthan are found in different parts of India engaged in this activity.
- 30) Building construction activity would be found in all parts of Rajasthan since buildings are needed not

only for shelter, but for schools, hospitals, industries, offices etc., but road construction activity is found at a few selected places. As per population Census of 1961 about 1.2 lakh. persons are engaged in construction activity in Rajasthan while in 1951, the number engaged was about 50000. This shows an increase in number of 140% which shows that there ^{has been} ~~is~~ great ~~spyrte~~ in construction activity in the State. It would be tremendous task to find out the total amount spent on building and ~~and~~ road construction in the State, but figures about amount spent after 1949 on buildings and road by the Government of Rajasthan are available. On building, the Government has spent about Rs.20 Crores and on road Rs.18 crores. Total mileage on roads is about 18,000.

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CHAPTER....V.PRESENT POSITION OF WAGES AND WORKING CONDITIONS IN THE EMPLOYMENT.

31) The Government of Rajasthan has appointed this Committee under section 5(i) read with section 3(i) of the Minimum Wages Act, 1948 to hold enquiries into the conditions prevailing in employment on the construction or maintenance of roads and building operations and to recommend to the State Government revised rates of wages for different categories of workers employed therein, thus enabling the Government to review, as required under section 3(i) of the said Act, the minimum wages fixed by the Government in this employment. It would be necessary to trace the history of fixation of Minimum Wage in this employment in Rajasthan.

32) The Government had fixed minimum wages in this employment in February, 1959 by resorting to the procedure given in sub-section (b) of section 5 of the Act. According to this, the Government did not appoint any Committee to advise the Govt. for fixing the minimum rates of wage, but it published the proposals about the wage in the official Gazette for the information of persons likely to be affected by this and after considering the representations received from them in respect of these proposals, finalised the proposals and fixed the minimum rates of wages vide Industries (C) Department Notification No. F.1(92) Lab /58, dated February 4, 1959. The minimum rates of wages fixed respect of this employment were as follows:

Category of workers	Minimum rates of wage per day			per month		
	Rs.	As.	Ps.	Rs.	As.	Ps.
1. Adult Male Worker	1	8	0	45-	0	- 0
2. Adult Female Worker	1	8	0	45-	0	- 0
3. Child Male Worker	1	4	0	37-	8	- 0
4. Child Female Worker	1	4	0	37-	8	- 0

% Exclusive of weekly days of rest.

② Inclusive of weekly days of rest.

These rates come into force w.e.f. 7th July, 1959

33) In considering the revision of minimum wages, the Committee considered the nature and character of employment on the construction or maintenance of roads and building operations. It also collected information about the wage rates which were actually prevailing in

the different areas of the State and also in neighbouring States.

WAGE RATES & WORKING CONDITIONS:

34) The Committee visited important towns of Rajasthan to gather first hand information about w prevalent wage rates and conditions of work and found that the wage rate ~~for unskilled~~ for unskilled workers in most of the towns were more than that prescribed under the Minimum Wage Act, 1948.

34(a). Rates of wages prevalent at different places are as follows:-

Udaipur.

1. Adult Male Worker	Rs. 1.88 to 2.50 per day.
2. Adult Female Worker	Rs. 1.50 per day
3. Mason	Rs. 4.50 to 5.00 and Rs. 5.00 to 8.00 to those doing marble chips job.
4. Carpenter	Rs. 4.00 to 4.50 per day.
5. Mistry	Rs. 150.00 per month.

KOTA.

1. Adult Male Worker	Rs. 1.75 per day.
2. Coolie	Rs. 1.50 per day
3. Waterman	Rs. 2.00 per day
4. Bhisti	Rs. 3.00 per day
5. Chowkidar	Rs. 55.00 to 60.00 per month.
6. Mason	Rs. 5.00 to 6.00 per day
7. Carpenter	Rs. 4.00 to 7.00 per day
8. Mixing Machine Operator	Rs. 130.00 per month.
9. Mistry	Rs. 200.00 per month.
10. Munshi	Rs. 120.00 per month.
11. Moharrir	Rs. 130.00 per month.
12. Mate	Rs. 120.00 to 125.00 per month.
13. Store Attendant	Rs. 75.00 per month.

JAIPUR.

1. Adult Male Worker	Rs. 2.00 to 2.25 per day
2. Adult Female Worker	Rs. 1.00 to 1.37 per day
3. Child Worker	Rs. 0.50 to 1.00 per day
4. Bhisti	Rs. 2.50 per month
5. Mason	Rs. 4.50 to 5.00 per day
6. Stone Cutter	Rs. 4.50 to 5.00 per day
7. Dresser	Rs. 4.50 to 5.50 per day.

SRI GANGA NAGAR.

1. Adult Male Worker	Rs. 2.00 to 2.50 per day
2. Adult Female Worker	Rs. 1.75 to 2.25 per day
3. Coolie	Rs. 1.75 to 2.25 per day
4. Chowkidar	Rs. 50.00 per month
5. Mason	Rs. 5.00 to 6.50 per day
6. Carpenter	Rs. 5.00 per day
7. Mistry	Rs. 100.00 per month.

BIKANER.

1. Adult Male Worker	Rs. 1.50 per day.
2. Adult Female Worker	Rs. 1.25 per day.
3. Child Male Worker	Rs. 0.50 to 1.25 per day.
4. Mason	Rs. 3.50 to 4.00 per day.

ALWAR.

1. Adult Male Worker	Rs. 2.50 per day or 75/- p.m.
2. Adult Female Worker	Rs. 2.00 per day or 60/- p.m.
3. Child Male Worker	Rs. 1.50 per day or 45/- p.m.
4. Child Female Worker	Rs. 1.50 per day or 45/- p.m.

JMER.

1. Adult Male Worker	Rs. 1.50 to 1.62 per day.
2. Adult Female Worker	Rs. 1.25 to 1.62 per day.
3. Child Worker	Rs. 1.25 per day.
4. Mason	Rs. 3.00 to 4.50 per day.
5. White Washers	Rs. 2.50 to 3.00 per day.

WAGES PRESCRIBED BY PUBLIC WORKS DEPARTMENT.

	UDIPUR CIRCLE	JAIPUR CIRCLE	KOTA CIRCLE	BIKANER CIRCLE
	(Rates per day)			
1. Adult Male Worker	Rs. 1.50 - 2.25	1.75	1.50-2.00	1.50-2.50
2. Adult Female Worker	Rs. 1.00-1.75	1.25	1.25-1.50	1.25-1.50
3. Child worker	Rs. 0.75-1.25	1.25	0.75-1.25	0.75-1.25
4. Bhisti	Rs. 2.00-3.50	2.50	2.50-3.00	2.50-3.50
5. Chowkidar	Rs. 1.50-2.25	....	....	....
6. Mason	Rs. 3.00-7.00	3.00-5.00	..	4.00-5.50
7. Carpenter	Rs.	3.50-4.50	4.00-6.00	....
8. Mistry	Rs. 4.00-6.00	....	3.00-5.00	....
9. Mate	....	2.00	2.00-2.50	....

RATES FOR WORKCHARGED STAFF.

1. Beldar, Mazdoor, Chowkidar, Bhisti	Rs. 45-1-75 *
2. Mistry, Mason	Rs. 75-160

*Those posted at formal Divisional Headquarters
Rs. 50.00 per month.

34(B) WORKING CONDITIONS:

- a) Workers ordinarily start work at 8 a.m. and work about 8 hours with a rest ranging from 1/2 hours to an hour. at some places, workers work for 9 hours & no extra payment is made.
- b) Overtime payment at double the rates are not being made. Either the worker is paid at ordinary rate or worker is not required to work next day for so many hours for which he worked extra earlier day.
- c) At some places, wages are being paid to women & child workers at lower rates than prescribed by the Government.
- d) Weekly day of rest with wages is invariably not allowed to daily rates workers; this is another violation of the Minimum Wage Act, 1948.
- e) Payment is made ordinarily fortnightly, but contractors with-hold payment for about a week to ensure the regular attendance of the workers at site.
- f) Arrangements for the supply of drinking water are invariably not made by contractors; workers

often drink water which is procured at site for construction purposes. In summer season particularly workers have to face great difficulty in getting cold drinking water. Moreover washing and bathing facilities are not provided.

g) In road construction & in some cases on building construction, piece wage system is being followed for making payment to unskilled workers and even to skilled workers, such as digging earth & laying it on road etc. This does give an incentive to worker to work more to earn more.

h) Facilities for ~~Rixxx~~ First Aid at the site are made available by big constructors only.

i) There are practicably no arrangements for latrines or urinals at site.

j) Contractors also do not provide any rest shelter where worker can take rest or take their meals.

k) Big contractors who have undertaken major construction works provide at site facilities for their living. Temporary shelters have been constructed for workers residences.

l) The Committee was told that accident Compensation arising due to accidents on construction work is not invariably paid.

m) There is scarcity of labour during harvest season and workers wages rise very much high.

35) Minimum rates of wages prevalent in the neighbouring States are as follows:-

Uttar Pradesh.

Adult Employees over 18 years of age. (a) Where payment is on monthly basis, Rs.26/- per month for 26 working days; and (b) Otherwise Rs.1/- per day.

DELHI.

1. Adult Male Worker	Rs.2.00	per day.
2. Adult Female Worker	Rs.1.75	"
3. Child Male & Female worker.	Rs.1.75	"
4. Bhishti	Rs.2.00	"
5. Blacksmith	Rs.5.00	"
6. Carpenter	Rs.5.00	"
7. Sanitary Fitter	Rs.5.00	"
8. Painter	Rs.4.00	"
9. Asstt. Blacksmith	Rs.4.00	"
10. Asstt. Fitter	Rs.4.00	"
11. Non-Matriculate	Rs.75.00	per month.
12. Matriculate & non-graduate	Rs.90.00	"
13. Graduate & above	Rs.110.00	"

MADHYA PRADESH.

1. Adult Male Worker	Rs. 1.25 to 1.75 per day
2. Adult Female Worker	Rs. 1.00 to 1.50 per day
3. Child Male and Female worker	Rs. 0.87 to 1.25 per day.

PUNJAB.

1. Adult Male Worker	Rs. 2.00 per day to 60/- p.m.
2. Bhisikiti	Rs. 3.00 per day to 90/- p.m.
3. Blacksmith	Rs. 120.00 per month.
4. Carpenter	Rs. 120.00 Rs. 125.00 per month.
5. Fitter	Rs. 125.00 per month.
6. Mate	Rs. 55.00 per month.
7. Steam Road Roller Driver	Rs. 140.00 per month.

Note: In Delhi the rates recommended are inclusive of the payment of weekly off day and no separate payment would be necessary on this account.

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PRINCIPLES FOLLOWED IN REVISING MINIMUM WAGE.

36) We have referred to in Chapter III of this report that the minimum wage based upon minimum subsistence level sets up the irreducible level or the lowest limit below/no worker should be paid, while the wage based upon subsistence plus level approximates to living wage level. The idea in fixing the minimum wage on minimum subsistence level has been that once the wages have been fixed on the lowest level, they should gradually be raised as to reach the living wage level. Fixation of wage on living wage level would depend upon the economic position of the industry, level of national income and its distribution, productivity of labour and prevailing rates of wages in the same or similar occupations in the same or neighbouring localities.

37) In India, minimum rates of wages have been fixed in most of the scheduled employments on the minimum subsistence level, by all the State Governments. The reason is obvious. Here the level of the national income is low and the capacity of the employer in these employment-s to pay living wage is very much doubtful. The per capita income of an India is very low; it was Rs.250/- in 1948-49; Rs.305 in 1959-60; Rs.327/- in 1960-61 and Rs.330/- in 1961-62. Though per capita income has risen, but price level too has raised. Thus benefit accruing due to rise in per capita income has been ~~offset~~ offset by rise in price level & in terms of Price level of 1948-49, the per capita income of 1961-62 is Rs.294 approximately. The Committee feels that in the present state of economic development of the country as a whole of the state it would not be practicable at present to fix minimum wage which should correspond to the concept of the living wage.

38) The committee also considered the principle of fixation of minimum wage laid down by the 15th Indian Labour Conference held in July, 1957. These are as follows:-

"(i) While accepting that the minimum wage was 'need based' and should ensure the minimum human needs of the industrial worker, the following norms were accepted as a guide for all wage fixing authorities including ~~boards~~ boards adjudicators etc:-

- (a) In calculating the minimum wage, the standard working class family should be taken to comprise three consumption units for one earner, the earning of woman, children and adolescents being disregarded;
- (b) Minimum food requirements should be calculated on the basis of a net intake of calories as recommended by Dr. Aykroyd for an average Indian adult of moderate activity;
- (c) Clothing requirements should be estimated on the basis of a per capita consumption of 18 yards per annum, which would give the average workers' family of four a total of 72 yards;
- (d) In respect of housing, the rent corresponding to the minimum area provided for under Government of India's Industrial Housing Scheme should be taken into consideration in fixing the minimum wage.
- (e) Fuel, lighting and other miscellaneous items of expenditure should constitute 20% of the total minimum wage.

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

39) These principles were considered even by the Commission of Enquiry on Emoluments & Conditions of service of Central Government Employees (1957-59) set up by the Government of India in fixing wage for the lowest category of Central Government employee and rejected it on the ground of cost and present economic conditions. Fixation of wage on the above principles results in fixation of wage on living wage level.

40) The consensus of opinion amongst economists in this country about fixing wage on above principles is 'that while the concept of a need-based minimum wage was theoretically sound, the determination of the need at a particular time had to be flexible, if it was to form the basis for immediate action.' It has also been emphasised that it is only such definition of minimum related to the present level of the country's economy and one that took note of the fact that the living standards of the community generally were very low, that could be regarded as at all realistic. The Committee is in full agreement with the above observations and feels that the time is not yet ripe to follow the above principles in fixing the wage.

