



GOVERNMENT OF INDIA
MINISTRY OF LABOUR, EMPLOYMENT AND REHABILITATION
(DEPARTMENT OF LABOUR & EMPLOYMENT)

REPORT
OF THE
Central Wage Board
FOR
Leather & Leather Goods Industry

1969

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1970

M. SRIRAMAMURTY,
Chairman,

Central Wage Board for Leather
and Leather Goods Industry.

5, Venkatanarayana Road,
T. Nagar, Madras 17.

Date 14th August, 1969.

To

The Secretary to the Government of India,
Ministry of Labour, Employment and Rehabilitation,
(Department of Labour & Employment),
Shram Shakthi Bhavan, Rafi Marg,
New Delhi-1.

Sir,

I am herewith submitting the unanimous report of the Central Wage Board for Leather and Leather Goods Industry for the kind consideration of the Government. I am also happy to say that no Member has appended any separate minute on any subject.

In this connection it is my duty to express my deep sense of appreciation to all the Members of the Board for their co-operation and for their practical and realistic approach in dealing with all the difficult issues that arose for decision before the Board.

Yours faithfully,

(M. SRIRAMAMURTY),
Chairman.

Dated, New Delhi, the 18th September, 1969.

RESOLUTION

No. WB-13(4)/69.—By their Resolution No. WB-19(2)/65, dated the 21st March, 1966, the Government of India set up a Central Wage Board for Leather and Leather Goods Industry, with the following composition and terms of reference :

(A) COMPOSITION

CHAIRMAN

Shri M. Sriramamurty

INDEPENDENT MEMBERS :

1. Shri T. Jiyar Das
2. Dr. D. L. Narayana

MEMBERS REPRESENTING EMPLOYERS :

1. Shri Haji Mohamed Sami
2. Shri A. Mohd. Ghouse

MEMBERS REPRESENTING WORKERS :

1. Shri Ramanand Das
2. Shri Sailen Paul.

(B) TERMS OF REFERENCE

- (a) to determine the categories of employees (manual, clerical, supervisory etc.) who should be brought within the scope of the proposed wage fixation ;
- (b) to work out a wage structure based on the principles of fair wages as set forth in the Report on the Committee on Fair Wages, as conditions and problems in tanneries differ substantially from those in leather and footwear industries, the Board shall take into account such differences while making its recommendations and if necessary evolve separate wage structures for these two industries.

Explanation:—In evolving a wage structure the Board will take into account, in addition to the consideration relating to fair wages :

- (i) the needs of the industry in a developing economy including the need for maintaining and promoting exports ;
- (ii) the requirements of social justice ;
- (iii) the need for adjusting wage differentials in such a manner as to provide incentive to workers for advancing their skill ;
- (iv) the special features of the Leather and Leather Goods Industry ; and
- (v) the desirability of extending the system of payment by results.

(ii)

Explanation.—In applying the system of payment by results the Board shall keep in view the need for fixing a minimum (fall-back wage) and also to safeguard against over-work and undue speed.

2. The Government of India by a subsequent Resolution, dated the 19th August, 1966, decided that the coverage of the Wage Board will be extended to establishments—

- (i) whereon ten or more workers are working and in any part of which a manufacturing process is being carried on with the aid of power ; and
- (ii) whereon twenty or more workers are working and in any part of which a manufacturing process is being carried on without the aid of power.

3. The Board's recommendations in regard to interim relief were received by Government on 4th November, 1966. These were accepted by Government by their Resolution No. WB-13(11)/66, dated the 16th December, 1966 and the parties concerned were requested to implement these.

4. The Board's final report was submitted to Government on the 14th August, 1969. A summary of conclusions and recommendations of the Board is appended.

5. Government have taken note of the recommendations made in paras 2.49 and 2.53 of the Wage Board's report and decided to bring them to the notice of the Department of Industrial Development and the Department of Foreign Trade respectively.

6. The creation of welfare funds for various industries including the leather industry has been recommended by the Committee on Labour Welfare also. It is, therefore, not proposed to take action separately on the recommendation made in para 6.5 of the Wage Board's report.

7. It has been decided to accept the other recommendations made by the Wage Board and to request the parties to implement the same expeditiously.

8. The Government of India wish to express their appreciation of the manner in which the Board has dealt with the matters referred to it and made unanimous recommendations.

(Sd.) T. S. SANKARAN,

Joint Secretary to the Government of India.

ORDER

ORDERED that a copy of the Resolution be communicated to all concerned.

ORDERED also that the Resolution be published in the Gazette of India (Extraordinary) for general information.

(Sd.) T. S. SANKARAN,

Joint Secretary to the Government of India.

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CHAPTER I

INTRODUCTORY

1.1. The Central Wage Board for Leather and Leather Goods Industry was set up by the Government of India, Ministry of Labour, Employment & Rehabilitation, by Resolution No. WB-19(2)/65, dated the 21-3-1966. The Resolution is as follows :

“WB-19(2)/65 : In pursuance of the recommendations made in para. 25 of Chapter XXVII of the Second Five Year Plan and in para 20 of Chapter XV of the Third Five Year Plan, the Government of India have decided to set up a Central Wage Board for the Leather and Leather Goods Industry.”

2. The composition of the Wage Board will be as follows :—

CHAIRMAN :

Shri M. Sriramamurty

INDEPENDENT MEMBERS :

Shri T. Jiyar Das

Dr. D. L. Narayana

MEMBERS REPRESENTING EMPLOYERS :

Shri Haji Mohamed Sami

Shri A. Mohd. Ghouse

MEMBERS REPRESENTING WORKERS :

Shri Ramanand Das

Shri Sailen Paul

3. The following will be the terms of reference of the Board :—

- (a) to determine the categories of employees (manual, clerical, supervisory, etc.) who should be brought within the scope of the proposed wage fixation ;
- (b) to work out a wage structure based on the principles of fair wages as set forth in the Report of the Committee on Fair Wages; as conditions and problems in tanneries differ substantially from those in leather and footwear industries, the Board shall take into account such differences while making its recommendations, and if necessary evolve separate wage structures for these two industries.

*Explanation:—*In evolving a wage structure, the Board will take into account, in addition to the considerations relating to fair wages :

- (i) the needs of the industry in a developing economy including the need for maintaining and promoting exports ;
- (ii) the requirements of social justice ;
- (iii) the need for adjusting wage differentials in such a manner as to provide incentive to workers for advancing their skill ;

- (iv) the special features of the leather and leather goods industry; and
- (v) the desirability of extending the system of payment by results.

Explanation:—In applying the system of payment by results, the Board shall keep in view the need for fixing a minimum (fall-back wage) and also to safeguard against over-work and undue speed.

- 4. The coverage of the Wage Board will be restricted to establishments employing 20 or more workers.
- 5. The Board may consider the demands of labour for the grant of interim relief and make recommendations thereon. While recommending such interim relief, the Board will take into account the different levels of wages in various units of the industry.
- 6. The headquarters of the Board will be located at Madras. The correspondence intended for the Board shall be addressed to the Chairman, Central Wage Board for Leather and Leather Goods Industry, "Lemon House", No. 5, Venkatanarayana Road, T. Nagar, Madras-17.

Sd/- P. C. MATHEW,
Secretary to the Government of India.

1.2. Later, the Government of India, by their Resolution No. WB-19(2)/65, dated the 19-8-1966, issued an amendment to the first resolution revising the scope of the Wage Board. This Resolution is reproduced below:—

No. WB-19(2)/65: A Central Wage Board for Leather and Leather Goods Industry was set up by the Government of India by their Resolution No. WB-19(2)/65, dated the 21st March, 1966. A suggestion was made that the coverage of the Board may be extended to factories employing 10 or more workers instead of 20 as mentioned in para. 4 of the above Resolution. The matter has been considered by Government and it has been decided to amend para. 4 of the Government Resolution cited above to read as follows:—

- "4. The coverage of the Wage Board will be extended to establishments—
- (i) whereon ten or more workers are working and in any part of which a manufacturing process is being carried on with the aid of power; and
 - (ii) whereon twenty or more workers are working and in any part of which a manufacturing process is being carried on without the aid of power."

Sd/- HANS RAJ CHHABRA,
Under Secretary to the Government of India.

1.3. Shri V. S. Sundaram functioned as Secretary of the Wage Board for Leather and Leather Goods Industry until he was transferred to New Delhi as Welfare Advisar to the Chief Labour Commissioner and Shri B. K. Jayarama Rao took over on 6th March, 1967, as Secretary.

1.4. The first meeting of the Wage Board was held at Madras on 16th May, 1966. The Chairman explained to the Members the scope of the enquiry and discussed in general the programme of work. The question of payment of interim relief came up for discussion at the second meeting of the Wage Board and finally at the fourth meeting held at Madras the Board unanimously recommended grant of interim relief which was accepted by the Government of India in their Resolution No. WB-13(11)/66 dated the 16th December, 1966. The terms and conditions for payment of interim relief and the text of the Resolution of the Government of India are contained in Annexure 1 to this Chapter.

1.5. The Board drafted a Questionnaire and sent it to the Chief Controller of Printing and Stationery, New Delhi, on 23-5-1967. The printed copies of the Questionnaire (Appendix I) were received on 22-8-1967 and they were despatched on 1-9-1967 to the various Employers'/Employees' Organisations, Trade Unions, Central Organisations and Government Departments (Appendices II to VI).

1.6. A time-limit of one month was initially fixed for the submission of replies. But, on representations from the employers that the time granted was too short, it was extended twice upto 1st November, 1967, and later on upto 15th January, 1968. However, in spite of various reminders out of nearly 700 units, only about 100 replied to the Questionnaire by 15th January, 1968. Even then the replies received were incomplete in material particulars and prolonged correspondence with the units had to be resorted to. The poor response was the subject-matter of discussion by the Wage Board and various suggestions to obtain the necessary data were examined. It was decided to call at least for the basic information regarding the number of employees in different categories in each unit, their existing wages and a statement showing the financial position of the units. Cyclo-styled copies of this simplified Questionnaire were despatched to all concerned, with a request to submit their replies within 15 days. The Employers' Organisations were also addressed to persuade their constituents to furnish this information within the stipulated time. Even this did not have adequate response and hence, as a final attempt, the Investigators of this office were sent to certain places where there is concentration of units to collect the data in the revised proforma. Further, the Chairman requested some of the Members of the Board to contact in person such of those employers and unions that are within their jurisdiction and persuade them to furnish the necessary information.

1.7. In this connection, the Board requested Shri K. L. Nanjappa, Development Commissioner (Small Scale Industries), Ministry of Industrial Development, Internal Trade and Company Affairs, to issue instructions to the various officers in his organisation in different States to help the Board in obtaining the relevant data from

the Leather and Leather Goods units. He was good enough to extend his support by issuing the necessary circulars and, as a result of all the efforts referred to above, the Board was able to secure the co-operation and help of a large number of units in the collection of data.

1.8. All this occupied considerable time. The Board also decided to suspend the time limit and receive the replies as and when they are submitted to the Board. As a result, replies received from Bata Shoe Company (Private) Ltd., as late as 20th May, 1968, and the Calcutta Leather Workers' Union on 4-6-1968, were accepted by the Board. A list of factories visited by the Board is given in Appendix VII. During the course of these visits, the Board received representatives of the employers and trade unions and discussed with them the problems confronting the industry. The Board held public hearings in various important places with a view to giving a further opportunity to the parties to tender oral evidence on all important issues that were not covered in the replies to the Questionnaire and even to supplement the information already furnished. The first Public Hearing was held at Kanpur on 3rd and 4th January, 1969, and the subsequent hearings were held at Calcutta, Madras and Bombay on 18th and 19th February, 1969, 11th, 12th and 13th of March, 1969, and 21st and 22nd March, 1969, respectively. The names of persons who appeared at the public hearings are given in Appendix VIII.

1.9. It is well-known that Agra is an important centre for footwear industry. From the few replies received to the Questionnaire issued by the Board, it was found that certain peculiarities in the working of this industry required further study. Therefore, the Chairman requested Shri S. H. Jadhav, Director of Small Industries Service Institute, Kanpur, to arrange for a meeting with the representatives of the industry and the unions. At the above meeting held at Agra on 5th April, 1969, the Chairman had an opportunity of having discussions with the concerned parties at which Shri Jadhav, his Deputy Directors, officers of the Labour Department of the Government of Uttar Pradesh, the local representatives of the State Trading Corporation of India and the Export Promotion Council for Footwear Industry were present. The suggestions made at the meeting were taken note of. The Board subsequently met on a few occasions and after considerable deliberations finalised their Report, which was unanimous.

ANNEXURE 1

Unimous decision of the Central Wage Board for Leather and Leather Goods Industry on the grant of Interim Relief

At the Meeting of the Central Wage Board for Leather and Leather Goods Industry held at No. 5, Venkatanarayana Road, T. Nagar, Madras, on the 28th October, 1966, under the Chairmanship of Shri M. Sriramamurty, it was unanimously decided to recommend the grant of Interim Relief to the workers in the Leather and Leather Goods Industry as follows :

"The workers getting as on 1st October, 1966, wages (i.e. basic plus D.A., or a consolidated wage), in the wage range mentioned in items, in column 1 below, be paid Interim Relief as shown against each item in column 2 below :—

Column 1	Column 2
1. Upto and inclusive of Rs. 75/ p.m.	Rs. 12.50 p.m., subject to limitation that no worker gets as a result of this recommendation more than Rs. 85/ p.m.
2. Above Rs. 75/ p.m., but not more than Rs. 150/ p.m.	Rs. 6/ p.m., subject to a minimum of Rs. 85/ p.m.
3. Above Rs. 150/ p.m. and upto Rs. 500/ p.m.	Rs. 5/ p.m., subject to a minimum of Rs. 156/ p.m.

The above shall be subject to the following terms :

- (i) The Interim Relief shall take effect from 1-10-66.
- (ii) The Interim Relief which is only *ad hoc* will be in force till adjusted against the final recommendations of the Wage Board."

Members—

1. Shri T. Jiyyar Das
2. Dr. D. L. Narayana
3. Shri Haji Mohamed Sami
4. Shri A. Mohd. Ghouse.
5. Shri Sailen Paul
6. Shri Ramanand Das.

Sd/- M. SRIRAMAMURTI,
Chairman.

Central Wage Board for Leather
and Leather Goods Industry.

Sd/- V. S. SUNDARAM,
Secretary

Central Wage Board for Leather
and Leather Goods Industry.

(TO BE PUBLISHED IN THE GAZETTE OF INDIA, PART I,
SECTION I)

GOVERNMENT OF INDIA
Ministry of Labour, Employment &
Rehabilitation (Department of La-
bour & Employment)

Dated, New Delhi the 16th Dec. 1966.

RESOLUTION

No. WB-13(11)/66 : A Central Wage Board for the Leather and Leather Goods Industry was constituted by the Government of India by their Resolution No. WB-19(2)/65, dated the 21st March, 1966. The Wage Board has made recommendations, as shown in the appendix, for grant of Interim Relief.

2. Government have decided to accept the recommendations of the Wage Board and to request the concerned employers to implement the same as early as possible.

Sd/- HANS RAJ CHHABRA,
Under Secretary to the Government of India.

No. WB-13(11)/66

Dated, New Delhi the 16th Dec. 1966.

ORDER

Ordered that a copy of the Resolution be communicated to all concerned.

Ordered also that the Resolution be published in the Gazette of India for general information.

Sd/- HANS RAJ CHHABRA,
Under Secretary to the Government of India

CHAPTER II

LEATHER AND LEATHER GOODS INDUSTRY IN INDIA

(*Leather Industry*)

(**Tanneries**)

Origin and Growth :

2.1. The record of man's use of leather is lost in antiquity. Tanning of hides and skins and making of leather goods is one of the oldest village industries in India. During the period of Muslim rulers, considerable progress was made in the making of leather.

2.2. Upto 1857 tanning remained more or less a cottage industry confined to Harijans in the villages. The first organised attempt in this direction was made in 1867 when the Government established a Harness and Saddlery factory at Kanpur to produce vegetable tanned leather by the process followed in England. In 1881, another factory, Cooper Allen Branch of the British India Corporation Ltd. was set up at Kanpur to manufacture vegetable tanned leather required for the Military. The Western processes of vegetable tanning followed in these factories gave an incentive to indigenous producers to adopt modern techniques and several tanneries equipped with machinery were started at Kanpur, Madras and Calcutta.

2.3. East India Tanning was first started in the South a little over a century ago for progressively converting the exportable surplus of raw hides and skins into tannage suitable for exporting them for further dressing in United Kingdom. Natural factors like prevalence of sunny climate, absence of abnormal variations in temperature throughout the year and availability of suitable tanning barks, water and good supply of labour have been helpful in the development of this tannage in the South.

2.4. Chrome tanning was for the first time introduced in Madras with the setting up of a chrome tannery in 1903. A number of tanneries for chrome tanning were subsequently started in Madras, Calcutta and Kanpur.

2.5. The First World War gave a great impetus to the development and expansion of the leather tanning industry. With the increase in demand for army boots and other military requirements, the existing tanneries expanded and a few new ones were also established. But after the First World War, many tanneries were closed as there was not sufficient demand for leather. The Second World War again gave a good filip to the tanning industry, particularly chrome tanning. The growth of the industry during the Pre-Independence period was largely attributable to the demand conditions created by two World Wars and not very much due to the State patronage or through the organised efforts of the entrepreneurs.

Leather Industry and Five Year Plans :

2.6. During the First Plan period the position of the industry was consolidated and a number of new units for the manufacture of Industrial leathers were established. During the Second Plan period, the industry received a further impetus and production of almost all types of tannages increased considerably in 1959.

This industry plays a vital role in the national economy by providing employment to a large number of persons and earns valuable foreign exchange. As such, considerable importance was given to the development of this industry in the Five Year Plans.

2.7. The targets of production and the achievements in the three Plan periods are given below :—

Plan period	Products	Target (in million Nos.)	Production
First . . .	Tanned Hides and Skins	45.0	46.0
Second . . .	Tanned Hides Tanned Skins	23.5	19.5
		26.5	28.1
		50.0	47.6
Third . . .	Tanned Hides Tanned Skins	22.0	25.5
		30.0	43.6
		52.0	69.1

2.8. The production of tanned hides in the organised sector during the Third Five Year Plan and also during the years 1966-67 and 1967-68 has been as shown below :—

Year	Vegetable tanning	Chrome tanning
(Million Nos.)		
1961-62	2.76	0.77
1962-63	3.08	0.88
1963-64	3.39	1.05
1964-65	3.36	0.89
1965-66 (*4.83) Capacity	3.28 (*1.58) capacity	0.89
1966-67	3.37	0.90
1967-68	3.10	0.89

(*Capacity as on 1-4-1968)

(Source:—Draft IV Five Year Plan)

Raw materials for the leather industry :

2.9. The chief raw materials for tanning industry are raw hides and skins. Precise data relating to the cattle population of India is not available. However, in the draft Fourth Five Year Plan, the estimated livestock population and the availability of raw hides and skins are given and they are reproduced below :—

Statistics of Hides and Skins in 1968-69

(In million Nos.)

Description	Cattle	Buffalo	Total	Goat	Sheep	Total
Population.	192.48	57.42	249.90	69.69	41.31	111.00
Availability of hides/skins . . .	19.25	6.31	25.66	44.60	16.52	61.12
Raw hides and skins (imported) . .	0.10	0.10	0.20	0.10	0.15	0.25
Total availability	19.35	6.41	25.76	44.70	16.67	61.37
Exports (Raw) . . . . .	..	..	..	10.00	0.03	10.03
Availability for tanning	19.35	6.41	25.76	34.70	16.64	51.34

2.10. India is having the largest cattle population in the world but the percentage of available hides for tanning is much lower as compared with the other countries. By way of illustration, India obtains only 12 per cent of hides as compared to 49 per cent in respect of France, 44 per cent of U.S.S.R., 37 per cent of U.S.A., and 33 per cent of New Zealand. Of the total goat and sheep population, U.S.A. obtains as much as 52 per cent of skins, New Zealand 47 per cent and the share of U.K. and India is only 34 per cent. Some of the reasons for this are :—

- Ban on cow slaughter in some of the States is a serious factor limiting the availability of good quality hides required for chrome uppers. From the economic point of view this prevailing sentiment against cow slaughter is responsible for the paradoxical situation where India with the largest cattle population in the world has to import raw hides from other countries;
- Prevailing prejudice among some of the cattle owners in India against the flying of dead animals; and
- Existing facilities for collection and curing of hides from fallen stock are far from adequate.

2.11. In many countries raw hides are the bye-products of meat industry but in India a good portion of raw hides are secured from fallen stock as many people do not eat beef. That being so, they suffer from grain defects, flay cuts, warble marks, and bacterial damages resulting in inferior leather. The proportion of fallen and slaughtered hides is 95.7 and 4.3 per cent for cow and 88.3 and 11.7 per cent for buffalo. Consequently, about 55 to 60 per cent turn out as inferiors and rejections in finished leather. Bulk of the balance of 40 to 45 per cent of the hides also do not produce grades better than D. The availability of hides for the top grades A, B and C is limited to the restricted slaughtering obtaining in the country. Further, the bulk of the hides are utilized for bag tanning in villages, which produce inferior type of leather.

2.12. The position regarding the availability of skins is better than that of hides. This is because nearly 80 per cent of the goat and sheep skins are secured from slaughtered animals and there is no restriction on the slaughter of goat and sheep in any part of the country. It may also be mentioned that the most important characteristic of this raw material namely hides and skins is that unlike other industrial raw material its supplies are limited and their availability also fluctuates depending upon certain uncontrollable factors like diseases amongst cattle, drought, floods etc.

2.13. While exports of raw sheep skins are banned (except for 'papas' which constitute less than 1% of total production and for which domestic demand is limited), exports of raw goat skins are allowed though on a restricted scale. This is based on the assumption that domestic supplies are far in excess of the indigenous tanning capacity. At the same time, alive to the growing needs of the tanning industry, Government have introduced since 1963 a phased banning of exports of raw goat skins by fixing the quota of raw skins that can be exported each year. This was done to facilitate the expansion of finished leather industry.

Other raw materials :

2.14. The other important raw materials required for tanning industry are as follows :—

1. Lime
2. Wattle extract and bark.
3. Synthetic tanning materials.
4. Dyes.
5. Vat liquors.
6. Bates.
7. Synthetic resin emulsions.
8. Other finishes.
9. Bichromate and chrome salts.
10. Sodium sulphate.
11. Sulphuric acid.

2.15. According to the survey conducted by the Indian Institute of Foreign Trade, there are 70 different types of chemical tanning materials used in the leather industry. Out of this, 50 are manufactured indigenously, the rest being procured through imports. The Government have made a provision for issuing ad hoc licences to the tune of 5% f.o.b. export value in the case of chrome tanned leather and 10% in the case of other finished leathers to cover imports of chemicals that may be essential for effecting exports provided satisfactory documentary evidence is furnished to the Director General of Technical Development of the export prospects.

Machinery and equipment :

2.16. According to the Indian Institute of Foreign Trade Survey, the machinery fabricated indigenously is outmoded. The Government before devaluation permitted the industry to import machinery and

equipment to the extent of 10% of the exports (f.o.b.). Such imports were subject to the approval of the Director General of Technical Development. As this import entitlement was withdrawn the industry is said to be facing difficulty with regard to mechanisation.

Different types of tanning processes :

2.17. The tanning processes impart a permanent structure to the hide or skin fabric so as to enable it to withstand degeneration known as putrefaction. The tanned hides and skins are known as leather. After tanning, finishing is applied to obtain different types of finishes such as pigment finish, wax finish, resin finish, etc. The different types of tannages carried out in the country have been broadly grouped under seven heads given below :—

- (i) E.I. tanning
- (ii) Chrome tanning
- (iii) Bag tanning
- (iv) Vegetable tanning
- (v) Industrial Leather tanning
- (vi) Combination tanning
- (vii) Miscellaneous
 - (a) Fur tanning
 - (b) Alum tanning
 - (c) Reptile leathers.

2.18. Among the different processes mentioned above, bag tanning is the oldest method evolved by village Harijans but the quality of leather produced by this method leaves much to be desired.

2.19. The other two important processes of tanning are Vegetable Tanning and Chrome Tanning. For Vegetable tanning barks, woods, nuts, leaves, etc. are used as agents. These materials are soaked in water and the hides immersed in the resulting liquors for a month or more.

2.20. In chrome tanning, hides and skins are usually treated with a solution of chrome salts. This process entails only a few hours, after which the leather is generally treated with fats to make it pliable.

Location of different types of tanneries :

2.21. Tanneries are concentrated mostly in Madras, Uttar Pradesh and West Bengal. There are some in Bombay. The tanneries in Madras specialise in the manufacture of light leathers like wet blue chrome goat skins, handgrain morocco leather, chrome suedes, clothing leather and finished reptile skins. The Calcutta tanneries, on the other hand, mainly concentrate on the production of chrome tanned hides, chrome uppers and wet blue chrome hides and skins. The tanneries in Bombay produce mainly wet blue goat skins. Kanpur specialises in the manufacture of sole leather and has now taken to production of semi-finished leather as well.

Size of the Industry :

2.22. The following tables gives the distribution of tanneries according to size in different States in 1959 :—

S. No.	State	Large scale units	Small scale units	Cottage units	Total
1	Andhra	Nil	60	1,21,926	1,21,986
2	Assam	Nil	6	..	6
3	Bihar	1	7	12,000	12,008
4	Delhi	Nil	1	139	140
5	Jammu & Kashmir	1	..	168	169
6	Gujrat	Nil	6	9,700	9,706
7	Maharashtra	1	19	15,860	15,880
8	Kerala	Nil	4	..	4
9	Madhya Pradesh	Nil	4	9,700	9,704
10	Madras	3	184	..	187
11	Mysore	1	24	2,500	2,525
12	Orissa	Nil	10	200	210
13	Punjab	Nil	2	4,308	4,310
14	Rajasthan	Nil	54	9,613	9,669
15	U.P.	2	39	5,675	5,716
16	W. Bengal	2	333	..	335
TOTAL		11	753	1,91,791	1,92,555

Source : "Leather Tanning Industry—Small Scale Industry Analysis & Planning Report No. 64".

The above table shows that cottage sector predominates in the leather industry.

Employment structure :

2.23. According to an article in Khadi Gramodyog (February, 1967) by Shri N. Lakshminarayanan, the employment in this industry in 1961 was 8,09,440 persons and one out of 200 earners in this country depend on this industry and that a majority of the units in this industry are manned by single individuals or 2 to 5 persons mostly drawn from family circles.

2.24. In the Report on "Leather Tanning Industry" by the Central Small Industries Organisation, the employment ranges in the small-scale units for the year 1959 are given as follows :—

Employment range	No. of units
1—5	10,491
6—10	72
11—20	159
21—30	52
31—40	51
41—50	36
Above 50	90
TOTAL	10,951

2.25. According to the information furnished to this Board by the Chief Inspectors of Factories of various State Governments, the employment ranges in tanneries governed by the Factories Act are as follows :

S. No.	Employment range	No. of factories
1	10—20	162
2	21—30	91
3	31—40	57
4	41—50	38
5	Above 50	91
6	Unspecified*	107
TOTAL		546

*Due to incomplete data.

Assistance from the Government :

2.26. Since leather industry is an important foreign exchange earner, the Government tried to achieve two main objectives :—

- (a) Promotion of internal production.
- (b) Increased export of finished leathers, footwear and leather goods, instead of raw hides and skins.

In pursuance of the above, some of the important steps taken by the Government can be listed as follows :—

- (i) Heavy import duties on manufactured leather products.
- (ii) Restriction on export of goat skins and banning of exports of raw hides and sheep skins.
- (iii) Priority in rail movement, concession in sales tax and freight charges and storage facilities in Central and State warehouses.
- (iv) Setting up of Export Promotion Councils for finished leather and sports goods.
- (v) Encouragement given by the Directorate General of Supplies and Disposals by purchase of considerable quantity of leather products.

Besides the above, the Khadi and Village Industries Commission, the Small Industries Service Institute under the auspices of the Ministry of Industrial Development, and the National Small Industries Corporation and various agencies such as Advisory Committees, Leather Boards, etc. of the State Governments, have all helped in the rehabilitation of the village leather industry, application of appropriate technology and granting of financial assistance.

2.27. The Central Leather Research Institute at Madras plays an important role by dissemination of technical knowhow and by arranging tanners get-together and leather fairs.

Exports :

2.28. As the traditional exporter of hides and skins, India ranks third in the world. Hides and skins rank fifth among the items exported from India.

2.29. The following table gives the trend of exports of hides and skins :

(Value—Rupees in lakhs)

Year	Raw skins	Tanned and dressed hides and skins
1961-62	882	2532
1962-63	1101	2249
1963-64	1011	2619
1964-65	911	2724
1965-66	985	2822
1966-67	1591	5812
1967-68*	810	5551

*(Estimate.—Based on actual exports during April 1967 to December 1967).

Source.—Draft Fourth Five Year Plan.

2.30. The composition of exports as given in Report on Leather and Allied Industries of India is given below :

Annual average for 1960-61 to 1963-64

Sl. No.	Item	Value (in millions of rupees)
1	Raw skins	95.42
2	Tanned Goat skins	88.04
3	Tanned Sheep skins	68.84
4	Total of tanned skins	159.93
5	Tanned cattle hides	55.52
6	Tanned buffalo hides	16.59
7	Total tanned hides	72.11
8	Finished leather	15.69
9	Leather manufactures	18.75
10	Leather footwear	24.11

According to the above report, there is a growing demand for the export of the following types of finished leather :—

1. Glaze kid—Black/Brown
2. Clothing leather
3. Gloving leather
4. Morocco leather
5. Chamois leather

Direction of exports :

2.31. Till very recently, U.K. and U.S.A. were the main markets for our tanned leather exports. With the growth of our general trade with the East European countries, U.S.S.R. being the main partner, leather exports to that group of countries have assumed considerable importance. Japan, West Germany, France and Italy have also figured of late prominently as customers of Indian leather. According to the Commodity Study Report by the Indian Institute of Foreign Trade, exports of finished leather reach nearly 40 countries in Asia, Africa, Europe and North America. Recently, the off take of finished leather by U.K. has declined but Czechoslovakia has emerged as a major buyer of our finished leather.

Impact of devaluation :

2.32. Although it was expected that on account of devaluation there would be an increase to the extent of 57½% in export realisation in foreign exchange, it was found that this was not so. The main reasons for this are :

- (i) imposition of an export levy of 10% *ad valorem* after devaluation ;
- (ii) increase in price of raw goat skins ;
- (iii) increase in cost of tanning materials—some of which are imported and on account of devaluation cost more ; and
- (iv) the general increase in cost of production.

2.33. Considering all the above factors, it would be advantageous for India to promote export of finished products rather than of raw materials.

Importance and prospects of the Industry :

2.34. Leather tanning is one of the important industries of India and, for the following reasons, it occupies a unique place in the Indian economy :—

- (a) The industry provides full and part-time employment to a large number of people. According to the 1961 census, the total number of people engaged in this industry was 8,09,440.
- (b) The hides and skins trade and leather industries have been earning a sizeable foreign exchange.
- (c) The major section of the people engaged in this industry is largely drawn from Harijans and any measure for the development of this industry will result in the socio-economic benefits accruing to them.
- (d) India is the single largest livestock holder in the world and utilisation of the hides and carcass by-products is a necessary apart from its economic value.
- (e) Leather plays an important part not only in times of peace but more so, to meet defence needs.

- (f) The leather industry is amenable for development on a labour-intensive basis providing gainful employment to a large number of people.
- (g) General increase in demand for leather goods other than footwear as a result of rise in the standard of living, spread of education, urbanity and greater shift towards self-sufficiency.
- (h) Increased demand created as a result of further industrialisation, particularly in respect of industrial leathers.

2.35. However, the main prospects of this industry centre round exports, as domestic consumption of leather and leather goods is still lagging behind. Exports can fetch higher foreign exchange only if finished leather rather than semi-finished leather is exported. Although the Government is encouraging such exports, because of reluctance on the part of tanners to try new production processes, there is still much scope for improvement in the production and export of finished leather. The industry, if it is to compete effectively in the foreign market, has to cope with the changing fashions. There is also the growing threat from the synthetic substitutes to this industry. To meet this effective steps should be devised and taken. Modernisation of the methods of manufacture is also necessary to meet the exacting demands of the foreign market.

LEATHER GOODS INCLUDING FOOTWEAR

2.36. Leather and finished leather are used in the manufacture of various consumer items as well as industrial goods. A list of such manufactures is given in paragraph 3.6 in Chapter III. The development of each of the leather products and the present position of the leather goods industry are briefly dealt with here below.

Footwear :

2.37. Although footwear manufacture has been a traditional industry in every village and town in this country, organised units have come into being only recently in such centres as Agra, Kanpur, Bombay and Calcutta. However, bulk of footwear requirements of the country is still manufactured by a number of small-scale and cottage units. With the setting up of organised units, the footwear industry has diversified and expanded production. It has also contributed to the country's export earnings.

2.38. Two major sectors of the footwear industry can be distinguished—mechanised and non-mechanised. Total investment in the mechanised sector comprising 12 large-scale units (those registered with the Directorate General of Technical Development) has been placed at Rs. 8 crores and employment at 26,000. This sector accounts for about 10% of the total production in the country. Units in the non-mechanised sector can be classified as small-scale and cottage. All registered factories employing 50 or more people using power and 100 or more without using power are taken as small-scale; cottage units are household-based and unregistered. It has been estimated by a recent survey conducted by the State Trading Corporation that the small scale and cottage sectors employ about 1.25 lakh and 4.89 lakh workers and account for 30% and 60% of

the total production of footwear respectively. While the investment in small scale sector is estimated at Rs. 40 crores, that in cottage sector is given as Rs. 17 crores. The small scale units are mostly concentrated in Agra and West Bengal while the cottage units are dispersed throughout India.

2.39. According to the information furnished by the Chief Inspectors of Factories to the Board, the number of units covered by the Factories Act and manufacturing footwear and leather goods is 154. The break-up of the above units, according to the number of persons employed, is as follows :—

Employment structure in leather goods including footwear industry

S. No.	Employment range	No. of factories
1	10—20	46
2	21—30	32
3	31—40	19
4	41—50	8
5	Above 50	25
6	Unspecified*	24
TOTAL		154

*Due to incomplete data.

Production :

2.40. The following table gives the production of Western type and Indian type of footwear in the organised sector :—

(Figures in million pairs)

Year	Western type leather footwear	Indigenous type leather footwear
1960-61	5.447	3.841
1961-62	6.395	4.533
1962-63	6.879	5.530
1963-64	8.258	5.116
1964-65	8.036	6.121
1965-66	9.310	5.780
1966-67	10.400	6.850
1967-68 Estimated	10.240	7.500

(Source.—Draft IV Five Year Plan.)

2.41. Reliable statistics regarding production in the small-scale and cottage sectors are not available, but the estimates for 1965-66 were 42 million and 83 million pairs respectively in the two sectors, and the following tables give the break-up of the figures for various States, along with information regarding labour force :—

Estimated Production of Leather Footwear in Small-scale units
(1965-66)

State/Union Territory	Fixed Capital (Rs. lakhs)	Working Capital	Labour (Nos.)	Production (‘000 pairs)
Andhra Pradesh	79.43	130.14	5,641	1,901
Assam	12.09	21.77	1,057	290
Bihar	43.41	78.18	3,795	1,040
Gujarat	136.70	252.86	13,081	5,494
Jammu & Kashmir	8.76	15.78	766	258
Kerala	34.74	56.91	2,467	831
Madhya Pradesh	34.17	63.21	3,270	994
Madras	44.84	73.48	13,185	1,073
Maharashtra	121.67	225.06	11,643	4,890
Mysore	44.21	72.44	3,140	1,058
Orissa	7.04	12.67	615	168
Punjab	131.18	236.22	11,467	3,864
Rajasthan	95.50	171.79	8,342	2,811
Uttar Pradesh	331.78	597.44	28,642	9,652
West Bengal	310.23	560.07	24,188	6,627
Delhi	34.27	61.72	2,996	1,010
Himachal Pradesh	3.63	6.53	317	106
Others	..	..	180	49
TOTAL	1427.62	2636.27	124,792	42,116

Source.—Report of Footwear Export Committee, Ministry of Commerce, 1966.

Estimated Production of Leather Footwear in Cottage units
(1965-66)

State/Union Territory	Fixed Capital (Rs. Lakhs)	Working Capital	Labour (Nos.)	Production (‘000 pairs)
Andhra Pradesh	108.60	241.40	100,570	17,097
Assam	1.16	2.58	850	144
Bihar	25.85	57.79	19,009	2,509
Gujarat	19.77	44.07	18,134	3,736
Jammu & Kashmir	2.83	6.30	2,592	440
Kerala	0.90	2.00	834	142
Madhya Pradesh	70.19	156.48	64,395	9,402
Madras	8.51	18.91	7,879	1,339
Maharashtra	56.70	126.41	52,022	10,717
Mysore	21.29	47.31	19,713	3,351
Orissa	4.66	10.41	3,425	452
Punjab	69.42	154.75	63,684	10,826
Rajasthan	60.19	133.41	62,052	10,548
Uttar Pradesh	60.02	133.81	55,064	9,360
West Bengal	9.31	20.81	6,482	903
Delhi	4.22	9.40	3,867	658
Himachal Pradesh	4.86	10.84	4,460	758
Others	4.87	12.35	3,920	517
TOTAL	533.35	1189.03	489,312	82,899

Source.—Report of Footwear Export Committee, Ministry of Commerce, 1966.

Raw materials :

2.42. The important raw material for the footwear industry is of course leather. The uppers are usually made of cow hides and the soles of buffalo hides. On account of the poor quality of raw cow hides which come from fallen stock and the chemical tanning

materials and finishing agents, it is stated that the uppers are not of a high standard. Further good quality upper leathers are exported leaving only the next best quality for the indigenous footwear industry. In this connection, the Commodity Study Report on Finished Leather and Leather Manufacture has stressed the need for encouraging the E.I. Tanneries to take to chrome tanning so that sufficient good quality uppers may be available both for exports as well as for indigenous manufacture of footwear. Sole leather manufactured by vegetable tanning process is, however, available in good quantity and quality. The lining leather made of sheep and goat skins and other ancillary materials like adhesives, polishes, stamping foils, etc. are available indigenously. Except for a few units like the Bata Shoe Company Private Ltd., Calcutta, footwear manufacturers by and large do not have tanneries of their own.

Machinery and Equipment :

2.43. Various machines and equipment required for manufacture of shoes are splitting machines, sole leather rolling machines, punching and eyeletting machines, clicking machines and flat bed sewing machines, upper shaving machines, zig-zag machines, etc. Of these, only 5% are indigenously produced, the balance being imported. To adhere to the target of export of 12.5 million pairs envisaged for 1970-71, it would appear that large-scale mechanisation would be necessary. But, with the difficulty of foreign exchange, import of machinery could be only on a restricted basis. It has, therefore, been suggested that more and more indigenous manufacture of machinery should be taken up. The other equipment necessary are shoe lasts and various kinds of tools. Shoe lasts are at present hand-made, mostly in Agra. There is also one factory called Precision Shoe Lasts Factory run by the Small Industries Service Institute at Agra, which is only one of its kind in this country making shoe lasts. However, the prices of machine-made shoe lasts are said to be higher than those made by hand.

Export of Footwear :

2.44. Two or three decades back, India was importing large quantities of footwear, especially shoes of western type. But India has now begun to export and during the last few years such exports have increased phenomenally. The State Trading Corporation have a large part to play in this promotion of exports which began with orders from the U.S.S.R. in 1956. The mechanised or the large-scale sector contributes nearly 25% towards the exports of foot-wear, the balance of 75% being contributed by small-scale and cottage units. The following Table gives the statistics of exports of footwear during the past decade :—

Year	Quantity	Value
	(Million pairs)	(Million Rs.)
1961-62	1.85	18.6
1962-63	1.60	22.1
1963-64	3.01	29.3
1964-65	4.02	34.8
1965-66	4.68	43.28
1966-67	5.29	67.00
1967-68 (Estimated)	4.08	61.25

Source.—Draft Fourth Five Year Plan.

2.45. As already stated, there is an ambitious programme for the export of footwear to the extent of 12.5 million pairs and with modernisation of some of the units, this export programme, it is expected, will be realised.

2.46. On account of the contribution which the Agra Footwear Industry has made to the export programme mentioned above, it is necessary here to briefly mentioned the interesting features of this industry. In Chapter III, a reference was made to the Agra shoe industry in general and to the prevalence of the contract system threat and the draw-backs thereof in particular. Agra as a major centre of Footwear manufacture in India employing about 40,000 workers in about 3,000 units with a capital investment of nearly Rs. 2.80 crores, has set the pace for quality production of shoes fit for exports and thus earn considerable foreign exchange. There are about 300 organised small-scale units, 1000 cottage units locally known as Namewala and 1700 units in the cottage sector producing substantial quantity of shoes known as Daliawala. In the small-scale sector, the average capital investment is Rs. 58,000 per unit and each unit employs on an average 61 workers producing about 121 pairs of footwear per day. The small-scale units use some machinery in the process of production to produce quality products which have good export markets. It is stated that the artisans employed in small-scale units find employment for nearly ten months in a year and for the remaining two months, they are paid advances to be adjusted against their wages at the time of the peak season.

2.47. The second category known as Namewala units are mostly home units employing family members and the capital investment is said to be about Rs. 8,000 and the labour force consists of about 14 artisans on an average. The owners themselves of these units are skilled artisans and the middle men play an important role in placing orders with these units after advancing the running capital required, to be adjusted against the production which averages about 27 pairs a day. It is not unusual in these cottage units to have surplus production of rejected or sub-standard shoes which is attributed mainly to the absence of improved methods and lack of sufficient capital. The cottage units, although largest in number, are smallest in size with a capital investment of about Rs. 1,800 per unit. The employment in these units average about 9 artisans per unit producing 22 pairs of footwear per day.

2.48. The organised small-scale units get specific orders from middlemen and also through their own agents. Further, they secure orders from the State Trading Corporation of India for supply to the foreign markets. In addition to the above, these organised small-scale units get orders from large factories like the Bata Shoe Company Private Ltd., Calcutta. But, as observed in the Report of the Committee on Mechanisation of Small Scale Leather Footwear Industry set up by the Development Commissioner (Small Scale Industries), Ministry of Industrial Development & Company Affairs, Government of India, the marketing of the shoes produced by the cottage units is exposed to some malpractices like 'chit' system and the 'footage' system. We propose to extract verbatim the observations of this Committee :—

"Under this system a very small percentage of the sale price is paid in cash by the middlemen while the bulk of it is paid in the form of 'chit' which can be cashed after two to three months. This has resulted in the most common system of payment resorted to. However, these 'chits' could be encashed immediately on payment of a commission of three to six per cent on the value of the 'chit' through brokers. The gross margin for units in this category for a pair of shoes comes to about 9.51 per cent on cost of production. Because of their ignorance of market information, they get a raw deal while marketing their products.

The cottage units producing sub-standard quality face the maximum marketing problems since they do not manufacture against orders. They produce footwear with cheap materials for a bare living and the day's produce is carried on head loads by the headmen to the market, where the wholesalers or the middlemen have their shops. These headmen after bargaining with the middlemen are able to sell some of their products at a gross margin of about 8 per cent on the cost of production. In most of the cases there remains a surplus of production over the sales which very often they are compelled to sell at loss because they do not have an holding capacity. Uncertainty of sales is always their problem."

".....The magnitude of the problems of Agra footwear manufacturers is so great that it requires a phased programme to tackle them. The immediate need is to have a suitable agency which could take up implementation of the phased programme. With this end in view, recently an institution named Bharatiya Charmodyog Sangh has been formed at Agra consisting of actual small scale and cottage manufacturers, social workers, industrialists, etc....."

2.49. We are informed that the Khadi and Village Industries Commission, Bombay, has now taken charge of Bharatiya Charmodyog Sangh. We recommend that the Khadi and Village Industries Commission may make the necessary arrangements for starting a central marketing depot whose main object is to purchase goods manufactured by the cottage sector and to supply them with standard quality leather and other grindaries to the workers and thus reduce their burden of finding a market themselves for their footwear. Unless this is done, the malpractices referred to above will persist. We also recommend that the Khadi and Village Industries Commission and the Small Industries Service Institutes may render technical help through their utility centres to maintain the quality of the goods.

MISCELLANEOUS LEATHER GOODS

2.50. Leather is a versatile material amenable to manufacture of sophisticated articles like suit-cases, portfolio cases, travel cases, industrial leather belting, fancy hand-bags, belts, purses, leather cases for transistors and numerous articles required in daily use. Depending upon fashion, varieties of manufactured articles out of leather can be many.

Production and export :

2.51. While manufacture of leather goods is widely dispersed over different parts of the country, Madras, Bombay and Calcutta are important centres of production in this industry. There are two large-scale units in the country manufacturing leather goods other than footwear. But the bulk of production accrues from small-scale and cottage units in this industry. It is well known that many small-scale manufacturers supplement their own production with that from cottage units to which they offer requisite raw materials. In fact, production of the cottage sector is known to be mostly against orders from the dealers. The Indian Institute of Foreign Trade in their Report on Finished Leather and Leather Manufactures, give the pattern of production of leather goods among the survey units during 1964 and 1965. They are as follows :—

(Value in Rs. lakhs)		
	1964	1965
Brief cases	0.87	0.88
Diary covers	2.90	3.00
Ladies handbags	1.84	1.58
Travel goods	4.31	3.97
Wallets	2.47	2.57
Belts	2.72	1.88
Gift articles	0.96	1.00
Others	0.84	0.90
TOTAL	16.91	15.78

2.52. The following table gives the figures of India's exports of miscellaneous leather goods for the years 1961-62 to 1965-66 :—

(Value in thousands of rupees)					
	1961-62	1962-63	1963-64	1964-65	1965-66
Travel goods of Leather	303	291	212	238	265
Leather fancy hand-bags	41	248	98	64	NA.*
Other articles of leather	158	236	177	330	328

*N.A. — Not Available.

