

GOVERNMENT OF INDIA



सत्यमेव जयते

REPORT
OF THE
CENTRAL WAGE BOARD
FOR
ROAD TRANSPORT INDUSTRY
सत्यमेव जयते
1969

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

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Introductory

Constitution of the Wage Board and the Terms of Reference

1.1. The Central Wage Board for Road Transport Industry was constituted by the Government of India in the Ministry of Labour, Employment and Rehabilitation (Department of Labour and Employment) *vide* Resolution No. WB-14(1)/64, dated the 28th May, 1966 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.

Composition of the Board

1.2. The composition of the Wage Board was originally as follows :—

Chairman

Shri P. P. R. Sawhny

Independent Members

Shri R. P. N. Sinha

Prof. D. V. Ramana

Members Representing Employers

Shri D. B. Kamble

Shri P. N. Nagaswamy

Members Representing Workers

Shri V. V. Nene

Shri K. M. Sundaram

Member-Secretary

*Shri Teja Singh Sahni

Prof. D. V. Ramana could not serve on the wage Board since he had earlier joined the staff of the U.N. Asian Institute for Economic Development and Planning at Bangkok. Dr. B. M. Bhatia was appointed by the Government in his place *vide* Resolution No. WB-7(5)/66, dated the 21st September, 1966.

Shri R. P. N. Sinha, M. P., an independent Member of the Wage Board, was replaced by Shri Shashi Ranjan, M. P. with effect from 29th September, 1967 *vide* Resolution No. WB-15(14)/67, dated the 23rd September, 1967.

Shri D. B. Kamble, who was one of the members representing employers, relinquished the charge of the post of Vice-Chairmanship of the Maharashtra State Road Transport Corporation and he was succeeded by Shri V. S.

Tambay who was appointed Member of the Wage Board in place of Shri Kamble *vide* Resolution No. WB-14(1)/65, dated the 1st December, 1967.

Shri Teja Singh Sahni relinquished charge of the office of Member-Secretary of the Wage Board on 25th November, 1967 to take up his new assignment as Industrial Relations Adviser to the Government of Malaysia and Shri Vidya Prakash, Deputy Secretary to the Government of India was appointed in his place as Member-Secretary *vide* Resolution No. WB-15(8)/68, dated the 14th August, 1968.

1.3. The following are 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 principle of fair-wages as set forth in the Report of the Committee on Fair Wages;
- †(c) to evolve a gratuity scheme for the Industry.

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 feature of the road transport 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.

‡1.4. The coverage of the Wage Board will be restricted to establishments employing five or more workers.

*Appointed *vide* Resolution No. WB-14(1)/64, dated the 7th September, 1966.

†Included in terms of reference *vide* Resolution No. WB-15(5)/66, dated the 7th September, 1966.

‡The coverage of the Wage Board was extended from establishments employing 20 or more to establishments employing 5 or more workers *vide* Resolution No. WB-14(3)/66 dated the 27th January, 1967.

Headquarters

1.5. The headquarters of the Board were located at New Delhi.

Procedure and Programme

1.6. The Wage Board met for the first time on 22nd June, 1966 to consider its terms of reference and the procedure to be followed. On the subject of quorum it was decided that 4 members should form a quorum at a meeting—one independent Member (who should preside in the absence of the Chairman) and one Member representing each the employers and the workmen, and the Chairman. It was agreed that every item in the meeting should be decided by a majority of votes and in the event of equality of votes, the Chairman should have the casting vote.

1.7. It was decided to issue a detailed questionnaire to the concerned parties in order to collect factual data and obtain views on various issues before the Board to be followed by taking oral evidence of the interested parties to enable them to support and amplify the views which they may express in their reply to the questionnaire. It was also decided that lawyers should not be allowed to represent the parties at the public hearings.

Questionnaire and Response

1.8. The Board appointed a Sub-Committee consisting of Dr. B. N. Bhatia, S/Shri D. B. Kamble and V. V. Nene with Chairman and Member-Secretary of the Board as ex-officio members to finalise the questionnaire. The draft questionnaire finalised by the Sub-Committee was approved by the Board in its meeting held on 6th January, 1967 after incorporating certain amendments; the questionnaire has been reproduced in Appendix I.

The questionnaire was sent to the Press on 13th February, 1967 for printing, and copies of the printed questionnaire were received from the Government of India Press in two batches, the first in June, 1967 and the second in September, 1967. The questionnaire was despatched soon after to 5,210 employers and their associations and to 616 labour unions. Copies of the questionnaire were also sent to the State Governments, official and non-official bodies, and other parties who were considered to be in a position to make useful contributions. A request was made to all such parties to whom the questionnaire was issued in June, 1967 to furnish their replies within a period of three months and in the case of those to whom the questionnaire was sent in September, 1967, the last date for submission of replies was fixed as 31st October, 1967.