41) The committee thus considered the views that the

of the Fair Wage Committee about the minimum wage and agreed that the basis of fixation of minimum wage should be such that 'it must provide not merely for bare subsistence of life, but also for the preservation of the worker's efficiency, and therefore, for some measure of education, medical requirements and amenities. The committee has thus adopted this concept as a basis for the purpose of fixing the minimum wage for the lowest category of workers.

42) SIZE OF FAMILY:- The Committee agrees with the view of the 15th Indian Labour Conference about the size of family according to which a standard working family should consist of three consumption units with one earner, the earnings of women, children and adolescents being disregarded.

43) METHOD ADOPTED IN FIXING MINIMUM WAGE: No reliable data are available about consumption pattern of the lowest category of worker in Rajasthan. No family budget enquiry has yet been conducted by the Government at any important city of Rajasthan since its formation in 1949. Such enquiries had been conducted at Ajmer in 1943-44 and Beawar in 1951-52 which were formerly parts of erstwhile State of Ajmer, now parts of Rajasthan.

44) The general opinion amongst the Members has been that in the absence of reliable data available about consumption pattern for important cities of Rajasthan, it would not be desirable to adopt the Price Index Number for Ajmer or Beawar as a basis for revising minimum rates of wages for the entire State of Rajasthan. The Committee attempted to prepare a family budget of average family of unskilled ~~family~~ worker, & to find the cost of expenditure at the prevailing prices, which might have helped in determining the minimum wage for the lowest category of worker, but gave up the idea due to practical difficulties involved ~~in~~ in such a task. The members agreed that in revising the minimum wages, the Committee should keep in view the following principles:-

- (a) Rates of wages prevalent in other occupations in the State;
- (b) Rates of wages prevalent in this or similar occupations in neighbouring States such as Delhi, Punjab, Madhya Pradesh, Uttar Pradesh, Gujrat.

- (c) Conditions of labour organisation and availability of other avenues of employment.
- (d) The level of the national income and its distribution.
- (e) the place of the industry in the economy of the country.
- (f) Capacity of the industry to pay.

45) The committee felt that since wages were fixed in 1959, price level has gone up and it is absolutely necessary to increase the rates, but the members agree that due to low level of national income and low level of wages in other industries, it would be desirable to keep wages at a level which should on one hand meet the requirements of workers for subsistence and for efficiency and on the other hand do not throw undue burden on the employer. In building and roads construction, Government is the major employer, and any undue burden due to rise in wages would affect the finances of the State.

46) The Committee considered the requests made by employers and employees association about minimum rates of wages:-

- (1) The P.W.D. Workers Union, Kota had suggested that wages be fixed on 'need base' formula and worked out minimum wage of Rs.110/- for the lowest category of worker.
- (2) Building Works Mazdoor Union, Udaipur had demanded Rs.100/- per month as minimum wage for the lowest category of workers.
- (3) Rajasthan P.W.D. Workers Federation, Kota had suggested that minimum wages for lowest category of worker should be Rs.80/- per month.
- (4) The Builders Association of India, Rajasthan Centre, Ajmer, had requested that the minimum wage should be fixed taking into account prevailing rates and rates fixed by C.P.W.D. for workers. They have suggested that for the lowest category of workers wages should be fixed as follows:-

1. Adult Male Beldar	Rs.1.85 per day	} This is inclusive of wages for weekly holiday.
2. Adult Female Beldar	Rs.1.45 per day	

47) The Committee considered these suggestions in the light of principles stated above in fixing of the minimum wage.

48) The Committee also considered the question of categorisation of workers engaged in the employment, for the purpose of revision of wages. Earlier minimum rates of wages were fixed for the lowest category of workers. There was general agreement that the workers engaged in the employment should be divided into three broad groups (i) Skilled; (ii) Semiskilled; and (iii) Unskilled; and important categories should be included in each group on the basis of nature of work, training and skill required, education etc. The categorisation of workers is given in the next chapter.

49) Another important point that was brought to the notice of the Committee was that uniform rates of wages for all places should not be fixed as the cost of living in important towns and cities is higher than that in other areas. The Committee agrees with this view and have taken this aspect in recommending the revised rates of wages.

50) Employers organisations has requested that the same rates of ~~pay~~ wages should not be fixed for male worker and female worker as in construction work, female are usually employed on ~~h~~ light work. Employers representative on the Committee agreed with this view, but employees representatives differed. They argued that no distinction should be made between male worker and female worker as it is the accepted policy of the Government that equal pay should be paid for equal work. The members however after ~~consideration~~ discussion agreed that in construction work woman are usually employed for unskilled work and their putput ~~tax~~ of work is less compared to ~~that~~ of male and that slight difference may be made in fixing wages for male workers and female workers.

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CHAPTER...VII.

R_E_C_O_M_M_E_N_D_A_T_I_O_N_S.

51) The Committee recommends that the workers engaged in the employment on the construction or maintenance of road and building operations in the State should be divided into three broad groups and wages be prescribed for each group. The following classification of workers into three groups is recommended:-

Group...I...(Unskilled.)

1. Adult Male Worker
2. Adult Female Worker
3. Child worker
4. Adult Waterman
5. Adult Chowkidar
6. Adult Sweeper

Group...II...(Semi-skilled)

1. Mate
2. Sprayman
3. Helper

Group...III...(Skilled.)

1. Road Inspector.
2. Mason.
3. Mistry.
4. Carpenter.
5. Blacksmith.

52) Any other designation involving work which requires similar education, training, skill~~s~~ as in any of the cases of above categories would be deemed to be included in that being category to which it bears similarity & shall be grouped along with it.

53) The Committee further recommends that due to higher cost of living in big towns and cities, uniform wages rates should not be fixed, but a slightly higher wage should be fixed for workers working in towns and cities.

The classification should be as follows:-

- (i) Workers working in a town having a population of 50,000 & above and within a radius of 10 miles thereof.
- (ii) Workers working in other places not falling in the above category.

Note:- The census of 1961, should be adopted as a basis for this classification.

54) The Committee recommends the following minimum rates of wages for the various classes of workers under the three broad groups stated above:-

Groups.	Towns in Rajasthan having a population of 50,000 & above and within a radius of 10 miles.	All other towns in Rajasthan having a population of less than 50,000.
	1.	2.
		3.

Group..I.

Males.	Rs.65.00 per month	Rs.60.00 p.m.
Females	Rs.57.50 per month	Rs.52.50 p.m.
Child	Rs.50.00 per month	Rs.45.00 p.m.

Group..II.

(Semiskilled) Rs.75.00 per month Rs.70.00 p.m.

Group..III.

(Skilled) Rs.105.00 per month Rs.100.00 p.m.

Note: For working out daily rates of wages the above figures should be divided by 30.

55) The Committee recommends that the new rates of wages should not in any way operate to the detriment of any employee. If the prevailing rates and other amenities at the time of revision of wages are higher than the new rates, the same shall be continued to be paid as if they have been notified as the new rates of minimum wages.

56) The Committee also recommends to the Government that it should examine the possibility of removing the disparity in wage rates fixed in this employment by the Central Government and the Railway.

57) The Committee strongly recommends that the provisions of the Minimum Wages Legislation should be rigidly enforced by if the benefit of minimum wage has to accrue to the workers. Necessary steps should be taken to strengthen the machinery which would be responsible for successful implementation of the recommendations.

58) In conclusion it may be pointed out that the Chairman tried his best to secure the unanimity amongst the Members regarding the minimum rates of wages which are being recommended. Unfortunately his efforts proved abortive. Since the employees representatives considered the proposed wages low while the employers representative

(T.A. to Chief Engineer, P.W.D.(B&R) and Irrigation) considered the rates high, Employees representatives were of the view that time scale should be recommended but employers representatives felt that this should not be done as the purpose would be amply served if the minimum wage is recommended. Employees representative Sarveshri Mahaveer Prasad Sharma and Ganpatlal Pareek and employers representative Sarveshri K.K.Sarin, T.A. to Chief Engineer, P.W.D.(B&R) & A.P.Singhal, T.A. to Chief Engineer, Irrigation, submitted notes of dissent which are being forwarded with this report.

59) The Committee desire to place on record its deep sense of gratitude to Labour Officers and Minimum Wage Inspectors working at different places in the State for their assistance and co-operation in the enquiry. We also express our gratitude to Executive Engineers specially Executive Engineer(Irrigation), Sri Ganganagar for their assistance.

60) The Committee wishes to place on record its appreciation of the help it received from its Secretary Shri R.C.Mathur and Shri Kewalram, Labour Officers, Ajmer in completing this enquiry.

61) As a Chairman of the Committee, I express my heartfelt gratitude to all the members of the Committee for their unstinted co-operation & guidance. I also thank Shri Vinal Chand of Labour Office, Ajmer, for the help rendered in typing and cyclostyling the manuscript of the report.

sd.N.M.Kothari/11.1.64
Chairman

sd.K.K.Sarin./11.1.64
T.A.to Chief Engineer,
P.W.D.(B&R)

sd.Mahaveer Pd.Sharma
11.1.64

General Secy, Rajasthan P.W.D.
Federal, Kota.

sd/- A.P.Singhal
11.1.64
T.A.to Chief Engineer,
Irrigation.

sd.Ganpatlal Pareek
11.1.64

Secretary, Ajmer Division P.W.D.
Worker's Union, Jaipur.

sd.Mangilal
President, Contractors
Association, Jaipur.

sd.abdul Wahid.
President, Rajasthan Sinchai Bibhag
Karamchhari Federation, Jaipur.

sd. Kewalram
11/1

Secretary of the Committee &
Labour Officer, Ajmer
Colpo, Jaipur.

PALLIWAL

13.1.64.

NOTE OF DISSENT ON THE RECOMMENDATION OF THE COMMITTEE
FOR REVISION OF MINIMUM WAGES IN THE EMPLOYMENT ON THE
CONSTRUCTION OF ROADS AND BUILDING OPERATIONS.

We do endorse the conclusion reached by the Committee as a result of the elaborate inquiry conducted by it after visiting various important places in the State that an upward revision in the present minimum rates of wages in the employment in any construction or maintenance of Roads and Building Operations fixed vide Government of Rajasthan Industries (C) Department's Notification No.F.1 (92)Lab/58 dated 4th February, 1959 is obviously called for. But, however, we do not find ourselves one with our other esteemed colleagues on the Committee so far as the rates of wages (as appearing in Chapter VIII of the report) recommended to be fixed for the workers engaged in this industry under three broad categories are concerned on the grounds mentioned hereinafter.

As could be seen from the main report, the Committee could not be able to base its recommendations for revision in the existing rates of wages on the cost of Living Index, the reason being that no such index is being compiled and published for the working class in the State as a whole or in respect of important industrial places in the State. The Price Index for Ajmer or Beawar could not be adopted by the Committee for suggesting revision in the rates for the entire State in view of the fact that no reliable data was available in respect of the consumption pattern of the working class inhabiting important cities of Rajasthan.

Hence the Committee decided to keep in view the following principles in recommending the new rates of wages:-

- a) Rates of wages prevalent in other occupations in the State.
- b) Rates of wages prevalent in this or similar occupations in neighbouring States such as Delhi, Punjab, Madhya Pradesh, Uttar Pradesh & Gujrat.
- c) Conditions of Labour Organisations and availability of such other avenues of employment.
- d) The level of national income and its distribution.
- e) The place of the industry in the economy of the Country.
- f) Capacity of the industry to pay.

Out of the above six principles, only those at serial Nos.(a) (b) and (d) are generally taken into consideration while fixing minimum rates of wages in

the scheduled employments in our country.

Now as has been observed in the main report the level of nation income as well as of wages in other industries is low and it is on account of this very fact that the members considered it desirable to keep wages at a level which should not throw undue burden on the employers.

Apparently, therefore, the rates of wages recommended by the Committee are predominantly based upon the principle at item (b) above viz rates of wages prevalent in this or similar occupations in the neighbouring State. These neighbouring states are Delhi, Punjab, Madhya Pradesh, Uttar Pradesh and Gujrat and the rates of wages prevalent in the employment under consideration in these States except Gujrat are shown at the close of Chapter V of the main report.

A perusal of these rates would reveal that in Uttar Pradesh, the minimum rates of wages in Road and Building employment is Rs.1/- per day for an adult employee over 18 years of age. Whereas in Madhya Pradesh the rates are as shown below:-

- | | | | |
|--------------------------------|---|--------------------|---------|
| 1. Adult Male Worker | - | Rs.1.25 to 1.75 NP | per day |
| 2. Adult Female worker | - | Rs.1.00 to 1.50 | -do- |
| 3. Child Male & Female worker. | - | Rs.0.87 to 1.25 | -do- |

The rates of wages prevailing in these two neighbouring States, therefore, do not compare favourably with the existing rates in our State.

However, we do not stand in comparison so far as Delhi and Punjab are concerned as the minimum rates of wages in these two States range from Rs.2/- for the lowest category of worker to Rs.5/- for a skilled worker. The rates proposed by the Committee to be fixed now in our State have, therefore, been drawn up to make us stand on the same level with Delhi and Punjab.

We would of course be the last one to resist any attempt to attain this objective, but it would hardly be ignored that Rajasthan's economy is unquestionably backward compared to these two States and we shall have to make great strides to reach their present economic level. Besides there could hardly be two opinions about the fact that cost of living in Delhi and important Cities of Punjab is decidedly higher than in our State.

Moreover, as has been rightly observed by the Committee Government is the major employer in Building and Road Construction and any undue burden would affect the finances of the State. Besides, another important

factor which could not be last sight of is that an overwhelming majority of the workers engaged in this employment by the State Government are enjoying various benefits such as free medical aid, educational facilities, Contributory Provident Fund, T.A. & D.A. and 91 paid holidays in a year including the weekly holidays.

The Private employers in this industry seldom provide such benefits to the labour engaged by them. Naturally, therefore, any recommendation for increase in the existing rates of wages should be based on an intergrated approach to the problem after having considered its various aspects.