Raw materials required :

2.53. Finished leather, particularly light leather, is the important raw material in the manufacture of leather goods. For export purposes certain special quality leathers are required but it has been stated in the Commodity Study Report of the Indian Institute of Foreign Trade that such special leathers are not available indigenously. Besides, leather zips, locks, rivettes and buckles are extensively used in the manufacture of leather goods. The complaint of the manufacturers of leather goods that the fittings made indigenously are inferior is real. The result is that though our artisans are capable of producing leather goods which compare favourably with those made in foreign countries, yet the products suffer in comparison on account of the sub-standard fittings used. There is a great potential for export of leather goods to various countries but the leather goods manufacturers in India have been handicapped by the absence of sufficient working capital and good quality leathers. The State Trading Corporation, which is playing an important role in the export of Footwear may also take equal interest in the export of leather goods also, so that the industry may establish itself on a firm footing.

Requirements of army, etc. :

2.54. Among the items required by the Army, Police, Home Guards, etc., the important are harness, saddlery and boots. In fact, the development of the Leather industry in India owes, to a certain extent, to the requirements of the army and the first harness and saddlery factory in India was established in Kanpur in 1867. Besides this Kanpur unit, there are five more specialising in harness and saddlery items. The value of production in these units totalled Rs. 5 lakhs in 1965. Vegetable tanned leather is an essential raw material for the manufacture of harness and saddlery but such leather is difficult to obtain at reasonable prices because good quality vegetable tanned leather is mostly exported.

INDUSTRIAL LEATHER GOODS

2.55. Pickers, picking bands and belting leather—the former used in Textile and Jute Industries and the latter in Engineering industry—constitute the bulk of industrial leather goods manufactured in India. A detailed study has been given about manufacture of pickers and picking bands in Chapter III. The best quality pickers and picking bands are manufactured from raw hides imported from Malaysia, Thailand, Australia and Italy.

2.56. Belting leather—another industrial leather product—is produced out of vegetable as well as chrome tanned hides. There are two units—one at Calcutta and another at Ahmedabad—working with English and French collaboration. The production in these two units amounted to Rs. 3.60 lakhs in 1965.

AGRICULTURAL LEATHER GOODS

2.57. Agricultural leather goods are mostly manufactured in villages by families of Harijans and no statistical data are available.

SPORTS GOODS

2.58. The sports goods units are concentrated mainly in Amritsar, Patiala and Jullundur. For want of reliable statistics about the number of units, production, etc., it is not possible to deal with this item here in any detail.

2.59. In fact, the material available to the Board directly from the Leather Goods units other than Footwear, especially about the working conditions, wages, earnings, number of workers employed, etc. has been scanty.



CHAPTER III

COVERAGE AND SCOPE OF THE ENQUIRY

(a) COVERAGE

3.1. The Government in their terms of reference have restricted the coverage to establishments (i) where ten or more workers are working and in any part of which the manufacturing process is being carried on with the aid of power; and (ii) where twenty or more workers are working and in any part of which the manufacturing process is being carried on without the aid of power. It is needless to emphasise that the question of coverage goes into the root of the matter and the Wage Board is bound to enquire into and frame a wage structure within the four corners of the terms of reference. Therefore, the Board carefully scrutinised the various aspects and reached its conclusions consistent with the terms of reference.

3.2. The definition of establishments to be covered by the Wage Board differs slightly from the definition given for a 'factory' under the Factories Act, 1948. The definition of a factory under the Factories Act is as follows :—

"factory" means any premises including the precincts thereof—

- (i) whereon ten or more workers are working, or were working on any day of the preceding twelve months, and in any part of which a manufacturing process is being carried on with the aid of power, or is ordinarily so carried on; or
- (ii) whereon twenty or more workers are working, or were working on any day of the preceding twelve months, and in any part of which a manufacturing process is being carried on without the aid of power, or is ordinarily so carried on.

3.3. For all practical purposes and intents, we have taken within our purview all factories registered under the Factories Act. Therefore, for an authoritative list of leather and leather goods establishments, we had to approach the Factory Inspectorates of the various States and the lists furnished by them have been taken as the basis for our enquiry. Our recommendations shall apply to all the factories mentioned in the list given in Appendix II. Since the date of our obtaining the lists, there may have been deletions or additions, all of which may not have come to our knowledge. The number of establishments at the time when the Wage Board commenced its work was 700 and subsequently some establishments have closed down and an indication has been given to that effect in Appendix II. From the above facts, it is clear that the factories shown in Appendix II are only illustrative and not exhaustive. Our recommendations, therefore, apply to all factories that are in existence and come into existence hereafter provided ~~they fall~~ within the terms

of reference given to the Board. It would be the function of the State Governments who are entrusted with the task of implementing our recommendations to identify such factories for the purpose of applying our recommendations.

3.4. In the list of tanneries furnished to the Board, certain establishments engaged in taxidermy are shown. For instance, Messrs. Van Ingen & Van Ingen of Mysore have pointed out that they are not engaged in the manufacture of leather or leather goods but are only artists in taxidermy. Therefore, such establishments are excluded.

3.5. Again, during the course of our enquiry, certain godowns where raw hides and skins are collected, salted and stored before they are despatched to the tanning establishments, have come to our notice and a question arose whether they also fall within the purview of this Wage Board. In the godowns referred to above, no manufacturing process is carried on and, therefore, they cannot obviously fall within the purview of this Wage Board. But a distinction has to be made in the case of godowns owned by a tannery/establishment where raw hides and skins are stored for the purpose of manufacturing them into tanned leather. The employees in such godowns fall within the purview of this Wage Board and our recommendations shall apply to such employees.

3.6. The leather goods industry is composed of various units manufacturing different products such as—

- (1) Footwear—(a) Western type; (b) Indian type.
- (2) Miscellaneous leather goods—suit cases, holdalls, folio cases, waist belts, purses, etc.
- (3) Requirements of Army, Police and Home Guards.
- (4) Industrial leather goods.
- (5) Agricultural leather goods.
- (6) Sports goods, etc.

The first item in the above list is a major one. Among the largest manufacturers of footwear may be mentioned Bata Shoe Company (Private) Ltd., Batanagar; Carona Sahu Company Limited, Bombay; Bombay Footwear Private Ltd., Bombay; etc. Agra is the main centre of Footwear industry. Traditionally Agra has been an important place for manufacture of shoes and there are three types of establishments which account for the bulk of shoe manufacture in Agra. Firstly there are organised units which manufacture shoes for supply to the foreign market. The State Trading Corporation plays an important part in this regard. In this category of organised units, there are also shoe manufacturers who supply mainly to the local markets. The employers of the first sub-category, i.e. those who supply to the State Trading Corporation of India and the foreign market, engage workmen directly on piece-rate while the employers belonging to the second sub-category employ contractors or mistries. The contractors or mistries in turn employ workmen. In the latter case, payment by the manufacturers is made to the contractor or

mistry who, after deducting his commission, gives to the workmen wages on a piece-rate basis. Although during the public hearing it was stated by the representatives of shoe manufacturers that a Skilled workman may earn between Rs. 7 to 10 per day and could produce six pairs of shoes, no record showing the exact wages or emoluments drawn by a piece-rated worker under a contractor was made available. It was pleaded by the employers that they themselves were not aware of the terms between the contractor and his piece-rated workers. It is, therefore, not known whether the skilled worker is receiving his due and legitimate share from the contractor from out of the amount stipulated between him and the employer. On the other hand, it was the contention of the shoe manufacturers that the contractor system was conducive to efficient working as well as manufacture of quality shoes with the least amount of supervision by the employer.

3.7. Although the evils of the contract system in general are well known, the system prevailing in Agra appears to be the traditional method adopted by the shoe manufacturers for various reasons. In this connection we do not wish to say more except to express the hope that the Bill for Contract Labour (Regulation and Abolition), which is now before the Parliament, would soon be placed on the statute book and thereby remedy the defects, if any, in the system prevailing in Agra. For the time being we propose that the employers should take care to see that the workmen under the contractors receive the benefits that would result from our recommendations.

3.8. There are sectors in Agra and other places where shoes are manufactured on a cottage industry scale, employing less than 20 workers without the aid of power and less than 10 workers if power is used. The workmen employed in such sectors are considerable in number but unfortunately they do not fall within our purview and, therefore, do not receive any benefit under our recommendations. It is for the Government to consider ways and means of improving their working conditions and emoluments.

3.9. The leather goods establishments manufacturing other items referred to in paragraph 3.6 above, are scattered throughout India and we have no complete and upto-date list of such establishments. But if they satisfy the conditions regarding the number of workers employed as mentioned in the Government Resolution, they will be covered by our recommendations.

Pickers :

3.10. Among industrial leather goods, Pickers and picking bands are manufactured on a large scale and the factories manufacturing such goods are mainly located at Ahmedabad. The Board had to consider whether units manufacturing pickers and picking bands fall within the purview of this Wage Board. The Chief Inspectors of Factories in Maharashtra and Gujarat submitted to this Board lists of establishments manufacturing leather products and included therein units manufacturing pickers and picking bands. The Indian Labour Statistics 1967, prepared by the Labour Bureau, Ministry of Labour & Employment, Government of India, classified under Code No. 29, Leather and Leather products except Footwear: This item

was further sub-divided into item No. 291—Tanneries and Leather Finishing and under item No. 292—Manufacture of Leather products except Footwear and other wearing apparel. Under Code No. 24, Footwear was included.

3.11. The Chief Inspectors of Factories, Gujarat and Maharashtra, classified Pickers from raw hides under the Head 29(292) which relates to manufacture of Leather products except Footwear and other wearing apparel. On the basis of the above information, the Board issued a Questionnaire to the establishments manufacturing Pickers and picking bands. It may here be mentioned that a large concentration of establishments manufacturing Pickers is found in Ahmedabad and a few in Maharashtra. There is no definite information about other centres.

3.12. The Allied Textile Leather Industries, Ahmedabad, contended that pickers are manufactured from buffalo hides and not from leather. Pickers Limited, Ahmedabad, have taken up the position that leather is the process of converting raw hides by means of chemical or vegetable or other synthetic process by which hide is converted into leather and that pickers which are manufactured from raw hide cannot be brought within the purview of this Wage Board. The All-India Pickers and Textile Leather Manufacturers' Association have taken up the position that pickers manufactured from raw buffalo hides are distinct from leather and leather goods and that the Chief Inspector of Factories, Gujarat State, did not understand what a raw hide picker or leather is. Protracted correspondence was carried on by this Wage Board with individual units and also with the All-India Pickers' and Textile Leather Manufacturers' Association, Ahmedabad, requesting them to co-operate with the Board by submitting their replies to the Questionnaire.

3.13. The Gujarat State Small Industries Federation, Ahmedabad, in their letter dated the 24th January, 1969, addressed to this Board, have finally expressed their views as follows and closed the subject :—

- “(a) Picker Factories should not be treated as tanneries, which alone manufacture leather and leather goods.
- (b) Picker Factories should be exempted and be put up as an exception in classification under the head 29(292) since Pickers manufactured from buffalo hides are not leather or leather goods. Even Export Promotion Council did not consider raw hide Pickers as coming under Leather Goods. In view of this fact that there are instances when some raw hide Pickers Manufacturers cannot get incentive Licences against export of Pickers.
- (c) You have asked particulars of wages and other details from Picker Manufacturers in view of your wrong classification and, therefore, you are requested to drop the idea of asking information in form of Questionnaire from Picker Manufacturers who in fact are not manufacturers of leather or leather goods and who under no circumstances, can be classified under the head 29(292).”

3.14. In this connection, the Board would like to observe that the mere fact that the Export Promotion Council refused to give incentive licences against export of pickers on the ground that they did not consider raw hide pickers as coming under leather goods cannot be advanced as an argument that pickers and picking bands do not fall within our purview. The Export Promotion Council formulate their own rules consistent with the export policy.

3.15. The Board, thereupon, consulted the Central Leather Research Institute, Madras, and they expressed the opinion that the deliming, dehairing and defleshing as in the case of tanning is involved in the preparation of raw hides for the manufacture of pickers and that Pickers should be considered as one of the items of leather manufacture.

3.16. In this connection, we should like to briefly describe the process adopted for the manufacture of Pickers and Picking bands, as contained in the article by Dr. H. P. Rao published in "The Economic Times" dated 9th November, 1968 :

"Raw Hide Pickers are made from cattle hides (in India, generally buffalo hides are used). They are limed, unhaired, mechanically treated to give the size and shape needed and stuffed with oils and grease. They undergo the preliminary processes but are not tanned. These are used mainly for belt-lacings, pins, loom pickers, gaskets, and gears. Picking bands are made from specially tanned leather and are used for various types of leather straps called also picker straps in textile mills.

Picking bands are generally produced from buffalo hides of prime quality generally obtained in the wet salted condition. They are soaked and rounded into butts, bellies shoulders. Butts (the best portion) only are taken for picking bands and bellies shoulders are utilized otherwise (Pickers or lace leathers). Butts are limed, unhaired and the extra flesh is removed. Then they are delimed, pickled and depickled with hypo during which process sulfur is deposited and a type of sulfur tannage might take place. After this, the goods may be (i) stuffed with tallow and fish oil and tanned with sulfited quebracho, fat liquored, once more stuffed with tallow and vegetable oil to dry at 40°C or (ii) chrome-tanned by the one bath process, washed, neutralised, fat liquored and allowed to dry at 50°C for more even distribution of fats. After this, the leathers are set well and stretched and are ready for cutting into straps for use as picking bands."

3.17. In the Report on "Leather and Allied Industries of India", Directorate of Commercial Publicity, Ministry of Commerce, Government of India, at page 45 under the heading "Leather Manufacturers", it was stated as follows :—

"It is rather difficult to spell out the various items which will go into this category. But for guidance, the following items will form the core—

(a) Leather belting

(b) Pickers

- (c) Picking bands
- (d) Saddlery and harness
- (e) Cycle saddles."

3.18. The Export Promotion Council requested the Indian Institute of Foreign Trade to conduct a commodity study in selected regions of the country to enquire into the problems of production and exports and assess the export potential in respect of specified finished leather and leather manufactures. In their commodity study report, the Indian Institute of Foreign Trade classified under Item III—"Other Leather manufactures", Pickers for cotton and jute machinery, Picking bands for cotton and jute machinery, etc.

3.19. We have considered the question from every angle and having regard to the above material, we have come to the conclusion that there is no justification for excluding the establishments manufacturing Pickers and Picking bands from the purview of this Wage Board. In the result, our recommendations relating to the units manufacturing Leather Goods shall apply to all establishments manufacturing Pickers and Picking bands where—

- (a) ten or more workers are working and in any part of which a manufacturing process is being carried on with the aid of power; and
- (b) twenty or more workers are working and in any part of which a manufacturing process is being carried on without the aid of power.

(b) SCOPE OF THE ENQUIRY

3.20. According to the terms of reference, the Board should "determine the categories of employees (manual, clerical, supervisory, etc.) who should be brought within the scope of the proposed wage fixation". A very large number of Tanneries and Leather Goods establishments are small units employing less than 50 workmen including a few clerical and supervisory staff. Jobwise, there is no authoritative and accepted categorisation of workers into Unskilled, Semi-skilled and Skilled. Further, there is no uniformity between one State and the other in the classification of workers into various skills. In some big organised units, jobs have been classified into various grades but these grades have not been correlated to skills.

3.21. Under the Minimum Wages Act, the notifications issued by Andhra Pradesh, Tamil Nadu, Mysore, Punjab and Kerala Governments have fixed wages for categories of workers according to their jobs. In West Bengal, Gujarat and Maharashtra, however, wages have been prescribed for the Skilled, Semi-skilled and Unskilled categories but all the jobs have not been identified. In Uttar Pradesh, wages have been fixed for adult employees without mentioning whether they are Unskilled, Semi-skilled or Skilled but according to the custom prevailing in Uttar Pradesh, wages so fixed by the Uttar Pradesh Government are applied for Unskilled workers. In Madhya Pradesh, the notification issued under the Minimum Wages Act does not mention any category for which wages have been fixed.

3.22. In the initial stages the Board attempted to classify workers, especially in Tanneries, according to various skills but as there was no uniformity in the job content, it was found that unless a careful job evaluation was done by an expert agency, it would be difficult to classify the workmen according to different skills.

3.23. We may here examine the contentions of employers and the employees on the scope of our enquiry. The Tanners' Association at Ambur, Vaniyambadi and Pernambut, in their reply to the Questionnaire, have maintained that no workers need be covered by the Wage Board; perhaps this is in line with their thinking that, as the Minimum Wages Act is applicable to all categories of employees, no further wage fixation is necessary. The Bata Shoe Company (Private) Limited, Batanagar, in their reply have stated that workmen under the Industrial Disputes Act should be covered. The National Tannery Company Limited, Calcutta, is of the view that the Wage Board should frame the wage structure for employees who are defined as "workmen" under the Industrial Disputes Act. The Indian National Leather Workers' Federation, Kanpur, expressed the opinion that "excluding managerial staff, all the employees drawing salaries or wages upto Rs. 500/- a month be covered by this enquirylearners and apprentices should also be covered by this enquiry. Among the unions, the Calcutta Leather Workers' Union, Calcutta, is of the view that all the employees should be covered by the Wage Board. The Bata Mazdoor Union, Batanagar, has also stated that all categories of employees should be covered. The North Arcot District Tannery Workers' Union, Vaniyambadi, is also of the same view. The Coimbatore District General Workers' Progressive Union, Coimbatore, has stated that all persons employed in the establishments and coming under the definition of "workers" under the Industrial Disputes Act, including Clerical and Supervisory staff, should be covered by the enquiry. The Kanpur Tannery and Leather Workers' Union, Kanpur, while stating that all categories of workmen in the industry should be covered, has expressed the view that no category should be left out from the purview of this enquiry.

3.24. On this subject the Fair Wages Committee came to the conclusion that in the initial stages, in view of the administrative and other difficulties, provision need be made for the fixation of fair wages only for categories upto Supervisory level.

3.25. Having considered the various views referred to above, the Board is of the opinion that the categories of employees listed under 'A' should be brought within the scope of our enquiry and those under 'B' should be excluded.

'A'

- (a) All employees drawing a total wage not exceeding Rs. 500/- per month, whether they be permanent, temporary, casual, time-rated or piece-rated; and manual, clerical, technical or supervisory.
- (b) Contract labour employed on work which is incidental to the manufacturing process and is necessary for it and of a perennial nature which must generally be done every day by workmen in the regular employ of the employer.

(c) Probationers ; and

(d) Head office and Branch office staff and staff in Sales Depots and Purchase Sections directly employed by the establishments and not otherwise.

'B'

(a) Apprentices, learners and trainees ;

(b) Contract labour not covered by A(b) above, i.e. those employed temporarily on construction work, laying of roads in the premises, repairs to buildings, etc. ; and

(c) Teaching staff in Educational institutions attached to and managed by the Leather and Leather Goods units.



CHAPTER IV

FINANCIAL POSITION OF THE LEATHER AND LEATHER GOODS INDUSTRY

4.1. For the purpose of assessing the capacity of the Leather and Leather Goods Industry to pay while evolving a new wage structure for its workers, the financial position of this industry has been analysed. The results of this analysis are embodied in the following paragraphs.

4.2. **Coverage** :—This analysis covers the accounts of 33 units as against a total of about 700 units enumerated in the lists furnished to the Board by Factory Inspectorate of various State Governments. Though we could identify from the list 49 limited companies and about 651 proprietary/partnership concerns, accounts were received in respect of only 18 limited companies and 15 proprietary/partnership concerns. In spite of best efforts a large number of units failed to supply the financial data required by the Board. Therefore, we make it clear that this assessment suffers from the limitations that flow from such a situation. As the number of accounts received was very small compared to the total, it was not possible to select a representative cross-section of this industry either region-wise or on an All-India basis. Further, for want of necessary data for at least a substantial number of units the coverage represented by the above 33 units either in terms of capital employed or sales could not be worked out.

4.3. **Period covered** :—This analysis has been made for a period of 3 years 1964-65 to 1966-67, each year covering the accounts closed between 1st July and 30th June following.

4.4. **Classification** :—As the Board is required to evolve, if necessary separate wage structures for tanneries and leather goods industries in view of their differing conditions and problems, separate studies of the financial position have been made for the units engaged solely in tanning, for those manufacturing leather goods as distinct from tanning, and for the composite units engaged in both these activities. Also, the accounts of units with a net capital employed upto Rs. 5 lakhs are analysed separately, as from the nature of the industry quite a large number of small units fall within this category.

4.5. **Reserve Bank of India study** :—The Reserve Bank of India makes periodical studies of the financial position of different types of limited companies, i.e. small/medium and large Private/Public Limited Companies selected from various industries. Though they have included in their studies 16 companies from the Leather & Leather Goods Industry in none of these studies separate statements have been given regarding the financial position of this industry, as in the case of other industries. This was due to the fact that these

units were not considered to be representative of the leather industry because of the low paid up capital coverage. However, on our special request, the Reserve Bank of India were good enough to furnish us consolidated statements of accounts in respect of these 16 leather companies, separately for 10 small limited companies and 6 medium and large limited companies. In the absence of any list showing the names of these companies, these data could not be combined with that received by the Board directly from the leather units for fear of duplication and hence have been analysed separately for the two-year period 1964-65 and 1965-66 (latest available). Also, no classification of this data into tanneries and leather goods was possible. The results of this investigation have been compared in general with the results of the Reserve Bank studies.

4.6. Financial position of tanneries :—Under this head are included the accounts of 16 units which are engaged solely in tanning. The consolidated balance sheet and profit and loss account for these units are shown in Annexures 1 and 1-A and the financial ratios in Annexure 3.

4.6.1. Sales and Expenses :—The total sales (excluding duties) of these companies rose by 44.4% from Rs. 108.75 lakhs in 1964-65 to Rs. 157.01 lakhs in 1966-67. The value of production i.e., sales adjusted for stocks increased by 42.3% from Rs. 112.29 lakhs to Rs. 159.79 lakhs. As against this, the total expenses recorded a rise of 37.2% from Rs. 111.88 lakhs to Rs. 153.50 lakhs, with the result that the expense ratio (total expenses before charging interest as percentage of total income) showed a decline from 98.8% to 95.4% indicating a slightly higher profit margin in the latest year. While the raw materials constituted a major proportion of the value of production forming 61.1% in 1966-67 compared to 65.8% in 1964-65, the proportion of salaries, wages and benefits dropped from 10.1% in 1964-65 to 8.3% in 1966-67. In absolute terms, however, the salaries etc. went up by 17% from Rs. 11.34 lakhs to Rs. 13.27 lakhs.

4.6.2. Profits :—The gross profits of these companies before charging interest but after depreciation had gone up from Rs. 1.33 lakhs to Rs. 7.47 lakhs, while after taxation this group incurred a loss of Rs. 0.76 lakhs in 1964-65 and recorded profits of Rs. 2.82 lakhs and Rs. 3.27 lakhs in 1965-66 and 1966-67, respectively. The net loss in 1964-65 was due to losses amounting to Rs. 3.65 lakhs incurred by 3 companies against a net profit of Rs. 2.89 lakhs earned by the remaining companies. In 1966-67, 4 companies incurred losses amounting to Rs. 0.90 lakhs. The provision for taxation accounted for 39.1% of the profits before tax in 1966-67, compared to 19.0% in the earlier year. Here it should be remembered that the partnership firms which numbered 12 in this group were subject to a lower rate of taxation compared to the limited companies. Of the 4 limited companies included in this group, 2 companies paid dividends of 10% and 100%, respectively, in 1966-67 compared to a dividend of 50% paid by one company in 1964-65.

4.6.3. Profitability ratios :—The profitability as measured by the gross profits as a percentage of sales (excluding duties) in respect of this group was very low at 1.2% in 1964-65 which gradually went

up to 4.8% only in 1966-67. Gross profits as a percentage of the total capital employed (total net assets) was also very low at 3.1% in 1964-65 but showed an increase to 12.1% in 1966-67. The net profit as a percentage of the net worth (paid-up capital/partners' capital plus reserves) was negative, viz. (-) 4.4% in 1964-65, but rose sharply to 14.1% in 1965-66 and 15.8% in 1966-67.

4.6.4. Accumulation of Reserves :—The total reserves and surplus formed only 10.6% of the net worth in 1966-67. This would not, however, give the correct picture of the increase in the net worth through the accumulation of undistributed profits as, unlike in the case of limited companies, the proprietary concerns do not show these surpluses separately but include them under the partners' capital. The net worth belonging to the proprietary concerns formed more than 80% of the total net worth.

4.6.5. Net capital employed :—The net capital employed made up of partners'/paid up capital, reserves and surplus and borrowings increased from Rs. 26.98 lakhs to Rs. 38.17 lakhs. Of this, loans increased from Rs. 8.88 lakhs to Rs. 16.29 lakhs, i.e. almost double. In terms of its percentage to the net capital employed, loans formed 42.7% in 1966-67, compared to only 32.9% in 1964-65, indicating its higher contribution to the capital formation in the latest year. Interest on loans has also gone up from Rs. 1.11 lakhs to Rs. 2.10 lakhs, but in terms of percentage on gross profit, interest came down from 83.5% to 28.1%.

4.7. Financial position of Leather Goods Units :—Here are included 9 units which manufacture only leather goods as distinct from tanning. Of this, 3 are proprietary concerns and the rest limited companies. The consolidated accounts for this group are given in Annexures 1 and 1-A and the financial ratios in Annexure 3.

4.7.1. Sales and Expenses :—The total sales of these companies have shown only a marginal increase of 10% from Rs. 53.94 lakhs in 1964-65 to Rs. 59.30 lakhs in 1966-67. The value of production went up by 18.2% from Rs. 51.09 lakhs to Rs. 60.43 lakhs as compared to an increase of 27.1% in the total expenses from Rs. 44.50 lakhs in 1964-65 to Rs. 56.54 lakhs in 1966-67, and consequently the expense ratio showed an upward trend increasing from 86.6% in 1964-65 to 93.0% in 1966-67. This indicated a lower profit margin in the latest year. In this group also, raw materials formed a substantial proportion of the value of production, viz. 54.2% in 1966-67 compared to 48.7% in 1964-65. The salaries, wages and benefits increased by 20% from Rs. 7.61 lakhs to Rs. 9.13 lakhs and formed 14.9% of the value of production in 1964-65 going up slightly to 15.1% in 1966-67.

4.7.2. Profits :—The gross profits before charging interest and managing agents' remuneration in respect of these units, showed a decline from Rs. 6.87 lakhs to Rs. 4.27 lakhs while the net profit after tax showed a substantial drop from Rs. 3.56 lakhs to Rs. 0.63 lakhs, mainly due to the same level of tax provision in both years in spite of lower profits in the latest year. While in 1964-65, only one company incurred a loss amounting to Rs. 0.24 lakhs, in 1966-67 four

companies showed a loss of Rs. 1.26 lakhs. The provision for taxation was more or less constant with Rs. 1.54 lakhs in 1964-65 compared to Rs. 1.56 lakhs in 1965-66, but as a proportion of the profits before tax, it went up from 30.2% in 1964-65 to 71.2% in 1966-67. Of the 6 limited companies included in this group, only one company paid a dividend of 12.5% in 1964-65 and 10% in 1965-66 and 1966-67. The profits retained by the six limited companies amounted to 67.1% of the net profits in 1964-65 and 20.5% in 1965-66, while in 1966-67 they had incurred a net loss.

4.7.3. Profitability ratios :—The gross profit as percentage of sales showed a significant downward trend reducing from 12.7% in 1964-65 to 7.2% in 1966-67. The gross profit as percentage of total capital employed also showed a similar trend dropping from 10.9% to 5.9%. The net profit—net worth ratio also followed suit declining substantially from 9.7% in 1964-65 to 1.7% in 1966-67.

4.7.4. Accumulation of Reserves :—The accumulation of reserves and surplus as a percentage of total net worth showed a slight drop from 14.5% to 11.5%. This group also includes three proprietary/partnership concerns which do not show the surpluses separately as mentioned earlier. The net worth of these concerns increased from Rs. 1.23 lakhs to Rs. 2.53 lakhs but it formed less than 7% of the total net worth.

4.7.5. Net capital employed :—The net capital employed showed an increase of 8.4% from Rs. 57.88 lakhs to Rs. 62.75 lakhs, while the borrowings increased by 22.4% from Rs. 19.20 lakhs to Rs. 23.50 lakhs. The contribution of loans to the net capital employed was 37.5% in 1966-67 compared to 33.2% in 1964-65, revealing an increased dependence on loans. The interest on loans increased from Rs. 1.32 lakhs to Rs. 1.78 lakhs, while as a percentage of the gross profit, it went up from 19.2% to 41.7% forming a substantial slice of the gross profits in the latest year.

4.8. Financial position of the composite units :—Under these are included the accounts of 8 units which are all limited companies and are engaged in both tanning and manufacture of leather goods. Combined balance sheets and profit and loss accounts of these companies are shown in Annexures 1 and 1-A and the financial ratios in Annexure 3.

4.8.1. Sales and Expenses :—The total sales (excluding duties) of these companies rose by 35.7% from Rs. 2711.09 lakhs to Rs. 3678.47 lakhs, and the value of production also showed a 35.9% increase from Rs. 2757.62 lakhs to Rs. 3746.83 lakhs. The total expense before charging interest and managing agents' remuneration recorded an increase of 31.1% from Rs. 2614.04 lakhs to Rs. 3428.23 lakhs, with the expense ratio showing a decline from 91.1% to 88.8%. The raw materials formed about 50% of the value of production in all these years i.e., from 48.8% in 1964-65 to 52.1% in 1966-67. Though the salaries, wages and benefits increased by 20.3% from Rs. 835.62 lakhs to Rs. 1005.30 lakhs, in terms of proportion to the value of production, it dropped from 30.3% in 1964-65 to 26.8% in 1966-67.

4.8.2. Profits :—The gross profits before charging interest and managing Agents' remuneration and the net profit after taxation registered sizable increases of 69.8% and 102.9% respectively, the former moving up from Rs. 255.40 lakhs to Rs. 432.21 lakhs and the latter from Rs. 69.73 lakhs to Rs. 142.31 lakhs. The provision for taxation went up from Rs. 171.63 lakhs to Rs. 275.41 lakhs which worked out to an increase of about 60% though its proportion in the profits before tax showed a drop from 71.1% to 65.9%. While none of these companies incurred any loss during 1964-65, two companies incurred loss amounting to Rs. 1.56 lakhs in 1965-66 and one company a loss of Rs. 0.05 lakh in 1966-67. The total dividends paid by these companies increased from Rs. 35.66 lakhs in 1964-65 to Rs. 44.53 lakhs in 1965-66 and then dropped slightly to Rs. 42.75 lakhs in 1966-67. These represented mostly the dividends paid on equity shares, viz. Rs. 35.43 lakhs in 1964-65, Rs. 44.31 lakhs in 1965-66 and Rs. 42.58 lakhs in 1966-67. While 5 companies paid dividend for all the three years, 2 paid for two years and one did not pay any dividend at all during the three years. Whereas in 1964-65, 7 out of 8 companies paid dividends ranging from 5% to 90%, 6 companies paid dividends ranging from 6% to 60% in 1965-66 and from 5% to 16% in 1966-67. One company which paid dividends of 30% and 40% in 1964-65 and 1965-66, respectively, paid only 16% in 1966-67. But this rate was on a higher equity capital resulting from issue of bonus shares amounting to Rs. 150 lakhs by capitalising the reserves and though the rate of dividend was cut down from 40% to 16%, the total amount disbursed as dividend remained the same as in the previous year. The profits retained by these companies increased from Rs. 34.07 lakhs in 1964-65 to Rs. 99.56 lakhs in 1966-67 or from 48.9% to 70.0% of the net profit after tax.

4.8.3. Profitability ratios :—All the profitability ratios for this group registered progressive upward trends and they were also higher than the corresponding ratios for the other two groups, viz. purely tanneries and purely leather goods. The ratio of gross profits to sales went up from 9.4% in 1964-65 to 11.7% in 1966-67. The profitability as measured by the gross profit as a percentage of total capital employed was very substantial in this case and this ratio also increased from 22.8% to 27.5%. The net profit—net worth ratio too showed a sizeable increase from 15.3% to 23.7%. The dividends paid on total paid up capital after increasing from 25.8% to 32.1% came down to 14.8%. The drop in the ratio in the last year was mainly due to the reduced rate of dividend on a higher equity capital increased by issue of bonus shares by one company as explained in the previous paragraph.

4.8.4. Net worth and reserve accumulation :—The net worth of these companies rose by 31.7% from Rs. 455.05 lakhs to Rs. 599.33 lakhs. Of this, the paid up capital showed a rise of 109.3% from Rs. 138.10 lakhs to Rs. 289.08 lakhs and the reserves and surplus registered a slight decline of 2.2% from Rs. 316.95 lakhs to Rs. 310.25 lakhs. The sharp rise in the paid up capital was due to issue of bonus shares amounting to Rs. 150.00 lakhs by one company by capitalising the reserves during 1966-67. Total bonus shares in the above paid up capital thus rose from Rs. 80.10 lakhs in 1964-65 to Rs. 230.10 lakhs in 1966-67. The reserves and surplus including bonus shares as a

percentage of the net worth amounted to 90.2% in 1966-67 compared to 87.3% in 1964-65. In other words, the reserves and surplus including bonus shares formed 916.2% of the paid up capital excluding bonus shares in 1966-67 compared to 684.5% in 1964-65. The substantial accumulation of reserves indicated the prosperity of these units.

4.8.5. Net capital employed :—The net capital employed increased from Rs. 633.82 lakhs in 1964-65 to Rs. 794.03 lakhs in 1966-67 or an increase of 25.3%. Of this, the loans which increased from Rs. 178.77 lakhs to Rs. 194.70 lakhs constituted only 24.5% in 1966-67 compared to 28.2% in 1964-65 indicating lesser dependence on outside sources of funds.

4.9. Financial position of the small units with a net capital employed (partners'/paid up capital, reserves and loans) upto Rs. 5 lakhs.

4.9.1. The profitability ratios of tanneries with a net capital employed upto Rs. 5 lakhs showed a downward trend compared to the upward movement in the average for all tanneries, vide Annexure 3. However, the net profit—net worth ratio for this group was higher than the average for all tanneries, i.e. ranging from 42.9% to 35.2% compared to 14.1% to 15.8% in the case of all tanneries. Loans played a significant part in the net capital employed forming more than 50% which was higher than the average for all tanneries.

4.9.2. In the case of small leather goods units, the profitability ratios also showed a downward trend as in the case of all leather goods units. However, the net profit—net worth ratio was uniformly higher in this case compared to the average for all leather goods units. In this case also, the contribution of loans to the capital employed was very high compared to the average for all leather goods units and the interest charges formed a very high proportion of the gross profits.

4.9.3. As there was only one composite unit in this category, this has been added to the above groups and no separate study has been made.

4.10. Financial position of the units in leather industry selected by the Reserve Bank of India for their studies :

As explained earlier, the data in respect of all the 16 limited companies furnished by the Reserve Bank of India have been analysed as a separate group in the following paragraphs. The consolidated accounts of this group are shown in Annexures 2 and 2-A, and the financial ratios in Annexure 3.

4.10.1. Sales and Expenses :—The total sales (excluding duties) of these companies showed an increase of 14.6% from Rs. 3393.07 lakhs in 1964-65 to Rs. 3887.28 lakhs in 1965-66, while the value of production registered an increase of 13.3% from Rs. 3431.51 lakhs to Rs. 3887.95 lakhs. The total expenses before charging interest and managing agents' remuneration but after depreciation amounted to Rs. 3547.59 lakhs in 1965-66 compared to Rs. 3152.69 lakhs in 1964-65,

i.e. an increase of 12.5%. The expense ratio showed a slight drop from 91.9% to 91.2% which would mean a slightly higher profit margin in the latter year. While the raw materials as a percentage of value of production was more or less at the previous year's level of 50%, the salaries, wages and benefits during 1965-66 accounted for 25% compared to 26% in the previous year though in absolute terms the salaries, wages and benefits have increased from Rs. 119.52 lakhs to Rs. 135.21 lakhs.

4.10.2. Profits and appropriations :—The gross profits before interest and managing agents' remuneration but after depreciation were Rs. 361.14 lakhs in 1965-66 which was 24.1% more than the previous year's level of Rs. 290.88 lakhs. The net profits after taxation showed an increase of 28.6% from Rs. 76.46 lakhs to Rs. 98.30 lakhs. The provision for taxation was more or less the same in both the years, being 69.8% of the profits before tax in 1965-66 compared to 70.9% in 1964-65. The total dividends paid rose from Rs. 35.83 lakhs to Rs. 46.49 lakhs of which the dividends on ordinary shares amounted to Rs. 46.26 lakhs in 1965-66 compared to Rs. 35.60 lakhs in 1964-65. The increase in ordinary dividends was of the order of 29.9% compared to an increase of only 2.2% in the ordinary shares. Consequently, the dividends paid on ordinary shares showed a rise from 21.1% to 26.9%. The profits retained increased from Rs. 40.63 lakhs to Rs. 51.81 lakhs or about 53% of the net profit in both the years. It is thus seen that a major proportion of the net profits has been retained in the business.

4.10.3. Profitability ratios :—The profitability ratio as measured by the gross profits to sales marginally increased to 9.3% in 1965-66 from 8.6% in 1964-65. While the gross profits on total capital employed went up from 19.5% to 23.0%, the net profit—net worth ratio also registered an upward trend from 15.2% in 1964-65 to 17.6% in 1965-66. The total dividend as a percentage of the total paid up capital showed an increase from 20.8% to 26.4%.

4.10.4. Net worth and reserve accumulation :—The net worth of these companies stood at Rs. 558.36 lakhs in 1965-66 compared to Rs. 504.06 lakhs in 1964-65, registering an increase of 10.6%. Of this, the paid up capital was Rs. 176.33 lakhs in 1965-66 compared to Rs. 172.62 lakhs in the previous year, while the reserves and surplus was Rs. 396.41 lakhs in 1965-66 compared to Rs. 345.82 lakhs in 1964-65. It is thus seen that the reserves and surplus formed more than two-thirds of the net worth in 1965-66 i.e. in other words, more than double of the paid up capital. But paid up capital itself included bonus shares amounting to Rs. 80.67 lakhs, which was merely capitalisation of reserves. Thus, the total reserves including bonus shares represented 83.0% of the net worth or about five times the paid up capital excluding bonus shares in 1965-66.

4.10.5. Capital employed :—The net capital employed of these companies made up of paid-up capital, reserves and surplus and borrowings, showed a slight decline from Rs. 907.02 lakhs in 1964-65 to Rs. 890.18 lakhs in 1965-66. The composition of this showed that the borrowings formed 35.7% in 1965-66 which was lower than the corresponding figure of 42.8% in 1964-65 indicating the reduced dependence on the loans for the capital formation, interest on borrowings formed only about 10% of the gross profit.

4.10.6. Size-wise analysis :—In this case, it was not possible to have separate data in respect of the companies with a net capital employed upto Rs. 5 lakhs. However, the Reserve Bank of India has furnished data separately for 10 small limited companies with a paid up capital upto Rs. 5 lakhs and for 6 medium and large limited companies with a higher paid up capital. A separate analysis for these two groups showed that the profitability ratios and reserve accumulations of the medium and large private limited companies more or less reflected the overall picture while those for the small limited companies were considerably lower. Also, the proportion of salaries, wages and benefits to the value of production in the case of small limited companies was about 11% compared to 25% in the other group. The contribution of loans to the net capital employed of the small companies was higher than that in the medium and large companies.

4.11. Comparison with Reserve Bank of India analysis :

4.11.1. In the earlier paragraphs, we have analysed the accounts of 33 units which include some partnership/proprietary firms besides limited companies, separately for tanneries and leather and leather goods units and also for units with a net capital employed upto Rs. 5 lakhs, without making any distinction between the nature of companies, viz. limited/proprietary/partnership concerns. The financial reviews made by the Reserve Bank of India include only limited companies and no partnership or proprietary firms, and these reviews are done separately for small private and public limited companies with a paid up capital upto Rs. 5 lakhs and medium and large public and private limited companies with a paid up capital of over Rs. 5 lakhs. We have also analysed the accounts of the 16 leather goods units furnished by the Reserve Bank of India as a whole and also separately for medium and large companies and small companies. Notwithstanding these differences, a general comparison of the profitability ratios of our analysis with that of the Reserve Bank studies would not be inappropriate. In Annexure 4, the three profitability ratios of the Reserve Bank studies as well as our studies are given. Whereas our figures are for the three years 1964-65 to 1966-67, the Reserve Bank figures are available only upto 1965-66.

4.11.2. It can be seen that the ratios of the gross profit to total capital employed for the different groups in our analysis were generally comparable with those of the Reserve Bank studies. However, this ratio for the composite units was substantially higher than the Reserve Bank of India figures. The overall ratio of gross profits to total capital employed for the 16 limited companies in the leather industry for which accounts have been furnished by the Reserve Bank of India, was much higher than the Reserve Bank's figures for 'All Industries'. A sizewise analysis of this data revealed that while this ratio for the large and medium units was significantly higher than the Reserve Bank of India's averages for all types of companies, the same ratio for the small units was comparable only with the Reserve Bank of India averages for units of this size.

4.11.3. A comparison of the net profit :—Net worth ratio revealed that while the tanneries and composite units earned sizeable returns

on their net worth compared to the 'All Industries' averages of the Reserve Bank studies, the leather goods units showed poor results. Similar ratios in respect of 16 limited companies in the leather goods industry, as furnished by the Reserve Bank, were also higher than the averages for 'All Industries' of the Reserve Bank studies. Here also the net profit—net worth ratio for medium and large units were comparatively higher than the Reserve Bank of India figures, while the ratio for small limited companies was more or less on the same level with that for 'All Industries' of this size.

4.12. Conclusions :—The main conclusions of the foregoing analysis are summarised below :—

- (1) Out of a total of about 700 units accounts were received only in the case of 33 units. The Reserve Bank have also furnished the consolidated accounts in respect of 16 limited companies in this industry representing a very low coverage.
- (2) This industry is a raw material intensive one as evident from the high proportion of raw materials to the value of production which was more than 50%.
- (3) In the case of tanneries, the proportion of salaries, wages and benefits in the value of production decreased from 10.1% to 8.3% while for leather goods units, this went up slightly from 14.9% to 15.1%. In respect of the composite units, this ratio was significant though it declined from 30.3% to 26.8%. In all these cases, however, the absolute figures showed increased ranging from 17% to 20%.
- (4) The profitability ratios as measured by the gross profit to total capital employed and net profit to net worth showed progressive upward trends in the case of tanneries and composite units while it was the other way in the case of leather goods units. The net profit—net worth ratios of the tanneries and composite units were higher than the average for 'All Industries' of the Reserve Bank studies while that of leather goods units was poor, particularly during the later years.
- (5) The reserve accumulation as measured by the percentage of reserves and surplus on net worth was poor in the case of tanneries and leather goods units, while the composite units accumulated substantial reserves. For the composite units, the accumulated reserves including bonus shares formed about nine times of the paid up capital excluding bonus shares.
- (6) There was an increased dependence on the outside loans for the capital formation in most of these cases as evidenced by the increased proportion of loans in the net capital employed. Dependence on loans was very high in the case of small units. However, this trend is universal and not peculiar to this industry alone.

- (7) The analysis of the accounts of units with net capital employed upto Rs. 5 lakhs showed that this group earned higher net profit—net worth ratio compared to the average for all the units with the smaller tanneries registering a significantly higher ratio than the average for all tanneries.
- (8) The analysis of the data furnished by the Reserve Bank of India in respect of 16 units in the Leather Industry included by them in their periodical reviews showed that these units registered higher profitability ratios compared to the average for 'All Industries'. However, the ratios for the small limited companies in this group were low when compared to the ratio for the medium and large companies in the Leather Industry, though they compared favourably with the 'All Industries' average of the small limited companies.

4.13. Capacity of the Industry to pay :

4.13.1. In the earlier paragraphs, we have analysed the accounts of some leather units for the purpose of assessing the capacity of the industry to bear the increased wage burden. Though the number of accounts received by the Board from various units was only 33 against a total of about 700, the coverage represented by these 33 units in terms of employment roughly worked out to 40%. In spite of our repeated reminders to the remaining units—a large majority of which consisted of partnership/proprietary concerns—impressing upon them the need for studying their financial position in relation to the wage fixation and requesting them to furnish their accounts, they have not furnished the necessary data. Further, we have also analysed the accounts received from the Reserve Bank of India in respect of 16 leather units which might also include accounts of some of the units which the Board have not received directly from the units. The overall picture emerging from the analysis of these accounts showed that the performance of these units was satisfactory, and we can reasonably assume that this might also be true for the industry as a whole.

4.13.2. Besides the past performance, we have also to take into account the future prospects of this industry. It has made significant strides during the last two decades with a substantial slice of its production being exported. The internal market is also likely to expand with improvement in the standard of living. The export target for this industry has been fixed at about Rs. 100 crores for the Fourth Five Year Plan. Efforts are being made to enlarge and diversify these markets. Suggestions were also made to gradually switch over to the export of finished leather goods in preference to leather, in order to earn more foreign exchange.

4.13.3. However, one of the handicaps in our export efforts is alleged to be the high price. The recent devaluation of the Indian currency with effect from June 6, 1966, was to make the Indian commodities more competitive in the international markets thereby

assisting in the expansion of their foreign trade. For various reasons the anticipated increase in the export trade of leather was not realised one of them being that the indigenous prices had also gone up substantially quick on the heels of devaluation. The quantitative export of hides and skins showed a progressive decline from 1966-67 onwards, while that of footwear registered increases. In post-devaluation terms, the value of exports of leather and leather goods, after increasing in 1966-67 over 1965-66, registered a decline in 1967-68 as per an analysis of "Trends in India's Foreign Trade" appearing in "The Economic Times" dated 27th November, 1968.

4.13.4. In order, therefore, to arrest this downtrend and make our products more competitive in the international market, there is urgent need for effective cost control measures. Also our processes have to be mechanised and modernised and with fuller and better utilisation of men, machine and materials, the productivity in the industry can also be increased. This should not, however, result in unemployment. By the application of proper techniques, it is possible to increase the existing productivity in this industry substantially, save labour, economise raw materials and reduce cost of production. Strict quality control is also necessary in the interest of continued support from the foreign buyer. To promote the export of leather and leather goods, it is for the Government to devise several incentives such as reintroduction of tax credit certificates, withdrawal of the 10% export levy on certain items, duty-free import of necessary raw materials for fuller utilisation of capacity, cheap credit facilities for exporters, etc. Already, certain import entitlements to this industry are in vogue to allow import of machinery and chemicals upto a certain percentage of the total F.O.B. value of the export.

4.13.5. We will now come to the question of capacity of the industry to bear the increased wage burden. It should be remembered that the past performance of the industry was on the basis of the existing wage structure which was low except in a few well organised units. As a steep increase in the wage bill would naturally affect the economy of many of the units, we have suggested a reasonable increase in the wages and also suggested a phased programme wherever necessary with a view to avoid sudden financial burden on the date of implementation. This in fact should act as a sort of cushion which would enable the industry to adjust itself to the increased wage burden. Taking all the factories into consideration and on the material available to the Board it is felt that the industry should be in a position to bear the wage increases as recommended by us.

ANNEXURE 1

Analysis of Balance Sheets

(Rs./Lakhs)

	Tanneries			Leather Goods Units			Composite Units		
	1964-65	1965-66	1966-67	1964-65	1965-66	1966-67	1964-65	1965-66	1966-67
	13	15	16	8	9	9	8	8	8
Number of Units.									
A. <i>Labilities</i> :									
1. Partners' paid up capital (including bonus shares).	16.73 (—)	18.89 (—)	19.57 (—)	33.07 (—)	33.82 (—)	34.75 (0.50)	138.10 (80.10)	138.77 (80.10)	289.08 (230.10)
2. Reserves & Surplus	1.37	1.85	2.31	5.61	5.69	4.50	316.95	366.65	310.25
(a) Development Rebate	1.19	1.99	2.29	0.70	0.94	0.95	33.71	39.45	47.23
(b) Capital Reserves	—	—	—	1.94	1.94	1.94	17.90	17.90	17.90
(c) Other Reserves	0.18	(—) 0.14	0.02	2.97	2.81	1.61	265.34	309.30	245.12
3. Borrowings	8.88	12.33	16.29	19.20	18.25	23.50	178.77	145.54	194.70
(a) Banks	3.65	5.02	6.91	12.20	12.85	17.35	78.36	37.29	106.75
(b) Others	5.23	7.31	9.38	7.00	5.40	6.15	100.41	108.25	87.95
4. Current liabilities	15.97	18.60	23.70	5.12	7.00	9.91	535.46	588.87	775.00
TOTAL	42.95	51.67	61.87	63.00	64.76	72.66	1,169.28	1,239.83	1,569.03
B. <i>Assets</i> :									
1. Net Fixed Assets	10.79	15.83	17.64	14.46	14.09	14.45	242.63	263.91	314.12
2. Investments	1.01	0.89	0.30	0.27	0.29	0.29	4.06	4.15	4.44
3. Current Assets	30.37	34.26	42.78	46.25	48.33	55.87	922.59	971.77	1,250.47
4. Referred Revenue Expenditure	0.78	0.71	1.15	2.02	2.05	2.05	..	..	..
TOTAL	42.95	51.67	61.87	63.00	64.76	72.66	1,169.28	1,239.83	1,569.03
Net worth	17.92	20.93	20.73	36.66	37.46	37.20	455.05	505.42	599.33
Net capital employed	26.98	33.07	38.17	57.88	57.76	62.75	633.82	650.96	794.03

ANNEXURE 1.A

Analysis of Profit & Loss Account

(Rs./Lakhs)

	Tanneries			Leather Goods Units			Composite Units		
	1964-65	1965-66	1966-67	1964-65	1965-66	1966-67	1964-65	1965-66	1966-67
1. Sales (excluding duties)	108.75	121.13	157.01	53.94	54.65	59.30	2,711.09	3,154.21	3,678.47
2. Variation in stock	3.54	(-)0.60	2.78	(-)2.85	1.83	1.13	46.53	(-)18.74	68.36
3. Value of production	112.29	120.53	159.79	51.09	56.48	60.43	2,757.62	3,135.47	3,746.83
4. Other income	0.92	1.83	1.18	0.28	0.39	0.38	111.82	98.25	113.61
5. Total income	113.21	122.36	160.97	51.37	56.87	60.81	2,869.44	3,233.72	3,860.44
6. Raw materials	73.85	74.76	97.63	24.90	28.61	32.77	1,346.78	1,526.78	1,951.16
7. Other manufacturing expenses	18.77	21.18	28.57	6.44	7.81	8.29	152.94	174.82	205.95
8. Salaries, wages and benefits	11.34	12.69	13.27	7.61	8.71	9.13	835.62	903.81	1,005.30
9. Depreciation	0.97	1.31	1.66	0.93	1.09	1.03	37.31	41.31	45.41
10. Other expenses	6.95	7.33	12.37	4.62	5.28	5.32	241.39	268.59	220.41
11. Total expenses	111.88	117.27	153.50	44.50	51.50	56.54	2,614.04	2,915.31	3,428.23
12. Gross Profit	1.33	5.09	7.47	6.87	5.37	4.27	255.40	318.41	432.21
13. Interest	1.11	1.61	2.10	1.32	1.65	1.78	13.54	15.56	14.49
14. Managing Agents Remuneration	..	..	..	0.45	0.39	0.34	0.50	0.31	..
15. Profit before tax	0.22	3.48	5.37	5.10	3.33	2.19	241.36	302.54	417.72
16. Provision for taxation	0.98	0.66	2.10	1.54	1.35	1.56	171.63	212.28	275.41
17. Net profit after tax	(-)0.76	2.82	3.27	3.56	1.98	0.63	69.73	90.26	142.31
18. Dividends	0.25	0.05	0.60	0.99	0.89	0.95	35.66	44.53	42.75
19. Profits retained	(-)1.01	2.77	2.67	2.57	1.09	(-)0.32	34.07	45.73	99.56

ANNEXURE 2

Analysis of Balance Sheets of Units in Leather Industry included by R.B.I. in their studies

(Rs./Lakhs)

	Medium & Large Ltd. Companies		Small Limited Companies		Total for all Companies	
	1964-65	1965-66	1964-65	1965-66	1964-65	1965-66
Number of companies	6	6	10	10	16	16
A. Liabilities :						
1. Paid-up capital	142.00	142.00	30.62	34.33	172.62	176.33
(including bonus shares)	(80.67)	(80.67)	(—)	(—)	(80.67)	(80.67)
2. Reserves & Surplus	337.28	387.36	8.54	9.05	345.82	396.41
(a) Development rebate	35.47	41.56	2.26	2.81	37.73	44.37
(b) Capital Reserves	0.90	0.90	1.79	1.79	2.69	2.69
(c) Other Reserves	300.91	344.90	4.49	4.45	305.40	349.35
3. Borrowings	346.26	276.51	42.32	40.93	388.58	317.44
(a) Bonus	239.92	163.22	22.56	22.20	262.48	185.42
(b) Others	106.34	113.29	19.76	18.73	126.10	132.02
4. Current liabilities	559.29	657.70	22.09	20.79	581.38	678.49
TOTAL	1,394.85	1,463.60	103.57	105.09	1,488.42	1,568.69
B. Assets :						
1. Net fixed assets	237.61	261.95	28.29	30.58	265.90	292.53
2. Investments	4.30	3.82	1.53	1.56	5.83	5.38
6. Current Assets	1,129.64	1,184.53	72.67	71.87	1,202.31	1,256.40
4. Deferred Revenue	13.30	13.30	1.08	1.08	14.38	14.38
TOTAL	1,384.85	1,463.60	103.57	105.09	1,488.42	1,568.69
Net worth	465.98	516.06	38.08	42.30	504.06	558.36
Net capital employed	825.54	805.87	81.48	84.31	907.02	890.18

NOTE:—R.B.I.—Reserve Bank of India.

ANNEXURE 2.A

Analysis of Profit and Loss Accounts of Units in Leather Industry included by R.B.I. in their studies

(Rs./Lakhs)

	Medium & Large Limited Companies		Small Limited Companies		Total for all Limited Companies	
	1964-65	1965-66	1964-65	1965-66	1964-65	1965-66
1. Sales (excluding duties)	3,232.71	3,717.55	160.36	169.73	3,393.07	3,887.28
2. Variation in stock	36.26	3.60	2.18	(—)2.93	38.44	0.67
3. Value of production	3,268.97	3,721.15	162.54	166.80	3,431.51	3,887.95
4. Other Income	11.50	19.93	0.56	0.85	12.06	20.78
5. Total Income	3,280.47	3,741.08	163.10	167.65	3,443.57	3,908.73
6. Raw materials	1,617.52	1,860.29	98.74	99.20	1,716.26	1,959.49
7. Other manufacturing expenses	875.25	954.74	16.39	17.93	891.64	972.67
8. Salaries, wages and benefits	103.88	119.75	15.64	15.46	119.52	135.21
9. Depreciation	39.59	44.48	2.29	2.37	41.88	46.85
10. Other expenses	363.61	411.64	19.79	21.69	383.40	433.33
11. Total expenses	2,999.86	3,390.92	152.83	156.67	3,152.69	3,547.59
12. Gross profit	280.61	350.16	10.27	10.98	290.88	361.14
13. Interest	24.78	31.95	3.01	3.78	27.79	35.73
14. Managing Agents Remuneration	0.50	0.31	0.20	0.22	0.70	0.53
15. Profit before tax	255.33	317.90	7.06	6.98	262.39	324.88
16. Provision for taxation	162.62	222.06	3.91	4.52	165.95	226.58
17. Net profit after tax	73.31	95.84	3.15	2.46	76.46	98.30
18. Dividends	33.65	43.79	2.18	2.70	35.83	46.49
19. Profits retained	39.66	52.05	0.97	(—)0.24	40.63	51.81

ANNEXURE 3

Financial Ratios

	Tanneries			Leather Goods Units			Composite Units		
	1964-65	1965-66	1966-67	1964-65	1965-66	1966-67	1964-65	1965-66	1966-67
1. Raw materials as % of value of production	65.8	62.0	61.1	48.7	50.7	54.2	48.8	48.7	52.1
2. Salaries, wages and benefits as % of value of production.	10.1	10.5	8.3	14.9	15.4	15.1	30.3	28.8	26.8
3. Expense ratio	98.8	95.8	95.4	86.6	90.6	93.0	91.1	90.2	88.8
4. Gross profits as % of sales	1.2	4.2	4.8	12.7	9.8	7.2	9.4	10.1	11.7
5. Gross profits as % of the total capital employed.	3.1	9.8	12.1	10.9	8.3	5.9	22.8	25.7	27.5
6. Net profits after tax as % of net worth	(—)4.4	14.1	15.8	9.7	5.3	1.7	15.3	17.9	23.0
7. Provision for taxation as % of profits before tax.	445.5	19.0	39.1	30.2	40.5	71.2	71.1	70.2	65.9
8. Dividends as % of total paid up capital . . . . .	..	..	..	..	..	..	25.8	32.1	14.8
9. Reserves and Surplus as % of net worth	7.6	8.9	10.6	14.5	14.4	11.5	69.7	72.5	51.8
10. Reserved & Surplus including bonus shares as % of net worth.	..	..	..	..	..	..	87.3	88.4	90.2
11. Loans as % of net capital employed	32.9	37.3	42.7	33.2	31.6	37.5	28.2	22.4	24.5
12. Interest as % of Gross Profit	83.5	31.6	28.1	19.2	30.7	41.7	5.3	4.9	3.4

ANNEXURE 3

Financial Ratios

	Medium & Large leather units selected by RBI		Small leather units selected by RBI		Total of leather units selected by RBI	
	1964-65	1965-66	1964-65	1965-66	1964-65	1965-66
1. Raw materials as % of value of production	49.5	50.0	60.7	59.5	50.0	50.4
2. Salaries, wages and benefits as % of value of production.	26.8	25.7	10.1	10.7	26.0	25.0
3. Expense ratio	91.8	91.1	94.0	93.9	91.9	91.2
4. Gross profits as % of sales	8.7	9.4	6.4	6.5	8.6	9.3
5. Gross profits as % of total capital employed	20.3	23.9	9.9	10.4	19.5	23.0
6. Net profit after tax as % of net worth	15.7	18.6	8.3	5.8	15.2	17.6
7. Provision for taxation as % of profits before tax	71.3	69.8	55.4	64.8	70.9	69.8
8. Dividends as % of total paid-up capital	23.7	30.8	7.1	7.9	20.8	26.4
9. Reserves & Surplus % of net worth	70.5	73.2	21.8	20.9	66.7	69.2
10. Reserves & Surplus including bonus shares as % of net worth.	87.2	88.4	21.8	20.9	82.3	83.3
11. Loans as % of net capital employed	41.9	34.3	51.9	48.5	42.8	35.7
12. Interest as % of gross profits	8.8	9.1	29.3	34.4	9.6	9.9

NOTE — R.B.I.—Reserve Bank of India.

ANNEXURE 3

Financial Ratios

	Tanneries with net C.E. upto Rs. 5 lakhs			Leather Goods Units with net C.E. upto Rs. 5 lakhs		
	1964-65	1965-66	1966-67	1964-65	1965-66	1966-67
1. Raw materials as % of value of production.	57.1	55.7	45.6	55.6	57.5	59.5
2. Salaries, wages and benefits as % of value of production.	10.3	12.4	10.1	13.8	15.6	14.3
3. Expense ratios	95.3	95.5	96.4	93.7	96.4	96.5
4. Gross profits as % of sales	4.8	4.4	3.7	6.6	3.6	3.7
5. Gross profits as % of total capital employed	13.7	12.6	9.3	10.9	5.7	5.8
6. Net profits after tax as % of net worth	42.9	26.7	35.2	15.1	5.6	8.5
7. Provision for taxation as % of profits before tax	16.5	17.8	4.1	..	..	8.7
8. Dividends as % of total paid up capital	..	..	..	..	..	..
9. Reserves & Surplus as % of net worth	14.5	13.6	1.5	(-) 1.0	(-) 15.0	(-) 30.9
10. Reserves & Surplus including bonus shares as % of net worth.	..	..	..	..	..	..
11. Loans as % of net capital employed	65.6	50.3	53.0	49.2	50.4	61.4
12. Interest as % of gross profits	30.6	22.4	25.2	39.1	62.8	57.0

NOTE.—C.E.—Capital Employed.

ANNEXURE 4

Comparison of the Profitability ratios of our Analysis with those of R.B.I. studies

	Gross profits as % of sales (excluding duties)			Gross profits as % of total Capital employed			Net profit after tax as % of net worth		
	1964-65	1965-66	1966-67	1964-65	1965-66	1966-67	1964-65	1965-66	1966-67
A. Analysis of 33 accounts received by the Board :									
1. Tanneries	1.2	4.2	4.8	3.1	9.8	12.1	(-)-14.4	14.1	15.8
2. Leather & Leather Goods Units	12.7	9.8	7.2	10.9	8.3	5.9	9.7	5.3	1.7
3. Composite units	9.4	10.1	11.7	22.8	25.7	27.5	15.3	17.9	23.7
4. Tanneries with C.E. upto Rs. 5 lakhs	4.8	4.4	3.7	13.7	12.6	9.3	42.9	26.7	35.2
5. Leather & Leather Goods Units with C.E. upto Rs. 5 lakhs.	6.6	3.6	3.7	10.9	5.7	5.8	15.1	5.6	8.5
B. Analysis of 16 accounts Selected by R.B.I.									
1. Medium & Large Leather Units	8.7	9.4	..	20.3	23.9	..	13.7	18.6	..
2. Small Leather Units	6.4	6.5	..	9.9	10.4	..	8.3	5.8	..
3. Total for all the 16 leather units	8.6	9.3	..	19.5	23.0	..	15.2	17.6	..
C. R.B.I. Analysis for all Industries :									
1. Medium & Large Public Ltd. Cos.	10.9	10.3	..	10.4	9.9	..	9.3	8.7	..
2. Medium & Large Pvt. Ltd. Cos.	8.0	8.1	..	12.0	11.8	..	10.3	9.8	..
3. Small Public Ltd. Cos.	6.0	5.6	..	8.4	8.3	..	6.7	5.8	..
4. Small Private Ltd. Cos.	4.9	5.1	..	8.7	9.1	..	6.9	6.6	..

Notes.—R.B.I.—Reserve Bank of India.
C.E.—Capital Employed.

CHAPTER V

WAGES AND ALLOWANCES

General Principles

5.1. Under the Terms of Reference, this Wage Board has been enjoined to work out a wage structure based on the principles of fair wages as set forth in the Report of the Committee on Fair Wages, and as the conditions and problems in Tanneries differ substantially from those in Leather and Footwear industries, the Board has also been asked to take into account such differences while making its recommendations and, if necessary, to evolve separate wage structures for these two industries. It is, therefore, necessary to extract briefly the relevant observations of the Committee on Fair Wages on the objectives and principles of fixation of fair wages. They are to the following effect :—

“It must be stated at the outset that any attempt to evolve principles for governing the fixation of wages must be made against the back-ground of the general economic condition of the country and the level of the national income. Indeed this is so obvious that it needs little emphasis..... We consider that the comparatively low level of our national income should not be used as an argument against the prescription by law of minimum standards below which, on social grounds, no one shall be allowed to fall. But, in adopting measures for the betterment of industrial workers, the interest of the community as a whole should not be overlooked because, as observed by the Royal Commission on Labour, ‘it is obviously possible to raise the standards of living of sections of industrial workers by methods which would involve the diminution of the national income that is available for other sections of the community’. It is generally recognised that the present level of our national income does not permit the payment of a ‘living wage’ on standards prevalent in more advanced countries. But this should not preclude the fixation of fair wages on different and lower standards. At almost any level of the national income, there should be certain level of minimum wages which society can afford; what it cannot afford are minimum wages fixed at a level which would reduce employment itself and thereby diminish the national income. Apart from these negative limits, the state of the national income is highly relevant to the problem of wages because no wage policy can be regarded as just or even economically sound unless it encourages increase of the national income and secures to the wage-earner a legitimate share in that increase.

As regards the measure of the capacity, there are two points of view in the Committee itself. One view is that wage-fixing machinery should, in determining the capacity of industry to pay, have regard to—

- (i) a fair return on capital and remuneration to management; and
- (ii) a fair allocation to reserves and depreciation so as to keep the industry in a healthy condition.

The other view is that the fair wage must be paid at any cost and that industry must go on paying such a wage as long as it does not encroach on capital to pay that wage. The Committee consider that in this context the main objective of the fixation of fair wages should not be lost sight of. The object is not merely to determine wages which are fair in the abstract, but to see that employment at existing levels is not only maintained but, if possible, increased. From this point of view, it will be clear that the level of wages should enable the industry to maintain production with efficiency. The capacity of industry to pay should, therefore, be assessed by the wages board in the light of this very important consideration. The wages board should also be charged with the duty of seeing that fair wages so fixed for any particular industry are not very much out of line with wages in other industries in that region. Wide disparities would inevitably lead to movement of labour and consequent industrial unrest not only in the industry concerned but in other industries."

The Fair Wages Committee was of the unanimous opinion that "the fair wage should on no account be less than the minimum wage". The Committee considered that a minimum wage must provide not merely for the bare sustenance of life but for the preservation of the efficiency of the workers. For this purpose, the minimum wage must also provide for some measure of education, medical requirements and amenities.

Dealing with the concept of 'living wage', the Committee on Fair Wages observed that it should enable the male earner to provide for 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. But the Committee observed that the "present level of our national income does not permit the payment of a 'living wage' on standards prevalent in more advanced countries."

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 localities ;

- (iii) the level of the national income and its distribution ; and
- (iv) the place of the industry in the economy of the country.

5.2. In this connection, it would be worthwhile to refer to a few decisions of the Supreme Court which have a direct bearing on certain principles enunciated by the Committee on Fair Wages. Their Lordships of the Supreme Court in *Express Newspapers (Pvt.) Ltd. and another, etc. Vs. the Union of India and others*, reported in A.I.R. 1958, Supreme Court, Para 61 (page 578), observed as follows :—

"It must however be remembered that whereas the bare minimum or subsistence wage would have to be fixed irrespective of the capacity of the industry to pay, the minimum wage thus contemplated postulates the capacity of the industry to pay and no fixation of wages which ignores this essential factor of the capacity of the industry to pay, could ever be supported."

Again, in paragraph 73, Their Lordships further laid down as follows :—

"The principles which emerge from the above discussion are : that in the fixation of rates of wages, which include within its compass the fixation of scales of wages also, the capacity of the industry to pay is one of the essential circumstances to be taken into consideration except in cases of bare subsistence or minimum wages where the employer is bound to pay the same irrespective of such capacity".

5.3. Their Lordships of the Supreme Court in the *Hindustan Times* case reported in 1963—I.L.L.J. Page 108, expressed themselves as follows in dealing with the subject of minimum wage :—

"At the bottom of the ladder there is the minimum wage which the employer of any industrial labour must pay in order to be allowed to continue an industry. Above this is the fair wage which may roughly be said to approximate to the need based minimum in the sense of a wage which is adequate to cover the normal need of the average employee regarded as a human being in a civilised society. Above the fair wage is the living wage, a wage which will maintain the workman in the highest state of industrial efficiency, which will enable him to provide his family with all the material things which are required for health and physical well-being, enough to enable him to qualify to discharge his duties as a citizen."

5.4. In the case of the *Standard Vacuum Refining Co. of India vs. the Workmen* (1961 I.L.L.J., Page 227), Their Lordships observed :—

"The advent of the doctrine of a welfare State as based on the notions of progressive social philosophy which have rendered the old doctrine of laissez-faire obsolete. The theory of hire and fire as well as of supply and demand which were allowed free scope under the above doctrine no longer hold the field. In construing a wage structure considerations of right and wrong, propriety and impropriety, fairness and unfairness according to social consequence play a part."

5.5. The consideration of the social and ethical aspects in evolving a wage structure has also been accepted by Government. The Report of the Second Pay Commission clearly postulated that :—

“It is the Government's declared policy that on social grounds the minimum wage in the private sector should not be allowed to fall below a certain level and that level should be such as to provide not only for the bare sustenance of life but also for some measure of education, medical requirements and amenities.”

Productivity of labour and incentive schemes :

5.6. The Fair Wages Committee has observed that the fair wage should relate to a fair load of work and that in case of doubt whether the existing workload is reasonable or not, proper time and motion studies should be instituted on a scientific basis. In Tanneries, especially in the southern states, a system of piece-rate payment is already prevalent by which the workers receive wages according to the number of skins or hides processed by them in each operation, such as unhairing, fleshing, etc. Probably, because of this piece-rate system in Tanneries in the southern states and in leather goods manufacture throughout India, very few employers' organisations came forward with definite views on productivity of labour and incentive schemes. Only worth-while view expressed on behalf of Employers is by the Tanners Federation of India who said that “in tanneries most of the work is performed by manual and unskilled labour which still play a very important role. We, however, suggest that due consideration should be given to job evaluation and determination of work-load. Further, wherever feasible, piece rate system should be introduced.”

5.7. On the other side, i.e. on behalf of the workmen the Indian National Leather Workers' Federation (INTUC) has stated :

“Since fair wage has not been paid to the worker even at the lowest level it is not fair and realistic to talk of workloads beyond what is commensurate only with such wage..... Workload can be assessed by expert agency but not by commercial experts on whom the labour cannot place confidence..... We definitely feel that the workloads are generally on the higher side. The present work-load is out of all proportion to the fair wages paid to the worker..... Labour is but one of the general factors contributing to productivity and if they are denied fair wages and their living conditions are not improved, labour productivity will undoubtedly decrease.”

5.8. On the question of incentives, the above INTUC Organisation has stated that “in theory an incentive piece-rate system which gives a progressive increasing rate per piece might be desirable but in practice it will be reddeled with a number of complications.” They, therefore, suggest that “wherever this system is acceptable both to the employers and employees, negotiations must be held.”

5.9. So far as Tanneries are concerned, we do not propose to disturb the existing piece-rate system wherever it is prevalent. We recommended that the piece-rate system may be extended to other tanneries where such a system does not exist after fixing fair work-loads by negotiations between the employers and employees. It would be ideal if the Government were to constitute an impartial expert agency to fix fair work-loads but in its absence bi-partite negotiations would seem to be the only alternative.

Prevailing rates of wages in the same or similar occupations in the same or neighbouring localities :

5.10. Tanneries are heavily concentrated in rural areas but the leather goods manufacturing units are located both in rural and urban areas. Employment in Tanneries and leather manufactories is one of the scheduled employments under the Minimum Wages Act, and rates of wages have been fixed under the Act by various States. They disclose a wide variation between one State and another. We have endeavoured to elicit information about wages prevalent for unskilled workers in similar occupations in the same or neighbouring localities and Annexure 1 to this Chapter furnishes information about prevailing rates of wages for unskilled workers in Tanneries and leather manufactories, along with those in some industries in the neighbourhood. It is significant that in the manufacture of leather goods, especially in footwear, substantial number of workers fall in the categories of semi-skilled, skilled or highly skilled. The rest of the workers are paid wages approximately on a par with the unskilled workers in Tanneries.

5.11. According to the Fair Wages Committee, the prevailing rates of wages fixed as a result of collective bargaining will bear a close approximation to fair wages and as such the increase in wages given under an Award or Settlement wherever available has been taken into consideration by the Board. At the same time, the Board endeavoured to avoid undue disparities which may result in labour unrest in the localities by giving considerably higher wages for this industry when the prevailing rates of wages in similar occupations in the same or neighbouring localities are low.

Level of national income and its distribution :

5.12. The Reserve Bank of India in its supplement to Bulletin for January, 1968, giving some basic statistics relating to Indian economy, has mentioned that per capita national income at current prices in 1966-67 was Rs. 482.00(b); at 1960-61 prices, it was Rs. 313.00(b).

[(b) relates to quick assessments.]

5.13. In framing the wage structure the Board had to consider not only the level of national income but various other important factors like the capacity of the industry to pay, the present position of the industry in the economy of the country, and the level of wages in the same or similar occupations in the neighbouring localities.

Place of industry in the economy of the country :

5.14. The leather industry since a long time and the leather goods industry during the past decade have contributed greatly towards the earning of foreign exchange. We have already referred to this aspect in Chapter II. It is expected that by 1970-71, the export of footwear will nearly treble, i.e. from 4.5 million pairs to about 12.5 million pairs. Similarly, the production and export of hides and skins would also substantially increase. Besides contributing to the foreign exchange, this increased production would naturally mean greater employment, especially in the rural areas where the otherwise idle population during the non-agricultural season would be benefited. Some machinery for production of footwear and finished leather which was being imported until recently, is now being produced indigenously. Ancillary items for leather goods, such as zips, locks, buttons, rivettes, buckles, etc. would also be required in larger quantities. All these would mean greater contribution to the national economy. While the worker should not be denied his rightful wages, the need for economy in every segment of cost of production including labour, has been fully taken note of by the Board in the fixation of wages so that the prices of finished products are not unduly increased so as to be out of reach of the consumers. The prices also should be such that the industry may be able to face keen competition in the foreign market.

Recommended Wages and Dearness Allowance :

5.15. During the course of the arguments addressed before the Board at the time of the public hearings as well as in the replies to the Questionnaire, great emphasis was laid on behalf of the employees to the effect that this Board should strictly adhere to the norms laid down by the 15th Indian Labour Conference and fix the wages in accordance with those norms. The All India Trade Union Congress (U.P. Branch), Kanpur, expressed the opinion that Rs. 210/- should be fixed as the minimum fair wage to a worker in this industry, in addition to Dearness Allowance. The Indian National Leather Workers' Federation, Kanpur, suggested a "living wage" of Rs. 400/- according to the Directive Principles in the Constitution and ultimately reduced the demand to Rs. 150/- below which no worker should be paid.

5.16. The Employers' Association of Northern India, Kanpur, after referring to the various vicissitudes that this industry was passing through, finally urged that the wages paid to workers in this industry could not be compared with the wages of workers in organised industries like Textiles, Cement, Sugar, etc. but with industries of similar nature like Printing Presses, Oil mills, etc. in the region, and if that was done, the wages that were being paid to the workers compared favourably and that the Tanneries could not sustain any further increase in wages.

5.17. The Agra Shoe Manufacturers' Association, Agra, emphasised the fact that the industry currently was depending upon foreign orders for the export of shoes; that the foreign buyers had also beaten down the prices; and that the margin of profit to the suppliers was so little that any increase in the wages of workmen would place the industry in serious difficulties.

5.18. At our Calcutta public hearing, it was represented on behalf of Bata Shoe Company (Pvt.) Ltd., Calcutta, that they were against the merger of Dearness Allowance with pay and that they were already paying high wages to the workers in addition to incentive bonus. By way of an example, they stated that the lowest category of worker got Rs. 22.75 per week plus D.A. of Rs. 22.25 and over and above that, normally, Rs. 5/- as extra incentive. The Hindustan Tannery, Calcutta, paid a minimum wage of Rs. 85/- (including Interim Relief) for an unskilled worker and Rs. 130/- to a skilled worker. On behalf of the National Tannery Company Ltd., Calcutta, it was represented that they were paying a total wage of Rs. 96/- including Interim Relief plus production bonus. They argued that they had no further capacity to pay any increased wage to the workers. They also stated that the Central Government Excise Duty came to 10% of the selling cost and this was in addition to Sales Tax, and taking into account the increases in the price of raw hides and other expenses, they were left with a profit of only 3%. On that basis, it was argued that if they invested Rs. 10 lakhs in their business, their profit would be Rs. 30,000/- and that, therefore, they had no wherewithal to expand their business or to plough back a portion of the amount. According to them, there should be an all-India standard of wage structure and if Bengal was to pay more on the principle of region-cum-industry, it would adversely affect the units in Bengal. The Progressive Tannery Private Ltd., Calcutta, is a Chinese tannery. Its proprietor stated that his wife, children and other relations work in the tannery and if wages were paid to them also, the margin of profit would be insignificant.

5.19. The Bata Mazdoor Union (AITUC), Calcutta, urged that the Wage Board should fix a national standard of fair wages and that wages should not be linked to productivity for the reason that the employers had always exploited such a situation and had cast extra burden on the workers. The union, therefore, opposed linking of wages to productivity. Their suggestion was that Rs. 300/- per month should be fixed as wages for the Unskilled worker; that the full Dearness Allowance should be merged with the basic pay; and future increases in the cost of living index should be neutralised by 100%, if necessary by further enhancement in wages. According to the Leather and Tannery Mazdoor Sabha, Calcutta, which represents unorganised and small units, the living conditions in the tanneries were pitiable; that the workers were paid Rs. 1.25 to Rs. 4.00 per pair depending on the size and the pattern of the shoe; and that these very shoes were sold at Rs. 28/- or Rs. 30/- or Rs. 46/-. They also complained that they had no holiday, no rest and no off-days. Moreover, they had to work for 16 to 18 hours a day and even then they could not produce more than three pairs of shoes. It was also stated that the Chinese shoe-making sector employed nearly 4 to 5 thousand people and whenever any increase was awarded by a Tribunal or by arbitration, the workers were retrenched or less number of orders were placed with them with the result that they were forced to leave the employment or accept a lesser amount as wage. Their suggestion was that the wages for an unskilled worker including Dearness Allowance should not be less than Rs. 170/- p.m., that the differential between unskilled and semi-skilled should be Rs. 10/-, and that Rs. 15/- to Rs. 20/- should be the differential between semi-

skilled and skilled. As far as the fall-back wage was concerned, Rs. 170/- should be divided by 26 and in the case of footwear units, this fall-back wage should be for two pairs a day.

5.20. At our Bombay public hearing, the Bombay Footwear Private Ltd., Bombay, stated that 70% of its workers were temporary and 30% permanent. The workers were paid on an hourly basis and the average rate was Rs. 1.10 per hour. If the worker was efficient, he could earn as much as Rs. 250/- to Rs. 300/- per month. There was no separate D.A. or grade but there was a system of giving annual increments. The Western India Tanneries, Bombay, stated that on an average, 90% of the employees earned as much as Rs. 250/- p.m.

5.21. Carona Sahu Company Ltd., Bombay, manufacture a variety of goods with leather, rubber and canvas. The firm is employing about 500 workers in leather goods manufacturing section. It is really commendable that in this factory all employees are permanent workers. In addition to basic wages, the workers are entitled for Dearness Allowance at one paisa per point above the consumer price index of 630 of the Bombay centre. The D.A. is revised monthly. There is an incentive scheme and workers also get annual increments at the rate of Rs. 0.10 for unskilled, Rs. 0.15 for semi-skilled, Rs. 0.20 for semi-skilled 'A', Rs. 0.25 for skilled and Rs. 0.30 for skilled 'A'. The workers also get 14 to 21 days' privilege leave. The Manager, Kora Gramodyog, Bombay, stated that the average earning of a worker per day varied between Rs. 4/- to Rs. 9/-. This range covers unskilled, semi-skilled and skilled workers. The cost price of a pair of chappals comes to Rs. 9.50 out of which Rs. 3.50 constitutes labour cost.

5.22. On behalf of National Rubber Workers' Union, Bombay, which is attached to Carona Sahu Company Ltd. and affiliated to the INTUC, it was represented that the workers had no grievance as far as their employers were concerned and that they were paid more than the workers in other factories.

5.23. The Board held its final public hearing at Madras. On behalf of the Employers, M/s. Gordon Woodroffe & Company (Madras) Private Ltd., Madras, which is one of the giant units, represented that the company employed between 8,000 to 9,000 workers; that nearly 90% of their raw hide requirements were secured from North India and that on account of the ban on cow slaughter in some of the Northern States there was difficulty in securing the required quantity and quality of raw hides. It was urged that any wage structure that the Board might recommend should rest on the principle of region-cum-industry basis. As far as Tamil Nadu was concerned, it was suggested that any classification of the workers into unskilled, semi-skilled, skilled and highly skilled would completely disrupt the entire system for the reason that the Minimum Wages Committee had followed a particular pattern and fixed wages job-wise. On the question of linking Dearness Allowance to the All-India Consumer Price Index, it was urged that it would be realistic to link it with the Tamil Nadu cost of living index. In view of the fact that the cost of raw hides and tanning materials

had gone up substantially, it was argued before the Board that the margin of profit had dwindled from 8½% to 4% to 5% and that, therefore, any further increase in the wages would cut down the profit margin and would cause financial strain. The Company has also introduced an incentive scheme which covers 90% of the operatives. As a consequence of this scheme, it was said that workers get between Rs. 12/- to Rs. 45/- per month. This incentive scheme in a way has reduced absenteeism.

5.24. On behalf of South India Tanners' Association, Ranipet, it was mentioned that, on an average, a worker got Rs. 4 to 5 for an output of 3½ units. Other representatives on behalf of the employers, by and large, urged that this industry was still in its infancy and that it should not be burdened with further increases in labour costs. They also complained that workers were not playing fair, that they resorted to lightning strikes after soaking the hides and thus bargained for higher wages at the point of the sword knowing fully well that hides once soaked would be spoilt unless the process is completed.

5.25. On behalf of the Dindigul Tannery Workers' Union, Dindigul, it was stated that there were nearly 2,500 workers in the tanneries in the beginning and that after the introduction of modern machinery, the labour force was reduced to 1,500 and that 95% of the workers were Harijans. This union preferred to have All-India pay scales and suggested a need-based minimum wage between Rs. 170 to Rs. 200 for an unskilled worker. Other unions also urged that the Board must recommend a need-based minimum wage, that the Dearness Allowance should be linked with the local index, that houses should be provided for the workers and whenever necessary, gum boots, gloves, etc. should be supplied.

5.26. Having considered the various views expressed on behalf of the employers and employees and all other relevant factors, the Board has reached the conclusion that a wage structure on the basis of the norms laid down by the 15th Indian Labour Conference is unattainable at the present time. Need-based wage is, of course, the goal to be achieved in progressive stages, the stages themselves depending upon the progress that this industry achieves in future. Even the Wage Boards for organised industries like Cement, Heavy Chemicals and Fertilizers, Textiles, etc. found it difficult to fix a wage in accordance with the norms laid down by the 15th Indian Labour Conference. That being so, in this industry where about 90% of the units employ less than 100 workers with a capital structure of only a few lakhs of rupees [barring giant establishments like the Bata Shoe Company Private Ltd., Batanagar; Gordon Woodroffe & Company (Madras) Private Ltd., Madras; Carona Sahu Company Ltd., Bombay; etc.], fixation of a need-based wage under the above-said norms is almost an impossibility. Even the 15th Indian Labour Conference suggested that in case any wage fixing authority is unable to adhere to the norms, they should record in writing the circumstances which prevented them from doing so. We briefly record the reasons hereunder :—

- (i) The Leather and Leather Goods Industry is mostly unorganised and is run by proprietary or partnership concerns with capital of only a few lakhs of rupees.

- (ii) The Leather industry has not yet got over the stage of being a cottage industry and is still mostly a rural industry depending upon animal husbandry for its raw material, viz. hides and skins.
- (iii) Elsewhere we have given the prevalent rates of wages in this industry which are low and any steep upward revision to approximate the need-based minimum wage which is round about Rs. 200/- is not feasible.
- (iv) The dependence of this industry on foreign markets is so great that it is very much sensitive to fluctuations in costs including labour costs.
- (v) The capacity of the industry is such that it cannot sustain a need-based minimum wage.
- (vi) For the above reasons, any violent variation in the labour cost is bound to affect the employment potential. At present the necessity not only to keep the existing level of employment but also to increase the scope of employment in rural areas where this industry is concentrated is imperative in the context of population explosion confronting India now.

5.27. In this connection, we should also like to refer to the observations made in the Pamphlet entitled "Towards a Need-Based Minimum Wage" issued by the Directorate of Advertising and Visual Publicity, Ministry of Information and Broadcasting, Government of India. They are as follows :—

"To impose on industries, whether in the public or the private sector, the obligation to pay a minimum wage of Rs. 200 per month, irrespective of their ability to pay, may prove very burdensome, leading to the closure of enterprises and the pushing up of costs. Prices for domestic as well as foreign consumers are consequently likely to increase which again will adversely affect export earnings, which are crucially important for the country's self-reliant economic growth."

5.28. Having regard to all factors, we have approached the problems confronting this industry in a realistic way by recommending an improvement on the existing wages which are, by and large, governed by the Minimum Wages Act and by providing dearness allowance linked to consumer price index wherever it is not existent. Also, under our scheme, a lower limit of wages has been fixed for the lowest category of workers. Fair wage differs from industry to industry depending on the capacity to pay and in framing a wage structure for this industry we have kept that important factor in view. Further, even in respect of workers employed in giant units like Bata Shoe Company Private Ltd., Carona Sahu Co. Ltd., etc. where their wage scales are higher than those recommended by us, we have taken care to see that they also received some ad hoc increases on a slab basis, so that all the employees that fall within the purview of this Wage Board receive some benefit as a result of our recommendations and none are left out. But, at this stage, we should like to make one observation. Unlike in the case of tanneries we could not, in spite of our best efforts, secure a comprehensive list of the establishments manufacturing leather goods. Therefore, we entertain a

lurking fear that unless the respective State Governments identify and prepare an exhaustive and up-to-date list of all the leather and leather goods establishments that fall within the purview of this Wage Board in accordance with the norms that we have laid down in Chapter III (Coverage and Scope of the Enquiry), the benefits that we have endeavoured to confer on the workers may remain, to a large extent, only on paper. We have mentioned this to emphasise the fact that the workers in this industry are not well organised. In this connection, we should like to refer to the relevant portion in the Memorandum submitted by the Shoe Merchants Employees' Union, Agra, which is to the following effect :—

“There are about 300 Shoe Factories employing 10 or more than 10 employees but officially there are 50 or so registered shoe Factories in Agra, employing about 4000 workers, while according to our estimate there are 20,000 workers employed in 300 factories at Agra, and about a lac people are directly or indirectly engaged in the Shoe Trade earning their livelihood from this Industry, and allied Industries. No check up or census or registration of the factories and their labour have been made in spite of the fact that the Union(s) have submitted lists of such factories to the local authorities as well as to the Labour Commissioner, Uttar Pradesh”.

5.29. Employment in tanneries and leather manufactories is one of the Scheduled Employments under the Minimum Wages Act (Act XI of 1948). In regard to employees in tanneries and leather manufactory some States have prescribed minimum rates of wages for all the categories of workers and other States in respect of unskilled workers only. According to the information received from the Chief Inspectors of Factories and the Labour Commissioner, there are no leather and leather goods factories in the States of Manipur, Tripura, Assam, Himachal Pradesh, Goa, Daman & Diu and Rajasthan, which fall within the purview of this Wage Board and in the States of Orissa, Delhi and Pondicherry although there are establishments, no minimum rates of wages have been fixed under the Minimum Wages Act for this industry.

5.30. Wages fixed by the various State Governments, as shown in Annexure 2(a) to 2(k) present a picture of wide variation. Some of the States like Tamilnadu, Mysore and Andhra Pradesh have fixed piece-rates and work-loads while others prescribed time-rates. The notifications fixing or revising the minimum rates of wages have been issued by various Governments at different points of time. The earliest notification in force is that issued by the Government of Bihar in 1950. The Government of Punjab revised the minimum rates of wages in 1966 and again on 4th July, 1969. So also the Government of West Bengal have on 23rd May, 1969 revised the rates of minimum wages which were once before revised on 15th November, 1958. The Government of Tamilnadu in their notification dated 5th March, 1969 have also revised the minimum rates of wages with effect from 5th June, 1969. The Board while basing their recommendations regarding increase in wages of workers in tanneries on the wages prevalent on 1st April, 1969 also took into account the revised minimum wages after 1st April, 1969 for the purpose of calculation of dearness allowance payable.

Basic wages for workers other than Clerical, Technical and Supervisory in leather industry (Tanneries) :

5.31. The wages in tanneries are largely governed by the rates fixed by the State Government under the minimum wages act. There are, of course, certain exceptions like the large-scale units which have been paying more wages than those prescribed by the Minimum Wages Act, either by Agreement or Award.

5.32. After a very careful study of all the factories peculiar to this industry and keeping in view the levels of wages prevalent in this industry as well as the wages in Small Scale Sector [(Please see Annexure 1(a)] we have reached the conclusion that the considerations which influence the fixation of wages for the workers in highly organised and capital intensive industries will not be valid for fixation of wages in this industry.

5.33. Having regard to the marked variance in the level of wages between State to State, the Board further decided not to disturb unduly the prevailing pattern of wages fixed by the various State Government, thus taking care to see that wages are fixed on a region-wise basis. We have arrived at a formula by which an upward revision of their existing wages is achieved while retaining to the extent feasible not only the zonal differences but also the differentials for skills in the same State, wherever they exist.

5.34. After examining various alternatives we have finally come to the conclusion that a 15% increase on the total wages prevailing on 1st April, 1969 should be fair and equitable for all categories of workers except clerical, supervisory and technical personnel for whom we have adopted graded scales of pay. The expression "wages prevailing on 1st April, 1969" means and connotes the minimum rates of wages whether they are consolidated wages or basic wages plus D.A. or piece-rates or daily rates or monthly rates fixed by the appropriate Governments and in force on 1st April, 1969 and includes the interim relief recommended by Wage Board and accepted by the Government of India in their Resolution No. WB-13(11)/66, dated 16th December, 1966. It also includes any increase in wages given to the workers which is being paid as on 1st April, 1969 under any Award or Settlement. Variable D.A. wherever it exists should be brought upto 1st April, 1969 and 15% increases has to be calculated on the basic wage and the D.A. and other elements mentioned above.

5.35. In order to achieve a certain amount of rationalisation, we recommend that no worker shall receive a wage of less than Rs. 78/- per month or Rs. 3/- per day, which is arrived at by dividing Rs. 78/- by 26 days. The daily rate we have recommended is for a normal working day. The number of hours of work which shall constitute the normal working day shall be as fixed under the Factories Act, or the Minimum Wages Act.

Piece-rates :

5.36. In the States of Tamil Nadu, Mysore and Andhra Pradesh, the workers in tanneries are paid on the basis of piece-rates fixed under the Minimum Wages Act. The appropriate Governments in

Tamil Nadu and Andhra Pradesh have fixed piece-rates for corresponding work-loads. In Mysore, the quantum of units constituting the work-load is dependent upon custom and usage prevalent in the locality for the same or similar kind of work. Piece-rates are generally expressed in terms of a rate for the first unit, second unit and so on. In Tamil Nadu, the rate for the first unit is higher than that for the second and subsequent units, whether it is for skins or hides. For various operations in tanning hides, the Andhra Pradesh Government have, however, fixed equal rates for first and subsequent units, but the piece-rate for the first unit in respect of tanning of skins is higher than for second and subsequent units.

5.37. Units have been defined as the number of skins or hides dealt with in each process such as soaking, deliming, scudding, etc. The number of skins or hides per unit in Andhra Pradesh is different from that fixed in Tamil Nadu and is dependent upon the nature of the hide, i.e. buffalo hide, cow hide, goat skins, etc. We do not propose to go into the work-load, i.e. the number of skins or hides which are processed at each stage as we have no material based upon job evaluation to alter the existing work-load. Therefore, while retaining the work-load fixed by the State Governments in their notifications under the Minimum Wages Act as they are, we recommend that the wages in respect of piece-rate in existence on 1st April, 1969 should be increased by 15%. By piece-rate, we mean the rate for the first unit plus the interim relief already recommended by the Board and any increase given under an Award, Settlement or Agreement before 1st April, 1969 and in force on 1st April, 1969. The rate for the second and subsequent units shall be the same as prevailing on 1st April, 1969. Fifteen per cent increase is not applicable for the rate for the second and subsequent units.

5.38. It is desirable that the system of piece-rates should be extended to places where they are non-existent and as this requires detailed job analysis and evaluation we leave it to the employers and employees to work out suitable piece-rates on fair and reasonable work-loads.

Fall-back wage :

5.39. In Tamil Nadu, the Government have fixed a minimum guaranteed wage (fall-back wage) for piece-rated workers, whereas in other States where piece-rated system is prevalent, this has not been done.

5.40. The terms of reference to this Board require that where piece-rates are fixed, the fall-back wage should also be determined by the Board. The system of paying a fall-back wage to piece-rated workers is considered essential because piece-rated workers should not, for no fault of theirs, lose their wages on any day if sufficient work was not provided to them. In other words, a minimum fall-back wage should be paid to the piece-rated workers when they are unable to perform normal work under circumstances beyond their control. It is true that in this Industry the employers also do not have control over certain forces such as non-availability of raw hides and skins at certain times in the required quantities for a full day's work. We

have elsewhere recommended that the minimum wage for an unskilled worker should be Rs. 3/- per day. The piece-rated workers are generally of higher skill than the unskilled workers. We, therefore, recommend that all piece-rated workers should receive a fall-back wage of Rs. 3/- per day, on condition that such workers do not leave the premises without the permission of the employer/management.

5.41. We have already referred to the fact that some of the State Governments have not prescribed minimum rates of wages for categories of workers other than unskilled workers. Where it is so, we recommend that a semi-skilled worker should get 20% more than the wage for the unskilled worker arrived at on the basis of the 15% formula stated above, and a skilled worker 40% more than that of the unskilled worker.