In the given context, therefore, in our considered opinion, the present rates of wages could reasonably be replaced by the following rates:

Categories of workers.	Towns in Rajasthan having population of 50,000 and above 5 miles of their municipal limits.	Other areas

Group.I.(unskilled workers)		
Males.	57.50 P.M.	52.50 P.M.
Females	50.00 P.M.	45.00 P.M.
Group.II.Semiskilled workers.	70.00 P.M.	65.00 P.M.
Group.III.Skilled workers.	85.00 P.M.	80.00 P.M.

Note:- For working out daily rates the above figures should be multiplied by 30.

We do also further recommend that no rates of wages be fixed separately for adolescent workers as they could be paid wages at the rates corresponding to those of child or adults as they are certified to work by a competent medical practitioner approved by the State Government. under Rule 25(5) of the Payment of Minimum Wages Rules, 1959.

Similarly child labour should be placed under a separate group and their present rates of wages i.e. Rs.1.25 N.P. per day need not be revised but enforcement of the provision in respect of their hours of work which stand at four and half hours per day should be got tightened up.

sd. A.P. Singhal
11/1/64
Executive Engineer & T.A.
to Chief Engineer, (Irrigation)

sd. K.K. Sarin
11/1/64
& T.A.
Chief Engineer, (Irrigation)

PALLIWAL

13.1.64.

LABOUR WAGES PREVALENT IN VARIOUS DISTRICTS OF RAJASTHAN
FOR WORKS OF IRRIGATION DEPARTMENT

Category	Jaipur Sawai Madhopur Tonk, Alwar, Sikar, Bharatpur & Jhunjhunu	Dungarpur Banswara Udaipur, Chittor Bhilwara	Barmer Jodhpur Sirchi, Pali Jalore and Nagora	Kota, Jhalawar Ajmer, Bardi	Bikaner Ganganagar
Male Workers	1.75	1.50 to 2.25	Same	1.50 to 2	1.50 to 2.50
Female workers	1.25	1.00 to 1.75	-do-	1.25 to 1.50	1.25 to 1.75
Child workers	1.25	0.75 to 1.25	-do-	1.00 to 1.25	0.75 to 1.25

PALLI WAL

11.4.64.

MINUTES OF DISSENT.

It is naturally differ from some of aspects dealt with by my learned colleagues and hereby submit my own views:

While fixing the wages my learned colleagues have considered the significance of this industry as being more or less a nationalised industry. In this connection & refer to recommendations of the Hon'ble Justice Rajadhyaksha in the case of Post and Telegraph Dispute in which paying capacity of the department is considered by him as strictly not a relevant consideration. Hon'ble Justice remarks "The paying capacity of the department depends on what prices the public are prepared to pay for the services they received ordinarily. The wages of the employees are the first charge on the receipt of a commercial or industrial concern. It is all together wrong in principle to provide a cheaper service by depressing the cost of production as a result of abnormal lowering of wages."

In view of the above, and also considering the various calculations made by different employers and employees organisations with regard to the normal Family Budget of a working class. It is certain that the minimum wage can not be less than Rs. 100/-; but considering that the present wages are so low that a sudden rise in their level might adversely affect the industry, the following rates of wages and recommendations as detailed below shall in my opinion meet the ends of justice at present. But the wages to be arrived at by evaluation of the norms laid down by the 15th Indian Labour Conference should be ideal and may be achieved in stages. The Committee shall be failing in its duty if it does not carve out a way for the next revision committee which must give the worker a fair deal with strict adherence to the recommendations of the 15th Indian Labour Conference.

RECOMMENDATIONS.

1. The Minimum Wage of a nationalised worker should not be less than Rs. 100.00 per month.
2. In construction should be made in the wage of male and female workers and the women must get the same wages as men.

Generally the females are exclusively and mainly engaged for loading and unloading of materials. The apprehension that a female worker does a lesser amount of work in building operations is absolutely fallacious and baseless. I and my learned colleagues have seen these workers working even at the highest scaffolds and in

intermittently, with the same amount of efficiency (according to me more than that of male worker who can not and ordinarily does not work so consistently and continuously, in loading and unloading of materials) as their male counterparts.

It will not be out of place here to mention that the Cement Wage Board Committee while considering the minimum wages at Chapter VI of the Report of the Central Wage Board for Cement Industry, 1959, also came to the conclusion that the wages of males and females should not differ in loading ~~xxxxxxxxxxxxxxxxxxxx~~ and unloading operations. The Committee has extensively quoted at para 638, the observations of the Labour Appellate Tribunal where in the Hon'ble Tribunal has remarked:-

These women are the mothers of the nation; and the observations of the Tribunal have validity only if we accept the implied suggestion that female workers are in a state of perpetual maternity or their children permanently in creches.... We have no hesitation in coming to the conclusion that the time has been reached when the female worker is entitled to receive the same wage as the male worker....

For the foregoing reasons we have come to conclusion that women should be paid the same wage as men wherever they are employed on the same type of work. In the few occupations in which women perform jobs in which women are exclusively employed, no distinction in the wage appears necessary...."

These recommendations were made long ago and even above that much water has flown since then. Our country is wedded to socialism and we proud of our Constitution also which guarantees them equal rights even at the cost of giving special treatment to them. No society can achieve the socialist status unless it guarantees its down trodden class a fair deal even at the cost of sacrificing some thing for them. We have been living in a society which has been exploiting the women as a class since centuries. We will be failing in our duty if we keep harping upon the same state of exploitation by laying down some excuse or the other. I appreciate with gratitude the attitude of Government in fixing rates of wages under the previous Notification quoted elsewhere in the report (February, 1959 with effect from 5th day of July, 1959) where I did not distinguish between the male and female workers. This was probably with the view which I have given above. Heavens did not fall since then and shall not fall even now if we do the

same.

My learned colleagues have also not considered the question of scales of pay, which is an essential factor towards the efficiency of the workman and giving them a proper deal. At one time it might have ~~may not~~ been considered as a relevant fact, but after the observations of their Lordships of Supreme Court in *Express News Papers Ltd., and others Vs. Union of India and others*, S.L.R. 1958-Supreme Court 573 there can not be any difference of opinion on the point. Their Lordships observe as follows:-

"Rates of wages, therefore mean the manner, mode or standard of the payments of remuneration for ~~any~~ work done whether at the start of in the subsequent stages. Rates of wages would include the scales of wages and there is no difference between the two expressions. The expression being applicable both to initial as well as subsequent amounts of wages. It is true that in reference made to Industrial Tribunals fixing of scales of pay has been specifically mentioned e.g. in the industrial disputes between certain leading companies and their workers. But there is not sufficient to exclude the 'scale of wages' from comprised with in the larger connotation of the expression 'rates of wages' which is capable of including scales of wages also within its ambit. Even without the specific mention of the scales of wages it would be open to fix the same in an inquiry directed towards the fixation of the rates of wages."

In view of the above I suggest the following recommendations:-

- a) All workers shall be given an annual increment of Rs. 2/-.
- b) Those who get more than Rs. 80/- but less than Rs. 100/- per month shall be getting an annual increment of Rs. 3/-.
- c) Those who get Rs. 100/- or more will be getting an annual increment of Rs. 5/-

In view of the suggestions that the minimum wage of an unskilled worker should be Rs. 80/-. The minimum wage of child labour should be Rs. 60/- and those of semi-skilled Rs. 90/- per month and those of skilled worker Rs. 100/- per month.

Provident Fund:- This facility is only provided to the workers in Public Works Department. The same scheme should be applicable to the other workmen.

Gratuity:- No gratuity scheme has so far been introduced so as to give security of services to the Government and other employees. The Committee recommends

REPORT OF THE COMMITTEE TO REVISE
MINIMUM WAGES FOR EMPLOYMENT UNDER
LOCAL AUTHORITY
IN
RAJASTHAN

Chairman - Dr R.N. Bagchi,
Principal,
S.D. Government College,
Beawar.

Secretary - Shri F.C. Jais,
Deputy Labour Commissioner,
Rajasthan, Jaipur.

Jaipur,
December 24, 1963.

CHAPTER I: INTRODUCTION

Appointment of the Committee

1.1 The Government of Rajasthan by its notification No. F.3(106)Lab/62, dated 3.12.62 (published in Rajptra Part I'B' dated 27-1-62) appointed a Committee in pursuance of the provisions of clause (a) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 to enquire into the conditions prevailing in the employment under any Local Authority and to advise the State Government in making a revision of wages fixed vide Government of Rajasthan Notification No. F.1(192)Lab/57, dated 3.6.59 for the area comprised by the pre-organised State of Rajasthan and revised under the Ajmer Government Notification No. 8/6/57/LSG, dated the 29th March, 1957 for the area comprised by the erstwhile State of Ajmer in respect of the said employment for the whole of Rajasthan.

The Committee consisted of the following persons:-

Independent Member

1. Dr R.N.Bagchi, Chairman
Director of Economics & Industrial Surveys,
Rajasthan, Jaipur (Now Principal of S.D.
Government College, Beawar).

Employers' Representatives

2. Chairmen, Municipal Board, Jaipur.
3. Chairmen, Municipal Corporation, Udaipur.
4. Chairman, Municipal Council, Beawar.

Employees' Representatives

5. Shri D.Durgawat,
Secretary, INTUC Rajasthan Branch.
6. Shri Kishori Lal Sharma,
Mundri Mohalla, Ajmer.
7. Shri Ram Chandra Sharma,
Municipal Employees' Federation, Udaipur.

1.2 Shri T.C.Jain, Deputy Labour Commissioner, was appointed Secretary of the Committee.

1.3 Under Rule 3 of the Rajasthan Minimum Wages Rules, 1959, the term of the office of the Committee was fixed as six months from the date of the publication of the notification in the State Gazette.

1.4 Since Dr R.N.Bagchi was appointed Principal, S.D.Government College, Beawar and the Municipal Council, Jaipur and the Municipal Council, Udaipur were superseded and Administrators appointed in their place, a further notification was issued by the Government vide No. F.3(10) Lab/63, dated 11th August, 1963, substituting "Administrator, Municipal Council, Udaipur or his representative" in place of "Chairman, Municipal Corporation, Udaipur" and

the "Administrator, Municipal Council, Jaipur or his representative" in place of "Chairman, Municipal Council, Jaipur". Dr R.N. Bagchi as Principal, S.D. Government College, Beawar was also continued as Chairman of the Committee. The term of the Committee was further extended for a period of six months vide Government Notification No. F. 3(106) Lab/60 dated 31.8.63.

Procedure followed by the Committee

1.5 In the first meeting of the Committee held on 5-1-63, it was decided to issue a questionnaire for collecting information relating to the employments in the municipalities. A questionnaire was issued by the Committee, which is given in Annexure 'A'. The Committee was particular about collecting information regarding the income and expenditure of the municipalities and the present wages being paid to the workers of different categories. The questionnaire was issued to 142 municipalities and seven trade unions/workers of municipal employees.

1.6 The Committee also decided to restrict the detailed enquiry to the Municipalities only, and to make a brief survey of the workers employed in other local bodies like Panchayat Samitis, Zila Parishads, Gram Panchayats, etc. because it would not have been possible to finish its work within the limited time, if a detailed enquiry was made by the Committee with regard to all classes of local authorities.

1.7 It was also decided by the Committee to ask the Municipal Committee and the registered trade unions to submit memoranda or representations containing their views on the terms of reference.

1.8 In reply to the request made by the Committee, only 44 Municipal Committees and 5 trade unions sent the relevant information or memoranda.

1.9. The Committee also collected information regarding Minimum wages fixed for this employment in other States.

1.10 The Committee also asked the Municipalities to supply information regarding the financial effect on the municipalities, if the wage rates of the municipal employees were raised to the level of the Government servants of the same or equivalent category.

Visits by the Committee

1.11 With a view to obtaining first hand information and knowledge of the prevailing rates of wages and the working conditions of the different Municipalities, the

Committee decided to visit important centres and invited the representatives of the Municipal Councils and Boards and the workers' representatives to meet them. Since it was not possible for all the members to visit different centres, it was decided that any two members including the Secretary will form a sub-Committee for these visits for obtaining the first hand information from the local bodies. In these visits, the Committee also took advantage of meeting as many representatives of the Panchayat Samitis and Gram Panchayats also as was possible within the limited time at their disposal. was

1.12 The Committee/also invited at the All Rajasthan Seminar of the Municipalities held at Pali from 24th October to 26th October, 1963. The Committee had the opportunity of meeting a large number of representatives of the Municipal Committees and the workers gathered there. The Committee had also the benefit of meeting the Director, Local Bodies, Rajasthan, who very kindly agreed to meet the Committee in pursuance of its request.

1.13 The Minimum Wages Inspectors in the State were also asked to compile information pertaining to the prevailing wage rates etc. in the employments under local authorities. Some of them submitted explanatory notes and detailed information collected by them for the benefit of the Committee.

1.14 The Committee or its Sub-Committee visited the following centres on the dates shown against them:-

<u>Place</u>	<u>Dated</u>	<u>Local Bodies invited</u>
Beawar	23.9.63	All municipalities of Ajmer District
Jodhpur	22.10.63 and 23.10.63	Municipal Committee, Jodhpur Municipal Committee, Jalore, Jaisalmer Panchayat Samit Luni and Mandore.
Pali	24.10.63	Municipal Board, Pali
Kota	8.11.63	Municipal Council, Kota, Municipal Boards Bundi, Baran, Chhabra, Lakheri.
Rawatbhatta	9.11.63	Panchayat Samit, Bhensrodgarh.
Bhawanimandi	9.11.63	Municipal Committee, Bhawanimandi
Bhilwara	15.11.63	Municipal Committee, Bhilwara & Shahpura.
Udaipur	16.11.63	Municipal Committee, Udaipur & Nathdwar
Bikaner	28.11.63	Municipal Council, Bikaner and Municipal Committee Gangashahr
Ganganagar	29.11.63	Municipal Council, Ganganagar and Municipal Board, Hanumangarh.
Jaipur	3.12.63	Municipal Council, Jaipur.