5.42. In the States of Tamil Nadu, Mysore, Kerala and the Punjab (now composed of Haryana and the Punjab), workers have not been classified into skilled, semi-skilled and unskilled categories but wages have been fixed for various jobs. The 15% increase which we have recommended will apply to the rates prescribed for these jobs under the Minimum Wages Act.

5.43. Some Governments, as mentioned earlier, have not prescribed any rates under the Minimum Wages Act. For workers in tanneries in the States/Union Territories where no minimum wages have been fixed, it is recommended that the wage rates with the increase which we have given to the workers in the neighbouring State shall be adopted.

5.44. The following table gives the names of the States/Union Territories where minimum rates of wages have not been prescribed for workers in tanneries and in the opposite column the name of the neighbouring State wherein wages have been fixed under the Minimum Wages Act :—

Sl. No.	Name of the State/Union Territory wherein no minimum rates of wages have been fixed for this industry	Name of the neighbouring State
1	2	3
1	Assam	West Bengal.
2	Manipur	West Bengal.
3	Tripura	West Bengal.
4	Orissa	Bihar.
5	Rajasthan	Madhya Pradesh.
6	Goa, Daman & Diu	Maharashtra, Zone-IV.
7	Delhi	Punjab/Haryana.
8	Jammu & Kashmir	Punjab/Haryana.
9	Himachal Pradesh	Punjab/Haryana.
10	Pondicherry	Tamil Nadu.

The wage rates fixed for workers in Tanneries under the Minimum Wages Act in the neighbouring States with the increases given shall be applicable to the workers in the State/Territory in column 2.

Zonal and skill differentials within a State:

5.45. In the States of Gujarat and Maharashtra, the appropriate Governments have fixed different rates of minimum wages for different zones and for different skills in the same zone. The Board's recommendation giving 15% increase over the existing wages and the stipulation that no worker shall receive less than Rs. 78/- per month would disturb the existing differentials between the various zones within the State. Also, the differential between skills may undergo certain changes in the process. In order to keep the differentials between the zones and also maintain the differentials between the various skills in different zones to the extent possible, we recommend that in the case of Gujarat and Maharashtra, the 15% increase should be worked out first on the wages of the Unskilled worker in the zone which carries the lowest wage (Zone IV in Maharashtra and Zone III in Gujarat) for such unskilled workers and to arrive at the wages for the unskilled workers in the other zones paying higher wages, the existing differential between that zone and the next higher zone should be added to the recommended wage for the unskilled worker in the lowest zone and so on. For the other skills, the existing differentials between the skills are added to the wages of the unskilled workers in different zones.

5.46. In the case of Uttar Pradesh, however, the Government has not fixed minimum rates of wages for the other skills and so the procedure adopted to maintain the existing difference in the wages paid for workers in different zones is somewhat different. The wages of the unskilled worker in the highest zone is first calculated after increasing the existing wages by 15%. That is taken as the basis and from this is deducted the existing differential between the wages fixed for that zone for the unskilled worker and the wages fixed for the unskilled worker in the next lower zone and so on.

5.47. By way of illustration, calculations in the case of workers in Maharashtra and Uttar Pradesh are given in the Table below (The pattern of calculation in the case of Gujarat State is the same as that of Maharashtra) :—

MAHARASHTRA

	R
Existing minimum rates of wages for an unskilled worker in Zone IV (the lowest+interim relief)	62.50
15% increase of this	9.38
TOTAL	71.88

As we have fixed Rs. 78 as the minimum payable for an unskilled worker, the wages for the unskilled worker in the lowest zone, i.e. Zone IV, in Maharashtra will be Rs. 78.

The existing differential between the wages of an unskilled worker in this zone and the next higher zone, i.e. Zone III, is Rs. 5. The revised wages for the unskilled worker in Zone III would, therefore, be Rs. 78+Rs. 5=Rs. 83.

As regards skills, the existing differential between the unskilled and semi-skilled worker in Zone IV is Rs. 10. Therefore, the wages of a semi-skilled worker in Zone IV, as now recommended, would be Rs. 78+Rs. 10=Rs. 88. Further details in regard to the other zones and other skills in the various zones in Maharashtra are given in Annexure 2(f) and those for Gujarat in Annexure 2(c).

UTTAR PRADESH

	Rs. P.
Existing minimum rates of wages of an unskilled worker for Kanpur (highest zone) is Rs. 72.00+12.50 (interim relief)=	84.50
Recommended wages for an unskilled worker in Kanpur—Rs. 84.50+15% of Rs. 84.50=	97.18
The prevailing differential between the wages of an unskilled worker in Kanpur and of a worker in Agra (next lower zone) is=	6.00
The recommended wage for an unskilled worker in Agra will be Rs. 97.18-6.00=	91.18
For the semi-skilled worker in Kanpur wages would be Rs. 97.18+20% of 97.18=	116.62
For a skilled worker, it will be Rs. 97.18+40% of 97.18=	136.06
For a semi-skilled worker in Agra, the recommended wages would be Rs. 91.18+20% of 91.18=	109.42

Details of recommended wages on the above principles for other skills and for other zones are shown in Annexure 2(j).

Basic wage rates for workers other than clerical, supervisory and technical in Leather Goods Industry including Footwear :

5.48. If the picture of existing wages in Tanneries presents so much of divergence between groups of units and State to State, it is much more so in the Leather Goods industry. This is because leather goods manufactory consists of innumerable items—big and small—and wages of these items have been fixed more on the basis of tradition and custom than on any scientific lines. Among the items of leather goods manufactured, there are certain luxury goods such as suit cases, hand bags, high class shoes, which command better price and market and so include a higher labour cost. On the other hand, the manufacture of 'chappals', belts, purses and other small items yield little income to the workmen.

5.49. Unlike in the Tanning Industry, only a few States have fixed minimum rates of wages for this industry. The Punjab Government have fixed different rates for such items as football and volleyball, shoes, chappals, etc. The Kerala Government have notified wages for chappals, shoes, suit cases, hand bags, etc. The Mysore Government have fixed wages for the manufacture of shoes and chappals. The other States which have fixed minimum rates of wages separately for leather manufactory are Maharashtra and Gujarat. In some States, the rates fixed are common for workers in Tanneries and leather manufactory.

5.50. The items for which wages have been fixed under the Minimum Wages Act for leather goods industry are very few when compared with the variety of leather goods that are manufactured by units. Whereas in the case of Tanneries the list of operations is more or less standardised, it is not so in the case of leather goods manufacture. Apart from the diversity of goods, the operations in the manufacture of each item also differ from State to State, and from place to place in each State. This is particular so in the case of footwear. In some States different rates of wages are in vogue for the manufacture of uppers, bottom, closing of the shoes, etc. Whereas in others the rate for the manufacture of a whole shoe or chappel is given although it may be that the shoe as a whole may be manufactured by a group of two or three workers. However, the rate per shoe is paid to the head of the group. This is the genesis of the contract system in this industry of shoe manufacture which has made our task of fixing wages for workmen difficult. The main reason is the absence of reliable information about the exact wages or earnings of the workers working under the contractor. During the visits of the Board, it was represented by the employers that skilled workmen in organised shoe industry at Agra earn roughly Rs. 6 per day manufacturing two pairs of shoes on an average. The unions, however, contended before the Board that skilled workmen have to put in more than eight hours of work and some times even twelve hours to earn this amount of Rs. 6 per day.

5.51. The replies received from the leather goods units (except the large-scale units) also revealed the absence of any standard in the rates of wages or nomenclature. The Board could not attempt at any classification or determination of nomenclature or fixing of piece-rates for various jobs in the footwear and leather goods industry as they do not have the wherewithal to do so. As the employment in this branch of the industry is varied and as the minimum wages fixed for this by the State Governments relate only to a few items, the Board is not in a position to recommend percentage increases on the minimum rates of wages as in the case of Tanneries for various jobs/skills. The fixation of wages in leather goods manufacture including footwear therefore needs a different approach.

5.52. During the public hearings as well as in the memoranda submitted by various trade unions, it was represented to the Board that wages in the leather goods industry, especially footwear manufacture, have shown very little improvement and in some cases no improvement at all although there was a large demand for shoes for export during the past few years. The employers, on the other hand, contended that the recent spurt in the export trade has contributed to better employment opportunities for the shoe-making workmen and thereby given them better earnings. By and large the workers in the leather goods industry deserve improvement in their wages especially when there is no element of dearness allowance in a majority of the units to compensate for a rise in the cost of living.

5.53. In the circumstances stated above, the Board could only recommend increase in wages on a slab system, a higher quantum for the lower paid workmen and a lower amount for the higher paid workmen on the existing emoluments be they according to the Minimum Wages Act or otherwise.

5.54. In the case of time-rated workers, the existing wages per month shall be reckoned as on 1-4-1969 and will include basic wages, and dearness allowance and variable dearness allowance, if any, but will exclude overtime and bonus. (The wages of daily-rated worker is the amount he would receive for 26 working days together with wages for weekly holiday if any). For piece-rated workers working directly under an employer, the present emoluments shall mean the average earnings per month for a period of 12 months preceding 1-4-1969 computed in the same manner as indicated above. The average earnings in the case of a worker who has less than 12 months of service shall be the average of the earnings for the number of months he has actually worked and, in the case of a new worker, the average shall be the same as that for a counterpart who has worked for 12 months or for the maximum number of months in the year preceding 1st April, 1969. The existing earnings of workmen under contractors like those in Agra should be computed every month excluding therefrom any overtime and bonus. To the existing wages/emoluments so arrived at, the increase proposed in the table below appropriate to the slab in column 1 shall be given. At the time when the Board recommended the grant of interim relief, it was subject to the condition that the same was only *ad hoc* and would be in force till adjusted against final recommendations of the Wage Board. As the Wage Board has now given a final increase, the interim relief is to be treated as having been adjusted in this increase from 1st July, 1969. However, those units which had not paid the interim relief should pay, without further delay, the same to the workers from 1st October, 1966 to 30th June, 1969.

Present wages/emoluments	Wage Board's increase	Minimum recommended wage/emoluments for each slab	Yearly increment for 10 years
1	2	3	4
Upto and inclusive of Rs. 75 per mensem .	26.00	78.00	Rs. 0.04 paise per day or Rs. 1.04 per mensem.
Above Rs. 75 per mensem but not more than Rs. 150 per mensem.	16.12	101.00	Rs. 0.06 paise per day or Rs. 1.56 per mensem.
Above Rs. 150 per mensem and upto Rs. 500 per mensem.	13.00	166.12	Rs. 0.08 paise per day or Rs. 2.08 per mensem.

This increase may be shown separately as Wage Board increase and will be adjusted suitably every year according to the wages on 1st July in the case of time-rated workers and according to the average earnings for twelve months preceding 1st July in the case of piece-rated workers directly employed under an employer and

computed in the manner already indicated above. This increase shall be treated as pay for all purposes. Increments and dearness allowance for the workers in this branch of industry are dealt with in the relevant sections.

5.55. A statement showing examples of calculating the recommended wages for workers in leather goods industry including footwear is given below :

(In Rs. paise per month)							
Sl. No.	State/Category of workers	Existing wages/earnings				Wage Board increase	Recommended total wages
		Basic pay/earnings	Fixed D.A.	Variable D.A.	Consolidated wages		
					Total		
1	2	3	4	5	6	7	8
1.	<i>Andhra Pradesh :</i> Semi-skilled workers in leather goods/footwear factory.	80.00	35.00	..	115.00	16.12	131.12
2	<i>Bihar :</i> Non-technical employee in leather goods factory.	..	..	..	70.00	26.00	96.00
3	<i>Delhi :</i> Polishing-boy in a Shoe factory.	42.00	..	75.00	117.00	16.12	133.12
4	<i>Gujarat :</i> Unskilled workers in pickers factory.	..	..	..	85.00	16.12	101.12
5	<i>Mudhya Pradesh :</i> Fitter, Helper in a Shoe Factory.	39.92	5.00	..	44.92	26.00	78.00* (70.92)
6	<i>Maharashtra :</i> Unskilled worker in Shoe Factory.	133.12	..	32.24	165.36	13.00	178.36
7	<i>Orissa :</i> Worker engaged in middle sole packing and sole attaching.	..	..	..	144.60	16.12	160.72
8	<i>Pondicherry :</i> Unskilled worker in a leather Goods Factory.	..	..	..	26.00	26.00	78.00* (52.00)
9	<i>Uttar Pradesh :</i> Semi-skilled workers in a Shoe Factory.	..	..	..	120.00	16.12	136.12
10	<i>Tamilnadu :</i> Workers in Grade-D in a leather goods unit.	20.00	..	106.20	126.20	16.12	142.12
11	<i>West Bengal :</i> Price-rated workers in a shoe Factory.	74.00	..	84.00	158.00	13.00	171.00

*Minimum recommended wage for that slab.

NOTE.—The above examples are on the basis of factual information given by different leather goods units in India at different points of time. The wages/earnings for the purpose of examples are assumed to be as on 1-4-1969.

Increments and grades for workmen other than Clerical, Supervisory and Technical in Leather and Leather Goods Industry :

5.56. In a majority of tanneries, except in some large-scale units, there are no scales of pay for the workmen. Under the Minimum Wages Act, wages are revised periodically and unless that is done by the concerned Government or Wages are re-fixed by mutual negotiations, workers continue to receive the same wages for a number of years. The position in a majority of units in the leather goods industry is no better.

5.57. Any progressive wage policy should provide for an incremental scale of pay for the various categories of workers in recognition of their growing skills, greater experience and improved efficiency of the workmen as a result of the length of their service in the industry. This being the first Wage Board for this industry, a modest attempt is made in that direction.

5.58. On account of various factors to which we already adverted, we are not able to devise uniform scales of pay for all the workmen in the industry throughout India. However, certain general principles have been adopted in determining the increments for various categories of workers in each State. The lowest category of worker—by which term we mean the category of worker receiving the lowest wage in any State—will get an annual increment of Rs. 0.04 paise per day or Rs. 1.04 per mensem. The higher rates of increments of Rs. 0.06 paise per day or Rs. 1.56 per mensem, Rs. 0.08 paise per day or Rs. 2.08 per mensem, and Rs. 0.10 paise per day or Rs. 2.60 per mensem, will be given to the other workmen depending upon the fact whether they are unskilled, semi-skilled or skilled or according to the recommended wages as the case may be.

5.59. The Government of Punjab have recently, in their notification No. 11995-2L&E-68/25111, dated 4th July, 1969, revised the minimum wages payable to the workers in Tanneries and Leather Goods manufactory. In order that the revised wages under the above-mentioned Minimum Wages Act together with the interim relief which they would be getting at the time of implementation fit in appropriately in the respective scales of wages recommended by us, we have made a departure from the above general principle about the increments and laid down as an exception that the category of "Splitters" in Punjab will get an increment of 12 paise per day or Rs. 3.12 per mensem.

5.60. Where a complete classification of time-rated workers has been made and where wages have been prescribed by us for different skills, the increment rates will be as follows :—

Unskilled	Rs. 0.04 paise per day or Rs. 1.04 per mensem.
Semi-skilled	Rs. 0.06 paise per day or Rs. 1.56 per mensem.
Skilled	Rs. 0.08 paise per day or Rs. 2.08 per mensem.

5.61. For piece-rated workers in Tanneries in any State, if they are not already classified as unskilled, semi-skilled or skilled, the rate of increments to be given every year will be uniformly six paise and this shall be added to the rate for the first unit of work. If the piece-rated workers have already been classified in different skills,

the rate of increment will be as detailed above for time-rated workers. The grades worked out on the above basis for workers in Tanneries in different States are given in Annexures 2(a) to 2(k).

5.62. Elsewhere we have recommended that for workers in Tanneries, any increase under an Award or Settlement should be added to the total wages before working out the 15 per cent increase and computing the recommended wages. Wherever information about the increases under an Award or Settlement was available, we have incorporated the above increase in the total wages and arrived at the recommended wages. In the case of establishments where no such information was available we have not done so; but where increases under any Award or Settlement over the minimum rates of wages are in force, these establishments should compute the total wages by adding such increases and work out the 15 per cent increase recommended by us to arrive at the recommended wages. To that extent the minimum and maximum of the scale of wages recommended in any State will stand modified but there will be no change in the incremental rate prescribed already for that class of workers. An example for this is given below :—

	Rs. P.
Total existing wages of watchman in Kerala (Please see Annexure 2d) including Interim relief	67.50 p.m.
Suppose the above worker is in receipt of increase under an Award or Settlement in force on 1-4-1969 amounting to Rs. 10, his total wages would be	77.50 p.m.
15% increase	11.63 p.m.
TOTAL	89.13

His scale would be Rs. 89.13—1.04—99.53 instead of Rs. 78.00—1.04—88.40. (It may be noted that while the minimum and the maximum of the scale have changed, the increment rate is unaltered).

5.63. Regarding workers in Leather Goods industry, the rates of increment payable every year will be as indicated in column 4 of the Table given in paragraph 5.54 above. On the date the increment is due, i.e. one year after the date of implementation, the monthly wages or emoluments of a time-rated worker shall be computed and the appropriate increment rate corresponding to the slab in which such wages fall shall be given. For piece-rated workers, the average monthly emoluments during the preceding year shall be computed and the appropriate rate of increment prescribed in the slab will be determined and paid to him. The emoluments or wages for this purpose shall include all payments except the Wage Board increase and the variable Dearness Allowance recommended by the Board, overtime and bonus, if any. The rate of increment when once determined shall remain constant for the next nine years unless the worker is promoted to a higher job as a result of which his wages would fall in a higher slab in which case the appropriate increment for that slab will be payable. The increment will be added to the Wage Board increase every year on the 1st of July. In certain Leather Goods establishments, workers are already in receipt of wages in time scales of pay. If the existing rate of increment, if any, for any category of workmen is more advantageous that what is now recommended, the former shall prevail.

Wages for Clerical, Technical and Supervisory staff in Tanneries and Leather Goods establishments :

5.64. Most of the Tanneries and Leather Goods establishments being small, the number of clerical, technical and supervisory staff employed in such establishments is not very significant and in most of the small Tanneries, the manager himself does the clerical work and also supervises besides being their technical expert. Also the maintenance of accounts in many of these proprietary and partnership concerns does not need elaborate clerical work. The proprietor or the partner is always there with an eye on the quantity or quality of work turned out. The piece-rate system prevalent in South Indian tanneries and in a substantial number of leather goods manufacturing establishments throughout India obviates to a certain extent the necessity for detailed supervision. Also in the Leather Goods industry, the so-called contractors take the place of supervisors. This is the main advantage which the employers claim for continuance of this contract system.

5.65. The notifications under the Minimum Wages Act issued by the various State Governments generally prescribe consolidated wages for clerks, supervisors, etc. but have not provided for different grades in each of the above categories. Many small units have adopted the minimum rates of wages fixed but there are also some units which give a little more than the minimum rates. Again there are large establishments which have their own rates of salaries to these categories of employees. There is thus no uniformity whatsoever in the rates of wages for these categories.

5.66. However, as more and more qualified personnel are becoming available and as there is need to improve the quality of the products in the long run with the help of efficient technical staff and as the size of the units and the industry as such are likely to expand, the Board considered it necessary to make a departure from the principles followed in the fixation of wages for workers other than clerical, supervisory and technical staff and to a certain extent standardise the wages of at least these categories independently of the Minimum Wages Act. The work of a clerk, stenographer, time-keeper, foreman is basically the same in all the industries. Therefore, in evolving a wage structure for the clerical, supervisory and technical staff, although no uniform guide-lines are available in the Awards of various Tribunals and/or wage fixing authorities, the existing pay scales in other comparable industries and in some of the important units of this industry have been kept in view with the object of improving the range of pay so as to suit the growing needs of this industry and absorb qualified and trained personnel. The tendency now is to reduce the number of grades for the clerical, supervisory and technical staff and in the Leather and Leather Goods industry, there is also no need to have more than a few grades.

5.67. The following grades are recommended :—

<i>Clerical</i>				
Grade				
I	. . .	Rs. 90—5—140—6—170	. . .	(15 years)
II	. . .	Rs. 120—7—190—8—230	. . .	(15 years)
III	. . .	Rs. 160—10—260—12—320	. . .	(15 years)
<i>Supervisory and Technical</i>				
A	. . .	Rs. 85—4—125—6—155	. . .	(15 years)
B	. . .	Rs. 120—6—180—8—220	. . .	(15 years)
C	. . .	Rs. 150—8—230—10—330	. . .	(20 years)
D	. . .	Rs. 200—10—300—15—450	. . .	(20 years)

5.63. More than one scale has been prescribed for the above categories in order that the appropriate grade can be chosen by the individual factories concerned depending upon their size, nature of work, responsibility, financial capacity, and the salary drawn by the individual at present.

5.69. In the clerical cadre, the jobs included are junior, senior and head clerks, typists, steno-typists, stenographers, casheir, assistants, superintendents, etc. The supervisory staff generally consist of maistries, supervisors, foreman, accountants and the technical cadre includes leather technologists.

Service weightage for workers including clerical, technical and supervisory staff in leather and leather goods industry :

5.70. In order that sufficiently senior workmen get additional benefits in comparison with the new entrants the Board also recommends that the workers on permanent roll in tanneries, and the clerical, supervisory or technical staff in tanneries and leather goods establishment shall receive one increment in the recommended grades applicable to them for every five completed years of service subject to a maximum of 2 increments. These additional increments are payable after the wages of a workmen are brought to the minimum of the grade or to a stage in the recommended scale equivalent to or immediately higher than his existing wages. In the case of workers in leather goods units, the service weightage will be added to the Wage Board increase.

Dearness allowance for workers including clerical, technical and supervisory staff in leather and leather goods industry :

5.71. Except in a few states there is no dearness allowance separately fixed under the Minimum Wages Act for workers in tanneries and leather manufactories. Whereas in Mysore the dearness allowance under the Minimum Wages Act is fixed, that in West Bengal is variable, linked to consumer price index. Recently the Government of Punjab have revised the minimum wages and have included an element of variable dearness allowance in the wages fixed. Otherwise only a few organised units are paying dearness allowance linked to the consumer price index. The rates so paid vary from State to State as they depend on the local index. Therefore, it is apparent that there is no uniformity in respect of dearness allowance.

5.72. To compensate for any increase in cost of living at least to a limited extent, we are of opinion that the dearness allowance recommended by us should be linked to consumer price index. But this dearness allowance except in the case of West Bengal and Punjab, comes into effect only when the All India Average Consumer Price Index (1960=100) goes up by 5 points over 178. (At the time the Board calculated the existing wages for workers i.e. on 1-4-1969, the All India Average Consumer Price Index for the six month period available was from July to December 1968 and the figure stood at 178 and the wages we have recommended have been notially related to this figure). The dearness allowance payable for every rise in 5 points is Rs. 1.30 per mensem or 0.05 paise per day. There will be corresponding downward revision if the consumer price index records a fall by 5 points. But there will be no downward adjustment of dearness allowance for a fall below 178 points. The adjustments in dearness allowance shall be made every six months on 1st October and 1st April. The first adjustment will be made in October, 1969, if there should be an increase as indicated above.

For revision in October, the average of the index shall be for the six month period January to June of the same year and for revision in April the relevant average will be for the six month period July to December of the previous year.

5.73. The Government of Mysore, in their notification No. LLH/130/LMD/59, dated 29-12-59 fixing minimum rates of wages for workers in Tanneries and Leather manufactories, have provided for payment of a D.A. (in addition to basic wages) at the rate of Re. 1 per day for daily-rated workers and correspondingly for monthly rated workers. This D.A. is fixed. The Board is of the opinion that its recommendation regarding variable D.A. linked to consumer price index is more advantageous to the workers than the fixed D.A. in Mysore, and as such it was decided that the fixed D.A. in Mysore should be merged with the recommended basis pay and the workers will also get the variable D.A. recommended by the Wage Board.

Elsewhere we have referred to the recent revision of the wages by the Government of West Bengal. This has been taken into account by this Board for the purposes of D.A. only and it will be seen from annexure 2(k) that while the Board has given an increase in the basic wages payable, dearness allowance is as prescribed for various categories of workers under the Minimum Wages Act by the Government of West Bengal, viz. Rs. 59, 62, and 67 for unskilled, semi-skilled and skilled workers. This means to say that the workers in West Bengal so far as dearness allowance, the rate of variation in dearness allowance and linking are concerned, will be governed by the Minimum Wages Act notification No. 543-L.W./LW/2W-65/67, dated 23rd May, 1969.

5.74. The Government of Punjab, vide their notification No. 11995-2L&E-68/25111, dated 4th July, 1969, have also revised the minimum rates of wages payable to workers in tanneries and leather manufactories. The notification also provides for a dearness allowance of Rs. 15 for piece-rated workers linked to consumer price index for various centres. The wages for time-rated workers have also been linked to consumer price index and for variation in the consumer price index, adjustments in wages have been prescribed at

the rate of 50 paise per point on the rise or fall in the consumer price index (State series 1966=100) in respect of Nangal, Dhariwal, Abohar, Ludhiana, Patiala, Phagwara and Government of India series of 1960=100 in respect of Amritsar. The revised wages for time-rated workers in tanneries under the minimum wages notification are higher than the minimum of the scales but are lower than the maximum of the scales prescribed by this Wage Board for the corresponding categories of workers. The Board, therefore, recommends that the workers in tanneries covered by the notification will be paid the wages prescribed under the Minimum Wages Act and the interim relief recommended by the Wage Board corresponding to that minimum wage and the total of this amount will be fitted in our scale at the appropriate stage. They will, however be governed by the formula regarding variation of dearness allowance or variation of the wages prescribed under the Minimum Wages Act. The proviso regarding wages not falling below a particular level, even if there is a fall in the consumer price index, will also stand as mentioned in the notification. Except for the above modifications the other provisions in the notification remain uneffected by our recommendations.

5.75. In the preceding paragraphs, the Board has mainly dealt with the workers other than clerical, supervisory and technical staff in tanneries. For workers in leather goods establishments, the dearness allowance payable will be as explained in paragraph 5.72 above provided the workers are not in receipt of any variable dearness allowance in which case they would continue to get the same *in lieu* of the dearness allowance recommended by this Board. The dearness allowance recommended by this Board for the workers in this branch of industry is, therefore, in addition to the basic wages/consolidated wages, fixed dearness allowance, if any, and Wage Board increase.

5.76. For Clerical, technical and supervisory staff, the dearness allowance will be as recommended by the Board for workers in Tanneries except in West Bengal and Punjab. The Government of West Bengal have prescribed a dearness allowance of Rs. 75 for Clerical workers in their Notification dated 23rd May, 1969, under the Minimum Wages Act. The Board recommends that this dearness allowance will be payable to the Clerical, technical and supervisory staff besides the basic wages in the scales prescribed by the Board. For instance, the basic wage of a clerk in West Bengal has been fixed at Rs. 75. His dearness allowance linked to consumer price index is also Rs. 75. He will be fitted at the minimum of the Grade I scale prescribed by the Board i.e. Rs. 90-5-140-6-170. He will also get the dearness allowance of Rs. 75 as notified by the West Bengal Government. If it is to their advantage workers in the other clerical, supervisory, technical grades will be given the minimum of the recommended scale suitable to the category and the dearness allowance payable to them will be Rs. 75 as fixed by the Government of West Bengal. (In addition to the minimum of the scale, they will get service weightage as prescribed in paragraph 5.70 above). They will be governed by the formula of variable dearness allowance prescribed under the Minimum Wages Act. If, however, it is not to their advantage, the workers in their above grades will continue to get their existing emoluments plus an *ad hoc* increase of Rs. 12.50.

5.77. The Government of Punjab have prescribed in their recent notification all inclusive minimum wage rates for accountants, stenographers, clerk-typists, etc. The staff in these categories will also be fitted in the appropriate scales of pay recommended by this Wage Board by taking into account the minimum rates of wages fixed under the Act and the interim relief given by the Wage Board. In addition they will also be paid the dearness allowance prescribed under the Minimum Wages Act and not the variable dearness allowance prescribed by the Board.

Ad-hoc increase :

5.78. In certain tanneries the existing wages (consolidated wages or basic wages, dearness allowance, variable dearness allowance, if any, and the interim relief given by this Board, but not any other allowance) for workmen may be higher than the maximum of the grades of wages recommended by us for that category of workmen. Workers in those establishments may not be benefited by our recommendations. In order, however, that they may also receive some increase in their emoluments, we recommend that they be paid an *ad hoc* sum of Rs. 7.50 per mensem or 0.29 paise per day at a flat rate in addition to the interim relief which forms part of the existing wages defined above. If the interim relief has not been paid, it shall be paid without further delay with effect from 1-10-1966. This interim relief and the *ad hoc* amount of Rs. 7.50 per mensem shall represent the Wage Board increase for these workers and shall be construed as basic pay for all purposes and intents. The increase of 15% over the existing wages recommended by us may yield in some stray cases a gain to the worker of an amount less than Rs. 7.50 per mensem or 0.29 paise per day. It is recommended that in such cases the worker shall be paid the actual increase arrived at by calculating 15% on the existing wages and the difference between such increase and Rs. 7.50 per mensem or 0.29 paise per day to make up the sum of Rs. 7.50 per mensem or 0.29 paise per day. It can be seen from Annexure 2(a) that in the case of piece-rated workers in Andhra Pradesh, the above principle has been followed and the scales of wages modified accordingly. This is apart from the recommendations that no worker shall receive less than Rs. 78 per mensem or Rs. 3 per day.

5.79. So also the clerical, technical and supervisory staff, if they are not benefited by our recommendations or benefited by less than Rs. 12.50 per mensem, they will receive Rs. 12.50 over and above their present emoluments or the difference between Rs. 12.50 and the amount by which their existing wages fall short of the minimum of the grade which applies to them in addition to the interim relief which forms part of the existing wages defined above. This *ad hoc* payment of Rs. 12.50 and interim relief shall be treated as basic pay for all purposes.

5.80. In Uttar Pradesh, in some tanneries, workers are being paid dear food allowance linked to consumer price index over and above the basic wages. If the total of the basic wages and dear food allowance exceeds the wage recommended by us, the worker shall continue to get his existing wages and dear food allowance plus the *ad hoc* increase of Rs. 7.50 per mensem in addition to the interim relief. The worker will get increased or decreased dear food allow-

ance depending upon the increase or decrease in the consumer price index in Kanpur. It is, however, provided that no worker who is receiving dear food allowance should get less than the maximum of the grade (in which he would have been fixed if he had not been in receipt of higher wages) plus the dearness allowance if any, according to the Wage Board's recommendations at the relevant time, even if a fall in the consumer price index results in a lower dear food allowance.

5.81. This principle will apply to all workers in tanneries wherever the dearness allowance is linked to the local consumer price index.

Phasing :

5.82. There may be some units which will be faced with hardship of paying immediately from 1-7-1969 sizeable amounts. This will generally be the case where a lowest unskilled worker is receiving considerably below Rs. 78 and when he is brought to the minimum of Rs. 78. In order to avoid such hardship for these units we recommend that where the increase works out to more than Rs. 10 per worker per mensem as on 1-4-1969, such an increase should be paid in two equal instalments. The first instalment should not be less than Rs. 10 and should be paid on the date of implementation, the balance on 1-1-1970 or 6 months after the date of implementation whichever is later. The payment on account of service weightage and dearness allowance, if any, is in addition to the increase in wages payable in toto or in instalments. In calculating the increase, the interim relief already granted by us should not be taken into consideration, it being understood that the interim relief has already been paid. Where it has not been paid it should be paid without further delay.

Fitment :

5.83. The following general principles are laid down to guide the leather and leather goods units in the fitment of wages of workers in the grades or scales of pay recommended by the Board.

For workers in tanneries (other than clerical, technical, and supervisory) :

5.84. The existing wage rates for various categories of workers are generally according to the Minimum Wages Act. The fitment of workers' wages in such cases present no difficulty as they will be brought up to the minimum of the grade prescribed by the Board except in the case of workers who have some service to their credit, in which case they will be given, in addition, the service weightage as indicated already.

5.85. If, however, the existing emoluments that the worker is drawing are more advantageous than what we have proposed, he can avail himself of the *ad hoc* amount of Rs. 7.50 referred to in paragraph 5.78 plus the interim relief already granted by the Board. Otherwise, he will get fitted into the wage scales recommended by us. It, in this process, any marginal adjustments are found necessary, it is open to the employer and employee to iron out the wage fixation.

5.86. The above principles will in substance be applicable to piece-rated workers also.

For workers in leather goods establishments :

5.87. As no grades or scales of pay have been laid down for workers in leather goods establishments, the question of fitment does not arise. The workers in leather goods establishment will draw the increases prescribed by the Board in paragraph 5.54.

For clerical, supervisory and technical staff :

5.88. The Board has recommended certain scales of pay for the above categories. Most of the tanneries have no scales of pay. The employees in these categories are being paid consolidated salaries only. On implementation of our recommendations, they shall be brought into the appropriate scale at the proper step giving due weightage for service.

5.89. In case the present emoluments of a member of staff in the above three categories are more advantageous than the salaries prescribed by the Board, they will continue to draw their present emoluments and, in addition, will be eligible for an *ad hoc* payment of Rs. 12.50 and the interim relief already given by the Board. Illustrations of fitment of workers are given in Annexure 3 to this Chapter.

New units :

5.90. In para 3.3 in this report, we have observed that the factories shown in Appendix II are only illustrative and not exhaustive and that our recommendations would therefore apply to all factories that are in existence and come into existence hereafter provided they fall within the terms of reference given to the Board. In respect of new units (Tanneries) which would fall within the purview of the Board, the workers will be paid the same wages and D.A. as recommended by the Board.

5.91. But in the case of workers in the leather goods establishments including footwear, we have not recommended any scales of wages but have prescribed certain increase over the existing wages. In the case of leather goods units which come into existence hereafter, wages have to be fixed for the first time. The recommended wages in respect of such units are as follows :—

Unskilled workers	Rs. 78.00 p.m. or Rs. 3.00 per day
Semiskilled workers	Rs. 93.60 p.m. or Rs. 3.60 per day
Skilled workers	Rs. 109.20 p.m. or Rs. 4.20 per day

The above are however, subject to the following conditions :—

- (i) If the rates prescribed under the Minimum Wages Act and applicable to the workers are higher than those mentioned above, such higher rates shall be paid to the workers, together with the increases recommended by us in paragraph 5.54 of the report.
- (ii) If the workers are paid on piece-rate basis, the piece-rate earnings per day or per month should not fall below the wages mentioned above.

5.92. The workers should also be paid the dearness allowance prescribed by this Board as and when it falls due. They will be also eligible for increments prescribed for these categories of workers in paragraph 5.63.

5.93. Clerical, technical and supervisory staff, both in leather and leather goods establishments, which commence production after our recommendations come into force, will get the starting basic wages prescribed by us. They will also be given dearness allowance at the prescribed rate, if due, on the basis of consumer price index.

Women workers :

5.94. The Board would like to commend the I.L.O. Convention No. 100 wherein it was laid down that equal remuneration for men and women workers for work of equal value should be paid.

Financial burden as a result of Wage Board's recommendations :

5.95. In Chapter IV of this report, which deals with the financial position of the leather and leather goods industry, we have observed that on the basis of the material available to the Board, the industry should be in a position to bear the wage increase recommended by us. We have endeavoured to calculate approximately the burden that would be cast on this industry in terms of money. In doing so we should like to make it clear that our estimate suffers from certain limitations. The Board was not furnished with detailed information for all the units regarding the number of employees, their scales of wages and other factual data which would have enabled us to assess the financial burden with greater accuracy. We have on our record some information from the State Governments about the total number of workers and taking the average increase recommended by us, we have arrived at the total increase in emoluments by multiplying the number of workers with the average increase. By doing so the approximate increase in the wage burden would be round about rupees forty lakhs per annum for both the branches of this industry.

Conclusion

5.96. In conclusion we would like to observe that we have endeavoured to the best of our ability to visualise and provide for the various contingencies that may arise in the implementation of our recommendations. But there may be some marginal cases which we hope would be solved by the employers and the employees concerned in a spirit of goodwill. Otherwise our recommendations should not be mutilated and must be taken as a sort of a package. We also make it clear that no body shall be adversely affected by our recommendation.

Date of implementation

5.97. Board is of the opinion that its recommendations shall come into effect on and from 1st July, 1969 and should be in force for a period of five years from the date of implementation.

ANNEXURE 1

Statement showing the prevailing rates of wages for unskilled workers in Tanneries and Leather Manufactories and in some industries in the neighbourhood (wherever available)

(In rupees paise)

Name of the State and designation of unskilled workers	Wages in Tanneries and leather manufactories			Wages of unskilled workers in some industries in the neighbourhood						
	Min. wages under wages Act.	Increase under award	Interim relief recommended by the Board	Total	Name of the industry	Chingleput	North Arcot	Coinbatore	Trichi	Madurai
TAMILNADU (Daily rate)										
Helpers in Part—I Tanneries-cum-leather manufacturing factories.	2.20	0.25	0.48	2.93	Cotton Ginning and Pressing.	..	..	2.37	2.00	2.50
Unskilled workers in Part—II other tanneries	1.75	0.25	0.48	2.48	Oil Mills	2.38	2.81	3.44	2.39	..
					Rice milling and Paddy boiling.	3.20	2.07	2.69	2.15	..
					Printing presses	..	..	2.63	3.82	..
					Foundries	2.40	..	3.97	1.70	2.67
					Engineering works	..	..	2.60	2.46	2.85

ANNEXURE 1—(contd.)

(in rupees paise)

Category of workers	Wages in tanneries and leather manufactures			Name of the Factory/Industry in the neighbourhood	Wages of Unskilled workers		
	Min. wages under Min. Wages Act	Interim Relief recommended by the Board	Total		Basic pay	D.A.	Total wages
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
ANDHRA PRADESH (Monthly rate)							
Miscellaneous workers	45.00	12.50	57.50	Praga Tools(P) Ltd., Hyderabad	30.00	85.00	115.00
UTTAR PRADESH (Monthly rate)							
Workers in Ja/mau	72.00	12.50	84.50	Chemicals (Fine) Engineering	20.00 30.00+ *12.50	51.00 36.56	71.00 79.06
				Private Printing Press Distillery	..	..	65.00 78.00
WEST BENGAL (Monthly rate)							
Unskilled workers	..	..	..	Printing Press Engineering-II.	45.00	64.00	77.20 109.00

N.B. : *Engineering Wage Board interim increase.

ANNEXURE 1(a)

Wage rates in Small Scale Sector

(In rupees paise)

State	Skilled workers (per day)	Unskilled (per day)	Clerical (Monthly)	Technical supervisor (Monthly)
Andhra	2.00 to 3.00	1.50 to 1.75	60 to 100	100 to 150.00
Bihar	2.50	1.50	N.A.	135.00
Delhi	2.75	1.75	..	150.00
Gujarat	2.00 to 3.00	1.25 to 1.75	...	150.00
Maharashtra	2.00 to 2.50	1.00 to 1.50	75 to 120	..
J. & K. . . .	0.50 to 2.50	...	..	..
Kerala	2.00	...	..	..
Madhya Pradesh	2.50 to 3.00	1.75	75 to 120	..
Madras	2.50 to 3.25	1.50 to 2.50	80 to 120	100 to 150.00
Mysore	2.00 to 2.50	1.50	70.00	200.00
Orissa	2.00 to 2.60	1.25	50 to 65	150 to 200.00
Punjab	2.25 to 3.00	2.00	130 to 175	140 to 175.00
Rajasthan	2.00	...	..	83.00
U.P.	1.88 to 2.25	1.50 to 1.75	197.00	319.00
West Bengal	2.00 to 3.00	1.38	150.00	150.00

Source:—Small Scale Industry Analysis and Planning Report No. 64—Leather Tanning Industry (All-India).

Issued by Central Small Industries Organisation Ministry of Commerce & Industry
New Delhi—December, 1961.

ANNEXURE 2(a)

Calculation of revised wages showing also incremental scales of wages in Tanneries

ANDHRA PRADESH

(In rupees paise)

Category**	Existing wages as on 1-4-1969			15% in- crease	@Re- com- mended wages	Scale of wages (Span=10 years)
	Min. Wages under Min. Wages Act	Interim Relief	Total			
<i>Monthly Rate</i>						
Miscellaneous workers	45.00	12.50	57.50	8.63	78.00* (66.13)	78.00—1.04—88.40
Watchmen . . .	50.00	12.50	62.50	9.38	78.00* (71.88)	78.00—1.04—88.40
<i>Piece Rate</i>						
(Tanneries producing E.I. Goat and Sheep skins).						
Soaking etc. . . .	1.13\$	0.48	1.61	0.29† (0.24)	1.90	1.90—0.06—2.50
Madchal etc. . . .	1.20\$	0.48	1.68	0.29† (0.25)	1.97	1.97—0.06—2.57
(Tanneries producing Buffalo and Calf hides)						
Soaking etc. . . .	1.34\$	0.48	1.82	0.29† (0.27)	2.11	2.11—0.06—2.71
Myrobalam pits etc. (bundling) . . .	0.66\$	0.48	1.14	0.29† (0.17)	1.43	1.43—0.06—2.03

*Minimum recommended wage is Rs. 78.00 per month or Rs. 3.00 per day.

@At the minimum of the scale.

†Minimum recommended increase is Rs. 0.29 per day/or Rs. 7.50 per month.

\$All inclusive Minimum Wages for the first unit of work.

**List of designations/operations in each category carrying the same rate of wages is given in Annexure 2(a)-I.

ANNEXURE 2(a)—I

Statement giving a list of designations/operations carrying the same rate of wages

ANDHRA PRADESH

Sl. No.	Minimum wages fixed under Min. Wages Act. (in Rs. P.)	Designation/operation
TANNERIES PRODUCING E.I. Goat and Sheep Skins		
<i>Rate for the first unit</i>		
1	1.13	Soaking, Banlam, Mu likar, Churkam, Pattashop, Kadakashop.
2	1.20	Madchal, Challa, Telshop, Ghota.
3	0.66	Myrobalam pits building in tanneries producing buffalo and cow and calf hides, Trimmers.
TANNERIES PRODUCING Buffalo, Cow and Calf Hides		
4	1.34	Soaking, Dehairing, Fleshing, Challa, Shaving or Mudicar, Churkam (First scudding) Pattashop (Second Bark), Murkul (slicing or squeezing), First Myrobalam, Second Myrobalam, Augatal, Telshop, Ghota (Shining or glazing or Thania), Trimming.
<i>Monthly rate</i>		
5	50.00	Watchmen.
6	45.00	Miscellaneous workss.

ANNEXURE 2 (b)

BIHAR

(In rupees paise)

Category	Existing wages as on 1-4-1969			15% increase	Recom- mended wages@	Scale of wages (Span=10 years)
	Min. wages under Min. Wages Act.	Interim Relief	Total			
<i>Daily rate</i>						
Unskilled	2.37	0.48	2.85	0.43	3.28	3.28—0.04—3.68
Semi-skilled*	..	..	..	..	3.94	3.94—0.06—4.54
Skilled**	..	..	..	..	4.60	4.60—0.08—5.40
<i>Monthly rate</i>						
Unskilled	65.00	12.50	77.50	11.63	89.13	89.13—1.04—99.53
Semi-skilled*	..	..	..	..	106.95	106.95—1.56— 122.55
Skilled**	..	..	..	..	124.77	124.77—2.08— 145.57

*Recommended wages of Semi-skilled workers are arrived at by increasing the wages of unskilled workers by 20%.

**Recommended wages of Skilled workers are arrived at by increasing the wages of unskilled workers by 40%.

@At the minimum of the scale.

NOTE.—The recommended wages and scale of wages given above are applicable to the tanneries in Orissa State also.

ANNEXURE 2 (c)

GUJARAT

(In rupees paise)

Category	Existing wages as on 1-4-1969			15% increase	@Re- com- mended wages	Scale of pay (Span of 10 years)
	Min. wages under Min. Wages Act.	interim Relief	Total			
Monthly rate						
Zone—I						
Unskilled	83.20	6.00	89.20	*	102.95	102.95—1.04— 113.85
Semi-skilled	93.60	6.00	99.60	†	113.35	113.35—1.56— 128.95
Skilled	104.00	6.00	110.00	†	123.75	123.75—2.08— 144.55
Zone—II						
Unskilled	80.60	6.00	86.60	*	100.35	100.35—1.04— 110.75
Semi-skilled	84.50	6.00	90.50	†	104.25	104.25—1.56— 119.85
Skilled	97.50	6.00	103.50	†	117.25	117.25—2.08— 138.05
Zone—III						
Unskilled	78.00	7.00	85.00	12.75	97.75	97.75—1.04—108.15
Semi-skilled	83.20	6.00	89.20	†	102.95	102.95—1.56— 118.55
Skilled	91.00	6.00	97.00	†	110.75	110.75—2.08— 131.55

@At the minimum of the scale.

*Wages of unskilled workers are arrived at on the basis of differentials between zones.

†Wages of semi-skilled and skilled workers are arrived at on the basis of differential between skills.

ANNEXURE 2(d)

KERALA

(In rupees paise)

Category	Existing wages as on 1-4-1969			15% increase	@Re- com- mended wages	Scale of wages (Span of 10 years)
	Min. wages under Min. Wages Act.	Interim Relief	Total			
<i>Daily Rate</i>						
Helpers . . .	1.75	0.48	2.23	0.33	3.00* (2.56)	3.00—0.04—3.40
Other workers . . .	2.50	0.48	2.98	0.45	3.43	3.43—0.06—4.03
Tanna . . .	3.00	0.27	3.27	0.49	3.76	3.76—0.08—4.56
Kathivola . . .	3.12	0.23	3.35	0.50	3.85	3.85—0.08—4.65
<i>Monthly Rate</i>						
Watchmen . . .	55.00	12.50	67.50	10.13	78.00* (77.63)	78.00—1.04—88.40

*Minimum Recommended wage is Rs. 3.00 per day or Rs. 78.00 per month.

@At the minimum of the scale.

ANNEXURE 2(e)

MADHYA PRADESH

(In rupees paise)

Category	Existing wages as on 1-4-1969			15% increase	@Re-commen- ded wages	Scale of wages (Span of 10 years)
	Min. wages under Min. Wages Act	Interim Relief	Total			
Monthly Rate						
Un-skilled . . .	60.00	12.50	72.50	10.88	83.38	83.38—1.04—93.78
Semi-skilled*	..	..	..	..	100.06	100.06—1.56— 115.66
Skilled**	..	..	..	..	116.74	116.74—2.08— 137.54

*Recommended wages of Semi-skilled workers are arrived at by increasing the wages of un-skilled workers by 20%.

**Recommended wages of skilled workers are arrived at by increasing the wages of un-skilled workers by 40%.

@At the minimum of the scale.

NOTE.—The recommended wages and scale of wages given above are applicable to the tanneries in Rajasthan.

ANNEXURE 2 (f)

MAHARASHTRA

(In rupees paise)

Category	Existing wages as on 1-4-1969			15% increase	@Re- com- mended wages	Scale of pay (Span of 10 years)
	Min. wages under Min. Wages Act	Interim Relief	Total			
<i>Monthly rate</i>						
<i>Zone—I</i>						
Unskilled . . .	80.00	6.00	86.00	*	108.00	108.00—1.04—118.40
Semi-skilled . . .	95.00	6.00	101.00	†	123.00	123.00—1.56—138.60
Skilled . . .	110.00	6.00	116.00	†	138.00	138.00—2.08—158.80
<i>Zone—II</i>						
Unskilled . . .	65.00	12.50	77.50	*	93.00	93.00—1.04—103.40
Semi-skilled . . .	80.00	6.00	86.00	†	108.00	108.00—1.56—123.60
Skilled . . .	95.00	6.00	101.00	†	123.00	123.00—2.08—143.80
<i>Zone—III</i>						
Unskilled . . .	55.00	12.50	67.50	*	83.00	83.00—1.04—93.40
Semi-skilled . . .	65.00	12.50	77.50	†	93.00	93.00—1.56—108.60
Skilled . . .	80.00	6.00	86.00	†	108.00	108.00—2.08—128.30
<i>Zone—IV</i>						
Unskilled . . .	50.00	12.50	62.50	9.38	78.00\$ (71.88)	78.00—1.04—88.40
Semi-skilled . . .	60.00	12.50	72.50	†	88.00	88.00—1.56—103.60
Skilled . . .	70.00	12.50	82.50	†	98.00	98.00—2.08—118.80

@At the minimum of the scale.

*Wages of Unskilled workers are arrived at on the basis of differential between zones.

†Wages of Semi-skilled and Skilled workers are arrived at on the basis of existing skill differentials.

\$Minimum recommended wage is Rs. 78 per month or Rs. 3 per day.

NOTE.—The recommended wages and scale of wages given for Zone IV are applicable to the Tanneries in Goa, Daman and Diu.

ANNEXURE 2 (g)

MYSORE STATE

(In rupees paise)

Category**	Existing wages as on 1-4-1969				15% increase	Re- com- mended wages@	Scale of wages (Span=10 years)
	Basic pay under Min. Wages Act.	D.A. under Min. Wages Act.	Inte- rim relief	Total			

PART I—CHROME TANNING

Daily rate

Helpers etc.	1.00	1.00	0.48	2.48	0.37	3.00* (2.85)	3.00—0.04—3.40
Flesher etc.	1.13	1.00	0.48	2.61	0.39	3.00	3.00—0.04—3.40
Machine operators etc.	1.31	1.00	0.48	2.79	0.42	3.21	3.21—0.04—3.61
Fitters etc.	1.50	1.00	0.48	2.98	0.45	3.43	3.43—0.06—4.03

Monthly rate

Watchmen	37.50	30.00	12.50	80.00	12.00	92.00	92.00—1.56—107.60
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PART II—OTHER TANNERIES (VEGETABLE TANNING) HIDES/SKINS

Piece rate

	Wages per unit				15% increase	Re- com- mended wages@	Scale of wages (Span=10 years)
	Basic pay under Min. Wages Act.	D.A. under Min. Wages Act.	Inte- rim relief	Total			
Soaking etc.	0.75	1.00	0.48	2.23	0.33	2.56	2.56—0.06—3.16

*Minimum recommended wage is Rs. 3.00 per day, or Rs. 78 p.m.

@At the minimum of the scale.

**List of designations/operations in each category carrying the same rate of wages is given in Annexure 2(g)-I.

ANNEXURE 2 (g)—I

Statement giving a list of designations/operations carrying the same rate of wages

MYSORE STATE]

(In rupees paise)

Minimum wages fixed under Min. Wages Act				Designation/operation
Sl. No.	Basic pay	D.A.	Total	
PART-I—CHROME TANNING				
<i>Daily rate</i>				
1	1-00	1-00	2-00	Helpers in all departments, Drumboys, hand setters, dusters, stakers, strainers, Beamers, Shaving learners, samming helpers, drivers, cleaners.
2	1-13	1-00	2-13	Fleshers, scudders, goat-skin, knifers, seasoners, sprayers, setting machine operators, setters.
3	1-31	1-00	2-31	Machine operators (of buffing machine, emery wheel, glazing machine, press machine). Hand ironers, boarders.
4	1-50	1-00	2-50	Fitters, shavers, splitters, drivers, masons, car- penters.
PART-II—OTHER TANNERIES				
(Vegetable tainning) Hides/skins				
<i>Wages per unit</i>				
5	0-75	1-00	1-75	Soaking, Elangaram, Mettu, Tans (or) setting, Thotti.
<i>Monthly rate</i>				
6	37-50	30-00	67-50	Watchmen.

ANNEXURE 2 (h)
PUNJAB AND HARYANA

(In rupees paise)

Category	*Existing wages as on 1-4-1969			15% increase	@Re- com- mended wages	Scale of wages (Span of 10 years)
	Min. wages under Min. Wages Act	In- terim Relief	Total			
Daily Rate						
Un-skilled etc. . . .	2.80	3.18	0.38	0.48	3.66	3.66—0.04—4.06
Scudders etc. . . .	3.00	0.23	3.23	0.48	3.71	3.71—0.08—4.51
Monthly Rate						
Un-skilled etc. . . .	75.00	10.00	85.00	12.75	97.75	97.75—1.04—108.15
Scudders etc. . . .	81.00	6.00	87.00	13.05	100.05	100.05—2.08—120.85
Machine operators . .	87.00	6.00	93.00	13.95	106.95	106.95—2.60—132.95
Splitters (for full hides)	98.00	6.00	104.00	15.60	119.60	119.60—3.12—150.80

@At the minimum of the scale.

NOTE.—The recommended wages and scale of wages given above are applicable to the tanneries in the States/Union Territories of Delhi, Himachal Pradesh and Jammu & Kashmir.

*List of designation/operations in each category carrying the same rate of wages is given in the Annexure 2(h)-I.

ANNEXURE 2 (h)—I

*Statement giving a list of designations/operations carrying the same
rate of wages*

PUNJAB AND HARYANA

Sl. No.	Minimum wages fixed under Minimum Wages Act (in rupees paise)		Designation/operation
	Daily rate	Monthly rate	
1	2.80	75.00	Unskilled, soaking man, hangman, oil-man, leach houseman, lime-yardman, Delimingman, Tan-yardman, drum-man.
2	3.00	81.00	Scudder, Dyer, Finisher, Flesher, Setter.
3	..	87.00	Machine operators of all the machines.
4	..	98.00	Splitters (for full hides).

ANNEXURE 2 (i)

TAMIL NADU

(In rupees paise)

Category**	Existing wages as on 1-4-1969				15% in- crease	@ Re- com- mended wages	Scale of wages (Span of 10 years)
	Min. wages as on 1-4-69	Inter- rim Relief	In- crease given under an award	Total			

PART I—TANNERIES-CUM-LEATHER MANUFACTORIES

Daily rate

Helpers in all depart- ments except in foundry	2.20	0.48	0.25	2.93	0.44	3.37	3.37—0.06—3.97
Helpers in Foundry department.	2.24	0.48	0.25	2.97	0.45	3.42	3.42—0.06—4.02
Fleshers etc.	2.35	0.48	0.25	3.08	0.46	3.54	3.54—0.06—4.14
Fitters	2.39	0.48	0.25	3.12	0.47	3.59	3.59—0.06—4.19
Glazing Machine Operators (Glazekid)	2.51	0.48	0.25	3.24	0.49	3.73	3.73—0.08—4.53
Masons etc.	2.56	0.48	0.25	3.29	0.49	3.78	3.78—0.08—4.58
Shavers etc.	2.66	0.48	0.25	3.39	0.51	3.90	3.90—0.08—4.70
Drivers	2.72	0.48	0.25	3.45	0.52	3.97	3.97—0.10—4.97

PART II—OTHER TANNERIES

(i) *Daily rate*

Unskilled workers	1.75	0.48	0.25	2.48	0.37	3.00*	3.00—0.04—3.40
Adolescent workers	1.87	0.48	0.25	2.60	0.39	(2.85) 3.00* (2.99)	3.00—0.04—3.40

(ii) *Monthly rate*

Adolescent workers	53.40	12.50	6.50	72.40	10.86	83.26	83.26—1.04—93.66
Watchman	73.00	12.00	6.50	91.50	13.73	105.23	105.23—2.60—131.23

(iii) *Piece rate**Rate for first unit*

Turning of skins & hides in lime pits or bark pits.	1.22	0.23	0.50	1.95	0.29	2.24	2.24—0.06—2.84
Piece rate workers	1.93	0.23	0.50	2.66	0.40	3.06	3.06—0.06—3.66

@At the minimum of the scale.

*Minimum recommended wage is Rs. 3/- per day or Rs. 78 per month.

NOTE.—The recommended wages and scale of wages given above are applicable to the workers in tanneries in Pondicherry and Keraikal.

**List of designations/operations in each category carrying the same rate of wages is given in Annexure 2(i)-I.

ANNEXURE 2(i)—I

Statement giving a list of designations/operations carrying the same rate of wages

TAMIL NADU

Sl. No.	Minimum wages fixed under Min. Wages Act (in rupees paise)	Designation/operation
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PART I—TANNERIES-CUM-LEATHER MANUFACTORIES

Daily rate

1	2.20	Helpers in all departments except in foundry, drum-boys, shaving learners, samming helpers, setting machine operators, hand setters, dustors, stakers, strainers, seasoners, sprayers, buffing machine operators, emery wheel operators, glazing machine operators (cow), trimmers, press machine operators, hand ironers, boarders, beamers, setters.
2	2.24	Helpers in foundry department.
3	2.35	Fleshers, scudders, goat-skin knifers.
4	2.39	Fitters in foundry department.
5	2.51	Glazing machine operators (glazekid).
6	2.56	Masons, carpenters.
7	2.66	Shavers, splitters.
8	2.72	Drivers.

General categories employed in Tanneries

(Excluding the tanneries-cum-leather manufactories)

Monthly rate

9	73.00	Watchmen.
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PART II—OTHER TANNERIES

Rate for first unit

10	1.22	Turning of skins and hides in limepits or bark pits.
11	1.93	Piece-rate workers.

Daily rate

12	1.75	Unskilled workers
13	1.87	Adolescent workers.

Monthly rate

14	58.40	Adolescent workers.
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ANNEXURE 2(j)

UTTAR PRADESH

(In Rupees paise)

Category	Existing wages as on 1-4-1969			15% in- crease	Re- com- mended wages@	Scale of wages (Span 10 years)
	Min. wages under Min. Wages Act	Interim relief	Total			

<i>Daily Rate</i>						
KANPUR						
Unskilled . .	2.77	0.48	3.25	0.49	3.74	3.74—0.04—4.14
Semi-skilled*	..	..	..	..	4.49	4.49—0.06—5.09
Skilled@@ . .	..	..	..	..	5.24	5.24—0.08—6.04
AGRU						
Unskilled . .	2.54	0.48	3.02	**	3.51	3.51—0.04—3.91
Semi-skilled*	..	..	..	..	4.21	4.21—0.06—4.81
Skilled@@ . .	..	..	..	..	4.91	4.91—0.08—5.71
OTHER AREAS						
Unskilled . .	2.31	0.48	2.79	**	3.28	3.28—0.04—3.68
Semi-skilled* . .	..	..	..	..	3.94	3.94—0.06—4.54
Skilled@@ . .	..	..	..	..	4.60	4.60—0.08—5.40

*Recommended wages of semi-skilled workers are arrived at by increasing the wages of unskilled workers by 20%

@@Recommended wages of skilled workers are arrived at by increasing the wages of unskilled workers by 40%.

**The wages for Agra and other areas are arrived at by maintaining the original differentials.

@At the minimum of the scale.

ANNEXURE 2 (j)—Contd.

(In Rupees paise)

Category	Existing wages as on 1-4-1969			15% in- crease	Re- com- mended wages@	Scale of wages (Span 10 years)
	Min. wages under Min. Wages Act	Interim relief	Total			
<i>Monthly Rate</i>						
KANPUR						
Unskilled . . .	72.00	12.50	84.50	12.68	97.18	97.18—1.04—107.58
Semi-skilled* . . .	..	..	..	..	116.62	116.62—1.56—132.22
Skilled† . . .	..	..	..	..	136.06	136.06—2.08—156.86
AGRA						
Unskilled . . .	66.00	12.50	78.50	**	91.18	91.18—1.04—101.58
Semi-skilled* . . .	..	..	..	..	109.42	109.42—1.56—125.02
Skilled† . . .	..	..	..	..	127.66	127.66—2.08—148.46
OTHER AREAS						
Unskilled . . .	60.00	12.50	72.50	**	85.18	85.18—1.04—95.58
Semi-skilled* . . .	..	..	..	..	102.22	102.22—1.56—117.82
Skilled† . . .	..	..	..	..	119.26	119.26—2.08—140.06

*Recommended wages of semi-skilled workers are arrived at by increasing the wages of unskilled workers by 20%.

†Recommended wages of skilled workers are arrived at by increasing the wages of semi-skilled workers by 40%.

**The wages for Agra and other areas are arrived at by maintaining the original differentials.

@At the minimum of the scale.

ANNEXURE 2 (k)

WEST BENGAL

(In rupees paise)

Category	† Existing wage under Min. Wages Act as on 1-4-1969					15% in- crease	Re- com- mended wages*	Scale of wages (Span 10 years)
	Basic pay	D.A.	Variable 'D.A.'	Interim Relief	Total			
Unskilled	35.00	26.00	25.55	6.00	92.55	13.88	106.43	47.43—1.04—57.83
Semi-skilled	43.00	25.50	25.55	6.00	100.05	15.01	115.06	53.06—1.56—68.66
Skilled	53.00	29.50	26.55	6.00	115.05	17.26	132.31	65.31—2.08—86.11

*Includes dearness allowance of Rs. 59, Rs. 62 and Rs. 67 for unskilled, semi-skilled and skilled workers respectively.

† Includes the increases given under an award.

NOTE.—The recommended wages are applicable to the workers in tanneries in the states of Assam, Manipur and Tripura also.

ANNEXURE 3

Illustrations of Fitment of workers

Illustration No. 1

An Helper in a tannery in Tamil Nadu:

Existing Wages:

	Ra.
Consolidated wages	2.20 per day
Interim relief	0.48 per day
Increase under an Award	0.50 per day.
TOTAL	3.18 per day

The recommended scale is Rs. 3.37—0.06—3.97.

He will receive under our recommendations Rs. 3.37 on 1-7-1969.

If he has put in 11 years' service, he will receive two increments of Rs. 0.06 each and his wages will be Rs. 3.49 per day.

Illustration No. 2*Piece-rated (Deliming) worker in a tannery in Tamil Nadu:**Existing wages/earnings:*

	Rs.
Daily earning for 3 units (1.93+0.84+0.84)	3.61 per day
Increase on account of Award	0.50 per day
Interim relief	0.23 per day
TOTAL	4.34 per day
<hr/>	
According to our recommendations, he will receive for 3 units (Rs. 3.06+0.84+0.84).	4.74
His existing wages inclusive of Award increase and interim relief for the first unit.	2.66
His revised wages for the first unit	3.06
Total increase for the first unit	0.40

If the above worker has 6 years' service to his credit on 1-7-1969 he will receive one increment of Rs. 0.06 on account of service weightage and his wages will be Rs. 3.06+0.06=Rs. 3.12 for the first unit.

NOTE.—In the above illustration, the increase works out to Rs. 10.40 per month. This is more than Rs. 10. The first instalment payable is Rs. 10. But this is a marginal case where Rs. 0.40 alone need be paid in the second instalment and as such Rs. 10.40 may be given in one instalment.

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Illustration No. 3*Unskilled worker in a tannery in Tamil Nadu:**Existing wages:*

	Rs.
Basic wage	Re. 1.00 per day or 26.00 p.m.
Dearness allowance	106.50 p.m.
Interim relief	6.00 p.m.
TOTAL	138.50

The above worker is receiving more than the maximum of the recommended scale viz. Rs. 3.40 per day or Rs. 88.40 p.m. He will, therefore, receive only an *ad hoc* payment of Rs. 7.50, making a total of Rs. 138.50+Rs. 7.50=Rs. 146.00 p.m.

Illustration No. 4*An unskilled worker in Kanpur:**Existing Wages:*

	Rs.
Basic pay	9.62 p.m.
Dear Food Allowance	103.74 p.m.
Interim relief	6.00 p.m.
TOTAL	119.36 p.m.

The above worker is receiving more than the maximum of the recommended scale *viz.* Rs. 107.58. So he will be paid only an *ad hoc* amount of Rs. 7.50 making a total wage of Rs. 119.36+Rs. 7.50=Rs. 126.86 p.m. However, if Dear Food Allowance falls on account of fall in consumer price index to such an extent that the total wages would come to less than Rs. 107.58 plus D.A. if any according to Wage Board's recommendations, his wages would be pegged at Rs. 107.58+such D.A.

Illustration No. 5*A shoe-maker in Agra:*

Existing wages/emoluments=Rs. 150.

The Wage Boards' increase for the above worker is Rs. 16.12.

His total will be Rs. 166.12.

The above increase of Rs. 16.12 has to be phased by giving on 1-7-1969 Rs. 10 (to make the total wages/emoluments of Rs. 150+Rs. 10=Rs. 160) and on 1-1-1970 Rs. 6.12 more, to make the total of Rs. 166.12.

If the above worker has 11 years' service to his credit, he will receive two extra increments of Rs. 1.56 each. His wages/emoluments on 1-7-1969 will be Rs. 160+Rs. 3.12=Rs. 163.12 and on 1-1-1970 it will be Rs. 166.12+Rs. 3.12=Rs. 169.24.

Illustration No. 6*A clerk in a tannery in Tamil Nadu:**Existing Wages:*

	Rs.
Consolidated wage	78.00
Interim relief	7.00
TOTAL	85.00

The recommended scale for this employee is Rs. 90-5-140-6-170. He will be fitted in the minimum of the above scale at Rs. 90. However, as the Notification No. 3537 (Labour), dated 15-10-1968

issued by the Government of Tamil Nadu has fixed the wages of a Clerk at Rs. 97.50 and as he would be in receipt of interim relief of Rs. 6 at the time of implementation of the recommendations making a total of Rs. 97.50+Rs. 6.00=Rs. 103.50, he will be fitted at Rs. 105 in the scale.

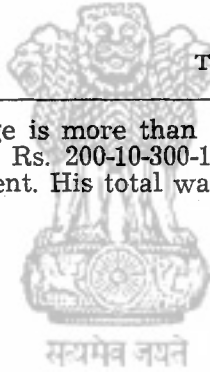
If, however, he has 12 years' service to his credit he will receive two extra increments and his basic wages will be Rs. 105+Rs. 10=Rs. 115 in the recommended scale.

Illustration No. 7

A technician in a shoe factory:

	Rs.
Basic wage	400.00
Dearness allowance	75.00
Interim relief	5.00
<hr/>	
TOTAL	480.00

As his total existing wage is more than the maximum of the grade recommended by us viz. Rs. 200-10-300-15-450, he will receive only Rs. 12.50 as *ad hoc* payment. His total wages will be Rs. 492.50.



CHAPTER VII

SUMMARY OF CONCLUSIONS AND RECOMMENDATIONS

7.1. Leather and leather goods industry is an important one, providing employment to a large number of workmen belonging to the backward communities and earning considerable foreign exchange (para 2.34). But more foreign exchange can be earned if finished leather rather than semi-finished leather is exported and this can be achieved to some extent by adopting modernisation in the methods of tanning (2.35). Manufacture of footwear is one of the important items in the leather goods industry. The marketing of shoes produced by the cottage units is exposed to some malpractices like 'chit' and "footage" system. To minimise the evils of the above malpractices the Board recommends that the Khadi and Village Industries Commission may make necessary arrangements for starting a central marketing depot with the main object of purchasing the goods manufactured by cottage sector and also to render technical help through their utility centres to maintain the quality of goods (paras 2.48 and 2.49). In the manufacture of the other leather goods like suit cases, hand bags etc., on account of sub-standard fittings used the general get up of the finished product suffers. The State Trading Corporation may also take the same interest in the export of other leather goods as it has evinced in the case of export of footwear (para 2.53).

Coverage

7.2. The recommendations of this Board shall apply to all leather and leather goods establishments where manufacturing processes are being carried on and where 20 or more persons are employed without the aid of power or 10 or more persons are employed with the aid of power. A list of establishments so covered is given in Appendix II. Further, our recommendations apply to all units now in existing or which would come into existence hereafter, provided they fall within the terms of reference given to the Board. The list shown in Appendix II is only illustrative and not exhaustive (para 3.3).

7.3. Those establishments which specialise in taxidermy are excluded from the Board's purview (para 3.4).

7.4. Raw hide godowns and sales depots, if they are directly owned by the management of the tannery or leather goods establishment, will also be covered by our recommendations (para 3.5).

7.5. Units manufacturing pickers and picking bands are covered by our recommendations for the reasons recorded in Chapter III (paras 3.10—3.19).

Scope

7.6. The categories of employees listed under 'A' below fall within the scope of our enquiry and those under 'B' are excluded from our purview :

'A'

- (a) All employees drawing a total wage not exceeding Rs. 500/- per month whether they be permanent, temporary, casual, time-rated or piece-rated; and manual, clerical, technical or supervisory ;
- (b) contract labour employed on work which is incidental to the manufacturing process and is necessary for it and of a perennial nature which must generally be done every day by workmen in the regular employ of the employer ;
- (c) probationers ; and
- (d) head office and branch office staff and staff in sales depots and purchase sections directly employed by the establishments but not otherwise.

'B'

- (a) Apprentices, learners and trainees ;
- (b) contract labour not covered by A(b) above, i.e., those employed temporarily on construction work laying of roads in the premises, repairs to building, etc. ; and
- (c) teaching staff in educational institutions attached to and managed by the leather and leather goods units (para 3.25).

Financial position of the leather and leather goods industry

7.7. A study of the financial position of leather and leather goods industry with a view to assess the capacity of the industry to pay has disclosed that the performance of the 33 units from whom accounts had been received was satisfactory. It must here be mentioned that, in spite of repeated requests, large number of units have either not furnished the financial data called for by the Board or supplied insufficient information with the result that the study has become restricted. Within the limitations that flow from the above situation, it has to be assumed that the satisfactory position shown by the 33 units may also be true in relation to the industry in general. An important consideration that weighed with the Board while analysing the financial position was the export capability of this industry. In recent years, while the quantitative exports of hides and skins showed some decline, that of footwear showed increase. However, to arrest the downward trend in the case of hides and skins and to promote further export of footwear, effective cost control measures may be necessary. The past satisfactory performance of the industry was on the basis of the existing wage structure which was low excepting in a few well-organised units. Steep increases in the wage bill may affect the economy of the units and hence we have suggested a reasonable increase in the wages as also a phased programme of payment wherever necessary (para 4.13.1 to 4.13.5).

Wages and Allowances—General principles

7.8. Where 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. Between these two limits the actual quantum of 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 localities ;
- (iii) the level of the national income and its distribution ; and
- (iv) the place of the industry in the economy of the country (para 5.1).

On the question of productivity, the Fair Wages Committee has observed that the fair wage should relate to a fair load of work. The Board does not propose to disturb the existing piece-rate system wherever it is prevalent and recommends that the piece-rate system may be extended to other tanneries where such a system does not exist after fixing fair work-loads by negotiation between the employers and the employees (para 5.9). In framing the wage structure the Board kept in view the factors referred to above.

For the reasons stated by the Board in Chapter V, it is not feasible to adhere to the norms as laid down by the 15th Indian Labour Conference and no wage fixing authority has yet been able to recommend the need-based minimum wage (para 5.26). The Board approached the problems confronting this industry in a realistic way, by recommending an improvement in the existing wages which are by and large governed by the Minimum Wages Act and by providing dearness allowance linked to the consumer price index wherever it is non-existent (para 5.28).

RECOMMENDED WAGES AND ALLOWANCES

Basic wages for workers other than clerical, technical or supervisory in leather industry (tanneries)

7.9. (a) All workers whether they are time-rated, piece-rated, daily rated or monthly rated shall be given an increase of 15 per cent over the existing wages on 1-4-1969. The expression existing wages means consolidated wages, or the basic wages, D.A. and/or variable dearness allowance brought upto 1-4-1969, or the piece-rates for the first unit, all fixed under the Minimum Wages Act and includes any payment made under an award or an agreement and the interim relief already given by the Board by Resolution No. WB-13(11)/66, dated the 16th December, 1966 (para 5.34).

(b) No worker shall receive less than Rs. 78 per mensem or Rs. 3 per day in any State (para 5.35).

(c) The increase of 15 per cent referred to above will be on the rate for the first unit of work. The work-loads relative to piece-rates shall be as they are at present (para 5.36—5.37).

(d) The minimum guaranteed wage, i.e. the fall-back wage for all piece-rated workers shall be Rs. 3 per day (para 5.39—5.40).

(e) Where no rates of wages have been fixed under the Minimum Wages Act for categories of workers other than unskilled workers, we recommend that a semi-skilled worker should get 20% more than the recommended wage for an unskilled worker, and a skilled worker 40% more than the recommended wage for the unskilled worker. Where there is a classification already, the 15% increase will apply to the wages of each of these three categories (para 5.41—5.42).

(f) In certain States no minimum rate of wages have been fixed for workers. For workers in these States, the wages shall be those prescribed for the neighbouring State, as indicated below :—

Sl. No.	Name of the state/Union territory wherein no minimum rates of wages have been fixed for this industry	Name of the neighbouring State
1	Assam	West Bengal
2	Manipur	West Bengal
3	Tripura	West Bengal
4	Orissa	Bihar
5	Rajasthan	Madhya Pradesh
6	Goa, Daman & Diu	Maharashtra, Zone IV
7	Delhi	Punjab/Haryana
8	Jammu & Kashmir	Punjab/Haryana
9	Himachal Pradesh	Punjab/Haryana
10	Pondicherry	Tamilnadu (para 5.43—5.44)

(g) The existing differences in the quantum of wages between one zone and another zone for the same category of workers in any state as well as for different skills have as far as possible been maintained (para 5.45).

Basic wages for workers other than clerical, technical and supervisory in leather goods industry including footwear.

7.10. Time rated and piece rated workers in the leather goods establishment including footwear shall draw increases in wages mentioned against each slab in the table below, over and above the wages or emoluments drawn by them as on 1-4-1969.

Present wages/emoluments	Wage Board's increase	Minimum recommended wage/emoluments for each slab	Yearly increment for 10 years
1	2	3	4
Upto and inclusive of Rs. 75 p.m.	Rs. 26.00	Rs. 78.00	0.04 paise per day or Rs. 1.04 p.m.
Above Rs. 75 p.m. but not more than Rs. 150 p.m.	16.12	101.00	0.06 paise per day or Rs. 1.56 p.m.
Above Rs. 150 p.m. and upto Rs. 500 p.m.	13.00	166.12	0.08 paise per day or Rs. 2.08 p.m.

The above Wage Board's increase is inclusive of interim relief (para 5.54).

Increments and grades for workmen other than clerical, supervisory and technical in leather and leather goods industry.

7.11. For the various categories of workers depending on their skills or the recommended wages, we have recommended increments ranging from Rs. 0.04 per day or Rs. 1.04 per month to Rs. 0.10 per day or Rs. 2.60 per month except for 'splitters' in Punjab for whom an increment of Rs. 0.12 per day or Rs. 3.12 per month has been given (para 5.58—5.59).

7.12. However, wherever workers have been classified as unskilled, semi-skilled and skilled either in our recommendations or under the Minimum Wages Act, the rates of increment will be Rs. 0.04 paise per day or Rs. 1.04 per month for the unskilled; Rs. 0.06 paise per day or Rs. 1.56 per month for the semi-skilled; and Rs. 0.08 paise per day or Rs. 2.08 per month for the skilled categories (para 5.60).

7.13. The rates of increment for all piece-rated workers, irrespective of the emoluments drawn by them, shall be Rs. 0.06 paise per day or Rs. 1.56 per month. The scales of wages for all the categories shall be for a span of ten years. Annexures 2(a) to 2(k) to Chapter V give the grades of wages for workers in tanneries in various states (para 5.61).

7.14. Workers in leather goods industry will receive increments indicated in column 4 of the table given in para 5.54 and this will be added to the Wage Board increase every year (para 5.63).

Wages for clerical, supervisory and technical staff in leather and leather goods industry.

7.15. The following are the scales of pay recommended for the clerical, supervisory and technical staff in the leather and leather goods industry :—

		<i>Clerical</i>				
Grade						
I	Rs. 90—5—140—6—170					(15 years)
II	Rs. 120—7—190—8—230					(15 years)
III	Rs. 160—10—260—12—320					(15 years)
		<i>Supervisory and Technical</i>				
A	Rs. 85—4—125—6—155					(15 years)
B	Rs. 120—6—180—8—220					(15 years)
C	Rs. 150—8—230—10—330					(20 years)
D	Rs. 200—10—300—15—450					(20 years)
						(para 5.67)

More than one scale has been prescribed for the above categories in order that the appropriate grade can be chosen by the individual factories concerned depending upon their size, nature of work, possibility, financial capacity and the salary drawn by the individual at present (para 5.68).

Service weightage :

7.16. Workers on permanent rolls in tanneries, clerical, supervisory or technical staff in tanneries and leather goods establishment shall receive one increment in the recommended grades applicable to them for every five completed years of service subject to a maximum of two increments, after being brought to the minimum of the grade or to a step in the recommended scale equivalent to immediately higher step in the recommended scale. In the case of workers in the leather goods units, the service weightage will be added to the Wage Board's increase (para 5.70).

Dearness allowance for workers including clerical, technical and supervisory staff in leather and leather goods industry.

7.17. Dearness allowance comes into effect when the average All India Consumer Price Index (1960=100) goes up by 5 points over 178, the average for the six month period July to December, 1968 to which the wages recommended by the Board has been notionally related. The amount of dearness allowance is Rs. 1.30 per mensem or Rs. 0.05 per day for every 5 points. There will be reduction in the dearness allowance if the consumer price index records a fall by 5 points but there will be no downward adjustment of the dearness allowance for a fall below 178 points. The adjustments in dearness allowance shall be made every six months on 1st October and 1st April, the first one being made in October, 1969, if there is an increase in the average consumer price index as indicated above. For the revision in October the average of the index shall be for the six month period January to June of the same year and for that in April the relevant average will be the six month period July to December of the previous year (para 5.72).

7.18. The fixed dearness allowance now paid in Mysore under the Minimum Wages Act will be merged with the basic wages recommended by the Board. The dearness allowance payable for unskilled, semi-skilled and skilled workers in tanneries in West Bengal is Rs. 59/-, Rs. 62/-, and Rs. 67/- respectively as fixed by the Government of West Bengal in their notification dated 23rd May, 1969. The other conditions regarding variation in dearness allowance, linking etc. will be the same as in the above notification (para 5.73).

7.19. In Punjab, the dearness allowance and other conditions pertaining to D.A. will be as prescribed under the Minimum Wages Act in notification No. 11995-2.L&E-68/25111, dated the 4th July, 1969 (para 5.74).

7.20. For workers in leather goods establishments, the dearness allowance will be as for the workers in tanneries (para 5.75).

7.21. Clerical, technical and supervisory staff will also be paid the same dearness allowance as for workers in tanneries except in West Bengal and Punjab. In West Bengal the dearness allowance payable for these categories will be Rs. 75/- as prescribed in notification dated 23rd May, 1969 issued by the Government of West Bengal under the Minimum Wages Act. So also for clerical, supervisory and technical staff in Punjab the dearness allowance formula will be as stated by the Government of Punjab in their recent notification dated 23rd May, 1969 (para 5.76—5.77).

Ad hoc increase :

7.22. Workers in tanneries other than clerical, technical and supervisory staff who, by reason of their emoluments being higher than the maximum of the grades recommended by us, are not benefited by our recommendations, will receive an ad hoc payment of Rs. 0.29 per day or Rs. 7.50 per month over and above their emoluments plus the amount of interim relief. Clerical, technical and supervisory staff in tanneries and leather goods units, if they are not benefited by our recommendations, will receive Rs. 12.50 per month in addition to the interim relief. The ad hoc increase and the interim relief shall be treated as pay for all purposes. If the present emoluments including interim relief in the above instances are higher than the maximum of the grades recommended by us by an amount less than Rs. 7.50 or Rs. 12.50 as the case may be, the short-fall shall be made good (para 5.78—5.79).

7.23. The wages of a worker who is in receipt of higher wages than that we have recommended on account of variable dearness allowance or dear food allowance shall not fall below the maximum of the grade (in which he would have been fixed if he had not been in receipt of higher wages) plus the dearness allowance, if any, according to the Wage Board recommendations at the relevant time, even though there is a fall in the consumer price index to which the existing dearness allowance or dear food allowance is linked (para 5.80—5.81).

Phasing

7.24. To avoid hardship to the units paying substantially lower wages than the recommended wages, the difference between the recommended wages and the existing wages shall be made up in two equal instalments. The first instalment will be paid on the date of implementation and it will be not less than Rs. 10/- and the balance, if any, shall be paid on 1st January, 1970 (para 5.82).

Fitment

7.25. The general principles as well as some examples for fitment for all categories of workers in leather and leather goods industry have been given in detail in Chapter V. In the process of fitment marginal adjustments, if found necessary, may be made by the employers and the employees after mutual discussion (paras 5.83 to 5.89).

New Units

7.26. Tanneries which may come into existence hereafter will pay the same wages and dearness allowance as recommended by the Board for the existing units (para 5.90).

7.27. Because we have recommended only increases over existing wages for workers in leather goods establishments now functioning and as there are no existing wages for workers in establishments which may come into existence hereafter, the following wages are recommended for such new establishments :—

Unskilled workers	. . . . .	Rs. 78.00 p.m. or Rs. 3.00 per day
Semi-skilled	. . . . .	Rs. 93.60 p.m. or Rs. 3.60 per day
Skilled workers	. . . . .	Rs. 109.20 p.m. or Rs. 4.20 per day

The above is, however, subject to the following conditions :—

- (i) If the rates prescribed under the Minimum Wages Act and applicable to the workers are higher than those mentioned above, such higher rates shall be paid to the workers, together with the increases recommended by us in paragraph 5.54 of the report ;
- (ii) If the workers are paid on piece-rate basis, the piece-rate earnings per day or per month should not fall below the wages mentioned above.

The workers should also be paid the dearness allowance prescribed by this Board as and when it falls due. They will be also eligible for increments prescribed for these categories of workers in paragraph 5.63.

7.28. Clerical, technical and supervisory staff, both in leather and leather goods establishments, which come into existence hereafter, will get the starting basic wages prescribed by us. They will also be given dearness allowance at the prescribed rate, if due, on the basis of consumer price index (para 5.91 to 5.93).

Women workers.

7.29. The Board would like to commend the I.L.O. Convention No. 100 wherein it was laid down that equal remuneration for men and women workers for work of equal value should be paid (para 5.94).

Financial burden.

7.30. The approximate increase in the wage burden as a result of the Board's recommendation would be Rupees forty lakhs per annum for both the leather and leather goods industry. This estimate suffers from certain limitations already stated (para 5.95).

Conclusion.

7.31. We have endeavoured to the best of our ability to visualise and provide for various contingencies that may arise in the implementation of our recommendations. But there may be some marginal cases which should be resolved by the employers and the employees in a spirit of mutual goodwill. Otherwise our recommendations should not be mutilated and must be taken as a sort of package. It is, however, made clear that nobody shall be adversely affected by reason of our recommendations (para 5.96).

Welfare measures.

7.32. Working conditions in a majority of leather and leather goods units need improvement in respect of ventilation, working space, drinking water, bathing facilities, etc. Gloves, aprons and protective equipment should be provided in operations like soaking, deliming, etc. if they are not already provided and workers must co-operate and use them properly (para 6.2).

7.33. The following leave facilities should be provided to the workers :—

- (i) In addition to the privilege leave as per the Factories Act, casual leave with pay for 5 days in a year for permanent workers.
- (ii) Six paid National and Festival Holidays in a year. These holidays are to be determined by mutual consent between employers and employees (para 6.3).

7.34. The employers and employees of each leather and leather goods unit should come together and work out a mutually agreeable gratuity scheme commensurate with the financial position of the individual factories (para 6.4).

7.35. The Wage Board recommends that the concerned State Governments or the Central Government in liaison with State Governments may consider a scheme of Welfare Fund by levying a cess to provide welfare facilities to the workers in this industry, including medical facilities (where the E.S.I. Scheme is not in force) to give loans to workmen on easy terms to build their own houses (para 6.5).

7.36. If the existing facilities are more advantageous they should be continued (para 6.6).

Date of implementation.

7.37. The Board is of the opinion that its recommendations shall come into effect on and from 1st July, 1969 and should be in force for a period of five years from the date of implementation (para 5.97).

सत्यमेव जयते

CHAPTER VIII

ACKNOWLEDGEMENTS

8.1. We have great pleasure in expressing our thanks to the Ministry of Labour, Employment & Rehabilitation (Department of Labour and Employment), Government of India, New Delhi, for their valuable help and co-operation extended to the Board.

8.2. The Director, Labour Bureau, Simla; the Director of Central Leather Research Institute, Madras; the Development Commissioner (Small Scale Industries), Delhi, and his officers of the Small Industries Service Institute at various places; the Madras State Small Industries Corporation Ltd., Madras; and J. & K. Industries Ltd., Srinagar, have all rendered as much assistance as was possible for which the Board is deeply indebted.

8.3. Our thanks are due to the Principal, Halim Muslim Inter College, Kanpur; the Regional Director, Central Board for Workers' Education, Calcutta; and the Textile Commissioner, Bombay, for sparing their halls to hold public hearings at these places.

8.4. The various Departments of the State Governments such as those of the Labour Commissioner, the Chief Inspector of Factories and the Directors of Industries, with whom we have been in correspondence for information regarding the number of units, employment, prevailing rates of wages, etc., rendered us great assistance for which we are thankful.

8.5. During the visits of the Chairman and Members of this Board to the various Leather and Leather Goods establishments, the Proprietors, Partners and Officers of the managements of these units offered their co-operation by taking them round their units. We are obliged to them and also to the Federations of Employers and Employees and union leaders for presenting their views to the Board during the course of the public hearings.

8.6. Shri B. K. Jayarama Rao, who was also the Secretary when the Wage Board for Cement Industry and the Wage Board for Heavy Chemicals and Fertilizer Industries submitted their reports to the Government, gained considerable experience which stood him in good stead in understanding the problems of this industry. He has been of considerable assistance to the Board and his suggestions on some important questions were of real value. The Board fully recognises the merit of his work.

8.7. Shri S. Ramamoorthy, Assistant Accounts Officer, analysed the balance sheets on such material that was available and assisted the Board ably in reaching conclusions on the question of financial capacity of the industry.

8.8. Shri P. T. S. Murty, who was the Assistant Secretary of the Board, has done good spade work. He left the Board on promotion to a higher post on 1-10-1967.

8.9. Shri S. K. Rao, our Senior Investigator took considerable pains in analysing the various data regarding employment, wages, etc., and discharged his duties ably.

8.10. We wish to place on record our deep sense of appreciation for the full co-operation and hard work that all the members of our staff put forth ungrudgingly. Our Accounts Section, our Stenographers, our Typists and other Clerical establishment including Class IV, bore the burnt cheerfully and discharged their duties to the entire satisfaction of the Board.

8.11. Naturally, there was difference of opinion between the Members of the Board on various vital issues that confronted them. But by taking a realistic view of every problem and with a spirit of 'give and take' between the Members, the Board was able to submit a unanimous report to the Government. The Chairman places on record his deep sense of appreciation for the manner in which all the Members of the Board approached this difficult task and achieved this happy result.



Sd/- M. SRIRAMAMURTY,
Chairman.

Independent Members :

} T. Jiyyor Das
D. L. Narayana

Members representing Employers :

} Haji Mohd. Sami
A. Mohd. Ghouse

Members representing Workers :

} Ramananda Das
Sailen Panig

Sd/- B. K. Jayaramo Rao,
Secretary.

Dated : 14th August, 1969.

APPENDIX I

TELEGRAMS: WAGEBOARDS

PHONE: 442290

GOVERNMENT OF INDIA

MINISTRY OF LABOUR, EMPLOYMENT & REHABILITATION CENTRAL WAGE BOARD FOR LEATHER & LEATHER GOODS INDUSTRY

Ref: No. CWB/L/67

'Lemone House',
No. 5, Venkatanarayana Road,
T. Nagar, Madras-17.

Dated: 1st September, 1967.

From

M. Sriramamurthy,
Chairman.

To

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SUB.:—Questionnaire—reply requested.

Dear Sir,

The Government of India in the Ministry of Labour and Employment (Department of Labour & Employment) has by Resolution No. WB-19(2)/65, dated 21-3-1966 (amended by Resolution No. WB-19(2)/65, dated 19-8-1966) constituted a Wage Board for Leather and Leather Goods Industry. A copy of the Resolution is enclosed. The terms of reference in the Resolution require the Board to work out a wage structure for the employees of the Industry based on the principles set forth in the Report of the Committee on Fair Wages and in the explanations stated in the Resolution. On page 3, by way of introduction you will find extracts from the report of the Committee on Fair Wages and the main conclusions of the 15th Sessions of the Indian Labour Conference held on 11th and 12th July 1957, which have to be taken into consideration.

2. The Board has prepared a questionnaire (enclosed) to be issued to the employers and workers of the Leather and Leather Goods Industries, their Central Organisations, Associations, Universities and Individuals who may be in a position to assist the Board in the matters under investigation.

3. The Board will be grateful if you will be so good as to answer as many questions as you can. Please send 10 copies of your reply. In this connection, your attention is invited to para 3(b) of the Government Resolution, dated 21-3-1966 wherein the Board has been advised to evolve, if necessary, separate wage structures for (a) Tanneries and (b) Leather and Footwear Industry. It will be appreciated if separate replies are given wherever necessary for these two industries. As the Board desires to proceed with its work without any loss of time, it is requested that your replies to the Questionnaire may kindly be sent so as to reach the Board not later than 1st October 1967.

4. Furthermore, please be good enough as to let the Board know whether you would like to appear personally before it to support and/or amplify the views which you may express in your replies to the Questionnaire.

5. Any contribution which you will make to the matters connected with the work of the Board would be of considerable help and would be greatly appreciated.

6. The managements of Leather and Leather Goods Industry to whom the Questionnaire is addressed are requested to exhibit copies of this letter and the questionnaire (sent herewith) on the notice boards of their factories and officers for the information of the workmen.

Kindly acknowledge receipt of this communication and enclosure.

Yours faithfully,
Sd/- M. Sriramamurty,
Chairman.

(To be published in the Gazette of India, Part I, Section I)

GOVERNMENT OF INDIA
MINISTRY OF LABOUR, EMPLOYMENT & REHABILITATION
(DEPARTMENT OF LABOUR & EMPLOYMENT)

Dated, New Delhi the 21st March, 1966.

RESOLUTION

WB-19(2)/65.—In pursuance of the recommendations made in para 25 of Chapter XXVII of the Second Five Year Plan and in para 20 of Chapter XV of the Third Five Year Plan, the Government of India have decided to set up a Central Wage Board for the Leather and Leather Goods Industry.

2. The composition of the Wage Board will be as follows:—

Chairman:

Shri M. Sriramamurty

Independent Members:

Shri T. Jijayar Das

Dr. D. L. Narayana

Members Representing Employers:

Shri Haji Mohamed Sami

Shri A. Mohd. Ghouse

Members Representing Workers:

Shri Ramanand Das

Shri Sallen Paul

3. The following will be the terms of reference of the Board:

- (a) to determine the categories of employees (manual, clerical, supervisory, etc.) who should be brought within the scope of the proposed wage fixation;
- (b) to work out a wage structure based on the principles of fair wages as set forth in the Report of the Committee on Fair Wages; as conditions and problems in Tanneries differ substantially from those in leather and foot-wear industries the Board shall take into account such differences while making its recommendations, and if necessary evolve separate wage structures for these two industries.

Explanation:—In evolving a wage structure the Board will take into account, in addition to the considerations relating to fair wages:—

- (i) the needs of the industry in a developing economy including the need for maintaining and promoting exports;
- (ii) the requirements of social justice;
- (iii) the need for adjusting wage differentials in such a manner as to provide incentive to workers for advancing their skill;
- (iv) the special features of the leather and leather goods industry; and

- (v) the desirability of extending the system of payment by results.

*Explanation :—*In applying the system of payment by results, the Board shall keep in view the need for fixing a minimum (fall-back wage) and also to safeguard against overwork and undue speed.

4. The coverage of the Wage Board will be extended to establishments:—

- (i) whereon ten or more workers are working and in any part of which a manufacturing process is being carried on with the aid of power; and
- (ii) whereon twenty or more workers are working and in any part of which a manufacturing process is being carried on without the aid of power.

5. The Board may consider the demands of labour for the grant of interim relief and make recommendations thereon. While recommending such interim relief, the Board will take into account the different levels of wages in various units of the industry.

6. The headquarters of the Board will be located at Madras. The correspondence intended for the Board shall be addressed to the Chairman, Central Wage Board for Leather and Leather Goods Industry, 'Lemon House', No. 5, Venkatanarayana Road, T. Nagar, Madras-17.

Sd/- P. C. MATHEW,
Secretary to the Govt. of India.

No. WB-19(2)/65

New Delhi, the 21st March, 1966.

ORDER

ORDERED that a copy of the Resolution be communicated to all concerned.

ORDERED also that the Resolution be published in the Gazette of India, for general information.

Sd/- P. C. MATHEW,
Secretary to the Govt. of India.