1.15 The Committee held in all 7 meetings and the Sub-Committee 13 meetings. The report was approved and signed on 24th December, 1963 at the final meeting at Jaipur by those present in the meeting. Those members who could not sign the Report were approved or minutes of dissent in writing.

CHAPTER II

A BRIEF SURVEY OF EMPLOYMENT UNDER LOCAL AUTHORITY IN RAJASTHAN

2.1 The word 'local authority' is comprehensive. It includes employment under Municipal Councils, Boards, Zila Parishads, Panchayat Samities, Cantonment Boards, Urban Improvement Trusts, etc. Our detailed enquiry was, however, ~~xxxxixixix~~ mainly concerned with the employment in Municipal Committees.

Present position of Minimum Wages fixed:

2.2 The Rajasthan Government had fixed minimum wages for employments in Local authority for the first time vide their Notification No. F.1(92)Lab/57, dated 3rd June, 1959. These rates were applicable only in the pre-organised State of Rajasthan i.e. excluding the area comprising the erstwhile State of Ajmer. According to this notification, the municipalities were divided in three categories and the different minimum rates of wages were fixed for these categories. For the 32 municipalities in Schedule I, the minimum rate was Rs 1.50 per day or Rs 45 p.m. for an adult male worker and Rs 1.25 per day for a child worker. For 42 municipalities in Schedule II, the minimum rate of wages fixed was Rs 1.25 per day or Rs 37.50 p.m. For 52 municipalities in Schedule III, the minimum wage fixed was Rs 1.12 per day or Rs 33.75 p.m.

2.3 In the Ajmer area, the minimum wages were originally fixed under Notification No. F.8/6/50/LSG, dated 29th March, 1952. Under this notification also, different rates were fixed for the staff employed by the Ajmer and Beawar Municipalities and for Pushkar, Kekri and Deoli Municipalities. For the Municipalities of Ajmer and Beawar, the minimum fixed was Rs 30 p.m. plus Rs 19.25 as dearness allowance. For other municipalities in the minimum wage was fixed was Rs 30 p.m. plus Rs 17.50 as dearness allowance. The same wages were continued at the time of revision vide Notification No. 9/5/Lab/56, dated 28.3.57. While in the Rajasthan Notification the wages were fixed only for the lowest category, in the Ajmer Notification separate wages were fixed for the different categories of employment.

2.4 Classification of Municipalities in Rajasthan.

The State Government has divided the 142 Municipalities in Rajasthan into five classes as under :-

Class I - City Municipalities with population of 50,000 and above.

Class II-Municipal Boards having an annual income of Rs 2 lacs.

- Class III - Municipal Boards having an annual income of Rs 1 lac to Rs 1.5 lac.
- Class IV - Municipal Boards having an annual income of Rs 40,000 to Rs 1 lac.
- Class V - Municipal Boards having an income below Rs 40,000.

2.5 In 1960, according to this classification, the number of municipalities class-wise was as follows:-

Class I -	Councils	8
Class II -	Municipal Boards	16
Class III -	Municipal Boards	23
Class IV -	Municipal Boards	42
Class V -	Municipal Boards	50

2.6 The following three Municipal Boards were not classified:-

Pipar, Sadri and Tadaraisingh.

2.7 On the basis of information available regarding Income and Expenditure of Municipalities for the year 1961-62, the municipalities can be classified as under:-

Income-Expenditure Group	No. of municipalities falling in the group
Income	Expenditure
Above Rs 50 lacs	1
Rs 25 lacs but not exceeding 50 lacs	1
Rs 10 lacs but not exceeding 25 lacs	6
Rs 5 lacs but not exceeding 10 lacs	3
Rs 1 lac but not exceeding 5 lacs	46
Rs 50000 but not exceeding 1 lac	36
Rs 25000 but not exceeding 50000	32
Below Rs 25000	11
Class IV - Total	142
Class V - Total	50

2.8 Employment Following three Municipal Boards were not classified. Figures regarding employment in various municipalities were available for 99 municipalities only. The number of municipalities classified according to the number of workers employed by them is given below year 1961-62.

No. of workers	No. of Municipalities
Income-Expenditure Group	Expenditure
261 to 500	13
51 to 1000	35
101 to 250	25
251 to 500	14
501 to 1000	4
1001 to and above	5
Total	99

2.9 Figures regarding employment in various municipalities were available for 99 municipalities only. The number of municipalities classified according to the number of workers employed by them is given below year 1961-62.

2.9 The number of employees in 9 bigger municipalities is given below*

Name of Council	Total No. of employees, clerical, supervisory staff and peons	Total no. of Harijans, Janadars, Bhistis, Lightmen	Total
1. Bikaner	82	610	692
2. Alwar	206	380	586
3. Jaipur	207	2519	2726
4. Kota	153	610	763
5. Beawar	164	229	393
6. Ajmer	361	991	1352
7. Udaipur	138	439	567
8. Ganganagar	204	356	560
9. Jodhpur	173	1168	1341

2.10 Wages

The wages and payscales of municipal employees are governed by Government Orders issued from time to time. The Municipalities cannot increase them without the concurrence of the Director of Local Bodies.

2.11 According to the information collected by the Committee, the Minimum rates of wages paid to the lowest category of employees by some of the Municipalities is as follows:-

	<u>All inclusive wage p.m.</u>
Ganganagar	Rs 65
Jaipur	Rs 55
Udaipur	Rs 55
Jodhpur	Rs 55 to male sweepers Rs 50 to female sweepers
Ajmer	Rs 64.25
Beawar	Rs 67
Bikaner	Rs 55
Kota	Rs 50
Mt Abu	Rs 60
Kishangarh	Rs 52
Kapasan	Rs 46
Hanumangarh	Rs 55
Jalore	Rs 55
Jaisalmer	Rs 55 to male sweepers Rs 42.50 to female sweepers
Pokran	Rs 50 to male sweepers Rs 37.50 to female sweepers
Pali	Rs 50 to male sweepers Rs 45 to female sweepers
Bundi	Rs 45

*Director, Local Bodies as per his letter No. F.7(20)DLB/63/5421, dated 19th December, 1963.

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All inclusive wage p.m.

Bhawaninandi	Rs 37
Chhabra	Rs 45
Lakheri	Rs 45
Bhilwara	Rs 50
Shahpura	Rs 45

2.12 Allowances

The system of payment of allowances to staff of the municipalities differs from place to place. Some of the municipalities pay additional allowance to the scavengers and those sweepers who work on ^{the} night soil. In some municipalities, allowance is also paid to the sweepers who work on trucks for the disposal of refuse. Conveyance allowance of Rs 10 p.m. is also paid to Inspectors of Overseers if they maintain a cycle. The Committee enquired at all places they visited whether ^{the} sweepers and scavengers were paid more than the ordinary class IV servants, on account of the nature of their work. The Committee found that in some places, such workers were paid more than ordinary class iv servants.

2.13 Medical Allowance

It was learnt that the Government have recently passed orders regarding the payment of medical allowance to the municipal staff. It is at the rate of 5% of the basic wage for pay upto Rs 250 p.m. and the rate of 2½% of the basic wages for the pay of Rs 250 to 500 p.m. Basic wage of the sweeper is either Rs 20 or Rs 25 p.m. At the rate of 5% of the basic wages, the medical allowance will come to about Re 1 p.m. only, which is negligible. Even this medical allowance is not being paid in all the municipalities, because after the approval of the Board, sanction of the Government is required for actual payment of this allowance. In some cases, for example, in Udaipur Municipal Council, the Medical Allowance is @ Rs 5 p.m. to all employees was being paid, but it has also been stopped now, after the promulgation of the order referred to above. The Committee feels that these low paid employees should have the same benefit of medical reimbursement as is given to other employees of the State Government.

2.14 Provident Fund

The Provident Fund Rules also differ from place to place. The Rajasthan Government has promulgated the Rajasthan Municipalities Provident Fund Rules, 1960, but it appears that they have not yet come into force. Generally, all permanent employees with a basic pay of Rs 25 p.m. or above are entitled to the Provident Fund benefit, but most

of the sweepers in Class II, III, IV and V Municipalities are getting less than Rs. 10 P.L. as basic wage. Therefore, they are excluded from the benefit of the Provident Fund Rules. It is now learnt that the Government is thinking to bring all employees under the Provident Fund Scheme. The rate of Provident Fund is also usually 6½%, but in some places it is 8%.

2.15 Uniforms

The system of giving of uniforms to the sweepers and other Class IV servants differs from place to place. The usual practice is to give one cotton uniform every year and one woollen jersey every 3 years to the employees. In some places, 2 cotton uniforms are also given. At many places, uniforms are not given to female sweepers. It was also noticed that some of the municipalities gave no uniforms during some years on the ground of financial difficulties. The Committee feels that there should be some standardisation about giving of uniforms to the workers. The Committee also found that at many places, the workers, who worked on trenching ground or on night soil were not given safety equipments like gumboots, gloves, etc.

2.16 Rajasthan Municipal Rules

The Rajasthan Government have now enforced the Rajasthan Municipal Rules, 1960. According to these orders, all services in the municipalities in Rajasthan have been put in a separate cadre and rules have been made regarding appointment both by promotion and direct recruitment, probation and confirmation, etc. of the employees.

CHAPTER III: PRINCIPLES OF FIXING MINIMUM WAGES

3.1 Before making any recommendations on minimum wage fixation, the Committee examined very carefully the law governing the subject as well as the principles recommended by various bodies for the guidance of wage fixing machineries as also the practice followed in this country.

3.2 Wages have great significance for the workers as it determines his standard of living and for the employer it represents an important item in his costs. The determination of the quantum of wages and its method of payment are hence the main sources of industrial problems and disputes. In India wages are very low in certain occupations. Further, differences in wages exist not only in similar occupations in different industries, but also in different units of the same industry. This disparity in wages in the same industry is a constant source of friction between employer and employees and, in the absence of wage regulations, employers get an opportunity of cutting down rates of wages to the detriment of the employees. In theory this should result in labour tending to move from industries which are paying lower rates of wages to those paying higher rates. But in India, this does not happen owing to insufficient employment potential and to the fact that labour is not sufficiently conscious and well-organised to exert any marked influence on the wages bargain. This situation appears now to be rapidly changing.

3.3 To offset, therefore, the evils in the present wage situation in this country and to remove discontent among the workers, it becomes apparent that the remedy lies in the adoption of a system of regulation of wages. Such regulation of wages could be undertaken by three distinct agencies, viz., (a) by collective bargaining, (b) by unilateral action and (c) by action of Government. The first method of collective bargaining between employers and employees, pre-supposes the existence of a strong trade union movement in the industry concerned. Where this is absent, as is in the case of unorganised and "sweated" industries, it becomes futile. As regards the second method, the unilateral fixation of wages by the employers themselves may not be in the best interests of their employees, since the latter are seldom able to

prevail upon the employers to settle rates of wages to their satisfaction. This leaves the ~~third method~~, regulation of wages by the State to be considered.

3.4 It is when the question of regulation of wages by the States is taken up, that the fixation of minimum rates of wages attains prominence. This aspect of fixing minimum wages in India can be traced back to the reports of various Commissions on labour which recommended that steps may be taken in this direction in respect of "sweated" industries, where rates of wages were unduly low and where the bargaining power of the workers was negligible. To that end, the present Minimum Wages Act of 1948 has been framed, the purpose of which is to fix the minimum rates of wages in the industries specified in the schedule thereto, and one of which the Public Motor Transport industry forms the basis of enquiry and action of this Committee.

3.5 A simple definition of the term minimum wage would mean that it is the lowest wage "legally payable" in an industry. To arrive at its determination it would, therefore, be advantageous to discuss its go-related categories, viz. subsistence wage, fair wage and/living wage. The "subsistence wage" could be defined as one meeting the bare biological necessities of a worker in the matter of food, clothing and housing and nothing more. The conception of "living wage" varies from country to country but it may be stated that this should enable the worker to provide himself and his family not merely the bare essentials of food, clothing and shelter but a measure of frugal comfort including education for his children, protection against ill-health, requirements of essential social needs and a measure of insurance against the more important misfortunes including old age. The attainment of the living wage is, therefore, the ideal but in the present day circumstances and prevailing limitations in the country, workers can at least expect the fixation of fair wages and minimum wages. While the lower limit of "Fair wage" is obviously the minimum wage, the upper limit is set by the capacity of the industry to pay and between these limits, the actual fair wage would be determined by a number of factors such as the productivity of labour, the prevailing rates of wages in the same or similar occupations, the level of the national income and its distribution and the place of the industry in the economy of the country.

3.6 It is, therefore, for fixing any fair wage in an industry the minimum wage has first to be determined. The Fair Wage Committee has stated that "the minimum wage must

provide, apart from the bare sustenance of life, for the preservation of the efficiency of the worker, which in turn calls for some measure of education, medical requirements and necessities". Otherwise, the worker's productive capacity would be impaired. On the other hand, it has to be borne in mind that it is the industry which has to pay ultimately and if it cannot do so, and in the zeal for improving conditions, wages are fixed at too high a level in relation to national income, no legislation can enforce it, the industry would suffer and unemployment increase.

3.7 The following principles were enunciated at the 15th Session of the Indian Labour Conference at Nainital in July 1957 and accepted by the Conference as the guide for all wage fixing machineries -

"1. While accepting that minimum wage was 'need-based' and should ensure the minimum human needs of the industrial worker, the following norms were accepted as a guide for all wage fixing authorities including minimum wage committees, wage boards, adjudicators, etc.

(i) In calculating the minimum wage the standard working class/^{family} should be taken to comprise three ^{consumption} ~~occupation~~ units for one earner, the earnings of women, children and adolescents being disregarded.