THE FAIR WAGES COMMITTEE'S REPORT

As the wage structure is to be based on the principles of fair wages as set forth in the Report of the Committee on Fair Wages, the following extracts from the Report are reproduced:—

- (a) 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.
- (b) It will be seen from this summary of the concept of the living wage held in various parts of the world that there is general agreement that the living wage should enable the male earner to provide for 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.
- (c) The attainment of the living wage is, therefore, our objective too but nevertheless it is the duty of this Committee to examine how far present day circumstances permit us to approach the living wage and how a wage that might be considered fair could be fixed having regard to the many limitations that prevent the immediate attainment of the objective. On one point there is complete unanimity of opinion viz. that the fair wage should on no account be less than the minimum wage.

- (d) 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 and in the light of the comments given below:—
- (i) the productivity of labour ;
 - (ii) the prevailing rates of wages in the same or similar occupations in the same or neighbouring localities ;
 - (iii) the level of the national income and its distribution ; and
 - (iv) the place of the industry in the economy of the country.
- (e) As regards the measure of the capacity the Committee consider that in this context the main objective of the fixation of fair wages should not be lost sight of. The object is not merely to determine wages which are fair in the abstract but to see that employment at existing levels is not only maintained, but if possible increased. From this point of view, it will be clear that the level of wages should enable the industry to maintain production with efficiency. The capacity of industry to pay should, therefore, be assessed by the Wage Boards in the light of this very important consideration. The Wage Boards should also be charged with the duty of seeing that fair wages so fixed for any particular industry are not very much out of line with wages in other industries in that region.
- (f) We are of the view that in determining the capacity of an industry to pay it would be wrong to take the capacity of a particular unit or the capacity of all industries in the country. The relevant criterion should be the capacity of a particular industry in specified region and, as far as possible, the same wages should be prescribed for all units of that industry in that region.
- (g) We feel that before a wage-fixing machinery decides to make any allowance for benefits, statutory or otherwise granted to workers it must examine the nature and extent of these benefits. Where a benefit goes directly to reduce the expenses of a worker on items of expenditure which are taken into account for the calculation of the fair wage, it must necessarily be taken into account in fixing the actual fair wage payable.
- (h) The Committee decided that if the standard family was reckoned as one requiring three consumption units and providing one earner the decision would be in accord with the results of the family budget enquiries.
- (i) The Committee consider that in the fixation of wage differentials the following factors should be taken into account:—
- (1) the degree of skill,
 - (2) the strain of work,
 - (3) the experience involved,
 - (4) the training required,
 - (5) the responsibility undertaken,
 - (6) the mental and physical requirements,
 - (7) the disagreeableness of the task,
 - (8) the hazard attendant on the work, and
 - (9) the fatigue involved.

Extract from main conclusions of the 15th Session of the Indian Labour Conference (11th & 12th July, 1957)

1. With regard to the minimum wage fixation it was agreed that the minimum wage was 'need-based' and should ensure the minimum human needs of the industrial worker, irrespective of any other considerations. To calculate

the minimum wage, the Committee accepted the following norms and recommended that they should guide 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 consist of 3 consumption units for one earner; the earnings of women, children and adolescents should be disregarded.
- (ii) Minimum food requirements should be calculated on the bases of a net intake of 2,700 calories, as recommended by Dr. Aykroyd for an average Indian adult of moderate activity.
- (iii) Clothing requirements should be estimated at a per capita consumption of 18 yards per annum which would give for the average worker's family of four, a total of 72 yards.
- (iv) In respect of housing the norm should be the minimum rent charged by Government in any area for houses provided under the Subsidised Industrial Housing Scheme for low-income groups.
- (v) Fuel, lighting and other 'miscellaneous' items of expenditure should constitute 20 per cent. of the total minimum wage.

2. Wherever the minimum wage fixed went below the recommendations, it would be incumbent on the authorities concerned to justify the circumstances which prevented them from the adherence to the norms laid down.

3. As regards fair wages, it was agreed that the Wage Boards should go into the details in respect of each industry on the basis of the recommendations contained in the report of the Committee on Fair Wages.

QUESTIONNAIRE

1. Please give your:

- (a) Name,
- (b) Designation,
- (c) Full address, and
- (d) The name of Central Organisation/Association of Employers/Unions/, Federation you are affiliated to.

2. Are you answering on behalf of:

- (i) (a) Employer (please state whether Leather Industry, i.e., Tanneries and/or Leather Goods* Industry/Footwear@ Industry).
- (b) Trade Union (please state the factory/factories where your Union is functioning).
- (c) Association of Employers/Trade Unions.
- (d) In any other capacity (please specify).
- (ii) If for an employer, please state whether the employer is a—
 - (1) Public Limited Co.;
 - (2) Private Limited Co.;
 - (3) Partnership concern,
 - (4) Proprietary concern, or
 - (5) Government/Industrial Co-operative.

*Please give a list of leather and leather goods manufactured indicating the quantity and net value of goods in 1966.

@Wherever the foot-wear/leather Goods Industry owns also tanneries, information on subsequent question should be given separately in respect of Footwear/Leather Goods Industry and Tanneries.

(iii) If for an Association of Employers/Unions, please give the following information:

- (a) When was your Association established/registered?
- (b) Give the present membership and other particulars in the proforma given below:

Sl. No.	Name and address of the member factory/ Unions	In the case of factories name of the products produced	In the case of Unions names of factories where these are functioning and membership of the Unions
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NOTE.—Please list the factories/Unions state-wise.

4. Please give the following information in respect of Workers' Union(s) operating in your Factory:—

- (a) Number of Unions functioning in your Factory ;
- (b) Name(s) of the Union(s) ;
- (c) Membership in each Union ; and
- (d) Name of the Central Organisation to which affiliated,

5. In case you are a factory managed by Managing Agents/Secretaries, and Treasurers, please give their names and state how long they have been so managing.

6. Please give the following information in respect of the Head Office and the factories controlled by it:—

- (a) Number and names of factories controlled by Head Office as on 1-1-1967 ;
 - (b) Number of employees in the Head Office as on 1-1-1967 ;
 - (c) Total salary expenses of the Head Office for the year 1966 ; and
 - (d) Total Wage Bill in all the factories controlled by the Head Office for the year 1966.
7. (a) Please give a brief history of your establishment, its beginning, its progress through the years, its present position and its normal expectations of the future.
- (b) Please indicate the impact of the past three Five Year Plans on your industry.
- (c) What is the importance of your Industry in relation to foreign market?

II. WAGE STRUCTURE

8. Please give information regarding number of persons employed in your Unit and other details as on 1st January of each year in the proforma marked 'Annexure A'.

9. Please give the details of wages of employees as on 1st January, 1967, in the proforma marked 'Annexure B'.

10. Please give the total Wage Bill* and value of the various welfare amenities provided in your Unit in the proforma marked 'Annexure C'. Describe the amenities wherever possible in a brief note.

11. Please state how the present scales of wages were evolved (whether *ad hoc*, by agreement or award etc.). If it is under award or agreement, please furnish copies of the same.

*Wage Bill may be defined as basic wages, D.A. and other allowances including over-time.

17. Please state the number of employees in each category who have reached the maximum of their wage scales on or before 1-1-1967 or earlier in the following proforma:

NOTE.—Please give in brackets the number of women workers against each item.

13. What categories of workers should, in your opinion, be covered by this inquiry? Would you suggest a suitable wage limit for the purpose? What categories of workers should be excluded and for what reasons?
14. Please state whether the existing nomenclature of occupations is acceptable to you; if not, what changes you would suggest and the reasons therefor.
15. How were the present differentials in wages in your Unit for different categories of workers arrived at? Do you consider that the present differentials provide for sufficient incentive? If not, what alternations would you suggest and the reasons therefor.
16. How would you assess the weightage to be given to the following factors in the fixation of wage differentials:
 - (a) Degree of skill,
 - (b) Strain of work,
 - (c) Experience involved,
 - (d) Training required,
 - (e) Responsibility undertaken,
 - (f) Mental and physical requirements,
 - (g) Disagreeableness of task,
 - (h) Hazard attendant on the work, and
 - (i) Fatigue involved.
17. Please state the number of employees in each category who have reached the maximum of their wage scales on or before 1-1-1967 or earlier in the following proforma:

Sl. No.	Designation	Wage Scale	Number of persons who have reached Maximum		
			Between 1-1-66 and 1-1-67	Between 1-1-64 and 1-1-66	Before 1-1-64

13. What categories of workers should, in your opinion, be covered by this inquiry? Would you suggest a suitable wage limit for the purpose? What categories of workers should be excluded and for what reasons?

15. How were the present differentials in wages in your Unit for different categories of workers arrived at? Do you consider that the present differentials provide for sufficient incentive? If not, what alternations would you suggest and the reasons therefor.

(a) Degree of skill,
(b) Strain of work,
(c) Experience involved,
(d) Training required,
(e) Responsibility undertaken,
(f) Mental and physical requirements.
(g) Disagreeableness of task,
(h) Hazard attendant on the work, and
(i) Fatigue involved.

17. Please state the number of employees in each category who have reached the maximum of their wage scales on or before 1-1-1967 or earlier in the following proforma:

18. Please indicate the industries which are situated in the region of your Unit and give the existing wages of various categories of employees engaged by them (such as manual, technical, supervisory, clerical etc.) showing the basic wages, dearness allowance etc., if they are paid separately? Please point out the industries in your region which are engaged in work similar to your unit and also the occupations in those industries which you consider to be the same and similar in nature to the occupations in your Unit.

19. (a) Please give the number of contractors and total number of workers employed through Contractors in the proforma indicated for the years 1962-66:

Sl. No.	Year	No. of contractors	No. of workers on 1st January of the year	Job on which contractor/workmen were employed	Minimum wages paid by the contractor	Maximum wage paid by the contractor	Remarks (Give reasons for engaging contract labour)
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(b) Please state whether the work in your Unit is seasonal. If so, give details including any retainer/payments for off-season to the workmen.

III. WAGE FIXATION

20. Please give the details of the cost of living of a family of unskilled workmen consisting of three consumption units in your Factory, together with the particulars called for in the proforma marked 'Annexure D'.

21. Please give the details of the Minimum Wages fixed for your industry under the Minimum Wages Act. A copy of the latest notification fixing the minimum rates of Wages may please be attached.

22. (a) Please suggest appropriate changes in the wage structure and dearness allowance, as you would wish them to be in your industry in juxtaposition with the Annexure B bearing in mind the Report of the Committee on Fair Wages and the Recommendations of the 15th Session of the Indian Labour Conference.

(b) Please give an estimate of the effect of your suggestions on the annual production cost and performance of your unit.

23. Please suggest methods of providing avenues of promotion from stage to stage to act as incentive to the employees.

IV. DEARNESS ALLOWANCE

24. Do you favour merging of the whole or part of the dearness allowance with basic wage? In case of complete merger how would you provide for wages varying with a rise or fall in the cost of living? In case of merger of part of D.A. how much D.A. should be merged with pay. What in your opinion is the level of Consumer Price Index Number below which you do not accept any fall? In case of complete merger how would you adjust the existing benefits e.g. gratuity fixed by awards or agreements in terms of basic wages.

25. (a) Do you think that the All India Consumer Price Index Number adequately reflects the changes in the cost of living of workers? If not, what kind of adjustments will be desirable and practicable?

- (b) Please state what should be the system and rate of dearness allowance for each category of workers and how the variation in the cost of living should be adjusted in the dearness allowance. If it is to be linked to the cost of living index, should it be linked to the All India Index, or to the local index? What is the present system of dearness allowance in your factory? In case there is no official local index, to which centre should the dearness allowance be linked—whether to the official Consumer Price Index of the nearest town or to the All India Consumer Price Index?

V. PRODUCTIVITY

26. (a) Has any work study and/or job evaluation been conducted in your Unit? If so, give details and results, with copies of reports of the same. Were Employees' representatives associated with the study?
- (b) How do you measure productivity of labour in your Unit?
- (c) If you consider that the productivity of labour in your Unit is low, what methods do you suggest to improve productivity?
- (d) If in your opinion productivity of labour in any occupation has increased, give particulars.
27. (a) What are the jobs where it is practicable to determine workloads? Please answer with reference to designation and job description given in 'Annexure B'.
- (b) In which of these jobs is it advisable to fix the work-loads?
- (c) What are the jobs out of the above, you think it is desirable to link wages with work-loads? If so, in what manner?
- (d) What are the jobs or processes where a group workload is necessary or practicable to devise?

VI. PRODUCTION/INCENTIVE BONUS

28. (a) State the class of workers and the occupations covered by piece rates, production/incentive system in your Unit. Has there been any occasion in the past 5 years where time rates were converted into piece rates or *vice versa*, for the same occupation? If so, give details together with copies of agreement entered into with the Union.
- (b) In the case of piece rated work, is there a system of testing and rejecting of Units? If so, please give details.
29. Please give the broad features of the production/incentive bonus scheme or any other incentive scheme operating in your Unit. What is your experience of the functioning of such a scheme?
30. Does the scheme operate for each section of the factory or for the plant as a whole? Do you work on any incentive scheme in respect of service departments and clerical categories? If so, please give details.
31. Please give details of average extra wage/rewards per month by way of incentive or production bonus, if any, received in the last 5 years in the Table given below:

Sl. No.	Name of the category	1962			1963			1964			1965			1966		
		1	2	3	1	2	3	1	2	3	1	2	3	1	2	3
1.	Unskilled workers															
2.	Semi-skilled workers															
3.	Skilled workers															
4.	Clerical staff.															
5.	Supervisory staff.															

Key : 1—No. of workers. 2—Percentage to the total number of workers. 3—Amount.

VII. CAPACITY OF THE INDUSTRY TO PAY

32. Please give an objective picture of the overall financial position of the industry and of your Unit(s) for the years 1962 to 1966 and for the next 5 years.

33. How in your opinion, should the capacity of the industry to pay be judged? Would you take the industry as a whole in the country or the industry in the region? If it is to be region-wise, what, in your opinion, should be the regions in which the country should be divided for this purpose? In a region also, should capacity of all the units be considered or a cross-section of the industry in that region be taken for this purpose? If you are in favour of taking a cross-section in a region, what, according to you, should be this cross-section?

34. (a) Do you subscribe to the view that in determining the capacity of the industry regard must be had to a fair return on capital and remuneration to management and a fair allocation to reserves and depreciation so as to keep the industry in a healthy condition? Please state your views fully on this subject.

(b) Please give the approximate quantum you would suggest under these heads.

35. Do you think that imposition of any further financial burden by way of upward revision of the existing wages will affect the economy and level of employment in the Industry? Substantiate your views with facts.

36. Please furnish 10 copies of the audited Balance Sheets, Profit and Loss Account and the Directors' Report for each of the last five years 1962 to 1966.

37. Please furnish details of the capital, income and expenditure structure in Annexures E, F. & G.

38. How are the prices of your leather and leather goods fixed?

39. What is the percentage incidence of the labour cost to the total production cost for each of the five years 1962-66.

40. Please indicate your units capacity for production of different products. Also furnish quantities produced, quantities sold and sales income in respect of different products for the years from 1962 to 1966.

VIII. MISCELLANEOUS

41. Is there a system of gratuity in your Unit? If so, give details of such a scheme for staff and workers separately.

42. Please state whether there are in-plant training or apprenticeship schemes in your Unit. If so, please give details.

43. Please give details of existing service conditions, including conditions regarding the following, of workers and staff separately and also indicate the dates from which such service conditions are effective.

- (a) Casual leave, sick leave and privilege leave and any other type of leave (with or without wages).
- (b) Weekly holidays/with pay and without pay,
- (c) Special allowances including Dust/Heat Allowance etc.
- (d) Provident Fund,
- (e) Medical benefits, and
- (f) Any other retirement/terminal benefits.

44. (i) Please state whether the following welfare facilities are provided for workers/staff and if so furnish details:—

- (a) Canteen,
- (b) Creche,
- (c) Co-operative Societies,
- (d) Club,
- (e) Reading Room,

- (f) Indoor and outdoor games,
- (g) Schools or other educational facilities,
- (h) Uniforms and
- (i) Dispensaries/Hospitals.

(ii) Please give the floor space per worker in your Unit.

45. Please state the rate of bonus and the total amount paid for each of the last five years to various categories in your company giving the break-up for (a) operatives (workers), (b) clerical, and (c) supervisory staff.

46. Please state the number of employees provided with quarters by the company category-wise and the rent charged for them, in the proforma given below : Indicate in the remarks column whether the quarters have been electrified or not.

Sl. No.	Type of Quarter	No. of existing quarters	Category of workers entitled to the type mentioned in Col. 2	Rent charged for each type of quarter and service charges	Living area for each type	Total No. of workers provided with quarters as on 1-1-1967	Remarks
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- (a) One room tenement
- (b) Two room tenement
- (c) Three room tenement
- (d) Any other type of quarter
(Please describe briefly).

47. Please indicate with reference to the Table above :—

- (a) The element of subsidy in respect of each Type of quarter.
- (b) Total amount subsidised for each of the years 1962-66.

48. (a) From your experience please state the occupational diseases, if any, associated with the occupations in your Factory.

- (b) State the number of cases in the last five years, year-wise and the compensation paid.

49. (a) What is the percentage of absenteeism in your Unit for the year 1966? Is it abnormal during any month? If so, give the month and the reasons.

- (b) Please give separately the percentage of absenteeism for workers covered by incentive schemes; how does this compare with the absenteeism among other workers?

50. (a) What are the hazardous/dangerous operations in your factory as listed in the Factories Act/Rules? How many workers are employed in each of such occupations and in which departments?

- (b) Have you provided any special measures for the safety and health of those workers who are exposed to hazards and toxic/poisonous gases and fumes? If so, what are they?

(c) How many workers are at present in receipt of any special allowance for the hazards to which they are exposed? In which departments are they working?

- (d) In case they are not at present in receipt of any special allowance, do you think it is desirable to grant them some special allowance, if so, how much?

51. Please give your opinion on any other matter and give such facts which you consider relevant to the inquiry.

ANNEXURE A

Employment as on 1st January of the year and total wages paid during the month of the year

(Please see question No. 8)

1963

1964

1965

1966

1967



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ANNEXURE A—contd.

1	2	3	4	5	6	7	8	9	10	11	12
	(ii) Rs. 300 and above but below Rs. 500.										
	(iii) Rs. 500 and above.										
4	Others : (Officers, Contract workmen, Apprentices etc.)										
5	TOTAL										
6	Average consumer price index during the year for nearest centre (Indicate source of these figures name of the centre and base year)										

*The amount represents the average earnings per month of the piece-rated workmen excluding bonus.

ANNEXURE B

Wage Structure

(Please see question No. 9)

Sl. No.	Category	Designation	Job Description	Scale of pay basic/wage/D.A.	Number of persons employed as on 1-1-67	Remarks
1	2	3	4	5	6	7
A	Operatives :					
	(a) Highly skilled					
	(b) Skilled					
	(c) Semi-skilled					
	(d) Unskilled					
B	Clerks :					
	(a) Junior					
	(b) Senior					
C	Supervisory Staff and Technical Staff.					
D	Others :					

NOTE:—Where there is a grade, mention the grade. Where there is consolidated pay, state it in the remarks column.

In column 3, please give various designations in the group highly skilled, skilled etc.

Separate statements may be prepared for daily rated, weekly rated and monthly rated employees.

ANNEXURE C

*Total Wage Bill and Value of Welfare Amenities**(Please see question No. 10)*

Sl. No.	Items	Years				
		1962	1963	1964	1965	1966
1	2	3	4	5	6	7
A						
	(a) Basic Wage					
	(b) Dearness Allowance					
	(c) Overtime wages					
	(d) Other allowances					
	TOTAL Wage Bill					
B						
	Statutory benefits/payments :					
	(i) Leave with wages					
	(ii) Paid holiday wages					
	(iii) Provident Fund					
	(a) Employers' contribution.					
	(b) Inspection charges					
	(iv) Employee's State Insurance Scheme (Employers' Contribution special or normal).					
	(v) Maternity benefit					
	(vi) Workmen's compensation.					
	(vii) Retrenchment compensation.					
	(viii) Lay off compensation					
	(ix) Any other statutory benefits such as Bonus, etc.					
	TOTAL					
C						
	Other benefits/amenities (through agreement or otherwise) :					
	(i) Paid festival holidays					
	(ii) Gratuity					
	(iii) Pension					

ANNEXURE C—*contd.*

1	2	3	4	5	6	7	8
	(iv) Provident Fund						
	(v) Bonus (Year end, profit sharing, incentive, attendance, festival bonus, etc.).						
	(vi) Shift allowance						
	(vii) Value of house* accommodation (Free or concessional).						
	(viii) House-rent allowance						
	(ix) Uniforms and similar amenities.						
	(x) Free education						
	(xi) Free Medical Treatment.						
	(xii) Free Transport						
	(xiii) Library and reading room.						
	(xiv) Visual education and other entertainment.						
	(xv) Sports club and other recreational and cultural facilities.						
	(xvi) Subsidies to the canteen.						
	(xvii) Co-operatives, fair price shop etc.						
	(xviii) Leave travel concession.						
	(xix) Any payment in kind						
	(xx) Any other items (to be specified).						
	TOTAL						

*Indicate the No. of workmen housed in brackets.

ANNEXURE D

Quantities and expenditure per month for a family of three consumption units on different items

(Please see question No. 20)

Sl. No.	Name of the item	Specification 1. Medium 2. Coarse etc.	Unit of price quotations e.g., Kg. litre etc.	Quantity for 3 consump- tion units of items in Co- lumn 2	Average price of items in Col. 2 for the Qr.E Dec. 66	Total expen- diture (Col. 5 + 6)	Remarks	
Rs. P.								
1	2		3	4	5	6	7	8

FOOD

A Cereals and Products :

1. Rice
2. Wheat
3. Millets (specify)
4. Others (specify)

B Pulses and Products :

1. Arhar Dal (Tur Dal)
2. Gram Dal
3. Green gram dal
4. Black gram dal
5. Masur dal
6. Others (specify)

C Oils and Fats :

1. Gingely oil
2. Coconut oil
3. Groundnut oil
4. Mustard oil
5. Others (specify)

D Meat, Fish and Eggs :

1. Meat (specify)
2. Fish
3. Eggs
4. Others (specify)

E Milk and Milk Products :

1. Milk
2. Curd
3. Ghee
4. Others



ANNEXURE D

1	2	3	4	5	6	7	8
F	Vegetables and Fruits :						
	1. Leafy vegetables						
	2. Root vegetables						
	3. Other vegetables						
	(i)						
	(ii)						
	(iii)						
	4. Fruits						
G	Sugar and Jaggery :						
	1. Sugar						
	2. Jaggery						
H	Condiments and Spices :						
	1. Salt						
	2. Chillies						
	3. Others						
I	Other Food :						
	1. Tea						
	2. Coffee						
	3. Others (specify)						
MISCELLANEOUS							
A	Pan, Supari and Tobacco :						
	1. Pan leaf						
	2. Supari						
	3. Chewing Tobacco						
	4. Others						
B	Fuel and Lighting :						
	1. Firewood						
	2. Coal						
	3. Others						
C	Education, Recreation and Amusement:						
	1. School fees/books etc.						
	2. Cinema show						
	3. Others						
D	Transport and Communication:						
	1. Transport expenses on bus, Cycle etc.						
	2. Others						
E	Personal care and effects:						
	1. Blade						
	2. Soap						
	3. Oil						
	4. Others						
	House Rent						



ANNEXURE D—contd.

Sl. No.	Name of the item	Expenditure on Clothing						
		No. of metres per item in col. 2	Unit of price quotation for item in col. 2	Average price	No. of items required for one year	Total No. of metres	Total expenditure Col. 5 + 7	Tailoring Charges
				Rs. P.	person		Rs. P.	
1	2	3	4	5	6	7	8	9
A Men								
	1. Dhoti		Per dhoti					
	2. Shirt		Per metre					
	3. Pant		"					
	4. Short		"					
	5. Towel		Per No.					
	6. Banians							
	7. Others (specify)							
B Women								
	1. Sarees		Per No.					
	2. Blouse		Per metre					
	3. Petticoat		Per metre					
	4. Others (specify)		"					
C Child—Male								
	1. Shirt		Per metre					
	2. Short		"					
	3. Others (specify)							
D Child—Female								
	1. Frock		Per metre					
	2. Blouse		"					
	3. Pawada		"					
	4. Others (specify)		"					
Group				Total Expenditure		Amount Rs. P.		
	1. Food							
	2. House-rent							
	3. Clothing							
	4. Miscellaneous							
TOTAL								

ANNEXURE E

Capital Structure

	1962	1963	1964	1965	1966
Liabilities :					
1. Paid-up capital					
(i) Ordinary shares					
(ii) Preference shares					
(iii) Bonus shares					
2. Reserves & Surplus					
(i) Development rebate reserve					
(ii) Capital reserve and share premium					
(iii) Other reserves and surplus					
3. Borrowings					
(i) Banks					
(ii) Debentures					
(iii) Others					
4. Current Liabilities and provisions					
(i) Sundry creditors					
(ii) Short term loans					
(iii) Deposits and Advances					
(iv) Provision for taxation					
(v) Provision for Dividend					
(vi) Others					
TOTAL :					
Assets :					
5. Gross Fixed Assets					
(i) Plant and Machinery					
(ii) Others					
(iii) Capital work-in-progress					
6. Less Depreciation					
7. Net fixed Assets					
8. Investments					
9. Current Assets					
(i) Inventories					
(ii) Book Debts					
(iii) Cash and Bank Balances					
(iv) Loans and Advances					
(v) Others					
10. Deferred Revenue Expenditure					
TOTAL :					

NOTE:—Where the accounting year closes on or before 30th June, the figures may be taken to refer to previous calendar year. This applies to all financial statements.

ANNEXURE F

Split up of Income in the Profit & Loss Account

	1962	1963	1964	1965	1966
	Rs.	Rs.	Rs.	Rs.	Rs.
Sales Income					
(i) Main Products					
(ii) Others					
Income from Investment					
(i) Trade Investment					
(ii) Other Investments					
Income relating to previous years					
Miscellaneous income					
TOTAL					

ANNEXURE G

Split up of Expenditure in Profit & Loss Account

	1962	1963	1964	1965	1966
Opening Stock					
1. Finished products and work in progress					
2. Raw materials consumed (separately for each).					
(i) Opening stock					
(ii) Purchases					
TOTAL :					
Less closing stock materials consumed					
3. Payments to employees					
Salaries and Wages Contribution to P.F.					
Welfare Expenses					
Bonus					
Others (to be specified)					
4. Power and Fuel					
Electricity					
Water					
Coal					
Furnace Oil					

ANNEXURE G—contd.

	1962	1963	1964	1965	1966
	Rs.	Rs.	Rs.	Rs.	Rs.
5. Repairs and Maintenance					
Buildings					
Machinery					
Others					
6. Stores Consumed					
7. Packing Materials					
8. Excise Duty					
9. Interest on					
(i) Debentures					
(ii) Bank Borrowings					
(iii) Others (to be specified)					
10. Rent					
11. Rates and Taxes					
12. Legal Expenses					
13. Travelling expenses					
14. Printing and Stationery					
15. Postage and Telegrams					
16. Bank Charges					
17. Advertisement					
18. Entertainment expenses					
19. Insurance					
20. Prospecting expenses					
21. Donations and Charities					
22. Directors' Fees					
23. Directors' remuneration					
24. Directors' travelling expenses					
25. Auditors' Fees					
26. Debenture trustee remuneration					
27. Selling agents' commission					
28. Bad debts written off					
29. Fixed assets written off					
30. Loss on sale of assets					
31. Depreciation written off					
32. Expenses relating to previous years					
33. Development Rebate Reserve					
34. Managing Agents' remuneration					
35. Provision for Income Tax					
36. Any other items (to be specified)					

APPENDIX II

List showing Leather and Leather Goods establishments to whom the Questionnaire was issued.

ANDHRA PRADESH :

- 1 The Associated Tanners, Vizianagaram, Visakhapatnam District.
- 2 The Associated Tanneries, Hukumpeta, Visakhapatnam District.
- 3 Anwar Basha Sahib & Co., P. Tannery, Vizianagaram, Visakhapatnam District.
- 4 Anwar Basha Sahib & Co., P. Tannery (Kottapeta), Vizianagaram, Visakhapatnam District.
- 5 Abdul Azeez Tannery, S. S. L. Eluru, West Godavari District.
- 6 Abdul Hakim & Sons, C. A. Tannery, Warangal.
- 7 Abdul Bakshi, A. Tannery, Bakaram, Hyderabad District.
- 8 Azeez & Co., M.M.A. Tannery, Bakaram, Hyderabad District.
- 9 Aziz Tannery, Zomistanpur, Hyderabad District.
- 10 Fazal & Co., Tannery, Warangal, Warangal District.
- 11 Government Model Tannery, Guntakal, Anantapur District.
- 12 Haji Khader Shamma Labbai & Co., Hajee Tannery, P.B. No. 35, Eluru, West Godavari District.
- 13 Haji Madar Saheb Tannery, Sajjaladinha, Anantapur District.
- 14 Haji Noor Ahmed Sahib Tannery, Kurnool, Kurnool District.
- 15 Hyd. Jakeria & Co., M.A. Tannery, Warangal, Warangal District.
- 16 Hyderabad Tanneries, Dharga Hussaini Shawali, Rayadurg Villge, Hyderabad-8.
- 17 Imam Sahib & Co., Tannery, Kosigi, Kurnool District.
- 18 Iqbal Ahmed & Co. Ltd., Tannery, Warangal, Warangal District.
- 19 Ismail Azeez & Co., Tannery, Zamistanpura, Hyderabad District.
- 20 Iqbal Hameed K. & Co., Tannery, Warangal, Warangal District.
- 21 Jakaria, M. & Co., Tannery, Warrngal, Warangal District
- 22 Leather Workers Co-operative Society, Egalaspu, Karimnagar District.
- 23 Mohiddin Thamby & Co., M.M. Tannery No. 2, Eluru, West Godavari District.
- 24 Mumtaz Company, Chintalapadu Road, Eluru, West Godavari District.
- 25 Mohiddin Thamby & Co., M.M. Tannery No. 1, P.B. No. 24, Eluru, West Godavari District.
- 26 Mohiddin Mamuna Labbai & Co., S.M.B. K.L. Tannery, P.B. No. 232, Eluru, West Godavari District.
- 27 Mohiddin Thumby & Co., M.M. Tannery, Guntur, Guntur District.
- 28 Mohamed Husiff, M. Tannery, Adoni, Kurnool District.
- 29 Mouddin & Co., C.M.I. Tannery, Warangal, Warangal District.
- 30 Mohamed Maduri Hanif & Co., Tannery No. 1, Warangal, Warangal District.
- 31 Mouddin & Co., S.A. Tannery, Warangal, Warangal District.
- 32 Mohamed Ibrahim & Co., Tannery, Warangal, Warangal District.
- 33 Mahaboob Ali & Co., S. Tannery, Warangal, Warangal District.
- 34 Mohamed Basheer & Co., Tannery, Mandi Bazar, Warangal, Warangal District.
- 35 Rayappa & Sons, A.T. Tannery, Guntakal, Anantapur District.
- 36 Razi, M. S. Tannery, Warangal, Warangal District.
- 37 Syed Mohamed & Co., K.M.S. No. 3, Tannery, Rajahmundry, East Godavari District.
- 38 Shiahul Hameed & Co., M.K.M. Akkiliti Tannery, Eluru, West Godavari District.

ANDHRA PRADESH—contd.

- 39 Syed Mohammed & Co., T.A. A.K. Tannery, P.B. No. 238, Eluru, West Godavari District.
- 40 Shaik Shavali Tannery, Uravakonda, Anantapur District.
- 41 Sheik Mohammed & Co., Tannery, Warangal, Warangal District.
- 42 Shaik Musam & Co., Tannery, Warangal, Warangal District.
- 43 Rawoof M. A., & Co., Tannery 'A' Vizianagaram, Visakhapatnam District.
- 44 Usaf M. D., Tannery, Adoni, Kurnool District.
- 45 Umar, K. M., & Co., Tannery, Mushirabad, Hyderabad District.
- 46 Waheed N. A., Tannery, Musheerabad, Hyderabad District.
- 47 Model Leather Goods Manufacturing Unit, Industrial Estate, Vijayawada.
- 48 Utility Leather Goods Training-cum-Production Centre, Musheerabad, Hyderabad District.
- 49 Md. Basheer & Co., Tannery, Warangal, Warangal District.
- 50 Md. Maduri Haneef & Co., Tannery No. 2, Warangal, Warangal District.
- 51 Government Model Tannery, Guntakal, Anantapur District.
- 52 Syed Mustafa & Co., Tannery, Warangal, Warangal District. (closed).
- 53 Rawoof & Co., M.A. Tannery, Vizianagaram, Visakhapatnam-3. (closed)

BIHAR :

- 54 Government Model Tannery Centre, District & P. O. Bettiah, Champaran.
- 55 Small Tannery, P. O. Bihta, Patna.
- 56 Government Leather Goods Factory, P. O. Bettiah, Champaran.
- 57 Small Industries Service Institute, Extension Centre, Industrial Estate, Shed No. 32, Kokar, Ranchi.
- 58 Bata Shoe Co. (P) Ltd., Digha, P. O. Bataganj, Patna.
- 59 Bata Shoe Co. Ltd., P. O. Mokamehghat, Patna.
- 60 Footwear Factory, Industrial Estate, Kokar, Ranchi.
- 61 Footwear Scheme, Industrial Estate, Ramachandrapur, Bihar Sharif, Patna.
- 62 Government Footwear Scheme, Industrial Estate, Darbhanga, District Darbhanga.

DELHI :

- 63 Allied Leather Industries, 5139, Qassabpura, Delhi.
- 64 Bharat Shoe Factory, 503 & 504, Bartaan Market, Sadar Bazar, Delhi.
- 65 Bata Central Repair Shop, 91, Kamla Nagar, Delhi.
- 66 Dyal Singh Narang & Co., 11112, Dangal Motia Khan, Ward No. 15, New Delhi.
- 67 Georgopoulos, N. D., 6299, Qassabpura, Behind Sadar Bazar Police Station, Delhi.
- 68 Khyber Shoe Factory, 31, Basti Harphool Singh, Sadar Bazar, Delhi.
- 69 Ram Lal & Sons, 16, Basti Harphool Singh, Sadar Bazar, Delhi.
- 70 Shahbuddin & Co., 'B' 6422, Basti Chhatanki, Qasabpura, Sadar Bazar, Delhi.
- 71 Soni Footwear Co., 10944/4, Doriwalan, Karol Bagh, New Delhi.
- 72 Chadha Shoe Factory, F-27, Desh Bandhu Gupta Road, Karol Bagh, New Delhi.
- 73 Senior Footwear Co., 7-A/8, Chyina Market, Karol Bagh, New Delhi.
- 74 Udmi Ram & Sons, 4/4, Jhandewalan, Opp. Naz Cinema, New Delhi.

GUJARAT :

- 75 Beltex Private Ltd., Pickers Limited Compound, Naroda Back Road, District Ahmedabad.
- 76 Central Model Tannery, Nera Lakhaji Nagar, Rajkot, District Rajkot.
- 77 Hides Products Ltd., Gobari Talao, Palanpur, District Banaskantha. (closed),
- 78 Hathila Tannery, A.1, Vijalpur Road, Godhia, District Panchmahals.
- 79 Kathiawad Industries, Sherbaug, District Junagadh.
- 80 Allied Textile Leather Industries, Behind Anil Starch, Ahmedabad.

GUJARAT—contd.

- 81 Ahmedabad Pickers Works, Nava Vadaj, Near Railway Line, Ahmedabad-13.
- 82 Amar Pickers Products, Bhavnagar.
- 83 Bharat Leather Co., 168/1, Khijda Pole, Kalupur, Ahmedabad.
- 84 Chandbhai Bros. & Co., Pickers Works, Outside Saraspur Gate, Nicoli Road, Ahmedabad.
- 85 Chaturbhai Gokalbhai & Co., Station Road, Nadiad, District Kaira.
- 86 Graduate Pickers Works, Opp. Naroda Railway Station, Naroda, A. P. Railway, District Ahmedabad.
- 87 General & Industrial Leather Manufacturing Company, Udhna Udyognagar, Udhna, District Surat. (closed),
- 88 Gujarat Pickers Products, Bhavnagar.
- 89 Indo American Leather Co., (closed), Pij Bhagol, Nadiad, District Kaira.
- 90 Jayhind Leather Industries, Kalyanpura, Kalol, District Mehsana.
- 91 Leathrite, (closed), 68, Behrampura, Behind Calico Mills, Ahmedabad.
- 92 Laljibhai Hakubhai Parmar Leather Washer Factory, Near Municipal School, Broach.
- 93 Mansuri Sons, H. Opp. Naroda Railway Station, Naroda, A. P. Railway, District Ahmedabad.
- 94 New India Pickers Works, Outside Jamalpur, Opp. Epidemic Hospital, Ahmedabad.
- 95 Pickers Ltd., Naroda Road, Ahmedabad.
- 96 The Patel & Parmar Pickers Works, Near Railway Line, Nava Vadaj, Ahmedabad-13.
- 97 Pyrali Gulamhusen Pickers Works, Motera, P. Sabarmati, Ahmedabad.
- 98 Pragjibhai Hakubhai Leather Washer Factory, Koti Raod, Broach.
- 99 Rustamji Bamansha Jinwala & Co., Leather Washer Factory, Isak Pura, Limbdi Chowk, Broach.
- 100 Swastik Industries, Opp. Talao, Amraiwadi, Ahmedabad.
- 101 Waste Coast Pickers, Nava Vadaj, Ahmedabad, District Ahmedabad.
- 102 Mojamkhan Noorbhai, Leather Washer Factory, Narbada Mill Slope, Broach.
- 103 Mansuri Pickers Works, Opp. Naroda Railway Station, Naroda A. P. Railway, Ahmedabad District.
- 104 Makwana Pickers Works, Gomtipur, Ahmedabad.
- 105 Parmar Pickers Works P. V. Gomtipur Gate, Chamba Mill, Ahmedabad.

JAMMU & KASHMIR :

- 106 Kashmir Government Tanneries, Jammu.
- 107 Kashmir Government Tanneries, Shalteng, Srinagar.
- 108 Sole Leather Plant, P. B. No. 46, Jammu.

KERALA :

- 109 Beauty Tanners (P) Ltd., Velimukku, Tirur Taluk, Kozhikode District, Kerala State.

MADHYA PRADESH :

- 110 Gwalior Tannery, Morar.
- 111 Bhopal Tanneries & Glue Works, Glue-Gelatine Sole Leathers, Jahangirabad Bhopal.
- 112 Dayal Leather Works, Indore.
Gwalior Leather and Tent Factory, Morar.
- 114 Training-cum-common faculty centre, Sagar.

TAMILNADU :

- 115 Ahmed Basha & Co., B. A. Tannery, Pernambut, North Arcot District.
- 116 Abdul Khager Sahib & Co., P. Tannery-A, Ambur, North Arcot District.
- 117 Abdul Lateef & Co., A. V. Tannery, Vaniyambadi, North Arcot District.
- 118 Abdul Rasheed Sahib & Co., M. L. Tannery, Vaniyambadi, North Arcot District.
- 119 Ahmadulla Sahib & Co., P. R. Tannery, Gudiyatham, North Arcot District.
- 120 Abdul Razack & Sons, T. Tannery, Alankuppam, Ambur, North Arcot District.
- 121 Abdul Waheed & Co., T. Tannery, Ambur, North Arcot District.
- 122 Abdul Shukoor & Co., A. Tannery, Vaniyambadi, North Arcot District.
- 123 Abdul Bakshi & Co., H. 'B', Tannery, Valathur, North Arcot District.
- 124 Abdul Rasheed & Co., A. L. Tannery, Vaniyambadi, North Arcot District.
- 125 Abdul Ahmed Sahib & Co., C. 'B' Tannery, Vaniyambadi, North Arcot District.
- 126 Abdul Lateef Sahib & Sons, A. Tannery, Valathur, North Arcot District.
- 127 Abdul Jabbar & Co., S. M. Tannery, Thiruvallam, North Arcot District.
- 128 Abdul Raheem Md. Ibrahim Sahib & Co., M. A. Tannery, Pernambut, North Arcot District.
- 129 Abdul Rasheed Sahib & Co., M. Tannery, Pernambut, North Arcot District.
- 130 Abdul Hussain & Co., Tannery, Ambur, North Arcot District.
- 131 Abdul Jabbar Sahib & Co., K. Tannery Ammoor Post, Walajah Road, North Arcot District.
- 132 Abdul Azeez Sahib & Co., K. Tannery, Ambur, North Arcot District.
- 133 Abdulla Basha & Co., M. S. Tannery, Ranipet, North Arcot District.
- 134 Abdul Azeez Sahib & Co., K. Tannery, Melvisharam, North Arcot District.
- 135 Abdul Lateef & Co., A. M. 'B' Tannery, Vaniyambadi, North Arcot District.
- 136 Abdul Razack & Co., M. Tannery, P. B. No. 27, Pernambut, North Arcot District.
- 137 Anwarullah M. M., Ghouse & Co., A. M. 'A' Tannery, P. B. No. 12, Ambur, North Arcot District.
- 138 Abdullah Hameed & Co., A. M. Tannery, Vaniyambadi, North Arcot District.
- 139 Abdul Rahman & Co., V. M. Tannery, Oodiyandram, Vaniyambadi, North Arcot District.
- 140 Abdul Raheem & Co., P. R. 'A' Tannery, Vaniyambadi, North Arcot District.
- 141 Abdulla Basha & Co., M. S. Tannery, Vaniyambadi, North Arcot District.
- 142 Anjum & Co., Tannery, Vaniyambadi, North Arcot District.
- 143 Akthar & Co., C. A. Tannery, Ranipet, North Arcot District.
- 144 Anwarulla M. M. & Ghouse & Co., A. M. 'C' Tannery, Ambur, North Arcot District.
- 145 Abdulla Basha & Co., M. A. 'B' Tannery, Ranipet, North Arcot District.
- 146 Abdul Rahim & Co., P. R. 'B' Tannery, Vaniyambadi, North Arcot District.
- 147 Ameer & Sons Tannery, Ranipet, North Arcot District.
- 148 Aadil Ahmed & Co., C. Tannery, Ambur, North Arcot District.
- 149 Abdul Hameed & Co., C. Tannery, Padur, Vaniyambadi, North Arcot District.
- 150 Athaullah, & Co., M. A. Tannery, Melvisharam, Ranipet, North Arcot District.
- 151 Anjum & Co., 'B' Tannery, Vaniyambadi, North Arcot District.
- 152 Aadil Ahmed & Co., C. 'B' Tannery, Ambur, North Arcot District.
- 153 Abdullah Tanning Co. S. Chromepet, Chingleput, District, Madras-44.
- 154 Adam Tannery, K. M. Chromepet, Chingleput, District, Madras-44.
- 155 Ahmed Batcha Sahib & Sons E. K. M. Tannery, Peria Agraharam, Erode-5.
- 156 Abdul Samath Sahib, K. K. S. Tannery, Ramanathapuram Pudur, Erode-5.
- 157 Abdul Shukoor & Co., A. 35, Broadway, Madras-1.
- 158 Abdul Khader & Co., A. S. Tannery 23, Sanyasi Gunda Road, Salem-1.

TAMILNADU—contd.

- 159 Ahmed Batcha Sahib & Sons, E. K. Erode, Coimbatore District.
- 160 Abulla Tannery Co., S. Kakishop Tannery, Pallavaram, Madras-43.
- 161 Abdul Rahim M. A. Md. Ibrahim & Co., 'A' Tannery, 47, Tannery Road, Pernambut, North Arcot District.
- 162 Amoonur Rahman Tannery, C. 11/82, Chengalrayanpatrai, Vaniyambadi, North Arcot District.
- 163 Abdul Jabbar & Co., K. Tannery, S. No. 182, Walajah Road, Ammoor, Wallajah Rood Ammoor Wallajah Taluk, North Arcot District.
- 164 Abdul Azeez Sahib & Co., K. Tannery, 26, Kathiwadi Road, Melvisharam, Walajah Taluk, North Arcot District.
- 165 Abdul Hameed Sahib & Co., C. Tannery, 272 Pudur, Vaniyambadi, North Arcot District.
- 166 Abdul Hakeem & Co., Tannery, C. Tannery, 1147 A. Katcheri Road, Vaniyambadi, North Arcot District.
- 167 Abdul Wahab & Co., T. A. 1142, Katchery Road, Vaniyambadi, North Arcot District.
- 168 Basheer Nishat & Co., T. K. Tannery, Vaniyambadi, North Arcot District.
- 169 Balasundara Mudaliar & Sons, A. B. Tannery, Vaniyambadi, North Arcot District.
- 170 Balasubramaniam Brothers & Co., B. A. Tannery, Pernambut, North Arcot District.
- 171 Bharat Tanning Industries, Tiruvellore, Chingleput, Madras.
- 172 Bharat Chrome Tannery, S. No. 433/1 Radha Nagar, Chrompet, Madras-44.
- 173 Barath Leather Co., Dindigul, Madurai District.
- 174 Chitra Prime Tannery, North Arcot District.
- 175 Dindigul Leather Works Co-operative Industrial Society Ltd., 63, Mettupatti Road, Dindigul, Madurai District.
- 176 The East India Tanning Corporation, 'A' Tannery, Madhavaram, Madras.
- 177 The East India Tanning Corporation, 'B' Tannery, Madhavaram, Madras.
- 178 Fazal Rasheed & Co., T. K. Tannery, Vaniyambadi, North Arcot District.
- 179 Farida Prime Tannery, Thuthipet, North Arcot District.
- 180 Girdharilal Kallu & Co., Tannery, Ambur, North Arcot District.
- 181 Govindarajulu Naidu & Co., G. Tannery, Chrompet, Madras-44.
- 182 Guruviah Naidu Tannery, V. Podanur, Coimbatore.
- 183 Gandhiniketan Co-operative Village Industries, T. Kallupatti, Madurai.
- 184 Govindaswamy Naidu, V. Tannery, Podanur, Coimbatore.
- 185 Hajee Md. Ismail Sahib & Co. M. Tannery (New) Pernambut, North Arcot District.
- 186 Haseeb & Co., F. R. Tannery, Melvisharam, North Arcot District.
- 187 Hajee Basheer Ahmed & Co., N. Tannery, Vallathur, North Arcot District.
- 188 Hajee Abdul Khaiyum Sahib Sons & Co., P. Tannery, Pernambut, North Arcot District.
- 189 Hajee Md. Ismail Sahib & Co., K. Tannery, Pernambut, North Arcot District.
- 190 Hajee Md. Ismail Sahib & Co., M. 'A' Tannery, Pernambut, North Arcot District.
- 191 Hajee Abdul Khudoos Sahib & Co., C. Tannery, Ranipet North Arcot District.
- 192 Hajee Majeeth Ismail & Co., T. Tannery, Poottuthock Village, North Arcot District.
- 193 Hajee Md. Ismail Sahib & Co., M. 'A2' Tannery, Pernambut, North Arcot District.
- 194 Haseeb & Co., F. K. Tannery, Melvisharam North Arcot District.
- 195 Hyder Ali & Co., C. Tannery, Vaniyambadi, North Arcot District.
- 196 Hajee Azeemuddin & Sons, K. Tannery Vadukanthangal, North Arcot District.
- 197 Hajee Ahmed Hussain Sahib & Sons, A. Nagalkeni, Chingleput.
- 198 Hathila, A. L., Chromepet, Madras-44.