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

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

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

2. ^{(v) For lighting and other miscellaneous items of expenditure should be taken to 20% of the fixed} Wherever the minimum wage fixed was ^{the fixed} below the norms recommended above, it would be incumbent ^{minimum} on the authorities concerned to justify the circumstances ^{Wage} which prevented them from adherence to the aforesaid norms.

3.8 The Supreme Court in its judgement (AIR 1958 SC 578) has observed -

"The Statutory minimum wage, however, is the minimum which is prescribed by the statute and it may be higher than the bare subsistence of minimum wage providing for some measure of education, medical requirements and amenities."

It further observed -

"This concept of minimum wage is in harmony with the advance of thought in all civilized countries and approximate to the statutory minimum wage which the State should strive to achieve having regard to the directive principles of State policy".

Stating that the concepts of the Minimum Wage, Fair Wage and Living Wage were not static, the Supreme Court further observed -

"It will also be en noticed that the content of the expressions 'minimum wage', 'fair wage' and 'living wage' is not fixed and static. It varies and is bound to vary from time to time. With the growth and development of national economy, living standards would improve and so would our nations about the respective categories of wages expand and be more progressive."

3.9 The above summary of theoretical and legal aspects of the fixation of minimum wages forces us to conclude that the minimum wages should be fixed on the reasonable needs of the employe s based on the norms fixed by the 15th Indian Labour Conference. There are, however, practical difficulties in the way of full implementation at this stage of the norms recommended by the Conference. The Standing Labour Committee (Central) in its 18th Session held at New Delhi in March 1960 had considered this question further and recommended that the question of nutritional requirements for a worker and his family and the composition of the diet which is to provide the requisite nutrition needed further examination at the technical level.

3.10. While fixing the wages, another aspect which attains significance is the payment of wages by the nationalised sector or by the autonomous bodies where profit making motive is absent. In such cases, the recommendations of Justice Rajadhyaksha in the case of Posts and Telegraphs dispute in which the paying capacity of the department is considered by him as strictly not a relevant consideration, are to be borne in mind. He has stated that "paying capacity of the department depends on what prices the public are prepared to pay for the services they received ordinarily. The wages of the employees are the first charge on the receipt of a commercial or industrial concern. It is altogether wrong in principle to provide a cheaper service by depressing the cost of production as a result of abnormal lowering of wages."

3.11 The Committee has attempted to conduct any family budget enquiry or evaluate a budget framed on the norms laid down by the Indian Labour Conference. There is wide

divergence in the evaluation made by the workers and employers in this respect. It cannot, however, be denied that cost of a family budget based on these norms will not in any case be less than Rs 190 p.m.

3.12 In coming to a conclusion about the actual quantum of minimum wage, the effect of fixation of minimum wage on the economy as a whole, rate of wages prevailing rates of wages in other States for similar employments and the prevailing rates of wages in the State also need consideration. The existing wages are so low, that sudden rise in the level might affect the economy as a whole and may also adversely affect the industry. These considerations has compelled the committee to treat the wage to be arrived at by evaluation of the norms laid down by the 15th Indian Labour Conference as an ideal to be achieved in stages.

3.13. In recommending, the quantum of minimum wage to be fixed (in revision) the Committee has taken all these factors into consideration and endeavoured to be guided by the principles enunciated above. It may, however, be frankly stated that a too-rigid adherence of these ~~prizi~~ principles would be somewhat unrealistic in the present day circumstances. The Committee has also kept in mind that the concept of irreducible minimum will lose its meaning if after its fixation, any rise in the cost of living is not neutralised to at least a reasonable extent.

CHAPTER IV
RECOMMENDATIONS

4.1 "Local Authority" means a Municipal Committee, District Board, or any other authority, ^{legally} entitled to or entrusted by Government with the control or management of a municipal or local fund* (Sec 3(28) General Clauses Act, 1897). Thus employment under any local authority includes employment in Municipal Boards/Councils, Panchayat Samities, Gram Panchayats, Zila Parishads, Urban Improvement Trusts, Cantonment Boards, etc. Our enquiry was, however, mainly directed towards the examination of wages and living and working conditions of the employers of Municipal Councils/Boards and to a very limited extent regarding the employees of Panchayat Samities and Gram Panchayats.

4.2 A very important consideration in fixing minimum wages for employment in municipal bodies is whether to fix minimum wages for the different categories of employment on a state wide basis or different wages for different classes of municipalities. The classification of municipalities is based ^{not on the basis of revenue and population the present rate of} on wages pre-organised. Rajasthan as well as former State of Ajmer are also different for different classes of municipalities. It was also argued before the Committee that "paying capacity" of different classes of municipalities being different, different wage-rates should be fixed for the employees of different classes of municipalities. In examining the representatives of various municipalities, the Committee came to know that some of the smaller municipalities have better paying capacity than some bigger municipalities. Thus the fixing of wages according to the present classification of municipalities will not be correct. If revenue of the smaller municipalities ^{is} ~~is~~ less, they also employ lesser number of workers. Moreover, the bare subsistence or minimum wage cannot be different for different places. In the case of Express Newspapers (Pvt) Ltd vs Union of India, the Supreme Court has laid down the principle ^{of} for fixing ^{the} minimum wages in these words -

"That in the fixation of rates of wages, which include within its compass the also, the capacity of the indu circumstances to be taken into

of bare subsistence
bound to pay the same
(A.I.R. 1958 Sc 578)

*Manual of Law terms

In another case, the Supreme Court has observed -

"It is ^{quite} likely that in underdeveloped countries, where unemployment prevails on a very large scale, unorganised labour may be available on starvation wages, but the employment of labour on starvation wages cannot be encouraged or favoured in a modern democratic welfare state. If an employer cannot maintain his enterprise without cutting down the wages of his employees below even a bare subsistence or minimum wages, he would have no right to conduct his enterprise on such terms". (Crown Aluminium Works vs Their Workmen 13 FJR 292)

4.3 In the light of these observations, the Committee after carefully consideration of the matter is of the view that minimum wage rates for different employments should be fixed on the state-wide basis, but as it would give rise to ^{large} an increase in the wages of the workers of D & E ^{class} Municipalities, all of a sudden, thereby unbalancing the finances of such municipalities, the Committee considered it proper to give two years time to these classes of municipalities to come to the general level.

In the light of these observations, the Committee

4.4 Another question that arises for consideration is whether there should be equal wages for men and women. The principle of equal wage for equal work is now universally accepted. The female workers are ^{not} mostly employed in sanitation department of the municipalities, where they do the same work as done by the male workers. The Committee, therefore, decided that no distinction should be made between the male and female employees, if they did equal work, as it was opposed to the spirit of the Constitution and to the I.L.O. Convention in this respect and also the recommendations of the Central Minimum Wages Advisory Board.

4.5 The next question to be decided by the Committee was whether an all inclusive consolidated wage or a basic wage plus dearness allowance is to be recommended. On this issue, the Committee decided that an all inclusive consolidated wage should be prescribed on the basis of present day conditions, as the dearness has come to stay and any division of wages in basic wages and dearness allowance is now artificial and superfluous. In case of these categories of employees, whose wages are to be equated to the employees of similar category in Government service, dearness allowance should be paid separately on the same scale as paid by the Government to its employees from time to time. The Ad-hoc increments hitherto paid to the employees should also be merged in the new consolidated minimum wage.

40A. Another important problem to be settled is whether the dearness allowance should be linked to the future rise or fall of the consumer Price Index number. Though several wage boards and the Tribunals have recommended the linking of dearness allowance of workers to the consumer Price Index number, the State Govt. has not yet accepted this principle in case of its own employees.

4.6 The minimum wages are usually revised after five years. In these days of rising prices, it will be very hard for workers, if the same wages are continued even when there is substantial rise in prices. The Committee, therefore, feels it necessary to link wages to the consumer price index number and decided that the additional wages should be paid to all workers at the rate of Rs 4.50 for every ten point rise over the All India Consumer Price Index Number for July, 1963 which was 135. Since cost of living indices are prepared in Rajasthan for only 3 places i.g. Jaipur, Beawar and Ajmer, the Committee considered the All India Working Class Consumer Price Index Number to be more reliable for this purpose. This index is prepared by the Labour Bureau, Government of India, as the weighted average of the indices for 27 centres, 15 of which are compiled by the Labour Bureau and the rest by the respective States on Base 1949.

4.7 In calculating per point rise, the Committee has not given full neutralization. Taking minimum wage to be Rs 60 p.m. for every rise of 10 points, wages should be raised by Rs 6, if 100% neutralization is given. However, to be practical, the Committee has decided that for every 10 point rise, the wages should increase by Rs 4.50 only. In case of fall of index below 135, there will be no decrease in wages, as the wages have not been fixed as a 'fair wage' or 'living wage' and full neutralization has not been given.

4.8 The Committee also considered the question of whether it could fix grades or scales of pay for a particular category under the scope of Minimum Wages Act. In this connection, in the decision of Supreme Court cited above, it has been laid down that 'rates of wages' would include 'scales of ~~xxx~~ wages' also. The Committee, therefore, decided to fix scales of wages also for different classes of workers employed in the municipalities.

4.9 In fixing minimum wages for various categories of employees, the Committee found some difficulty, as the terminology for different occupations at different places differs. An attempt has been made by the Committee to standardise the categories. Due to the multifarious designations of employees doing more or less the same type of work, it is not practicable to include all the designations in this list. The Committee, therefore, suggests that the minimum wage rates ~~...~~

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4.10 Another point which engaged the attention of the Committee was whether any special allowance should be paid to some categories of workers, who do some disagreeable work. The work of a scavenger is more difficult and disagreeable than that of an office peon, though both may be included in the same Class IV category. The Committee finds that even at present, in some municipalities the wages of sweepers and scavengers are higher than peons and chowkidars. Recently, the Punjab Government has fixed the pay of a sweeper at Rs 85 p.m. as against Rs 70 for other Class IV servants. The Committee, therefore, decided that some special allowance should be attached ~~attached~~ to those categories of employees who are engaged in disagreeable jobs or such jobs which are of dangerous nature or affect the health of the workers.

4.11 It has been argued before the Committee that the difference in the pay scales and service conditions of municipal employees and Government employees doing the same type of work is not justified. Representatives of some of the municipalities were also of the view that Government pay scales should be made applicable to the municipal employees. Recently, the Government has framed unified Service Rules ~~of~~ for Municipal Employees. There is, therefore, hardly any justification for this difference except on the ~~ground~~ ^{ground} of capacity to pay, which the Committee cannot accept. The Committee, therefore, felt that except for the lowest categories of employees, where the wages paid by the Government are very low, the municipal employees should have the same pay scale and allowances as are being paid to the Government employees of the same or equated category.

4.12 After careful consideration, the Committee has decided to make the following recommendations regarding minimum wages of various categories of employees in the Local authorities -

Category of Workers	Minimum wage per mensem, inclusive of dearness allowance and ad-hoc increment	Pay Scale	Special Allowance
	2	3	4
<u>For I, II & III Class Municipalities</u>			
Peon, Waterman, Storeman, Lamp - Lighter, Gangman, Cattle Impounder, Dog Impounder, Mali, Khallasid, Bhisti, Asstt Keyman, Chowkidars and other unskilled workers.	Rs 60	60-2-70-2½-30	-
Sweepers, Scavengers, and underground sweage Cleaners.	Rs 60	-do-	Rs 5
Sanitary Jamadars	Rs 70	70-2-80-3-95	
<u>For IV & V Class Municipalities</u>			
Peon, Waterman, Storemate, Lamp- Lighter, Gangman, Cattle Impounder, Dog Impounder, Mali, Khallasid, Bhisti, Asstt. Keyman, Chowkidars, and other unskilled workers.	Rs 55	55-2-65-2½-75	-
Sweepers, Scavengers, and underground Sweage Cleaners.	Rs 55	-do-	Rs 5
Sanitary Jamadars	Rs 65	65-2-75-3-90	-
<u>For All Municipalities</u>			
Daffri, Pump, Attendant, Keyman, Oilman, Fireman, Gangmate, Vaccinator, Moharrirs, (Nakedars).	Rs 65	65-2-75-3-90	-
Head Sanitary Jamadar, License Jamadars, Water Works Mistri, Meter Reader, Fitter, Lineman, Pump Driver	Rs 80	80-3-95-4-115	-
License Inspector, Assistant Inspectors, Public Works Mistry, Draftsman, Bonded Warehouse, Moharrir, L.D.C., Cashier, Library Clerk, Time Keeper.	Rs 100	90-4-102-EB-4- 110-5-150	DA Rs 10
U.D.C., Store-keeper, Accounts Clerk, Librarian.	Rs 115	105-5-150- 150 -8-190- 10-240	DA (Rs 10 upto 150 and Rs 20 from 151 to 240)
House Tax Inspector, Food Inspector, Sanitary Inspector, Tax Collection Inspector, Patrol Inspector.	Rs 115	105-5-200	DA (Rs 10 upto 150 and Rs 20 from 150 to 300)
Overseer	Rs 125	115-5-155-10- 255-EB-10-295- 12½-320-15-335	-do-
Water Works, Supervisor, Head Clerk	Rs 140	130-5-155-10-235 -15-250	-do-
Accountant	Rs 140	-do-	-do-
Mechanic	Rs 140	-do-	-do-
Chief Sanitary Inspector	Rs 140	-do-	-do-
Head Librarian	Rs 140	-do-	-do-

1	2	3	4
Municipal Prosecutor	Rs 190	170-10-310-12 $\frac{1}{2}$ -335	D.A. Rs 10 upto 150 and Rs 20 from 150 to 300
Assessor	Rs 190	-do-	-do-
Office Superintendent	Rs 190	-do-	-do-
Octroi Superintendent	Rs 190	-do-	-do-

4.13 Explanations

1. Where wage rates are to be fixed by the day, the minimum rates of wages per day shall be calculated by dividing the above rate by 26.

2. The "Wages" recommended above are consolidated wages inclusive of Dearness Allowance (except where specified), but for future the additional Dearness Allowance may be paid according to the rise in the Consumer Price Index Number, as specified in the Report. The Minimum Wages fixed above do not include any other special allowance.

3. The lowest paid workers of IV and V class municipalities have been given Rs 5 less than the municipalities of I, II and III classes, because of the financial impact on these municipalities, but these municipalities should also come to the same level as I, II, and III class municipalities within a period of two years from the date of enforcement of revised wages.

4. Wherever Government pay scales have been made applicable, the qualifications prescribed for the post will also be the same as prescribed by the Government or by the Municipality concerned.

5. Those categories of employees for which no pay scales has been prescribed here, will get the same pay scale as prescribed by the Government of Rajasthan for similar post and work.

6. These recommendations should not operate to the prejudice of any right to which a worker may be entitled under any law, agreement or contract of service. It is also necessary to stress that if the workers are at present in receipt of wages or other benefits higher than those suggested in the report, they shall continue to be paid such higher ~~rates~~ wages and get those benefits.

4.14 It has also been stressed before the Committee that at several places, the workers are not employed for full 8 hours every day. At some places, they are employed for 4 hours only. The Committee, therefore, recommends that

1. An employee who works for more than 6 hours per day in two shifts, subject to a maximum of 48 hours per week shall be regarded as fulltime employee.

2. An employee who works more than 4 hours but less than 6 hours per day in two shifts, subject to a maximum of 36 hours per week, will be regarded as three-quarters-time employee and will be given 75% of the wages including allowances, fixed for that category of employment.

3. An employee who works in one shift only for 4 hours a day or less, subject to a maximum of 24 hours per week, will be regarded as half-time employee and will be given 50% of the wages including allowances fixed for that category of employment.

4.15 The Committee is conscious of the fact that these recommendations are bound to affect the financial positions of the local bodies in the initial stages. This difficulty can only be overcome by suitable assistance from the Government, but ultimately the local bodies ~~in the initial stages~~ have got to tap their resources to the full. The fear that of unpopularity is one great factor which is responsible for those in office to exploit their potentialities. The employees have also to realise that their friends and family are taxed to meet their wages, and it is expected of them to work to their full capacity and to endeavour to increase this capacity. If this is not realized by the employees, it is against their own interest and sooner they realise, the better it is. The 'Minimum Wage' is a relative term and specially so in an expanding economy and ultimately it is the employer who will decide what they deserve. While the employees have a right to get at least minimum wages today, in the continued process of getting "Living Wage" tomorrow, it is also their duty to give their best to the employer.

4.16. Recommendations regarding employees of Panchayat Samities and Gram Panchayats

As the scales of pay, dearness allowance and other service conditions fixed for the employees of Panchayat Samities is governed by the Panchayat Samities Service Rules and are the same as that of Government servants, the Committee does not make any recommendation about their wages at present, except that they will get payscales, dearness allowance and other service benefits as given to other Government employees from time to time. The Committee however, suggests that a separate Committee may be appointed to ~~set~~ into the question of fixation of minimum rates of wages for the employees of Panchayat Samities, Gram Panchayats and other local bodies (except municipalities).

4.17 The Committee finds that employees of Gram Panchayats are very poorly paid. A full time peon or chowkidar is given Rs 15 p.m. at some places. A part-time Secretary of the Gram Panchayat also gets Rs 20 or Rs 25 p.m. The Committee tentatively recommends that peons or chowkidars should get the same pay and dearness allowance as paid to Government servants and the Panchayat Secretary (full time) should get at least Rs 80 p.m. For part-time employees, the wages may be paid proportionately in accordance with para 4.14 above.

CHAPTER V

GENERAL OBSERVATIONS & SUGGESTIONS

5.1 During the course of the enquiry, it was brought to the notice of the Committee that there is no uniformity in the provision of amenities to the workers or in the supply of equipments for carrying on work. The Committee strongly recommends that there should be an endeavour to bring some sort of standardisation in this matter. The Committee makes the following suggestions in this regard for consideration of the Government -

5.2 Provident Fund

There is no uniformity in the Provident Fund Rules at present. In some Municipalities, the Provident Fund benefit is not available at all. The Committee suggests that a uniform Provident Fund scheme should ~~also~~ be applicable to all employees, whether temporary or permanent. The workers and the employees' contribution should be raised to 8% of basic wages.

5.3 Gratuity

There should be a scheme of gratuity to cover old age and retirement benefits.

5.4 Housing

The housing conditions of the Municipal employees particularly the sweepers is deplorable. Some assistance is available from the Social Welfare Department, or other welfare agencies for the construction of houses for the sweepers. The Municipal authorities should gradually build houses for as many of their employees as possible.

5.5 House Rent

House rent should be paid to the Municipal employees in accordance with the Rules applicable to Government servants at places, where house rent is payable to ^{other} Government employees.

5.6 Medical Benefits

Recently, Government has approved payment of some medical allowance to the municipal employees which is very meagre. Even this has been left to the discretion of the individual municipality and the concurrence of the Director of Local Bodies. The Committee is not in favour of medical allowance but would like that free medical treatment and reimbursement of expenses should be available to the municipal employees in the same manner as available to other Government servants.

5.7 Educational Facilities

Free educational facilities should be available to municipal employees also, whose total emoluments are less than Rs 250/-p.m. in all Government schools and institutions.

5.8 Supply of Uniforms

There is no uniformity in the supply of uniforms to the sweepers, etc. The Committee recommends that two cotton uniforms every year and one woollen uniform every third year, both to male and female sweepers, peons, chowkidars and to such other staff as are getting uniforms now, should be given. To standardise the practice, uniform rules should be made in this respect.

5.9 Supply of Equipments

The Committee found that at many places, the sweepers are required to bring their ^{own} jhadoo-tokri, for which they are paid some allowance. The Committee suggest that all equipments like jhadoo, tokri, etc. should be made available by the Municipal administration.

5.10 Animals

At some places, buffalo carts are used for carrying night soil and refuse. These buffaloes are to be maintained by the sweepers, for which a meagre allowance is paid to them. The Committee feels that the buffalo becomes an extra burden to its owner, as he cannot be maintained in the meagre allowance paid to him. The Committee, therefore, suggests that this practice should be discontinued and wherever buffalo carts are used, the animals should be owned and maintained by the Municipal administration.

5.11 Safety Equipment

The Committee also suggests that suitable safety equipment like gum boots, gloves, etc. should be given to the staff, handling night soil and working on trenching grounds, and underground drainage, etc.

5.12 Leave

There are no uniform rules regarding grant of leave to the municipal staff. The Committee recommend that municipal employees should get ^{seven} paid national and festival holidays in a year. Other types of leaves e.g. casual, privilege, sick and maternity leave should be given as per Government Rules.

5.13 Hours of Work and Rest Day

Hours of work and weekly holiday should be given in accordance with the provisions of Minimum Wages Act, and Rules. The Committee was constrained to find that at many places, these provisions are not being observed. At many places, two half-holidays in a week are given, instead of one full weekly holiday. This is against the legal provision. Duties of sanitary staff may be so arranged that every worker gets a holiday every week, though all workers may not get a holiday on the same day.

5.14 Hours of work of some employees like nakedars (octroi staff) chowkidars, etc. are at present more than 48 hours a week or 8 hours a day at most places. This is also against legal provisions and should be stopped forthwith.

5.15 Inspections

Throughout their enquiries, the Committee have found that the enforcement of Minimum Wages Act and the Rules made thereunder is very unsatisfactory. Flagrant violations of the legal provisions have been brought to our notice. Some of the Municipal authorities also informed us that orders or lack of sanctions from the Director of Local Bodies was responsible for this. Whatever may be the administrative difficulties, it is necessary to adhere to the legal provisions. The Committee strongly recommends that the Inspectorate of Minimum Wages should be strengthened and the Labour Department should be more vigilant about seeing the proper enforcement of the Act.

5.16 Though it is not strictly within the scope of the Committee, the Committee will like to point out about the control being exercised by the Director of Local Bodies over the administration of the municipal bodies. The Municipal Authorities felt that "Local Self Government" in the municipal bodies is only in name under the present circumstances. The Committee would venture to suggest that greater freedom of action, particularly in respect of their relationship with their employees should be given to the Municipal authorities.

ACKNOWLEDGEMENTS

6.1 In conclusion, the Committee would like to express their thanks to the workers, trade unions and the municipalities who have cooperated with the work of the Committee and readily supplied information desired by us. The Committee would also like to thank Shri B.L.Mehta, Director of Local Bodies and Shri Govind Narain, President Rajasthan Local Self Government Institute for kindly meeting the Committee and giving their views on the terms of reference of the Committee.

6.2 The Committee would also like to place on record their appreciation of the work put in by Shri T.C.Jain, Deputy Labour Commissioner, who functioned as Secretary of the Committee. He has taken considerable pains in the work of the Committee and in drafting the report, inspite of his other preoccupations. His own knowledge of the labour problems in the State was also of great help to the Committee.

1. Sd(R.N.Bagchi), 24.12.63
Chairman
2. Sd/(D.Durgawat)
3. (Ranchandra Sharma)
4. (Kishori Lal Sharma)
5. (G.P.Chaturvedi),
Administrator, Municipal
Corporation, Udaipur.
6. Sd/()
Accounts Officer,
Municipal Council,
Jaipur.
7. Sd/(Chaman Singh Dasha),
President Municipal Council,
Beawar.

Sd(T.C.Jain),
Secretary.

Jaipur,
Dated the 24th December, 1963.

Letter dated 11.7.1954 from Shri Kishori Lal Sharma Ajmer,
Member of Minimum Wages Committee.

I have gone through the report which is being
submitted to the Government of Rajasthan and I agree
subject to the condition that the provision of the
bill allowance for the workers who are working
at Mount Abu be made.

I do hope that you will agree the same obliged.

Sd/- Kishori Lal Sharma.

N.C.17.1.

6

PRINCIPLES OF MINIMUM WAGES.

1) One of the most important problems in Labour Economic is that of wages of the workers in this country. It is an established fact that the wages of the workers have not been sufficient and if any improvement has taken place, that has been only in recent years. The granting of a minimum wage to the workers is one of the essential requirements of the country. The workers in India, especially in such industries where they are widely scattered like Agriculture, Stone Breaking and Stone Crushing, have been mostly unorganised and are easily exploited by the employers who pay them as little as they can afford. It is sometimes estimated that even the prisoners are able to get better facilities and better rations in Jails than are available to the industrial workers. Under a policy of free competition, workers do not stand any chance to improve their position, as compared to the powerful capitalist on account of the weak bargaining position and certain other facilities such as lack of mobility and attachment to the family as well as to the place. Labour therefore gets a lower ~~xxxxxxxxxx~~ reward.

2) However, labour is human factor and from the humanitarions point of view, he has to be protected. Hence the problem of fixing a minimum wage for the worker, sufficient for maintaining himself according to his needs and not according to his efficiency, has come into existence in all countries. As far back as 1928 the International Labour Conference adopted a Draft Convention of Minimal Wages requiring the member countries to create or maintain a machinery whereby minimum ~~wage~~ rates of wages can be fixed for workers, employed in certain parts of trade in which no arrangements exist for the effective regulation of wages by collective agreements, or by otherwise and when wage are exceptionally low.

3) A number of problems like that of industrial disputes, low standard of living, inefficiency of the workers, his indebtedness etc. are connected with the problem of low wages. From the social point of view, it has to be realised that a sufficient living ~~wage~~ wage for the workers is very essential if we want stability in society as well as Social Justice. The breeding ground of Communism is said to be the poverty of workers

and if we want to check the spread of revolutionary ideas or the ideas of bitterness against one another, it is incumbent upon us to fix up at least a minimum wage for all the workers. A minimum wage is also required to ensure mutual good will trust between the employers and the workers and to mitigate the evils of industrial strikes. Besides, it is also to be kept in mind that it is no charity to provide a minimum wage to a worker, it is neither an act of Paternalism, a worker must have his rightful share in the fruits of the industry, which he is being denied at present on account of his low bargaining capacity. Hence a minimum wage for the workers is of vital importance to the industrial life, workers' health, strength and morals, Social Justice and stability of the society, prevention of sweating and exploitation in an industry. A minimum wage has also got the object to protect the workers who are unorganised or badly organised and can not raise wages by collective agreements. A minimum wage could lead to improvement in the worker's organisation and promote industrial peace in the country.

4) The objects of a minimum wage are most laudable. But a minimum wage, or even its main objects, The moment we say that the object of a minimum wage is to ensure for the worker, a subsistence wage which may be called just and fair, a tricky problem arises as to what is just and fair wage. It is impossible to define justice without evoking a storm of controversy. We can only say as to what is just and what is not, from a relative point of view. A minimum wage similarly should depend upon conditions at different places and there can be such a thing as a definite just wage. It may differ from place to place according to local conditions, climate, fashions, habits of the people etc. In general we can say that the object of the minimum wage can be best achieved, if it is declared at first on the basis of minimum requirements of food, clothing and shelter for a human being and then it may be fixed according to different occupations goods and local conditions.

5) In spite of the various difficulties detailed above, the definition of a Minimum Wage as given by the Fair Wage Committee set up by the Central Advisory Council for Labour, which published its report in 1949 is widely acceptable. The minimum wage may be defined as the wage which provides not only for bare subsistence

but something more than that. The ~~Committee~~ says "We consider that a minimum wage must provide not merely for the bare sustenance of life, but for the preservation of the efficiency of the worker. For this purpose, the minimum wage must also provide for some measure of Education, Medical requirements and amenities." The minimum wages standards set up take the irreducible level, the lowest limit or the floor below which no worker should be paid.