TAMILNADU—*contd.*

- 199 Hajee Md. Meera Sahib & Sons, E. K. Tannery, Peria Agraharam, Erode, Coimbatore District.
- 200 Hajee Abdul Jaleel Sahib & Sons, E. K. M. Tannery, Periya Agraharam, Erode, Coimbatore District.
- 201 Hajee Abdul Kareem & Sons, E. S. Tannery, Erumapalayam Extension, Salem-1.
- 202 Handymen Industries, Chromepet, Madras.
- 203 Hajee Ahmed Hussain Sahib & Sons, A. Nagalkeni, Chingleput District.
- 204 Hajee Md. Meera Sahib & Sons, E. M. M. Tannery, Erode Coimbatore District.
- 205 Hajee Abdul Kareem & Sons, P. S. Tannery No. 2, Erumapalayam Extension, Salem-1.
- 206 Ismail & Co., 1-A Tannery, Ranipet, North Arcot District.
- 207 Ibrahim Fazal & Co., Tannery, Vaniyamboradi, North Arcot District.
- 208 Ismail Md. Basha & Co., M. M. Tannery, Pernambut, North Arcot District.
- 209 Iqbal Farook & Co., Tannery, Ambur.
- 210 Inayathullah & Co., M. M. Tannery, Ambur North Arcot District.
- 211 Iqbal Machinery, 12/1 Edigah, Ambur, North Arcot District.
- 212 Iqbal & Co., Erishop Tannery, Madhayaram, Madras-51.
- 213 Iqbal Farook & Co., 1152, Katcheri Road, Vaniyambadi, North Arcot District
- 214 Jameel Matheen & Co., F. H. Tannery, Katpadi, North Arcot District.
- 215 Jambu Iqbal Ahmed & Co., Tannery, 1144 and 1145, Katcheri Road, Vaniyambadi, North Arcot District.
- 216 Khalick Basha, M. 'A' Tannery, Kathadikuppam village, North Arcot District.
- 217 Khaleelur Rahman & Co., P. Tannery, Vaniyambadi, North Arcot District.
- 218 Kowaar Tanning & Co., Vaniyambadi, North Arcot District.
- 219 Kovai Tanned Leather Co., Ranipet, North Arcot District.
- 220 Khizer Hussain & Co., M. A. Tannery, Ranipet, North Arcot District.
- 221 Khalilullah & Co., M. M., Tannery, Ambur, North Arcot District.
- 222 Khizar Hussain & Sons, M. A. 'B' Tannery, Ranipet, North Arcot District.
- 223 Khalilur Rahman & Co., T. Tannery, Ambur, North Arcot District.
- 224 Krishnaswamy & Co., P., Tannery, Periakuppam Village Ambur, North Arcot District.
- 225 Krishnaswamy & Co., P. Tannery, Chrompet, Chingleput District.
- 226 Kalyanar & Co. C. Tannery, Chromepet.
- 227 Kothawal Hajee Abdul Kareem Sahib & Co., Tannery, Vaniyambadi, North Arcot District.
- 228 Kuppuswami Chettiar, N. A. Tannery, Dadagadatty, Salem-1.
- 229 Light Leathers (P) Ltd., Chromepet, Chinglepet District.
- 230 Lakshmi & Co., Tannery, Dindigul, Madurai District.
- 231 Mohamed Haneef & Co., V. Tannery, Ranipet, North Arcot District.
- 232 Mottur Hajee Abdul Rahman & Co., Tannery, Vaniyambadi, North Arcot District.
- 233 Mottur Hajee Abdul Rahman Sahib & Co., 'B' Tannery, Vaniyambadi, North Arcot District.
- 234 Molong Md. Zackriah & Co., Tannery, Vaniyambadi, North Arcot District.
- 235 Md. Salih & Co., G. M. Tannery No. 1, Pernambut, North Arcot District.
- 236 Meera Hussain & Co., P. M. Tannery, Melvisharam, North Arcot District.
- 237 Md. Salih Sahib & Co., G. 'B' Tannery, Pernambut, North Arcot District.
- 238 Mohamed Samiullah Sahib & Co., S. Tannery No. 1, Thiruvalem, North Arcot District.
- 239 Mohamed Sulaiman Tannery, A. B. Ranipet, North Arcot District.
- 240 Mohamed Ismail Sahib & Co., G. Tannery, Melvisharam, North Arcot District.

TAMILNADU—Contd.

- 241 Mohamed Basha & Co., B. G. Tannery, Melvisharam, North Arcot District.
- 242 Miya Hajee Ismail & Co., Tannery 'A', Vaniyambadi, North Arcot District.
- 243 Miya Hajee Ismail & Co., Tannery 'B', Vaniyambadi, North Arcot District.
- 244 Miya Hajee Ismail & Co., Tannery 'C', Vaniyambadi, North Arcot District.
- 245 Md. Kasim & Co., 'A' Tannery, Ambur, North Arcot District.
- 246 Md. Hamam Sahib & Co., H. K. Tannery, Vaniyambadi, North Arcot District.
- 247 Md. Saminullah Sahib & Co., S. Tannery No. 2, Melvisharam, North Arcot District.
- 248 Md. Salih & Co., G. M. Tannery No. 2, Pernambut, North Arcot District.
- 249 Miya Hajee Ismail & Co., Tannery, Vaniyambadi, North Arcot District.
- 250 Md. Ishaque Rafeeq Ahmed & Co., Tannery, Ambur, North Arcot District.
- 251 Md. Ibrahim Zainulabdeen, M. K. Tannery, Chromepet, Chingleput District.
- 252 Maypar Leather Manufacturing Co. (P) Ltd., Chromepet, Chingleput District.
- 253 Murthy & Co., T. D. Pallavaram, Chingleput District.
- 254 Md. Sadakathullah & Co., S. E. Poonamallee, Chingleput District.
- 255 Md. Ibrahim Sahib & Sons, E. K. Tannery, Erode, Coimbatore District.
- 256 Meenakshi & Co., 'B' Tannery, Dindige, Madurai District.
- 257 The Madurai Dindigul Leather Syndicate Tannery, Dindigul, Madurai District.
- 258 Md. Abdul Khader Firm, M. K. Duraikulam Tannery, Dindigul, Madurai District.
- 259 Meenakshi & Co., 'A' Tannery, Dindigul, Madurai District.
- 260 Meyappa, Skin Trading Co. Dindigul Madurai District.
- 261 Mohamed Abdul Khader Firm, K. M. 'A' Tannery, Pallapatti, Madurai District.
- 262 Mohamed Ismail & Co., Tannery, Ranipet, North Arcot District.
- 263 Madras Leather Factory, 34, Madhavaram High Road, Madras-11.
- 264 Mohamed Khalil & Co., K. 1136, Katcheri Road, Vaniyambadi, North Arcot District.
- 265 Md. Abdul Khader Firm, K. M. 'B' Tannery, R. S. 184, Adiamoothu Village Madurai Raod, Dindigul, Madurai District.
- 266 Mohamed Abdul Khader Begum Tannery, Dindigul, Madurai District.
- 267 The Madras Leather Factory, Perambur, Madras-11.
- 268 Nasir Tanning & Co., Vaniyambadi, North Arcot District.
- 269 Nasheer Basheer & Co., Tannery, 5, Labbaimankuppam, Ambur, North Arcot District.
- 270 Noor Mohamed & Co., M. A. Tannery, Ranipet, North Arcot District.
- 271 Nizar Ahmed & Co., A. 'B' Tannery, Ranipet, North Arcot District.
- 272 Nacems & Co., H. H. Tannery, (Alamelumangapuram), Perumugai Via Vellore, North Arcot District.
- 273 Nazeer Ahmed Noor Ahmed & Co., 'A' Tannery, Ranipet, North Arcot District.
- 274 Nazeer Ahmed Noor Ahmed & Co., 'B' Tannery, Ranipet, North Arcot District.
- 275 Nizar Ahmed & Co., 'B' Tannery, Ranipet, North Arcot District.
- 276 Nasrath Tanning & Co., Ambur, North Arcot District.
- 277 Noor Md. & Co., M. A. Tannery, Chromepet, Chingleput District.
- 278 Nazir Hussain & Co., M. 40/41, Madhavaram High Road, Perambur, (Sembiam), Madras-11.
- 279 Nagappa Industrial Trading Corporation Rettary Shop, Tannery, Polal, Red Hills Chingleput District.
- 280 N. M. Tannery, Sembattu, Trichy-7.
- 281 Narayana Chettiar Industries, Narayana Nagar, Trichy Road, Seelanaickenpatty, Salem Taluk.
- 282 Perai-karuppan Chettiar & Co., Tannery, Gudiyatham, North Arcot District.
- 283 Poondhuraishop Tannery, Madhavaram, Chingleput District.
- 284 Palaniappa Chettiar & Co., Tannery, Kodungaiyur, Madras-11.

TAMILNADU—Contd.

- 285 Qamar Tanning & Co., Vaniyambadi, North Arcot District.
- 286 Rafeeqe Ahmed & Co., A. Tannery, Tharwali, Ambur, North Arcot District.
- 287 Ramaswamy Chettiar, M. Tannery, Karkambathur, North Arcot District.
- 288 Rafeeqe Ahmed & Co., A. Tannery, Vellore, North Arcot District.
- 289 Rasheed Tahar & Co., Tannery, Pernambut, North Arcot District.
- 290 Ramanatha Reddiar, T. V. Tannery, Timiry, North Arcot District.
- 291 Ratan Leather Goods Manufacturing Factory, Pallavaram, Chingleput District.
- 292 South East Tanning Co., 'A' Tannery, Ambur North Arcot District.
- 293 Subramaniam & Co., V. S. K. S. Tannery, Vaniyambadi, North Arcot District.
- 294 South East Tanning Co., 'V' Tannery, Ambur, North Arcot District.
- 295 Southern Leather Industries, Tannery No. 1, Vaniyambadi, North Arcot District.
- 296 Abakir & Co., H. M. Ranipet, North Arcot District.
- 297 Salim Basha & Co., K. Tannery, Pernambut, North Arcot District.
- 298 Sivakumar Tanning Co., Pernambut, North Arcot District.
- 299 Sambandam & Co., M. Tannery, Ranipet, North Arcot District.
- 300 Swamy & Co., Tannery, Vaniyambadi, North Arcot District.
- 301 Saheba & Co., H. H. B. Tannery, Ranipet, North Arcot District.
- 302 Southern Leather Corporation, Vellore, North Arcot District.
- 303 Srinivasa & Co. V. Tannery, Vaniyambadi, North Arcot District.
- 304 Shalimar Tanning Co. Ambur, North Arcot District.
- 305 Southern Leather Industries, Tannery No. 2, Vaniyambadi, North Arcot District.
- 306 Sadak Thamby & Co. Tannery, L. M. S. Chromepet, Chingleput District.
- 307 Sadullah Basha & Co., P. R. Chromepet, Madras.
- 308 Salem Sheet Tannery, Kitchipalayam, Salem.
- 309 Srinivas & Co., 'C' Tannery, Tiruchirapalli..
- 310 Santosh Leather Co., Perambur Madras-11.
- 311 Southern Leather Industries, Sembattu, Tiruchirapalli-7.
- 312 South India Export Ltd., Baling Press Factory, 5 Mehalen's St. G. T. Madras-1.
- 313 Shakeel & Co., Tannery, Katchery Road, Vaniyambadi, North Arcot District.
- 314 Srinivas & Co., Poonderi Shop Tannery, Madhavaram, Chingleput District.
- 315 Shunmugam & Co., Tannery, Pammal Village, Chingleput District.
- 316 Sadullah Basha & Co., 10/32, Tirumemnalai Road, Zamin Pallavaram, Chingleput District.
- 317 Sarma Brothers, Pallavaram, Chingleput District.
- 318 Southern India Tanneries, Sembattu, Tiruchy.
- 319 Srinivas & Co., Tannery, Sembattu, Tiruchy.
- 320 Srinivas & Co., Tannery, 'B', Sembattu, Trichy.
- 321 Soundrapandyan, R. M. T. S. Tannery, Madurai Raod, Begambur, Dindigul-2, Madurai District.
- 322 Srinivasa & Co., New Tannery, Begambur, Dindigul, Madurai District.
- 323 Soundrapandian, R. M. T. S. 'B' Tannery, Dindigul, Madurai District.
- 324 Soundrapandian, R. M. T. S. 'C' Tannery, Dindigul, Madurai District.
- 325 Srinivas Industrial Corporation Madhavaram, Madras-51.
- 326 Tiruchi Tannery Workers Co-operative Coottage Industrial Society Ltd., Tiruchy.
- 327 Tamilnad Tanneries, No. 3, Sembattu, Tiruchy.
- 328 Tamilnad Tanneries, No. 2, Sembattu, Tiruchy-7.
- 329 Tamilnad Tanneries No. 1, Sembattur, Tiruchy-7.
- 330 V. S. K. S. & Sons, Tannery, Vaniyambadi, North Arcot District.
- 331 Venkatesa Chettiar & Bros., T. L. Tannery, Katcheri Road, Vaniyambadi, North Arcot District.
- 332 Velmurugan Tannery, Vaniyambadi, North Arcot District.

TAMILNADU—Contd.

- 333 Zabair & Co., Tannery, Pernambut, North Arcot District.
- 334 Akhtar Tannery, Perumalpet, Vaniyambadi, North Arcot District.
- 335 Azeezur Rahman & Co., C. H. Tannery, Chengalvarayanapattai, Vaniyambadi, North Arcot District.
- 336 Anwar & Co., K. A. K. Tannery, Katcheri Road, Vaniyambadi, North Arcot District.
- 337 Abdul Hameed & Co., A. M. Tannery, Katcheri Road, Vaniyambadi, North Arcot District.
- 338 Abdul Huq & Co., A. Tannery, Ranipet, North Arcot District.
- 339 Abdul Latif & Co., C. No. 2, Old Post Office Street, Melvisharam, North Arcot District.
- 340 Abdul Gaffoor & Co., T. M. Tannery, Ranipet, North Arcot District.
- 341 Abdul Gaffoor & Co., T. M. Tannery, Kannigapuram, Melvisharam P. O., North Arcot District.
- 342 Ahmed Attala, Tannery, Pammal, Chromepet, Madras-44.
- 343 Abdulla Giue Co. Tannery, No. 2, Thavalai Shop, Nagalkeni, Madras-44.
- 344 Attilia Tannery, H. No. 1, Thavalai Shop, Nagalkeni, Chromepet, Madras-44.
- 345 Asgar Ali & Sons, H. R. Pachai Mulka Shop, Nagalkeni, Chromepet, Madras-44.
- 346 Abdul Samad Sahib, K. K. S. Peria Agraharam, Erode-5.
- 347 Asia Tanning Co., Tannery, Ambur, North Arcot District.
- 348 Abdul Hasan & Co., Tannery, Old Thuthipet Road, Ambur, North Arcot District.
- 349 Ahmed Badsha & Sons, Tannery, Ranipet, North Arcot District.
- 350 Balaji & Co., Tannery 33, Ammoor Road, Ranipet, North Arcot District.
- 351 Cholvaram Md. Ibrahim Sahib, Tannery, Katcheri Road, Vaniyambadi.
- 352 Devendiran Tannery, Katcheri Road, Vaniyambadi, North Arcot District.
- 353 Dhanushkodi Nadar & Co., P. P. M. G. S. T. Road, Chromepet, Madras-44.
- 354 Faval & Sons, C. M. Tannery, Perumalpet Vaniyambadi North Arcot District.
- 355 Feroze Trading Co., Ambur, North Arcot District.
- 356 Ghant Jabbar & Co., Tanners & Exporters, Tiruvalam, North Arcot District.
- 357 Habib Prime Tanners & A. Shafecq Ahmed & Co., Tanners, Chengalvarayanpattai, Vaniyambadi, North Arcot District.
- 358 Habibur Rahman & Co., T. K. Tannery, Katcheri Road, Vaniyambadi, North Arcot District.
- 359 Hajira Prime Tannery, Vaithiyar Shop, Ranipet, North Arcot District.
- 360 Hajee Sulaiman Majid & Co., Poottu Thack, North Arcot District.
- 361 Hajee Matheen Khaliq & Co., Tannery, Tharvazi, Ambur, North Arcot District.
- 362 Izhorai Haque & Co., Tannery, Chettippanur, Vaniyambadi, North Arcot District.
- 363 Ismail Saleem & Co., Tannery, Ranipet, North Arcot District.
- 364 Iqbal & Brothers, Tannery, 40-A, Maligai Thop, Ambur, North Arcot District.
- 365 Ismail Sadique & Co., Tannery, Ranipet, North Arcot District.
- 366 Latheef Omer & Co., Noolkar Tannery, Ranipet, North Arcot District.
- 367 Lakshmana Chettiar Tannery, Nagalkeni, Chromepet, Madras-44.
- 368 Mehboob Tanning Company, Chengalvarayanpattai, Vaniyambadi, North Arcot District.
- 369 Mohamed Oosman & Co., H. K. Tannery, Odiyendiram, Vaniyambadi, North Arcot District.
- 370 Mushtaff & Co., Tannery, Katcheri Road, Vaniyambadi, North Arcot District.
- 371 Mohamed Siddique & Co., M. S. Tannery, Valayampet, Vaniyambadi, North Arcot District.
- 372 Mohamed Ismail & Co., Tannery, Ranipet, North Arcot District.
- 373 Mohamed Siddique & Co., C. Tannery, Pernambut, North Arcot District.

TAMILNADU—Contd.

- 374 Maswood & Co., Tannery, Pernambut, North Arcot District.
- 375 Mumtaz & Co., K. Tannery, Bakkalapalli, Pernambut, North Arcot District.
- 376 Mohammed Azam & Co., M. Tannery, Shenbakkam, Vellore, North Arcot District.
- 377 Malick Omer & Co., Tannery, Ammoor Road, Ranipet, North Arcot District.
- 378 Musrath Tanning & Co., M. C. Road, Ambur, North Arcot District.
- 379 Obaidur Rehman, C. Tannery, Chengalvarayapuram, Vaniyambadi, North Arcot District.
- 380 Perambur Arundathiyar Leather Workers Industrial Co-operative Society Ltd., 10/1, Krishnadoss Street, Madras-12.
- 381 Sagayi Leather Trading Co., Pallavaram, Madras-43.
- 382 Srinivas & Co., 'A' Tannery, Begambur, Dindigul, Madurai District.
- 383 Shahida & Co., 'B' Tannery R. S. No. 184, Adianoothu Village, Madurai Road, Dindigul, Madurai District.
- 384 Shaheeda & Co., 'A' Tannery R. S. No. 7492 B/2, Adianoothu Village, Madurai Road, Dindigul, Madurai District.
- 385 Shahida & Co., Begum Tannery, R. S. No. 837, Pallapatti Village, Begampur Dindigul, Madurai District.
- 386 The Superfine Tanners, No. 277, Veppampet Road, Pudur, Vaniyambadi, North Arcot District.
- 387 South India Tanning Corporation, Tannery, Pudur Vaniyambadi, North Arcot District.
- 388 Shafceq Shameed & Co., Tanners, P. B. No. 30, Ambur, North Arcot District.
- 389 Shahida & Co., Tannery, P. B. No. 21, Tharwali, Ambur North Arcot District.
- 390 Saifulla & Co., A. M. 'A' Tannery, Ranipet, North Arcot District.
- 391 Zubaida Tanning Industries, Tannery, Ambur, North Arcot District.
- 392 Amer & Co., (closed), A. Tirumcermalai Road, Chromepet, Madras-44.
- 393 Abdul Razack Sahib & Sons, (closed), Tannery, Pernambut, North Arcot District.
- 394 Devaraja Reddiar & Co., (closed), T. V. Tannery, Timiri, North Arcot District.
- 395 Ahmed Basha Saheb, (closed), P. 'B' Tannery, Kathadikuppam, Gudiyatham, North Arcot District.
- 396 Hajee Mohamed Ismail Saheb & Co., (closed), Tanners, Pernambut, North Arcot District.
- 397 Abdul Salem & Co., (closed), Tannery, Valayampet, Vaniyambadi, North Arcot District.
- 398 Subramanyam & Co., (closed), Tannery, Pernambut, North Arcot District.
- 399 Abdul Gaffar Sahib, (closed), P. M. Tannery, Pernambut, North Arcot District.
- 400 Haji Md. Ismail & Co., (closed), M. 'A' Tannery, 102, Ambur Road, Pernambut, North Arcot District.
- 401 Haji Sulaiman Majeeth & Co., (closed), Tannery, 358/2, Vellore Road, Poottuthakku, Melvisharam, North Arcot District.
- 402 Md. Zakaria, & Co., (closed), S. 116, Trunk Road, Ranipet, North Arcot District.
- 403 Mushtaq & Co., (closed), Tannery, 18/11, Katchery Road, Vaniyambadi, North Arcot District.
- 404 Althaf Shabir & Co., (closed), M. R. Tannery, Ammoor Road, Ranipet, North Arcot District.
- 405 Abdul Gafoor & Co., (closed), T. A. Tannery, Katchery Road, Vaniyambadi, North Arcot District.
- 406 Hajee Abdul Rasheed & Co., (closed), M. Tannery, Pernambut, North Arcot District.
- 407 Ahmed Basha Sahib, (closed), P. Tannery, Valathoor, North Arcot District.
- 408 Mehboob Tannery, (closed), 4/120, Vellore Arcot Road, Poottuthakku, North Arcot District.
- 409 Small Chakkili Shop, Tannery, Madhavaram, Madras-51.
- 410 Palaniappa Chettiar Company, Peria Shop, Nagal Keni, Palavaram, Madras-43.

TAMILNADU—Contd.

- 411 Md. Ibrahim, M. K. Zaminulabudien Tannery, 151, G. S. T. Road, Chromepet, Madras-44.
- 412 Md. Khasim & Co., A. 'A' Tannery, Labbaiman Kuppam, North Arcot District.
- 413 Iqbal Machinery, Labbaiman Kuppam, North Arcot District.
- 414 Hameeda & Co., Tannery, Pernambut, North Arcot District.
- 415 Zakariah Khursheed & Co., Tannery, Vaniambadi, North Arcot District.
- 416 Mohamed Ali & Sons, Chromepet, Chingleput District.
- 417 Fazal Bai Dala & Co., 'B' Tannery, Chromepet, Chingleput District.
- 418 Hassan Khader Rowther, T. A. Tannery, Palghat Road, Coimbatore.
- 419 Hafeezur Rahman & Co., P. Vaniambadi, North Arcot District.
- 420 Ashraf & Co., Vaniambadi, North Arcot District.
- 421 General Leather Corporation Vaniambadi, North Arcot District.
- 422 Habib Prime Tanners & A. Shafeeq Ahmed & Co., Vaniambadi, North Arcot District.
- 423 Madeena & Co., Tannery, Ammor Road, Ranipet, North Arcot District.
- 424 Sherif Basha & Co., M. R. F. Tannery, Tiruttani Thettu Street, Ranipet, North Arcot District.
- 425 Mohammad Ismail & Co., Tannery, Pinji Road, Ranipet, North Arcot District.
- 426 Govindaswamy Chetty & Co., V. S. Tannery, Vanapadi Road, Ranipet, North Arcot District.
- 427 Rahman & Co., A. E. Tannery, Vanapadi Road, Ranipet, North Arcot District.
- 428 Zaffar Ahmad & Co., K. Tannery, Agraram, Ranipet, North Arcot District.
- 429 Devaraja Reddiar, T. V. Tannery, Thimiri P. O., North Arcot District.
- 430 Ghani Rasheed & Co., Tannery, Katpadi, North Arcot District.
- 431 Durai & Sons, Tannery, Senguttai, Katpadi, North Arcot District.
- 432 Malak Inayathullah & Co., Tannery, Tiruvalam, North Arcot District.
- 433 Abdul Khader Sahib & Co., P. Ambur, North Arcot District.
- 434 Mohamed Yusuff & Co., S. Ambur, North Arcot District.
- 435 Mohamed Habibullah Sahib & Co., Ambur, North Arcot District.
- 436 Fiaz Tanning Co., Ambur, North Arcot District.
- 437 Riyaz Ahmed & Co., M. Ambur, North Arcot District.
- 438 The Chrome Leather Company Private Ltd., Chromepet, Madras-44.
- 439 Government Footwear Unit, S. No. 326, Melanganathapuram, Chingleput District.
- 440 Onward Trading Company, G-1, Leather Goods Unit, Industrial State for Leather Goods, Madhavaram, Madras-51.
- 441 Onward Trading Company, G-2, Footwear Unit, Industrial Estate, Madhavaram, Madras-51.
- 442 South India Leather Industries, 393, T. H. Road, Madras-19.
- 443 Central Leather Research Institute, Madras-20.
- 444 Gordon Woodroffe Leather Mfg. Co. Ltd., Pallavaram, Madras-43.
- 445 The General & Industrial Leather (P) Ltd., Tiruneeermalai Road, Chromepet, Madras-44.
- 446 Government Leather Finishing Centre, Peria Agraharam, Erode, Coimbatore District.
- 447 Leather Manufacturing Co., E. K. Erode, Coimbatore District.
- 448 Leather Finishing Centre, Peria Agraharam, Erode, Coimbatore District.
- 449 Nagappa Industrial Trading Corporation, Leather Board Unit, Pollal, Madras-52.
- 450 Servicecum-Training Centre for Tanning and Finishing of Leather, Vinnamangalam, North Arcot District.
- 451 Senjan Chettiar & Sons, S. K., Tannery, Vaniambadi, North Arcot District.
- 452 Senjan Chettiar & Sons, S. K. Tannery, Chromepet, Madras-44.
- 453 Srinivasa & Company, 'A' Tannery, Vellore Village, Madurai Road, Begampur Dindigul, Madurai District.

TAMILNADU—*concl'd.*

- 454 Skins & Leathers (P) Ltd., 13/72, Ponnurangam Road, R. S. Puram, Coimbatore. 2.
Factory at : Perianaicken Palayam, Coimbatore-19.

MAHARASHTRA

- 455 Akhil Bharat Serva Seva Sangh's Gosewacharmalaya, Gopuri, Wardha.
456 Diamond Tanneries, Settlement Road, Sholapur.
457 East India Goat & Sheep Tannery, Sethwadi, Dharavi, Bombay-17.
458 Georgopoulos N. D. 266-E, Inawadi, P. B. No. 6403, Dharavi, Bombay-17.
459 Godhawani Brothers, Tanners (Skin Shed), Nagar Road, Dhond, Dist. Poona.
460 Hajee Wazir Mohammed & Sons, M. Tannery Works, Kamptee, Dist. Nagpur.
461 Inapunawadi Tannery, Dharavi, Bombay-17.
462 Indian Goatskin Corporation (P) Ltd., Dharavi Road, Near Masjid, Bombay-17.
463 Imtiang & Co., 222-224, Dharavi Road, Bombay-17.
464 Modern Tanners Co-operative Society Ltd., 220, Dharavi Road, Bombay-17.
465 M. M. Shaffi & Co., Dharavi, Bombay-17.
466 Sion Tanneries & Leather Works, Shiwanarayan Chawl, Dharavi, Bombay-17.
467 Western India Tanneries Ltd. (Matwadi Tannery) Dharavi, Bombay-17.
468 Western India Tanneries Ltd. (Kooka Tannery), Dharavi Bombay-17.
469 Western India Corporation, 269-F, Sethwadi, Dharavi, Bombay-17.
470 Bombay Footwear (P) Ltd., Deomar, P.O. Chembur, Bombay-71.
471 Charmakar Co-operative Producers Society Ltd., Dada Sahib Falke Lane, Dr. Ambedkar Road, Dadar, Bombay-14.
472 Charmakar Oudoyogik-Sahakari Mandali Ltd., B. No. 1, Subhash Nagar, Kolhapur.
473 Gold Field Leather Works, Kala Killa, Dharavi Road, Bombay-17.
474 Globe Footwear & Co., Unit No. 203/240—2nd floor, Hind-Rajasthan Industrial Estate, Naigaum Road, Dadar, Bombay-14.
475 Gaikawad Leather Industries, Modi Chambers, French Bridge, Bombay-4.
476 Indian Manufacturers, 96—A, Dhaboo Street, Bombay-3.
477 Jupiter Traders 25, Khetwadi 12th Lane, Bombay-4.
478 Poona Leather Workers Co-operative Producers Society Ltd., Karve Road, Deccan Gymkhana, Poona-4.
479 Sahyog Footwear Production Centre, 11-B.C. Anjirwadi, Mount Road, Mazgaon, Bombay-10.
480 Satara Gramodyog Sahakari Charmakar Society Ltd., House No. 548, Guruwar Peth, Satara.
481 Dhulia Leather Tannery & Bone Mill, Vadjai Road, Dhulia, Dist. Dhulia.
482 Hiroo Manufacturing Co., 50, Nesbith Road, Mazgaon, Bombay-10.
483 National Leather Industries, 255, Dharavi Main Road, Ratansi Jetha Bhai Building, Bombay-17.
484 Charmakar Kala Bhandar, 311, C-Ward, Kolhapur.
485 Chimaji Kashiram Kondhwa, Tannery, Kondhwa Road, Poona-2.
486 Piraji Tulshiram Kondhwa, Tannery, Kondhwa Road, Tal. Haveli, Poona.
487 Piraji Tulshiram & Co., Wanawadi, Poona-1.
488 Premier Leather Crafts, Abubekhar Chawl, Ellywadi, Dharavi Road, Bombay-17.
489 Gold Field Leather Works, Bhangwadi, Kalbadevi Road, Bombay-2.
490 Bandu Sambhaji Kharatmal Leather Mfg., Municipal H. No. 3532, Dhorwada, Near Power House, Chalisgaon, Dist. Jalgaon.
491 Johnson & Johnson of India Ltd., 224-D, Dharavi Road, Bombay-12.
492 Carona Sahu Company Limited, Jogeshwari, Bombay-60.

MYSORE

- 493 Amcerjan Tannery, (Closed) Laskar Mohalla, Madharpur Road, Mysore.
494 Batta Central Repair Shop, No. 16, St. John's Road, Bangalore-1.

MYSORE—contd.

- 495 Moosa Raza Sahib & Sons, 6, Albert Victor Road, Bangalore.
- 496 Mysore Chrome Tanning Co. Ltd., P. B. No. 528, Mysore Road, Bangalore-26.
- 497 Van Ingen & Van Ingen, Hyder Ali Road, Mysore-1.
- 498 Varma Industrials (P) Ltd., Dombur Road, H.A.L. Post, Bangalore-17.

ORISSA

- 499 Government Tannery, Titilagarh, Bolangir District.
- 500 Government Tannery, Boudh.
- 501 K.S.E.A. Mohideen Tannery, Berhampur.
- 502 Government Shoe Factory, Cuttack.
- 503 Government Demonstration Shoe Factory, Ranihat, Cuttack.

PONDICHERRY

- 504 Leather Goods Manufacturing Unit, Pondicherry.
- 505 Tannery and Leather Finishing Shop, Yanam, Pondicherry.

PUNJAB

- 506 Bawa Skin Company, Jullundur.
- 507 Kapurthala Northern India Tanneries, Kapurthala.
- 508 Kapurthala Leather Products, Sultanpur Road, Kapurthala.
- 509 Knit Foundry Ltd., Sultanpur, Kapurthala.
- 510 Modern Leathers, Bahadurgarh Road, Sonapat.
- 511 Punjab Khadi Gram-Udyog Sangh Charam Udyog, G.T. Road, Jullundur.
- 512 Vir Brothers, 2, Basti Nau, Jullundur.

UTTAR PRADESH

- 513 Ashok Boot Factory, Sadar Bhatti, Agra.
- 514 Ashok Shoe Company, Sunderpura, Agra.
- 515 Ajit Traders, Gali Punjabiyan, Hing-Ki-Mandi, Agra.
- 516 Agra Leather Board (P) Ltd., 5, Industrial Estate, Nunhai, Agra.
- 517 Albert Footwear, Ghatia Arjanikhan, Agra.
- 518 Atlas Shoe Company, Wazirpura, Agra.
- 519 Army & Police Equipment Factory, B. P. Srivastava Market, Parade, P. B. No. 36, Kanpur.
- 520 Akash Chappal Factory, Majid Ahmed Road, Kanpur.
- 521 Basic Shoe Factory, Kashmiri Bazar, Agra.
- 522 Bharat Shoe Factory, No. 2, Harish Market, Agra.
- 523 Birla Shoe Factory, Ratanpura, Agra.
- 524 British India Corporation Ltd., Cooper Allen Branch, Civil Lines, Kanpur.
- 525 Combat Boot Company, 45, Oliver Road, Agra.
- 526 Charam Sewak Udyog, Sadar Bhatti, Agra.
- 527 China Footwear Factory, China Building, Motikatra, Agra.
- 528 Coronet Shoe Factory, 45, Mahatma Gandhi Road, Agra.
- 529 Delhi Footwear 1797-A (Indra Spinning Mills) Jeoni, Mandi, Agra.
- 530 Dayalbagh Taj Tanneries Ltd., Dayalbagh, Agra.
- 531 Everyday Footwear Factory (P) Ltd., Dayalbagh, Agra-5.
- 532 Fonex Footwear & Co., Hing-Ki-Mandi, Agra.
- 533 Government Leather Footwear-cum-Production Centre, Deoband, Saharanpur.
- 534 Good Year Shoe Factory, Belanganj, Agra.
- 535 Government Leather Working Institute, Kanpur.
- 536 Hans Chappal Corporation, 110/39, Nehrunagar, Kanpur.
- 537 Indian Leather Industries, 90/240, Iftikharabad, Kanpur.

UTTAR PRADESH—*contd.*

- 538 John White Footwear, Shoe Ka Bazar, Agra.
- 539 James Footwear Factory, Kashmir Bazar, Agra.
- 540 Khera Shoe Company, 1042, Mahatma Gandhi Road, Agra.
- 541 Leather Goods Factory, Dayalbagh, Agra.
- 542 Leather Working School, Dayalbagh, Agra.
- 543 Leather Linkers, Babulal Market, Agra.
- 544 Liberty Chappal Company, Latonche Road, Kanpur.
- 545 Magic Shoe Factory, 627, Hing-ki-Mandi, Agra.
- 546 Maharaja Shoe Factory, Sadar Bhatti, Agra.
- 547 Men's Footwear Company, Kashmiri Bazar, Agra.
- 548 Marshal Shoe Factory, Mantola, Agra.
- 549 Marshon Footwear, Sadar Bhatti, Agra.
- 550 Maul Bux & Co. H. Sisamau, Nala Road, Kanpur.
- 551 Maliks Traders, 23/185, Pratap Ganj, Factory area, Kanpur.
- 552 North India Boot Factory, Shahganj, Agra.
- 553 New Lahore Shoe Company, 13, National Shoe Market, Agra.
- 554 Rose Shoe Factory, 1194, Nala Motikatra, Agra.
- 555 Ramson Footwear & Co., Prag, Narain Road, Agra.
- 556 Shah Footwear, Hing-Ki-Mandi, Agra.
- 557 Star Leather Works, Peepul Mandi, Agra.
- 558 Simco Shoe Company Hing-Ki-Mandi Agra.
- 559 Senior Shoe Factory, Katra Resham, Tajganj, Agra.
- 560 Sagar Ghappal, 80/89, Latonche Road, Hindu Orphanage Building, Kanpur.
- 561 K. V. Shoe Factory, Hing-Ki-Mandi, Agra.
- 562 R. L. Shoe Factory, Hing-Ki-Mandi, Agra.
- 563 Imperial Footwear, Agra.
- 564 Agra Tannery, Bodla Bichpur Road, Agra.
- 565 Asia Tannery, Jajmau, Kanpur.
- 566 Co-operative Chrome Tanneries Ltd., Dayalbagh, Agra.
- 567 Government Tanning Centre, Rajlamau P. O., Shamshabad, Farukhabad.
- 568 Government Pilot Tanning Project, Mohmadabad, Farukhabad.
- 569 Government Leather School, Tetaphur.
- 570 Globe Tannery, Jajmau Road, Kanpur.
- 571 N. D. Georgopoulos, Factory No. 1, 91/4, Hirmanka Purwa, Kanpur.
- 572 Hindustan Tanneries (P) Ltd., P. B. No. 277, Jajmau, Kanpur.
- 573 Indian National Tannery (P) Ltd., Jajmau, Kanpur.
- 574 Ideal Tannery, Jajmau Road, Kanpur.
- 575 Jajmau Tannery, Jajmau, Kanpur.
- 576 Javed Tannery, Jajmau, Kanpur.
- 577 Kanpur Hide Company, Hiramanka Purwa, Kanpur.
- 578 Kohinoor Tannery, Jajmau, Kanpur.
- 579 Lari Tannery, Jajmau Road, Kanpur.
- 580 Meerut Tanneries, P. O. Pacholi, Meerut.
- 581 The British India Corporation Ltd., North West Tannery Branch, Civil Lines, Kanpur.
- 582 New India Tannery, Jajmau, Kanpur.
- 583 Northern Tannery, Jajmau Road, Kanpur.
- 584 New Light Tannery, P. O. Shewan Tannery, Kanpur.
- 585 The Oriental Tannery, Jajmau Road, Kanpur.
- 586 Prime Products Ltd., Kalpi Road, Bhannapurwa, Kanpur.
- 587 Paramount Tannery, 271-279, Jamjai Road, Kanpur.

UTTAR PRADESH—*concl.*

- 588 The Pioneer Tanneries & Glue Works, Jajmau, Kanpur.
- 589 Shewan Tannery, Jajmau, Kanpur.
- 590 Sultan Tannery, Jajmau Road, Kanpur.
- 591 Super Tannery, Jajmau, Kanpur.
- 592 G. T. Tanneries & Co. (P) Ltd., 2, Azad Nagar (Kalyanpur), Kanpur.
- 593 United Provinces Tannery Co. (P) Ltd., P. B. No. 246, Jajmau Road, Kanpur.
- 594 Universal Tunnery, Jajmau Road, Kanpur.
- 595 Upper India Tannery, Jajmau Road, Kanpur.
- 596 Union Model Tannery, Jajmau Road, Kanpur.
- 597 The Unnao Tannery, Village : Sheikpur, Kanpur-Lucknow Road, Unnao District.
- 598 Wason & Company, Tannery, P. B. No. 42, Bodla, Agra.
- 599 Beta Picker Company Ltd., North West Tannery Premises, Kanpur.
- 600 Dayalbagh Leather Goods Factory (P) Ltd., Prem Nagar, Dayalbagh, Agra.
- 601 Gemini Leather Stores, Bhogipur, Shahganj, Agra.
- 602 Khanna Sport Industries, Victoria Park, Meerut.
- 603 Premier Shoe Factory, Sadar Bhatti, Agra.
- 604 National Leather Factory, 101/218, Bakerganj, Kanpur.
- 605 Sehgal Chappal Company, 111/44, Brahmanagar, Kanpur.
- 606 C. H. C. Tannery No. 2, Sitla Bazaar, Pokharpur, Kanpur.
- 607 Government Pilot Centre for Footwear, (Closed), Basti, Kanpur.
- 608 Star Tannery, (Closed), Jajmau, Kanpur.
- 609 N. D. Georgopolous, Factory No. 2, 91/4, Hiranman-ka-Purwa, Kanpur.—(Closed).

WEST BENGAL

- 610 Ah Soon Tannery, 47, South Tangra Road, P. O. Tiljala, Dist. 24-Parganas.
- 611 Ah Woon Tannery 47, South Tangra Road, P. O. Tiljala, Dist. 24-Parganas.
- 612 Achap Tannery, 47, South Tangra Road, Calcutta-39.
- 613 Bengal Tanning Institute, Canal South Road, P. O. Entally, Calcutta-14.
- 614 Chingsue Tannery Pvt. Ltd., 47, South Tangra Road, P. O. Tiljala, Dist. 24-Parganas.
- 615 Chrome Tanning Extension Centre, Small Industries Service Institute (Government of India), 33/1, North Tapsia Road, Tangra, Calcutta-46.
- 616 Cottage Tanning Institute, 18, South Tangra Road, Calcutta-46.
- 617 Chen Ki Tannery, 47, South Tangra Road, Calcutta-46.
- 618 Diamond Tannery & Co., 47, South Tangra Road, P. O. Tiljala, Dist. 24-Parganas.
- 619 East India Goatskin Co., 13, Mir Meher Ali Lane, Calcutta-15.
- 620 The Eastern Tannery, 129, South Tangra Road, Calcutta-39.
- 621 Fo Sin Tannery, 47, South Tangra Road, P. O. Tiljala, Dist. 24-Parganas.
- 622 Haply Tannery, 47, South Tangra Road, P. O. Tiljala, Dist. 24-Parganas.
- 623 The Hindustan Tannery, 129, South Tangra Road, Calcutta-46.
- 624 IEC Limited, 47, South Tangra Road, Calcutta-39.
- 625 The Jubilee Tannery, 54-A, Tiljala Road, P. O. Ballygunge, 24-Parganas.
- 626 Jolli, G. A., 49, Debendra Chandra Dey Road, Dist. 24-Parganas. Calcutta-15.
- 627 Kho Ley Tannery, 47, South Tangra Road, P. O. Tiljala, Dist. 24-Parganas.
- 628 Kong Tannery, A. 47, South Tangra Road, P. O. Tiljala, Dist. 24-Parganas.
- 629 Kok Shin Sheong Tannery, 47, South Tangra Road, P. O. Tangra, Dist. 24-Parganas.
- 630 Lee Chung Tannery, 47, South Tangra Road, P. O. Tiljala, Dist. 24-Parganas.
- 631 Lee Min Tannery, 47, South Tangra Road, P. O. Tiljala, Dist. 24-Parganas.
- 632 Lee Youn Chin Tannery, 13, Topsia Road, Calcutta-39.
- 633 Mon Chong Tannery, 47, South Tangra Road, P. O. Tiljala, Dist. 24-Parganas.

WEST BENGAL—*contd.*

- 634 The National Tannery Co. Ltd., Canal South Road, Pagladanga, Calcutta-15.
- 635 Num Chong Tannery, 47, South Tangra Road, P. O. Tiljala, Dist. 24-Parganas.
- 636 National Chamois Works (1949) (P) Ltd., 33/1, North Topsia Road, P. O. Tiljala, Dist. 24-Parganas.
- 637 Standard Tannery, 129/A, South Tangra Road, P. O. Tiljala, 24-Parganas.
- 638 Skih Yan Tannery, 47, South Tangra Road, P. O. Tiljala, Dist. 24-Parganas.
- 639 Soon Thien Tannery, 47, South Tangra Road, P. O. Tiljala, Dist. 24-Parganas.
- 640 Sin Sin Tanneries, 47, South Tangra Road, P. O. Tiljala, Dist. 24-Parganas.
- 641 South China Tannery Pvt. Ltd., 47, South Tangra Road, P. O. Tiljala, Dist. 24-Parganas.
- 642 Sin Mee Tannery, 47, South Tangra Road, P. O. Tiljala, Dist. 24-Parganas.
- 643 Thon Yan Tannery, 47, South Tangra Road, P. O. Tiljala, Dist. 24-Parganas.
- 644 Tak Fo Chong Tannery, 47, South Tangra Road, Calcutta-39.
- 645 Ullly Tannery, 47, South Tangra Road, P. O. Tiljala, Dist. 24-Parganas.
- 646 Unique Tannery (Pvt.) Ltd., 54/A, Tiljala Road, Calcutta-46.
- 647 The Vatal Tannery, Bara Mahal, Tollygunge, 24-Parganas.
- 648 Wan Hing Tannery, 47, South Tangra Road, P. O. Tiljala, Dist. 24-Parganas.
- 649 Yan Chong Tannery, 47, South Tangra Road, P. O. Tiljala, Dist. 24-Parganas.
- 650 Yan Lee Tannery, 47, South Tangra Road, P. O. Tiljala, Dist. 24-Parganas.
- 651 Yeo Fah Tannery Pvt. Ltd., 47, South Tangra Road, P. O. Tiljala, Dist. 24-Parganas.
- 652 Yuen Ley Son Tannery, 47, South Tangra Road, P. O. Tiljala Dist. 24-Parganas.
- 653 Yin Jhong Tannery, 47, South Tangra Road, P. O. Tiljala Dist. 24-Parganas.
- 654 Bata Central Repair Shop, 1, Chandri Chawk Street, P. O. Bowbazar, Calcutta-12.
- 655 Guthbertson & Harper (India) Pvt. Ltd., 10, Govt. Place East, Calcutta-1.
- 656 Fatehdin & Sons, 9, Harinbari 1st Lane, Calcutta-12.
- 657 Bata Shoe Co. (P) Ltd. P. O. Batanagar Dist. 24-Parganas.
- 658 Meher Bux & Co., 62, Phears Lane, P. O. Bow Bazar, Calcutta—(Closed).
- 659 National Magaldi Ltd., Canal South Road, Pagladanga, Calcutta-15—(closed).
- 660 Nav Bharat Udyog, 121, Jogendra Nath Mukherjee Road, P. O. Ghosury, Howrah.
- 661 Sen Raleigh Ltd., Canal South Road, Pagladanga, 24-Parganas, Calcutta-15.
- 662 Silpa Sree Works, 7, Shama Charan-De Street, Calcutta.
- 663 United Commercial Company, 3/2 Madan Street, Calcutta-12.
- 664 Chai Fe Tannery, 47, South Tangra Road, Dhappa, P. O. Tiljala, 24-Parganas, West Bengal.
- 665 Fai Hin Tannery, 47, South Tangra Road, P. O. Tiljala, 24-Parganas.
- 666 E. Fu Tannery Private Ltd., 47, South Tangra Road, P. O. Tiljala, 24-Parganas.
- 667 Chen Mei Tannery, 47, South Tangra Road, P. O. Tiljala, 24-Parganas.
- 668 Chee Hing Tannery, 47, South Tangra Road, P. O. Tiljala, 24-Parganas.
- 669 Chiang Sin Tannery, 47, South Tangra Road, P. O. Tiljala, 24-Parganas.
- 670 Great China Tannery, 47, South Tangra Road, P. O. Tiljala, 24-Parganas.
- 671 Lee Yun Kim Tannery, 47, South Tangra Road, P. O. Tiljala, 24-Parganas.
- 672 Thiam King Tannery, 47, South Tangra Road, P. O. Tiljala, 24-Parganas.
- 673 Tham Yan Tannery, 47, South Tangra Road, P. O. Tiljala, 24-Parganas.
- 674 Sung Sheng Tannery, 47, South Tangra Road, P. O. Tiljala, 24-Parganas.
- 675 Progressive Tannery Private Ltd., 47 South Tangra Road, P. O. Tiljala, 24-Parganas.
- 676 Fontania Industries Private Ltd., South Tangra Road, P. O. Tiljala, 24-Parganas.
- 677 Anjan Tannery, 47, South Tangra Road, P. O. Tiljala, 24-Parganas.