6) The principle of fixation of minimum Wages have been laid down by 15th Indian Labour Conference held on 11th and 12th July, 1957; While accepting that minimum wage ~~base~~ was 'need base' and that it should ensure the minimum human need of the industrial workers, the following norms were accepted as guid for all wage fixing authorities including the minimum wage committee, wage board etc:-

- (a) In calculating the Minimum Wages, the standard working class family should be taken to comprise three consumption units for one earner, the earnings of women, children and adolescents being disregarded.
- (b) Minimum food requirements should be calculated on the basis of a net intake of calories as recommended by Dr. Akroyd for a average Indian adult of moderate activity.
- (c) Clothing requirements should be estimated on the basis of a per capita consumption of 18 yards per annum, which would give for the average workers' family of four, a total of 72 yards.
- (d) In respect of housing, the rent corresponding to the minimum area provided for under the Government of India's Industrial Housing Scheme should be taken into consideration in fixing the minimum wage.
- (e) Fuel, lighting and other miscellaneous item of expenditure, should constitute 20% of the total minimum wage.

7) Where the minimum wage is fixed below the norms recommended above, it would be incumbent on

the authorities concerned to justify the circumstances which prevented them from ~~xxx~~ adherence to the aforesaid norms.

8) There are some other considerations involved in the fixation of Minimum Wages e.g.

(1) Wages in relation to costs:- The relation between wages and costs is of considerable importance. We have to examine the proportion of wage cost to the total cost of production, the larger the part covered by wage cost of production, the greater would be the effect on the cost of production by an increase in wages. If the Minimum wage are fixed at the higher level, the result would be enhanced cost of production, this may decrease demand ~~xxxx~~ which may ultimately reduce production and bring about unemployment.

(2) Nature of the demand for the product of the Industry:- Demand plays a very important role in our life. All the production of wealth moves round the pivot of demand. The demand for stone breaking and crushing is almost inelastic because the product for which stone is broken or crushed has an inelastic demand in the shape of a house or shelter. Ordinary houses need the stone both in its bigger size ~~xxx~~ as well as the broken gitties. It is not only for habitation purposes that stone is required ~~xxxxxx~~ an important purpose for which it is largely required is the construction of roads, buildings, factories, dams etc. All these have a very bright future in the present context of an economic and social development. There may be a fear for some substitutes, no doubt, but for most of the purposes stone will remain a product indispensable in nature. This raises the possibility of the consumers being made to bear any rise in the cost of production resulting from a relatively higher minimum wages. in the form of higher prices. There is one saving grace, the houses which are largely used by the villagers do not require this material in a great quantity, those which are occupied by the town men and labourers may not raise the price because of subsidised housing schemes and those which required stones for development of roads and dams may afford to pay a higher rate.

~~9*~~ (3) Capacity to pay:- Theoretically the capacity of an industry to pay should not be ~~xxxxxxx~~

a consideration in determining the minimum wages. It has to be treated a must for an industry. But in actual practice one has to bear the effect of an increased wage rate on the total cost of production and its repercussions on the industry on the whole. ~~XXXXXXXXXXXXXXXXXXXX~~ The remedy may not prove to be worse than malady. We have to bear in mind that the industry may not be involved into serious losses and may thus be forced to close down. This is of the primary consideration in view of the fact that our State is still economically backward, and is trying to stand on its feet. The productivity of Labour is low and avenues of employments are still inadequate. Hence no step should be taken so as to jeopardise the interest of the industry as well as labour. A happy via media has to be evolved.

(4) The rates of wages prevalent in neighbouring States is also an important factor to bear in mind while fixing the minimum wage in an industry for this purpose. An attempt has been made by the Committee to collect the necessary data from the neighbouring States e.g. U.P.; M.P.; Delhi; and Punjab. This has also been borne in mind while revising the wages of this industry in our State of Rajasthan.

(5) The conditions of labour organisation and availability of other avenues of employment labour in this industry is mostly unorganised or badly organised. The nature of the industry makes its organisation a difficult thing to achieve. The workers are poor, and spread over scattered areas which are mostly cut off from other areas of work. They are mostly employed by contractors or sub-contractors who employ them at different places where enforcement of Minimum Wages or for that matter any other Act is ~~xxx~~ a great problem in itself.

9) The Committee has tried to keep the above principles in view while making its recommendations regarding the revision of wages in Stone Breaking and Crushing Industry in Rajasthan.

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MAIN RECOMMENDATIONS

1) The working conditions in most of the plants are unsatisfactory. They must be improved a great deal by providing the necessary amenities of life such as free Medical aid, Free Education, cheap houses, recreation, removal of dust from the screen at Chittoorgarh which shortens human life, provision of the consumers stores etc.

2) The enforcement of the Minimum Wages must be rigidly put into effect, otherwise it is no use taking all this trouble. In fact it becomes a mockery. The staff may be increased for this purpose and it should discharge its duty sincerely.

3) The previous notification did not make any discrimination between skilled and unskilled workers. It fixed up rates for male adults and female adults and children.

The committee divided the workers into three categories as under and recommend the following rates for them:-

Skilled.

1. Mistry	Rs. 150.00 per month	} with a weekly paid holiday
2. Fitter	Rs. 125.00 per month	
3. Engine Driver	Rs. 110.00 per month	

Semiskilled.

1. Driller & Blaster	Rs. 80.00 per month	} (+40) - do-
2. Stone Dresser & Cutter (by hand)	Rs. 90.00 per month	
	or	
	Rs. 3.00 per day with weekly paid holiday	

Unskilled.

Adult Male	Rs. 2.00 per day or Rs. 60.00 per month	} with weekly paid holiday
Female Adult	Rs. 2.00 per day or Rs. 60.00 per month	
Child	Rs. 1.50 per day or Rs. 45.00 per month	

4) The Committee feels that the labour force employed as Stone Breakers (Blast) should be on piece basis as under:-

- 1) 1½" to 2" Rs. 13.50 per 100 cu.ft. (Quartzite Stone)
- 2) 1½" to 2" Rs. 4.50 per 100 cu.ft. (Brick Balast)
- 3) 1½" to 2" Rs. 8.50 per 100 cu.ft. (Sand Stone)
- 4) 2" Rs. 34.00 per 100 cu.ft. (Quartzite Stone)

5) The rates of wages shall not in any way operate to the prejudice of any employee. If the prevailing rates and other amenities at the time of revision of the wages are higher than the new rates, the same shall be continued to be paid as if they have been notified as minimum wages and no employer will reduce them.

As Chairman, I shall be failing in my duty if I do not put on record my sense of thankfulness to all the members of the Committee for their unstinted cooperation. I am also glad to say that the recommendations of the Committee have been unanimously adopted by the members present at the final meeting on 22nd December, 1963.

sa. Kewalram
22.12.63
Secretary

(Labour Officer, Ajmer)

sa. B.K. Tandon
(Chairman)

sa. Satya Pal Tyagi
(in Hindi)

sa. R.B. Hajela
22-12-63

sa. S.K. Sharma
22-12-63
Div. Mining Engineer,
Bhilwara

PALLIWAL
4th Jan. 1964.

CHAPTER...II.

PRESENT POSITION OF EMPLOYMENT, WORKING CONDITIONS AND WAGES IN STONE BREAKING AND STONE CRUSHING INDUSTRY.
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STONE BREAKING AND STONE CRUSHING INDUSTRY IN RAJASTHAN
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1) Rajasthan is the house of Stone in India. The stone is exported to the neighbouring States and in certain qualities to the Foreign Countries, also. Stone is found in all parts of the State except, Bikaner, Ganganagar and the desert area of the State.

But most important centres of Stone are Chittorgarh, Kota, Ninbahera, Ranganjundi, Jodhpur, Makrana, Bhankri (Dausa), Karauli (Sawai Madhopur).

The stone crushing operation is required not only for the road construction, but also in the construction of the buildings, dams etc.

Though the Stone Breaking does not require much of skill, but a lot of physical strength is needed. This work is done by male and female workers as well as child labour. It is carried on both in private sector as well as public. It employs quite a large number of workers who are mostly unskilled and have very little opening for other employments.

Many of the employers in this industry have done very little for the workers' amenities. However, the committee has been very much impressed by the working conditions prevalent in Ranganjundi under the auspices of progressive employers. It would be a happy day for the State when the unorganised or badly organised labour in this industry feels secure in its employment and is able to make out a modestly good living.

2) It would be necessary to trace the History of fixation of Minimum Wages in the reorganised State of Rajasthan. In Rajasthan Minimum rates of wage were fixed in February 5, 1959 vide Notification No.F.1(94)Lab, dated the 5th February, 1959. According to this Notification minimum rates of wages fixed for Stone Breaking and Stone Crushing were as follows:-

S.NO.	Category of worker	Minimum rates of wages	
		Per day	per month
1.	Adult Male worker	Rs. 1-8-0 *	Rs. 45-0-0
2.	Adult Female worker	Rs. 1-8-0 *	Rs. 45-0-0
3.	Child Male worker	Rs. 1-4-0 *	Rs. 37-8-0
4.	Child Female worker	Rs. 1-4-0 *	Rs. 37-8-0

* Exclusive of weekly days of rest.

3) These rates come into force from 7th of July, 1959. The Notification further provided that if on the said

day when the aforesaid rates came into force the wages of an employee in the said employment exceed such rates the wages actually received by the employee on the said day shall be the minimum rates of wages fixed in respect of him.

4) The information regarding structure of wages in the other States was also collected which is given in Appendix 'A'.

5) The reply to the questionnaire which was issued to 67 employers and workers and their associations and the replies was received from 27. The brief summary of the details are given in Appendix 'B'.

During the course of visits to the various places in Rajasthan the Committee collected the following information regarding the employment and wages in this industry.

CHITTORGARH AND NIMBAHERA

6) There are number of concerns which are employing workers for Stone Breaking and Stone Crushing. The rates of wages vary. Generally concerns do not allow any paid weekly off to the workers but the workers are paid overtime wages on double the rates. The child workers are also engaged and they are paid wages for 8 hours of work. The rates generally are Rs. 2/- to 2.50 per day for male worker and Rs. 1/4/- to Rs. 1/8/- for the female workers. The child labour gets about Rs. 1/4/- per day. The workers are also paid ~~Rs.~~ on piece-rate basis. A truck load of 80 Cu.ft. stone is given which 4/5 ladies can break; they are paid @ Rs. 5/- per truck, consequently one lady working for 8 hours earns about Rs. 1/4/- per day.

The workers are also employed for feeding the crushing machines. These workers are employed on daily basis. Their wages vary between Rs. 1.50 to 2.50 for male and about Rs. 1.50 per day for female worker.

WORKING CONDITIONS.

- 1.No proper Maintenance of Registers.
- 2.No overtime Register is maintained.
- 3.No weekly rest is given.
- 4.Hours of work are usually more than 8.
- 5.Child labour is also employed for about 8 hours.
- 6.No Attendance Register is maintained for contract labour.
- 7.Stone Crushing is a very dangerous process, where the impact of illness is great; respiratory diseases are common due to the inhaling of the dust; the average life is shortend. There is too much of dust at the first screen where the 'dust' could be siphoned off through a 'Chimney' or a wall may be erected near

the screen.

8. Safety arrangements in polishing machines as well as Stone Crushing are very inadequate.

9. Overtime is almost universal in Chittorgam.

M.KRANA AND JODEPUR.

7) Makrana is famous Marble Stone producing area. The stone extracted from this place is exported to various places in India and also abroad. There are numerous concerns which are dealing in this trade. The committee visited the following concerns to verify the wage structure and also to see the living conditions of the workers:-

1. M/s Mohd. Bux Khatawala.
2. M/s Ranchandra Moolchand Nata.
3. M/s Makrana Marble Stone Co.

M/s Mohd. Bux Khatawala has got a small factory. The concern is engaged in precision hand work and they prepare statues. The workers are paid Rs. 2/- to 5/- per day.

M/s Ranchandra Moolchand Nata and Makrana Marble Stone Co. Makrana are big concerns. These concerns have got stone cutting machines installed. These machines are run with power. Generally two workers are employed on one machine. These worker are monthly paid and their wages range between Rs. 45/- to 50/- per month. They are allowed 4 holidays in a month.

The wages of workers engaged on polishing machines range between are Rs. 45/- to 50/- per month. These workers are not given any earned leave as provided under the Indian Factories Act, 1948.

Generally rates of wages of workers engaged on hand crushing work range between Rs. 0.75 to Rs. 1.00 for a child worker. Rs. 1/- to 1.50 for a male adult worker. These workers are not given any other sort of facilities.

The workers are not available during the agricultural season. In most of the other concerns the workers are employed on part time basis and are of casual nature. There is another anomaly that the workers with their names changed are required to work in the night shift to avoid the provisions of different labour laws. The female labour are made to work from 8 to 16 hours per day. The child worker is also employed to work for 8 hours or more daily. The workers are not generally

given any weekly paid off. The other working conditions are also unsatisfactory such as bathroom, drinking water and First aid facilities. Financing of the marble quarries ~~is~~ is done by intermediaries; the proprietors of the quarries, have to give a part of their profits to financiers. It is suggested that the financing may be done by the Government or Finance Corporation to avoid the middleman's profit. This would enable the lease holders to raise the wages of the workers.

Rajmangalmandi.

8) The conditions of workers in Rajmangalmandi are comparatively better than other centres in Rajasthan. The Associated Stone Industry is offering better conditions of services. The workers are sub-divided into the following categories in this concern on the wages mentioned against each:-

Skilled.

1. Mistry (Head Machanic)	200-10-300
2. Fitter	80-4-100-EB-6-160.
3. Engine Driver	50-3-80
4. Helper & Cleaners	50-2-60-EB-3-75.

Semiskilled.

1. Blaster	80-4-100-EB-5-125
2. Stone Cutter (Piece rate)	Rs. 2/- per 107 sq.ft. of stone and Rs. 3.54 for 127 sq.ft.

Unskilled.

1. Hammerman	...
2. Mazdoor (a) Male	Rs. 1.69 per day
(b) Female	Rs. 1.50 per day

The permanent workers are also given weekly paid rest. Bonus @ 25% of their total earnings is paid to all workmen and they are entitled to gratuity etc.

In the quarries the sub-contractors have been employed who take work from the workers but the wages are paid directly by the principal employer on the pay sheet submitted by the sub-contractors. The permanent workers are further entitled to festival holidays, and earned leave as provided under the provisions of Factories Act, 1948. The workers are given free Medical Aid in the Company's Hospital and their children given free education upto Primary standard.

The casual workers who put in more than 24 days of work are given attendance allowance @ Rs. 2/- per day.

Generally the casual workers are made permanent after completing 2/3 years of service. The unskilled workers who are given wages @ Rs.1/11/- per day are ~~xx~~ fixed in the grade scale of Rs.50-2-60-EB-3-75 and are entitled to all other benefits. Though generally earnings on the quarry of the women workers come into Rs.1.50 per day but there are instances when the earnings fall less than Rs.1.50 per day as the work from coolies i.e. female workers is on piece rate basis.

In Rana Pratap Sagar Dam the workers engaged by the Irrigation Department for breaking stone into gitties and are paid @ Rs.2/- to male workers and Rs.1.50 to the female workers for 8 hours work. Such labour is also engaged by the contractors. These contractors generally make payment on piece rate basis. The rate vary from Rs.26/- to 28/- for 100 c.ft. of 1/2" 'Gitties'. The payment is also made by sub-contractors on truck load basis which varies from Rs.12/- to 18/- per truck of 1" to 1 1/2" gitties. There are other workers who are connected with the work but they are paid different wages.

These 'Gitties' breaking workers are required to work in far flung areas on road construction works. The workers are generally paid on piece rate basis depending on the size of the gitties. As in Shaimale Ghat the work of one contractor Shri Sanni was visited. There the workers were required to collect stones from nearby places and prepare the 'Gitties' of ~~xxx~~ 1/8". These workers were given wage @ Rs.28/- per 100 c.ft. The average earning per day is estimated at nearly Rs.1.50 NP for male and Rs.1/- for female worker.

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P

REGISTERED A.D.

GOVERNMENT OF RAJASTHAN
LABOUR DEPARTMENT.

No.F.(12-B)/Report M.W.Ad. Board/IR-II/64/1956-76 Dated the 24th Jan., 64.

The/Snr: Kalyan Singh

Kangar Kutil,
Banwar

Subject :- Meeting of the State Minimum Wages
Advisory Board.

Reference :- This office letters Nos. F.(12)(B)/Report.
M.W.Ad.Board/IR-II/64/1034, dated the 9th
January, 1964 and F.(12-B)/Report/M.W.Ad.Board/
IR-II/64/1799-1820, dated the 23rd January, 1964.

Sir,

In continuation of this office letters cited above, it is
to inform you that the meeting of the Board fixed for 30th January,
1964, has been postponed and will now be held on 5th February, 1964
at 11.00 A.M. in the Conference Hall of the Rajasthan Secretariat.

The change in the date may kindly be noted.

You are requested to kindly make it convenient to be present.

A report of the Minimum Wages Revision Committee for the workers
employed in the employment in any Stone Breaking and Stone Crushing in
is also
Rajasthan. ~~Xxxxx~~ sent herewith for consideration by the Board. A note
on the report of the M.W. R. Committee for Public Motor Transport
of the General Manager, Rajasthan State Roadways, Jaipur, is further enclosed.

Yours faithfully,

Tikam Chand Jain
(TIKAM CHAND JAIN)

Deputy Labour Commissioner (Welfare)

&

the Secretary of the Rajasthan Minimum
Wages Advisory Board.

Encls. - Report +
a. Note.
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VVVV

CHAPTER...I.

I N T R O D U C T I N .

APPOINTMENT OF THE COMMITTEE.

1) The Government of Rajasthan by its Notification, Labour Department No.F.3(106)Lab/60/ dated the 17th May, 1962 appointed a Committee under clause (a) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Act No. XI of 1948) with following:- members:-

Independent Member.

Shri B.K.Tondon,
Professor, S.D. Govt. College, Beawar.

EMPLOYERS REPRESENTATIVES.

1. Shri Hira Bhai, C/o Associated Stone Industries Ranganjmandi (Kotah)
2. Director of Mines and Geology, Rajasthan, or his representative.

EMPLOYEES REPRESENTATIVE:

1. Shri R.B.Hajela, Jaipur.
2. Shri Satya Pal Tyagi, C/o INTUC, Ranganjmandi (Kotah).

Shri R.C.Mathur, Labour Officer, Ajmer will act as Secretary on the Committee.

The Committee did not function as the change of the composition of the committee was under consideration of the State Government.

2) The Government by its Notification, Labour Department No.F.3(106)Lab/60 dated the 26th November, 1962 appointed a new committee consisting of the following members in supersession of the previous Notification dated the 17th May, 1962.

Independent Member:

1. Shri B.K.Tondon,
Prof.M.B. Govt. College, Udaipur Chairman

EMPLOYERS REPRESENTATIVES:

1. Shri Hira Bhai C/o Associated Stone Industries, Ranganjmandi. Member
2. Shri Gulam Mustafa (Marble Industries), Makrana. Member
3. The Director of Mines & Geology Rajasthan or his representative. Member

EMPLOYEES REPRESENTATIVES:

5. Shri R.B.Hejela, Jaipur Member
6. Shri Satya Pal Tyagi, C/o INTUC, Ranganjmandi (Kotah) Member
7. Shri G.P.Goswami, C/o INTUC, Chittorgarh. Member

The Labour Officer, Ajmer will act as Secretary on the Committee.

TERMS OF REFERENCE.

3) according to the Government Notification, the terms of reference of the committee were to enquire into the conditions prevailing in employment in Stone Breaking and Stone Crushing (No.8 of the Schedule) and to advise the State Government in making a revision of the wages fixed under Government of Rajasthan Notification No.F.1(92)Lab/58 dated the 5th February,1959 in respect of the said employment for the whole of Rajasthan State.

4) Under rule 3 of the Rajasthan Minimum Wages Rules,1959, the terms of the office of the members of the Committee was six months from the date of publication of the Notification in the State Gazette. The Notification was published in the Gazette on 27th December, 1962 and thereafter, the term of the Committee expired on 27th June,1963. As the Committee could not complete its work by the date, the Government was requested to extend the term of the committee. The Government extended the term of Committee vide its Notification No.F.3(106)Lab/60 dated the 31st August,1963 for a further period of six months i.e. upto 26th December,1963.

PROCEDURE FOLLOWED BY THE COMMITTEE.

5) In the first meeting of the Committee held on 21st January,1963 at Labour Office, Ajmer the following information was collected by the Labour Officer, Ajmer-Secretary of the Committee and placed before the Committee.

"Report of the conditions of labour in Stone Breaking and Stone Crushing in Uttar Pradesh; Madhya Pradesh; Delhi and Punjab."

The questionnaire prepared was also approved with minor changes for issuing to important employers and employees and their associations for collection of data.

6) It was also decided by the Committee to ask the establishments and the registered trade unions engaged in Stone Breaking and Stone Crushing industry to submit their memorandum or representation containing their views on the terms of reference. The establishment and the unions were further requested to submit the same personally at the time of the visit to their establishment to the Committee if so desired. Out of 67 establishments and unions to whom were issued questionnaire 23 replies were received by the Secretary's office.

VISITS OF THE COMMITTEE.

7) With a view to obtaining first hand information and knowledge on the prevailing rates of wages and the working conditions in the employment in Stone Breaking and Stone Crushing establishments at the different places in the State, the Committee in its meeting held on 21st January, 1963, decided to visit the prominent Stone Breaking and Stone Crushing centres and visited the following on the dates shown against each:-

S.No.	Name of the Centre	Date of Visit.
1.	Chittorgarh	25th & 26th March, 1963.
2.	Ninbahera	26th March, 1963.
3.	Jodhpur	27th April, 1963.
4.	Makrana	28th April, 1963.
5.	Ranganjandi	11th & 12th December, 1963.

8) The representatives of contractors and workers at these places were personally interviewed by the Committee and valuable information was collected regarding wages, and other service conditions etc.

MEETING OF THE COMMITTEE.

9) The committee held in all six meeting. The report was approved and signed on 22nd day of December, 1963 at Ajmer.

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P

A P P E N D I X 'A'

COMPARATIVE STATEMENT SHOWING THE MINIMUM RATES OF WAGES FIXED UNDER THE MINIMUM WAGES ACT, 1948 IN IMPLEMENT IN THE EMPLOYMENT OF
STONE BREAKING AND STONE CRUSHING.

Category	Bihar	U.P.	Delhi.	Madhya Pradesh.	Punjab.
Adult Male worker	Rs. 1.50 per day or Rs. 45.00 per month.	Rs. 1.73 per day or Rs. 45/- per month.		<u>Unskilled.</u>	
Adult Female workers	Rs. 1.25 P.M. or Rs. 37.50 P.M.	Rs. -10-		Rs. 0.25 to 1.75 P.M.	Rs. 2.00 P.M. or Rs. 60/- P.M.
Child Male worker.				Rs. 1.00 to 1.50 P.M.	
Child Female worker.	-10-			Rs. 0.57 to 1.25 P.M.	
Rock Breakers.	Per day %	(1 1/2" to 2" Rs. 18/- (to 19/- for 132 C.F.		-10-	
Rock Stone Breaker.	Per month. %	(1 1/2" Rs. 19.50 for (132 C.F.		Stone Breakers (1 1/2" to 13.50 (Quartzite Stone) (Per 100 cubic feet.	
Stone Carriers.		(1" Rs. 22/- for (132 C.F.		(1 1/2" to 2" 4.50 P. 100 C.F. BRICK BULLET (1 1/2" to 2" 6.50 P. 100 C.F. SAND STONE.	
Adult Unskilled Female workers.					
Adult Unskilled Male worker.					
Adolescent.					
Children.					
Helper to Fitter.		Rs. 52.50 P.M. or			
Helper to Blacksmith.		Rs. 2.00 per day.			
Helper to Mechanic other unskilled male worker.		Rs. 45/- P.M. or 1.75 P.M.			
Unskilled female worker		Rs. 1.25 P.M. P.M.			
Adolescents.		Rs. 1.00 per day.			
Children.		Rs. 59.50 P.M. or 2.29 P.M. P.M.			
<u>Skilled.</u>		Rs. 124/- P.M. P.M. 4/- P.M.			
Oil man.					
Asstt. Fitter.					
Asstt. Blacksmith.					
Asstt. Mechanic.					
<u>Skilled</u>					
Mistri.		Rs. 150/- P.M.			Rs. 125/- P.M.
Fitter.		Rs. 130/- P.M. or Rs. 3/- P.M.			Rs. 140/- P.M.
Mechanic.		-10-			Rs. 120/- P.M.
Engine Driver.		-10-			
Blacksmith		-10-			
<u>Clerical.</u>		Rs. 75/- P.M.			
Non-Matriculate.		Rs. 90/- P.M.			
Matriculate & Non-Graduate.		Rs. 110/- P.M.			
Graduate and above.		**			

** In the case of daily wages earners, the minimum rates of wages payable has been computed by dividing monthly wages fixed for the class of employees to which he belongs by 26, the quotient being stepped up upto the nearest Rs and therefore no separate payment for weekly rest day will be necessary in their case.

% Exclusive of weekly day of rest. & including of weekly days of rest.

Prepared rate of wages under U.P. Govt. Notification No. 3843(LL)/XXVI-B-371(LL)-59 dated Oct. 5, 1962.

APPENDIX 'B'

Statement of wage structure prevalent in different concerns as collected per questionnaire.

S.No.	Name of establishment	Category of workers and rates of wage prevalent.						Remarks.				
		Male	Female	Child	Mistry	Fitter	Engineer		Driver	Stone cutter	Master Cleaners	
	The Sejat Line Co. Sejat Road	3/- & 4/40	1.50 to 2.20									
	Shartidhan P.Ltd. Umripur	1.50 to 1.85				4.00						
	Tej Marble & Co. Makrana	1.50						100.00p.m.				
	Janta Marble works, Makrana											
	Abdul Sattar, Masuda	50/- to 60/-p.m.										
	Modi Mineral Grinding Mills P.Ltd., Neem Ka Thana	1.50					225/- p.m.	150/-p.m.	175/- p.m.			
	Ganesh Marble Industries. Makrana							45/-p.m.	90/-p.m.	45/-p.m.		
	Natha Marble Industries. Makrana	1.50 p.d.				2.33 p.d.	-		5.00 p.d.	3.00 p.d.		
	Associated Soapstone Disturbing Co.Ltd., Umripur	1.60p.d.	1.60p.d.			380/-p.m.	150/-p.m.	100/.p.m.			1.60p.d. 65/-p.m.	
	Jain Marble Factory, Makrana	45/-p.m.	45/-p.m.			75/-p.m.	75/-p.m.	75/-p.m.				
	Choudhary Marble Traders, Makrana	1.50 p.d. or 45/-p.m.						2.67 p.d.				
	Makrana Marble & Stone Co. Makrana					160/- p.m.	62.50 p.m.	100/-p.m.				
	Satya Narain Marble & Stone Co. Makrana	1.50 p.d.						3/- p.d.				
	Panswroop Chaprakash, Beawar	1.50 p.d.										
	Gafar Subhan Lehar, Makrana	50/- p.m.	50/- p.m.					90/-p.m.		50/- p.m.		
	Gajdar Marble Co. Makrana	1.50 p.d.										
	Associated Stone, Industrie Ltd., Hanganjwandi	1.69 p.d.	1.50 p.d.			200-10-300	80-4-100	50-3-80		3/-per 107 sq. ft.	50-4-100	50/-2-50-
	Kalubhai Rustambhai, Handawara	1.50 p.d.				EB 6-160						EB-3-75
	Bordar Marble & Stone Co. Chittorgarh	1.50 p.d.										

5/-for gitte making
100 c.ft.
6/-for excavating
for 100 c.ft.