WEST BENGAL—*concl'd.*

- 678 Chung Yen Tannery, 47, South Tangra Road, P. O. Tiljala, 24-Parganas.
- 679 Mu Fum Tannery, 59, South Tangra Road, Calcutta-39.
- 680 Ten Yeon Tannery, 47, South Tangra Road, P. O. Tiljala, 24-Parganas.
- 681 Liu Ching Yuan Tannery, 47, South Tangra Road, P. O. Tiljala, 24-Parganas.
- 682 Asian Bros. Tannery, 47, South Tangra Road, P. O. Tiljala, 24-Parganas.
- 683 Park Yin Tannery, 47, South Tangra Road, P. O. Tiljala, 24-Parganas.
- 684 Sham Shin Tannery, 47, South Tangra Road, P. O. Tiljala, 24-Parganas.
- 685 S. Young Tannery, 47, South Tangra Road, P. O. Tiljala 24-Parganas.
- 686 Nec Lay Son Tannery, 47, South Tangra Road, P. O. Tiljala, 24-Parganas.
- 687 Mington Tannery, 47, South Tangra Road, P. O. Tiljala, 24-Parganas.
- 688 Paymental Tanneries & Canton Foundry and Engineering Works, 12, Paymental Garden Road, Calcutta-15.
- 689 Sinthai & Company, 47, South Tangra Road, Calcutta-46.
- 690 Rabidas Tanneries Ltd., 128, South Tangra Road, Calcutta-39.
- 691 Scon Chong Tannery, 47, South Tangra Road, Calcutta-46.
- 692 Cuthbartson & Harper (India) Private Ltd., 10, Topsia Road South,, P. O. Dhapa, 24-Parganas.
- 693 Choong Voon Tannery, 47, South Tangra Road, Calcutta-46.
- 694 Hind Tannery, 129, South Tangra Road, P. O. Dhapa, 24-Parganas.
- 695 PAO Hsiung Tannery, 47, South Tangra Road, Calcutta-46.
- 696 Ah Tiam Tannery, 47, South Tangra Road, Calcutta-46.
- 697 Union Leather Company, 47-South Tangra Road, Calcutta-46.
- 698 Eik Fung Tannery, 126, South Tangra, Road, P. O. Tiljala, 24-Parganas—(Closed).
- 699 Sun Wah Tannery, 47, South Tangra Road, P.O. Tiljala, 24-Parganas—(Closed).
- 700 Gladstone Lyall & Co. Ltd., (Silver Town), 20, Howrah Road, P. O. Salkia, Howrah,—(Closed).
- 701 Vianests' Calcutta Goat Skin Ltd., 60, Debendra Chandra Dey Road, 24-Parganas—(Closed).

APPENDIX III

List showing the Employers Organisations to whom Questionnaire was issued

- 1 The Ambur Tanners' Association, Ambur, North Arcot District, Madras State.
- 2 The All India Pickers & Textile Leather Manufacturers' Association, Post Box No. 156, Ahmedabad-1.
- 3 The Agra Shoe Manufacturers' Association, 1244, Pilikothi, Shahganj, Agra.
- 4 The Andhra Pradesh Hides & Skins Merchants' Association, 12/38-A, Hyet Khan Street, Tarapet, Vijayawada-1 (A.P.).
- 5 All India Footwear and Leather Goods Exporters Association, 111-A, Mahatma Gandhi Road, Bombay-1.
- 6 Associated Chamber of Hides & Skin Traders, 9, Rani Swarnamayee Road, Calcutta.
- 7 The Bombay Tanners' Association, Ramarwadi, Dharavi, Bombay-17.
- 8 The Bone Millers Association of India, 28-29, Coral Merchant Street, Madras-1.
- 9 Calcutta Hides & Skins Shippers' Association, Royal Exchange, Calcutta-1.
- 10 Calcutta Reptile Skin Shippers' Association, 7, Colootola Street, Calcutta-1.
- 11 Delhi Skin & Wool Merchants' Association, 2933, Bahadur Garh Road, Sadar Bazar, Delhi-6.
- 12 The Dindigul Skin Merchants Association, Begumpur, Dindigul, Madras State.
- 13 The Erode Tannery Merchants' Association, P. O. Peria Agraharam, Via Erode-5, Madras State.
- 14 The Ellore Tanners' Association, Post Box No. 31, Eluru, Andhra Pradesh.
- 15 Export Promotion Council for Finished Leather & Leather Manufacturers, Post Box No. 198, 15/46 Civil Lines, Kanpur.
- 16 Hide & Skin Merchants & Shippers' Association, Barhampura, Muzaffarpur, Bihar.
- 17 The Indian Leather Technologists Association, Mercantile Building, Lal Bazar Street, Calcutta-1.
- 18 Indian Leather Fair Society, Central Leather Research Institute, Adyar, Madras-20.
- 19 The Kanpur Chappal Manufacturers' and Suppliers' Association, 90/240 Iftikharabad, Kanpur.
- 20 Leather Export Promotion Council, "Marble Hall", 3/38 Vepey High Road, Madras-3.
- 21 Maharashtra Hides & Skins Merchants' Association, 246-1 Dharavi Road, Bombay-17.
- 22 The Mysore State Hides & Skins Merchants' and Tanners' Association, 74, Commercial Street, Bangalore-1.
- 23 The Pallavaram Tanners' Association, 2, Muthugramani Street, Madras-3.
- 24 The South India Tanners' and Dealers' Association, Ranipet, North Arcot District, Madras State.
- 25 Southern India Wool & Goathair Exporters' Association, 52-B, Sydenhams Road, Perambet, Madras-3.
- 26 Southern India Skin & Hide Merchants' Association, 16, Sydenhams Road, Madras-3.
- 27 Small Scale Saddlery Manufacturers' Association, B. P. Srivastavas' Market, Parade, Kanpur-1.
- 28 Small Defence Footwear Manufacturers' Association, B. P. Srivastavas' Market, Parade, Kanpur-1.

- 29 Tanners' Federation of India, 14/69, Civil Lines, Kanpur.
- 30 The Tanners and Leather Trades Association, 289, China Bazar Road, Madras-1.
- 31 The Tanners' Association, Pernambut, North Arcot District, Madras State.
- 32 The Tanners and Hide Merchants' Association, Vizianagaram, Andhra Pradesh.
- 33 The Vaniyambadi Tanners' Association, 1210, Katcheri Road, Post Box No. 24, Vaniyambadi, Madras State.
- 34 The President, Tannery Association, Warangal, Andhra Pradesh.
- 35 The Secretary, Trichy Tanners' Association, Palakarai, Tiruchirapalli, Madras State.
- 36 The Secretary, Madhavaram Tanners Association, Sydenhams Road, Madras-3.
- 37 The Secretary, Katpadi Tanners Association, Katpadi, North Arcot District, Madras State.



APPENDIX IV

List showing the Trade Unions to whom the Questionnaire was issued

ANDHRA PRADESH

- 1 Kurnool Tannery Workers Union, 47/60, Budhavaripeta, Kurnool, Kurnool District.
- 2 Andhra Pradesh Tanneries Workers' Union, Narayanaguda (INTUC Office), Hyderabad.
- 3 The Andhra Pradesh Small Scale Industrial Development Corporation Staff-Association, 10-1-831/4/2 (Upstairs), Khairatabad, Hyderabad.
- 4 Small Scale Industries Workers Federation, (Hyderabad & Secunderabad), Exhibition Grounds, Hyderabad.
- 5 Utility Leather Goods Production Centre Employees Union, Hyderabad, INTUC Office, Narayanaguda, Hyderabad-20.
- 6 Visakha Zilla Tannery Workers Union, Opp. Bus Stand, Vijayanagaram, Vizag District.

BIHAR

- 7 The Bata Mazdoor Union, P.O. Digha Ghat, Patna.
- 8 The Mokameh-ghat Bata Workers' Union, Mokameh-ghat, P. O. Hathidah, Patna.
- 9 Bata Karmachari Sangh, Digha, Patna.
- 10 Leather & Hide Workers' Union, Motijhil, Muzaffarpur.

DELHI

- 11 Leather & Shoe Workers Union, C-148, Defence Colony, New Delhi-3.

GUJARAT

- 12 Leather Mazdoor Sabha, Rajpur Tolnaka, Ahmedabad-10.
- 13 Gujarat Pickers Charmodhyog Mazdoor Sangh, Ahmedabad.
- 14 Gandhi Majoor Sevalaya, Bhadra, Ahmedabad.
- 15 Leather Workers Union, Chandramani Bhavan, Mission Road, Nadiad.
- 16 Gujarat Leather Kamdar Sangh, Vishnu Mandir Building, Dr. Ambedkar Road, Gheekanta, Ahmedabad-1.

JAMMU AND KASHMIR

- 17 Kashmir Government Tanneries Workers Union, Shalteng, Srinagar.
- 18 Government Tannery Workers Union, Muthi, Jammu.

KERALA

- 19 Tellichery Leather Workers' Union, Mukunda Maller Road, Tellichery.
- 20 Trichur Leather Workers' Union, Trichur.
- 21 Trivandrum District Leather Workers' Union, C/o R.S.P. Office, Trivandrum.
- 22 Leather Labour Union, INTUC Office, Kottayam.

MADHYA PRADESHI

- 23 Leather Factory Mazdoor Sangh, Sharm Shivir, Tansen Marg, Birlanagar, Gwalior.

TAMILNADU

- 24 Chingleput District Tannery Workers Union, C/o Jawahar Valibar Sangam, Pallavaram, Madras-43.
- 25 Chingleput District Tannery Workers Progressive Union, Nagalkeni, Chromepet, Madras-44.
- 26 Chrome Leather Company (P) Ltd., Employees Union, No. 1, Second Main Road, New Colony, Chrompet, Madras-44.
- 27 Coimbatore District General Workers Progressive Union, 14/47, Teppakulam Street, Coimbatore, Madras State.
- 28 Coimbatore District Tannery Workers' Union, Noyyal Bridge, Podanur Post, Coimbatore District, Madras State.
- 29 Coimbatore Tannery Workers Union, Noyyal Bridge, Podanur Post, Coimbatore District, Madras State.
- 30 Dindigul Tannery Labour and Workers Union, Savuriyarpalayam, Dindigul, Madras State.
- 31 District Tannery and General Employees Union, 935, Budhanagar, Vaniyambadi, Madras State.
- 32 Foot-wear Workers Union, 26, Vecraraghavalu Street, Madras-12.
- 33 Madhavaram Tannery Workers' Union, Thiruvalluvar Street, Madhavaram, Madras-60.
- 34 Madras Leather Factory Workers Union, 136, Stranhas Road, Madras-12.
- 35 Madras Leather Plastic and Allied Works Employees Union, 2/149 Mount Road, Madras-6.
- 36 Madras Skins and Hides Workers Welfare Union, 12, Naval Hospital Road, Hind Lane, Ambedkar Nagar, Madras-12.
- 37 National General Labourers Union, M.R.T. No. 1, R. V. Nagar, Dindigul, Madurai District, Madras State.
- 38 Nagappa Industrial Workers Union, Polal, Red Hills, Chingleput District, Madras State.
- 39 National Tannery Workers' Union, Valayalkara Street, Kitchilipalayam, Salem District.
- 40 North Arcot District Tannery Labourers' Association, (Regd. No. 2593) Kacheri Road, Vaniyambadi, Madras State.
- 41 North Arcot District Tannery Workers' Association, No. 480, Jinna Road, Kaderpet, Vaniyambadi, Madras State.
- 42 North Arcot District Tannery Workers Union, Station Road, Vaniyambadi, North Arcot District, Madras State.
- 43 Pallavaram Chromepet Tannery Workers Union, Thiruncermalai Road, Nagalkeni, Chrompet P.O. Madras-44.
- 44 Salem District Tannery Workers Union, Erumapalayam Road, Kitchilipalayam, Salem, Madras State.
- 45 Tamilnad Leather Mandies and Tanneries Workers Union, No. 19, Mathukara Veerabadran Street, Periamet, Madras-3.
- 46 Tannery Employees Union, Kamaraj Nagar, Sembattu, Trichy-7.
- 47 Tannery Labours Union, Peria Agraharam, Erode, Madras State.
- 48 Thiruvallur Thol Padanidu Thozhilalar Munnetra Sangam, No. 54, Muthiriar Street, Tiruvallur, Madras State.
- 49 Thiruvethiyur Tannery Workers Union, Tiruvethiyur, Madras-19.
- 50 Trichirapalli Thol Pathanidu Thozhilalar Sangam, Sembattu, Trichirapalli, Madras State.

MAHARASHTRA

- 51 All India Footwear & Leather Goods Exporters Association, Room No. 5, Gurnimjee Building, 111-A Mahatma Gandhi Road, Bombay-1.
- 52 Bhor Industries Kamgar Sangh, C/o Shri P. G. Merekar, 108-A, Mangalwar Peth, Bhor, District Poona.
- 53 Bombay Tannery Workers Sang, 224-A, Jiarzawali Chawl, Dharavi, Bombay.

MAHARASHTRA—contd.

- 54 Chemical Kamgar Sangh, 866, Sadashiv Peth, Poona-2.
- 55 Maharashtra Rajiya Leather & General Workers' Union, MB 17 Block, Janta Colony, Bombay-23.

MYSORE

- 56 Tannery Workers Union, Devarajee Vana Halli, Kudugodanahali Post, Bangalore.
- 57 The Mysore Chrome Tannery Co. Ltd. Employees' Union, Hanuman Stores, Byatarayanapura, Bangalore-26.
- 58 The Bangalore Leather Craftsmen Union (Regd. No. 62), Sri Ganesh Mandir, Shivaji Road, Bangalore-1.

PUNJAB & HIMACHAL PRADESH

- 59 Shoe Workers Union, Peak Hotel, Simla.
- 60 Shoe Last Labour Union, Pucca Bagh, Mehdi Manzil, Jullundur City.

UTTAR PRADESHI

- 61 Chamra Mazdoor Pachnayati, 109/224 Ramkrishna Nagar, Kanpur.
- 62 Cooper Allan Mazdoor Committee, 26/5 Labour Colony, Nawabganj, Kanpur.
- 63 Flex Employees' Union, 36/8, Ram Mohan Ka Hata, Kanpur.
- 64 Kanpur Chamra Mills Karamchari Union, 96/2-A Chhuniganj, Kanpur.
- 65 Kanpur Tannery & Leather Workers' Union, 12/1 Gwaltoli, Kanpur.
- 66 Kanpur Tannery Employees' Union, 106/162 Gandhi Nagar, Kanpur.
- 67 Leather Workers Union, 104/A, M. G. Road, Agra.
- 68 Shoe Mazdoor Dastkar Union, 14/A.M.G. Road, Agra (Cantonment).

WEST BENGAL

- 69 All Bengal Tannery Mazdoor Union, 7, South Tangra, Road, Calcutta-15.
- 70 All India Bata Employees' Federation, 18, Surajyasen Street, Calcutta-12.
- 71 Bata Mazdoor Union, Kassimudin Road, P. O. Batanagar, 24-Parganas.
- 72 Bata Thika Mazdoor Union, Kassimuddin Road, P. O. Batanagar, 24-Parganas.
- 73 Calcutta and 24-Paragans Chamra Arhat Mazdoor Union, 64, Narkal Dange, North Road, Calcutta-11.
- 74 Calcutta Leather Workers Union, 12, Arpuli Lane, Calcutta.
- 75 Darjeeling District Leather Workers Union, Chowk Bazaar, Darjeeling.
- 76 Delux Workers' Union, 7/2-A, Jamir Lane, Calcutta-19.
- 77 Hindustan Belting Mazdoor Union, 6, Monsolola Lane, Mahesh, P. O. Rishra, District Hooghly.
- 78 Hindustan Tannery Workers Union, H/o Bater Doss, 7, Miajan Lane, Calcutta-46.
- 79 Indian National Bata Shoe Managers Congress, 59/B, Chowringhee Road, Congress Bhavan, Calcutta-20.
- 80 Leather and Tannery Mazdoor Sabha, 104, Christopher Road, Calcutta-46.
- 81 National Tannery Shramik Union, 25/4/3, Belaghat Main Road, Calcutta-10.
- 82 Tannery Mazdoor Congress for Calcutta and 24-Parganas, 38, Tangra Road, Calcutta-15.

APPENDIX V

List showing the Central Organisations of Trade Unions to whom the Questionnaire was issued

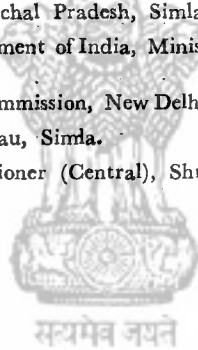
- 1 All India Trade Union Congress, 24, Canning Lane, New Delhi-1.
- 2 Indian National Leather Workers Federation, (I.N.T.U.C.), 11/365, Souterganj, Kanpur.
- 3 Hind Mazdoor Sabha, Nagindas Chambers, 167, P.D' Mello Road, Bombay-1, BR.
- 4 The United Trade Union Congress, Central Office, 249, Bepin Behari Ganguly Street, Calcutta.
- 5 Indian National Trade Union Congress, Central Office, 17, Janpath, New Delhi-1.



APPENDIX VI

List showing the Government Departments to whom the Questionnaire was issued

- 1 The Chief Secretary, Government of Andhra Pradesh, Hyderabad.
- 2 The Chief Secretary, Government of Madras, Fort St. George, Madras-9.
- 3 The Chief Secretary, Government of Mysore, Bangalore.
- 4 The Chief Secretary, Government of Kerala, Trivandrum.
- 5 The Chief Secretary, Government of Bihar, Patna.
- 6 The Chief Secretary, Government of Orissa, Bhubaneshwar.
- 7 The Chief Secretary, Government of Gujarat, Ahmedabad.
- 8 The Chief Secretary, Government of Maharashtra, Bombay-1.
- 9 The Chief Secretary, Government of Madhya Pradesh, Bhopal.
- 10 The Chief Secretary, Government of Rajasthan, Jaipur.
- 11 The Chief Commissioner, Delhi Administration, New Delhi.
- 12 The Chief Secretary, Government of Punjab, Chandigarh.
- 13 The Chief Secretary, Government of Uttar Pradesh, Lucknow.
- 14 The Chief Commissioner, Manipur, Manipur.
- 15 The Chief Commissioner, Tripura, Agartala.
- 16 The Chief Secretary, Himachal Pradesh, Simla.
- 17 The Secretary to the Government of India, Ministry of Commerce and Industry, New Delhi.
- 18 The Secretary, Planning Commission, New Delhi.
- 19 The Director, Labour Bureau, Simla.
- 20 The Chief Labour Commissioner (Central), Shram Shakti Bhawan, Rafi Marg, New Delhi-1.



APPENDIX VII

List of Tanneries/Factories visited by the Board and its Sub-committee

Sl. No.	Date of visit	Name of the Tannery/Factory	3			Place	State
			1	2	3		
1	17-5-66	M/s. Gordon Woodroffe Leather Manufacturing Ltd.				Pallavaram	Madras
2	30-6-66	M/s. Agra Tannery	.	.	.	Agra	Uttar Pradesh
3	1-7-66	M/s. Wason Tannery	.	.	.	Do.	Do.
4	19-5-67	M/s. Footwear Training Centre	.	.	.	Pallavaram	Madras
5	Do.	M/s. Chrome Leather Company Ltd.	.	.	.	Chromepet	Do.
6	Do.	M/s. Footwear Unit	.	.	.	Perambur	Do.
7	20-5-67	M/s. Farida Prime Tannery	.	.	.	Ambur	Do.
8	Do.	M/s. South East Tanning Company	.	.	.	Do.	Do.
9	Do.	Government Leather Tanning & Finishing Unit	.	.	.	Vinnamangalam	Do.
10	Do.	M/s. A. Abdul Shukur & Company.	.	.	.	Vaniyambadi	Do.
11	Do.	M/s. S. K. Senjan Chettiar & Sons	.	.	.	Do.	Do.
12	Do.	M/s. Iqbal Farooq & Company	.	.	.	Do.	Do.
13	17-6-67	M/s. Bata Central Repair Shop	.	.	.	Bangalore	Mysore
14	Do.	M/s. Moosa Raza Sahab & Sons	.	.	.	Do.	Do.
15	Do.	M/s. The Mysore Chrome Tanning Company Ltd.	.	.	.	Do.	Do.

1	2	3	4	5
36	2-3-68	M/s. Indian National Tannery (P) Ltd.		
37	Do.	M/s. Hindustan Tanneries Private Ltd.	Jainau, Kanpur	Uttar Pradesh
38	Do.	M/s. U. P. Tannery Private Ltd.	Do.	Do.
39	8-4-68	M/s. Bata Shoe Company Private Ltd.	Do.	Do.
40	10-4-68	M/s. I. E. C. Ltd.	Calcutta	West Bengal
41	Do.	M/s. Hindustan Tannery	Do.	Do.
42	11-4-68	Leather Units at Santiniketan	Do.	Do.
43	12-4-68	M/s. National Tannery Company Ltd.	Santiniketan	Do.
44	6-6-68	M/s. Charnakar Co-operative Producers Society Ltd.	Calcutta	Do.
45	Do.	M/s. Bombay Footwear (Private) Ltd.	Bombay	Maharashtra
46	Do.	M/s. Modern Tanneries Co-operative Society	Do.	Do.
47	7-6-68	M/s. Western India Tanneries Ltd. (Matwadi Tannery)	Do.	Do.
48	Do.	M/s. Western India Tanneries Ltd. (Kooka Tannery)	Do.	Do.
49	23-9-68	*T.A. Syed Mohamed & Co. (A. K. Tannery).	Do.	Do.
50	Do.	*S.M.B. Mohiuddin Mamunna Labbai & Co. K. L. Tannery	Eluru	Andhra Pradesh
51	26-9-68	*M. I. Moinuddin & Co.	Do.	Do.
52	27-9-68	*Shaik Mohamood Tannery	Warangal	Do.
53	Do.	*K. Mohd. Osman & Co., Tannery	Do.	Do.
54	Do.	*Mohd. Basheer & Co.	Lakshmipur	Do.
			Warangal	Do.

55	4-10-68	*A. T. Rayappa & Sons Tannery . . . . .	.	.	.	.	.	.	.	Guntakal	Do.
56	15-11-68	*Ismail Azeez & Co. Tannery, Zamistanpur . . . . .	.	.	.	.	.	.	.	Hyderabad	Do.
57	16-11-68	*H. Abdul Bakshi Tannery, Bakaram . . . . .	.	.	.	.	.	.	.	Do.	Do.
58	23-11-68	*Khara Shoe Factory . . . . .	.	.	.	.	.	.	.	Agra	Uttar Pradesh
59	25-11-68	*R. L. Shoe Factory . . . . .	.	.	.	.	.	.	.	Do.	Do.
60	Do.	*Simco Shoe Factory . . . . .	.	.	.	.	.	.	.	Do.	Do.
61	Do.	*K. V. Shoe Factory . . . . .	.	.	.	.	.	.	.	Do.	Do.
62	Do.	*Imperial Foot-wear . . . . .	.	.	.	.	.	.	.	Do.	Do.
63	Do.	*Coronet Shoe Factory . . . . .	.	.	.	.	.	.	.	Do.	Do.
64	16-12-68	*National Leather Industries . . . . .	.	.	.	.	.	.	.	Bombay	Maharashtra
65	5-4-69	*Chairman's visit to Agra Shoe Manufacturers' Association and Unions.	.	.	.	.	.	.	.	Agra	Uttar Pradesh
66	16-6-69	Kashmir Government Tanneries . . . . .	.	.	.	.	.	.	.	Shalteng	Jammu & Kashmir

*These factories were visited by the Sub-committee of the Wage Board.

APPENDIX VIII

Places and dates of Public Hearings and the names of persons who appeared before the Central Wage Board for Leather and Leather Goods Industry

Place of Public Hearing	Date	Name of employers or Employees organisation	Name of the representative
1	2	3	4
KANPUR	3-1-69 Employers Association of Northern India, Kanpur. Agra Shoe Manufacturers Association, Agra. Chamra Mill Mazdoor Union, Kanpur. Tanners Federation of India, Kanpur. Unnao Tannery, Jajmau, Kanpur.	Dr. R. P. Agrawal Shri S. P. Dhir Shri Maqbool Ahmedkhan Shri R. K. Mehra Shri Shamsul Haq Shri S. C. Mitra
Do.	4-1-69 Hindustan Chamber of Commerce, Kanpur. All India Trade Union Congress, U.P. Branch, Kanpur. Indian National Leather Workers Federation, Kanpur.	Shri Ram Asrey Shri J. G. Dikshit Shri S. N. Bose Shri A. M. Banerjee
CALCUTTA	18-2-69 Bata Shoe Company Pvt. Ltd., Bata Nagar. Hindustan Tannery, Calcutta.	Shri H. C. Roychowdhury Shri B. D. Chatterjee Shri R. B. Guha
Do.	The National Tannery Co. Ltd., Calcutta. Progressive Tannery (P) Ltd., Calcutta.	Shri J. Sinha Roy Shri S. K. Dasgupta Shri Yang Wei Hwa

Do	19-2-69	Bata Mazdoor Union, Calcutta.	Shri Sudhir Mukhoti
		(i) Calcutta Leather Workers Union, Calcutta.	Shri Ram Karan Ram]
		(ii) Leather & Tannery Mazdoor Sabha, Calcutta.	Shri Bhajan Das Gupta
MADRAS	11-3-69	Gordon Woodroffe Leather Manufacturing Co. Ltd., Madras.	Shri V. Sundaresan
			Shri S. Vishnumohan
		South India Tanners and Dealers Association, Ranipet.	Shri S. V. Sundara Raman
		Ambur Tanners Association, Ambur.	Shri T. A. Latheef
		Tanners Association, Pernambut.	Shri C. Abdul Hakeem
		Vaniyambadi Tanners Association, Vaniyambadi.	Shri V. R. Ramamurthy
		Erode Tannery Merchants Association, Erode.	Shri V. Rasheed Ahmed
		Mysore Chrome Tanning Co., Bangalore.	Shri E. M. Ismail Mouideen
Do.	12-3-69	All India Trade Union Congress, Madras Branch, Madras.	Shri D. Ramamohan Rau
		Chingleput District Tannery Workers Union, Pallavaram.	Shri S. Krishnamoorthi
		Dindigal Tannery Workers Union, Dindigal.	Shri A. Nallasivam
		Mysore Chrome Tanning Co. Ltd., Labour Union, Bangalore.	Shri M. Veerathagavan
		North Arcot District Tannery Workers Union, Vaniyambadi.	Shri S. A. Thabagaraj
		Coimbatore District General Workers Progressive Union, Coimbatore.	Shri M. Joseph
Do.	13-3-69	Madras State Small Industries Corporation Ltd., Madras.	Shri M. Adimoolan
			Shri Kattur Gopal
			Shri V. Raman
			Shri P. R. Sankarasubramanyam
			Shri P. K. David

1	2	3	4
MADRAS	13-3-69 Madras Leather Plastic and Allied Works Employees Union, Madras.	Shri S. P. Chinniah
BOMBAY	20-3-69 Bombay Foot wear Pvt. Ltd., Bombay. Western India Tanneries Ltd., Bombay.	Shri V. P. Pandit Shri J. E. Ezekiel
Do.	21-3-69 Carona Sahu Co. Ltd., Bombay.	Shri S. N. Bhattacharjee Shri K. P. Mukundan
		Kora Gramodyog Kendra, Borivili, Bombay.	Shri L. D'Zouza Shri S. L. Mehta
		Gaikwad Leather Industries, Bombay.	Shri Shivads B. Gaikwad
		National Rubber Works Union, Bombay.	Shri S. D. Khade

APPENDIX

SUMMARY OF CONCLUSIONS AND RECOMMENDATIONS

1.1. Leather and leather goods industry is an important one, providing employment to a large number of workmen belonging to the backward communities and earning considerable foreign exchange (para 2.34). But more foreign exchange can be earned if finished leather rather than semi-finished leather is exported and this can be achieved to some extent by adopting modernisation in the methods of tanning (2.35). Manufacture of footwear is one of the important items in the leather goods industry. The marketing of shoes produced by the cottage units is exposed to some malpractices like 'chit' and "footage" system. To minimise the evils of the above malpractices the Board recommends that the Khadi and Village Industries Commission may make necessary arrangements for starting a central marketing depot with the main object of purchasing the goods manufactured by cottage sector and also to render technical help through their utility centres to maintain the quality of goods (paras 2.48 and 2.49). In the manufacture of the other leather goods like suit cases, hand bags etc., on account of sub-standard fittings used the general get up of the finished product suffers. The State Trading Corporation may also take the same interest in the export of other leather goods as it has evinced in the case of export of footwear (para 2.53).

Coverage

1.2. The recommendations of this Board shall apply to all leather and leather goods establishments where manufacturing processes are being carried on and where 20 or more persons are employed without the aid of power or 10 or more persons are employed with the aid of power. A list of establishments so covered is given in Appendix II* (*not printed). Further, our recommendations apply to all units now in existence or which would come into existence hereafter, provided they fall within the terms of reference given to the Board. The list shown in Appendix II is only illustrative and not exhaustive (para 3.3).

1.3. Those establishments which specialise in taxidermy are excluded from the Board's purview (para 3.4).

1.4. Raw hide godowns and sales depots, if they are directly owned by the management of the tannery or leather goods establishment, will also be covered by our recommendations (para 3.5).

1.5. Units manufacturing pickers and picking bands are covered by our recommendations for the reasons recorded in Chapter III (para 3.10—3.19).

Scope

1.6. The categories of employees listed under 'A' below fall within the scope of our enquiry and those under 'B' are excluded from our purview :

(iv)

'A'

- (a) All employees drawing a total wage not exceeding Rs. 500/- per month whether they be permanent, temporary, casual, time-rated or piece-rated; and manual, clerical, technical or supervisory ;
- (b) contract labour employed on work which is incidental to the manufacturing process and is necessary for it and of a perennial nature which must generally be done every day by workmen in the regular employ of the employer ;
- (c) probationers ; and
- (d) head office and branch office staff and staff in sales depots and purchase sections directly employed by the establishments but not otherwise.

'B'

- (a) Apprentices, learners and trainees ;
- (b) contract labour not covered by A(b) above, i.e., those employed temporarily on construction work laying of roads in the premises, repairs to building, etc. ; and
- (c) teaching staff in educational institutions attached to and managed by the leather and leather goods units (para 3.25).

Financial position of the leather and leather goods industry

1.7. A study of the financial position of leather and leather goods industry with a view to assess the capacity of the industry to pay has disclosed that the performance of the 33 units from whom accounts had been received was satisfactory. It must here be mentioned that, in spite of repeated requests, large number of units have either not furnished the financial data called for by the Board or supplied insufficient information with the result that the study has become restricted. Within the limitations that flow from the above situation, it has to be assumed that the satisfactory position shown by the 33 units may also be true in relation to the industry in general. An important consideration that weighed with the Board while analysing the financial position was the export capability of this industry. In recent years, while the quantitative exports of hides and skins showed some decline, that of footwear showed increase. However, to arrest the downward trend in the case of hides and skins and to promote further export of footwear, effective cost control measures may be necessary. The past satisfactory performance of the industry was on the basis of the existing wage structure which was low excepting in a few well-organised units. Steep increases in the wage bill may effect the economy of the units and hence we have suggested a reasonable increase in the wages as also a phased programme of payment wherever necessary (paras 4.13.1 to 4.13.5).

Wages and allowances—General principles

1.8. Where 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. Between these two limits the actual quantum of 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 localities ;
- (iii) the level of the national income and its distribution ; and
- (iv) the place of the industry in the economy of the country (para 5.1).

On the question of productivity, the Fair Wages Committee has observed that the fair wage should relate to a fair load of work. The Board does not propose to disturb the existing piece-rate system wherever it is prevalent and recommends that the piece-rate system may be extended to other tanneries where such a system does not exist after fixing fair work-loads by negotiation between the employers and the employees (para 5.9). In framing the wage structure the Board kept in view the factors referred to above.

For the reasons stated by the Board in Chapter V, it is not feasible to adhere to the norms as laid down by the 15th Indian Labour Conference and no wage fixing authority has yet been able to recommend the need-based minimum wage (para 5.26). The Board approached the problems confronting this industry in a realistic way by recommending an improvement in the existing wages which are by and large governed by the Minimum Wages Act and by providing dearness allowance linked to the consumer price index wherever it is non-existent (para 5.28).

RECOMMENDED WAGES AND ALLOWANCES

Basic wages for workers other than clerical, technical or supervisory in leather industry (tanneries)

1.9. (a) All workers whether they are time-rated, piece-rated, daily rated or monthly rated shall be given an increase of 15% over the existing wages on 1-4-1969. The expression existing wages means consolidated wages, or the basic wages, D.A. and/or variable dearness allowance brought upto 1-4-1969, or the piece-rates for the first unit, all fixed under the Minimum Wages Act and includes any payment made under an award or an agreement and the interim relief already given by the Board by Resolution No. WB-13(11)/66, dated the 16th December, 1966 (para 5.34).

(b) No worker shall receive less than Rs. 78/- per mensem or Rs. 3/- per day in any state (para 5.35).

(c) The increase of 15 per cent referred to above will be on the rate for the first unit of work. The work-loads relative to piece-rates shall be as they are at present (para 5.36-5.37).

(d) The minimum guaranteed wage, i.e. the fall-back wage for all piece-rated workers shall be Rs. 3/- per day (para 5.39-5.40).

(vi)

(e) Where no rates of wages have been fixed under the Minimum Wages Act for categories of workers other than unskilled workers, we recommend that a semi-skilled worker should get 20 per cent more than the recommended wage for an unskilled worker, and a skilled worker 40% more than the recommended wage for the unskilled worker. Where there is a classification already, the 15% increase will apply to the wages of each of these three categories (para 5.41-5.42).

(f) In certain states no minimum rate of wages have been fixed for workers. For workers in these States, the wages shall be those prescribed for the neighbouring state, as indicated below :

Sl. No.	Name of the State/Union Territory wherein no minimum rates of wages have been fixed for this industry	Name of the neighbouring State
1.	Assam	West Bengal
2.	Manipur	West Bengal
3.	Tripura	West Bengal
4.	Orissa	Bihar
5.	Rajasthan	Madhya Pradesh
6.	Goa, Daman & Diu	Maharashtra, Zone IV
7.	Delhi	Punjab/Haryana
8.	Jammu & Kashmir	Punjab/Haryana
9.	Himachal Pradesh	Punjab/Haryana
10.	Pondicherry	Tamilnadu

(para 5.43-5.44)

(g) The existing differences in the quantum of wages between one zone and another zone for the same category of workers in any state as well as for different skills have as far as possible been maintained (para 5.45).

Basic wages for workers other than clerical, technical and supervisory in leather goods industry including footwear

1.10. Time rated and piece-rated workers in the leather goods establishment including footwear shall draw increases in wages mentioned against each slab in the table below over and above the wages or emoluments drawn by them as on 1-4-69.

(vii)

Present wages/emoluments	Wage Board's increase	Minimum recommended wage/emoluments for each slab	Yearly increment for 10 years
1	2	3	4
	Rs.	Rs.	
Upto and inclusive of Rs. 75/-p.m.	26.00	78.00	0.04 paise per day or Rs. 1.04 p.m.
Above Rs. 75/- p.m. but not more than Rs. 150/- p.m.	16.12	101.00	0.06 paise per day or Rs. 1.56 p.m.
Above Rs. 150/- p.m. and upto Rs. 500/- p.m.	13.00	166.12	0.08 paise per day or Rs. 2.08 p.m.

The above Wage Board's increase is inclusive of interim relief (para 5.54).

Increments and grades for workmen other than clerical, supervisory, and technical in leather and leather goods industry

1.11. For the various categories of workers depending on their skills or the recommended wages, we have recommended increments ranging from Rs. 0.04 per day or Rs. 1.04 per month to Rs. 0.10 per day or Rs. 2.60 per month except for 'splitters' in Punjab for whom an increment of Rs. 0.12 per day or Rs. 3.12 per month has been given (para 5.58-5.59).

1.12. However, wherever workers have been classified as unskilled, semi-skilled and skilled either in our recommendations or under the Minimum Wages Act, the rates of increment will be Rs. 0.04 paise per day or Rs. 1.04 per month for the unskilled; Rs. 0.06 paise per day or Rs. 1.56 per month for the semi-skilled; and Rs. 0.08 paise per day or Rs. 2.08 per month for the skilled categories (para 5.60).

1.13. The rates of increment for all piece-rated workers, irrespective of the emoluments drawn by them, shall be Rs. 0.06 paise per day or Rs. 1.56 per month. The scales of wages for all the categories shall be for a span of ten years. Annexures 2(a) to 2(k) to Chapter V give the grades of wages for workers in tanneries in various states (para 5.61).

1.14. Workers in leather goods industry will receive increments indicated in column 4 of the table given in para 5.54 and this will be added to the Wage Board increase every year (para 5.63).

Wages for clerical, supervisory and technical staff in leather and leather goods industry

1.15. The following are the scales of pay recommended for the clerical, supervisory and technical staff in the leather and leather goods industry:

Grade	Clerical	
I	Rs. 90-5-140-6-170	(15 years)
II	Rs. 120-7-190-8-230	(15 years)
III	Rs. 160-10-260-12-320	(15 years)
	<i>Supervisory and Technical</i>	
A	Rs. 85-4-125-6-155	(15 years)
B	Rs. 120-6-180-8-220	(15 years)
C	Rs. 150-8-230-10-330	(20 years)
D	Rs. 200-10-300-15-450	(20 years)
		(para 5.67)

More than one scale has been prescribed for the above categories in order that the appropriate grade can be chosen by the individual factories concerned depending upon their size, nature of work, responsibility, financial capacity and the salary drawn by the individual at present (para 5.68).

Service weightage

1.16. Workers on permanent rolls in tanneries, clerical, supervisory or technical staff in tanneries and leather goods establishments shall receive one increment in the recommended grades applicable to them for every five completed years of service subject to a maximum of two increments, after being brought to the minimum of the grade or to a step in the recommended scale equivalent to immediately higher step in the recommended scale. In the case of workers in the leather goods units, the service weightage will be added to the Wage Board's increase (para 5.70).

Dearness allowance for workers including clerical, technical and supervisory staff in leather and leather goods industry

1.17. Dearness allowance comes into effect when the average All India Consumer Price Index (1960=100) goes up by 5 points over 178, the average for the six month period July to December, 1968 to which the wages recommended by the Board has been notionally related. The amount of dearness allowance is Rs. 1.30 per mensem or Rs. 0.05 per day for every 5 points. There will be reduction in the dearness allowance if the consumer price index records a fall by 5 points but there will be no downward adjustment of the dearness allowance for a fall below 178 points. The adjustments in dearness allowance shall be made every six months on 1st October and 1st April, the first one being made in October, 1969 if there

is an increase in the average consumer price index as indicated above. For the revision in October the average of the index shall be for the six month period January to June, of the same year and for that in April the relevant average will be the six month period July to December of the previous year (para 5.72).

1.18. The fixed dearness allowance now paid in Mysore under the Minimum Wages Act will be merged with the basic wages recommended by the Board. The dearness allowance payable for unskilled, semi-skilled and skilled workers in tanneries in West Bengal is Rs. 59/-, Rs. 62/- and Rs. 67/- respectively as fixed by the Government of West Bengal in their notification dated 23rd May, 1969. The other conditions regarding variation in dearness allowance, linking etc. will be the same as in the above notification (para 5.73).

1.19. In Punjab, the dearness allowance and other conditions pertaining to D.A. will be as prescribed under the Minimum Wages Act in notification No. 11995-2.L&E-68/25111, dated the 4th July, 1969 (para 5.74).

1.20. For workers in leather goods establishments, the dearness allowance will be as for the workers in tanneries (para 5.75).

1.21. Clerical, technical and supervisory staff will also be paid the same dearness allowance as for workers in tanneries except in West Bengal and Punjab. In West Bengal the dearness allowance payable for these categories will be Rs. 75/- as prescribed in notification dated 23rd May, 1969 issued by the Government of West Bengal under the Minimum Wages Act. So also for clerical, supervisory and technical staff in Punjab the dearness allowance formula will be as stated by the Government of Punjab in their recent notification dated 23rd May, 1969 (para 5.76-5.77).

Ad hoc increase

1.22. Workers in tanneries other than clerical, technical and supervisory staff who, by reason of their emoluments being higher than the maximum of the grades recommended by us, are not benefited by our recommendations, will receive an *ad hoc* payment of Rs. 0.29 per day or Rs. 7.50 per month over and above their emoluments plus the amount of interim relief. Clerical, technical and supervisory staff in tanneries and leather goods units, if they are not benefited by our recommendations, will receive Rs. 12.50 per month in addition to the interim relief. The *ad hoc* increase and the interim relief shall be treated as pay for all purposes. If the present emoluments including interim relief in the above instances are higher than the maximum of the grades recommended by us by an amount less than Rs. 7.50 or Rs. 12.50 as the case may be, the short fall shall be made good (para 5.78-5.79).

1.23. The wages of a worker who is in receipt of higher wages than that we have recommended on account of variable dearness allowance or dear food allowance shall not fall below the maximum of the grade (in which he would have been fixed if he had not been in receipt of higher wages) plus the dearness allowance, if any, according to the Wage Board recommendations at the relevant time,

(x)

even though there is a fall in the consumer price index to which the existing dearness allowance or dear food allowance is linked (para 5.80-5.81).

Phasing

1.24. To avoid hardship to the units paying substantially lower wages than the recommended wages, the difference between the recommended wages and the existing wages shall be made up in two equal instalments. The first instalment will be paid on the date of implementation and it will be not less than Rs. 10/- and the balance, if any, shall be paid on 1st January, 1970 (para 5.82).

Fitment

1.25. The general principles as well as some examples for fitment for all categories of workers in leather and leather goods industry have been given in detail in Chapter V. In the process of fitment marginal adjustments, if found necessary, may be made by the employers and the employees after mutual discussion (paras 5.83 to 5.89).

New Units

1.26. Tanneries which may come into existence hereafter will pay the same wages and dearness allowance as recommended by the Board for the existing units (para 5.90).

1.27. Because we have recommended only increases over existing wages for workers in leather goods establishments now functioning and as there are no existing wages for workers in establishments which may come into existence hereafter, the following wages are recommended for such new establishments :—

Unskilled workers	. . . . .	Rs. 78.00 p.m. or Rs. 3.00 per day
Semi-skilled workers	. . . . .	Rs. 93.60 p.m. or Rs. 3.60 per day
Skilled workers	. . . . .	Rs. 109.20 p.m. or Rs. 4.20 per day

The above is, however, subject to the following conditions :

- (i) If the rates prescribed under the Minimum Wages Act and applicable to the workers are higher than those mentioned above, such higher rates shall be paid to the workers, together with the increases recommended by us in paragraph 5.54 of the report ;
- (ii) If the workers are paid on piece-rate basis, the piece-rate earnings per day or per month should not fall below the wages mentioned above.

The workers should also be paid the dearness allowance prescribed by this Board as and when it falls due. They will be also eligible for increments prescribed for these categories of workers in paragraph 5.63.

1.28. Clerical, technical and supervisory staff, both in leather and leather goods establishments, which come into existence hereafter, will get the starting basic wages prescribed by us. They will also be

given dearness allowance at the prescribed rate, if due, on the basis of consumer price index (para 5.91 to 5.93).

Women Workers

1.29. The Board would like to commend the I.L.O. Convention No. 100 wherein it was laid down that equal remuneration for men and women workers for work of equal value should be paid (para 5.94).

Financial burden

1.30. The approximate increase in the wage burden as a result of the Board's recommendations would be Rupees forty lakhs per annum for both the leather and leather goods industry. This estimate suffers from certain limitations already stated (para 5.95).

Conclusion

1.31. We have endeavoured to the best of our ability to visualise and provide for various contingencies that may arise in the implementation of our recommendations. But there may be some marginal cases which should be resolved by the employers and the employees in a spirit of mutual goodwill. Otherwise our recommendations should not be mutilated and must be taken as a sort of package. It is, however, made clear that nobody shall be adversely affected by reason of our recommendations (para 5.96).

Welfare measures

1.32. Working conditions in a majority of leather and leather goods units need improvement in respect of ventilation, working space, drinking water, bathing facilities, etc. Gloves, aprons and protective equipment should be provided in operations like soaking, deliming, etc. if they are not already provided and workers must co-operate and use them properly (para 6.2).

1.33. The following leave facilities should be provided to the workers :

- (i) In addition to the privilege leave as per the Factories Act, casual leave with pay for 5 days in a year for permanent workers.
- (ii) Six paid National and Festival Holidays in a year. These holidays are to be determined by mutual consent between employers and employees (para 6.3).

1.34. The employers and employees of each leather and leather goods unit should come together and work out a mutually agreeable gratuity scheme commensurate with the financial position of the individual factories (para 6.4).

1.35. The Wage Board recommends that the concerned State Governments or the Central Government in liaison with State Governments may consider a scheme of Welfare Fund by levying a cess to provide welfare facilities to the workers in this industry, including medical facilities (where the E.S.I. Scheme is not in force) to give loans to workmen on easy terms to build their own houses (para 6.5).

(xii)

136. If the existing facilities are more advantageous they should be continued (para 6.6).

Date of implementation

1.37. The Board is of the opinion that its recommendations shall come into effect on and from 1st July, 1969 and should be in force for a period of five years from the date of implementation (para 5.97).