But in view of the requests received from the parties and also the very poor response, the Wage Board decided to extend the time

limit for submission of replies upto the 31st October, 1967, then to 31st December, 1967 and finally upto 29th February, 1968. However, some of the parties which could not submit their replies by that date and had requested for further extension of time were informed that they could send their replies by the 31st March, 1968. In order to ensure that as many parties as possible should send their replies, the State Governments, State Transport Commissioners, Organisations of Employers and All India Labour Organisations were requested to use their good offices with the concerned parties to expedite their replies.

Issue of Brief Questionnaire

1.9. In spite of the best efforts made by the Wage Board the response to the questionnaire continued to be very poor. As the replies received were found to be quite inadequate, the Board at one stage decided to depute some staff of the Board's office to personally visit some of the big, medium and small units in various regions so as to obtain information on the working of a fair cross section of the Industry. But in view of the limited resources at the disposal of the Wage Board and the fact that the Government was pressing for early submission of the recommendations, the proposal was dropped and instead it was decided to issue a brief questionnaire (Appendix II) to selected employers representing small, medium and large establishments requesting them to furnish information regarding wage rates and their financial position. The brief questionnaire was issued on 24th July, 1968 to 743 employers with the request to furnish their replies latest by 15th August, 1968. Unfortunately again the response to the brief questionnaire was extremely poor.

The following table gives details of the copies of questionnaires/brief questionnaires issued and the number of replies received :—

Organisation etc.	No. of Parties to whom questionnaires were issued	No. of replies received
(1) Employers and their Associations		
(a) Main questionnaire	5210	21
(b) Brief questionnaire	743	25
(2) Labour Unions	616	18
(3) Others	131	2

Public Hearings

1.10. As stated earlier, in addition to the collection of information through mailed questionnaire, the Board decided to give hearing to all such parties as may be interested in giving evidence before the Board. For this

purpose the Wage Board held public sittings at important cities in various regions *viz.* Calcutta (twice), Bombay, Trivandrum, Madurai, Madras, Delhi (thrice), Hyderabad, Bangalore, Jaipur, Patna and Gauhati to suit the convenience of the parties. A statement showing the parties that gave evidence before the Board at various centres is given in Appendix III.

Meetings of the Wage Board

1.11. The Board held several meetings besides giving public hearings in connection with its deliberations on the terms of reference as well as on the question of grant of interim relief. Details of the Board's meetings with the list of members attending is given in Appendix IV.



CHAPTER II

Scope of Enquiry

Coverage of Establishments

2.1. The original Resolution of the Government of India constituting the Wage Board for Road Transport Industry had restricted the coverage of the Wage Board to establishments employing 20 or more workers. The matter was considered by the Board at its first meeting held on 22nd June, 1966 at New Delhi and it was decided to suggest to Government to remove this restriction so as to enable the Board to cover all workers in the Road Transport Industry as it was felt that the very purpose for which the Wage Board had been constituted would be frustrated inasmuch as a very large number of workers employed in small units would not benefit from the recommendations of the Board. As a result of the request made by the Board the Government of India extended the coverage of the Board to include establishments employing five or more workers *vide* Resolution No. WB-14(3)/66, dated the 27th January, 1967.

2.2. Since the term "Road Transport Industry" had not been specifically defined in the terms of reference, the Board considered this aspect of the matter at its first meeting and at some of the subsequent meetings, and made certain suggestions to the Government. With the concurrence of the Ministry of Labour, Employment and Rehabilitation, Department of Labour and Employment, the following decisions were taken in respect of the definition of the term "Road Transport Industry" for the purpose of coverage of the Board :—

- (i) that the taxis and auto-rickshaw trade do not fall within its purview;
- (ii) that only the automobile and repair workshops which are captive units of the establishments in Road Transport Industry including printing press should be held to fall within its purview;
- (iii) that the transport establishments which are mainly engaged in the business of collecting, loading, unloading and distribution of goods whether they possess any vehicles or not should be held to be falling within the industry; and
- (iv) that the workers employed on maintenance or operation of vehicles in es-

tablishments falling under industries other than Road Transport Industry and not meant for public transport of goods or passengers should not be held to be covered.

Thus all the undertakings engaged in the business of public transport of goods or/and passengers, irrespective of the fact whether they own any vehicle or not and which employ five persons or more, excluding taxi and auto-rickshaw trade, fall within the "Road Transport Industry" for the purposes of this Board. But employees of those establishments which maintain transport for their own use exclusively and not for public transport are not covered.

Categories of Employees covered

2.3. The terms of reference of the Board left the question of determining the categories of 'employees' to be covered by its recommendations to the discretion of the Board. Para 3(a) of the Resolution constituting the Board reads as follows :—

"The following will be 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;"

The Board at their meeting held on the 7th October, 1966 decided that the word 'employee' mentioned in the Resolution constituting the Wage Board should be taken to apply to workers drawing upto Rs. 500 p.m. as per definition given under Section 2(s) of the Industrial Disputes Act, 1947 and as amended thereafter from the date when recommendation is made by the Wage Board.

Casual Labour and Contract Labour

2.4. The Board also decided to include casual and contract labour within their purview. In regard to 'retainers' (as are being employed by the Andhra Pradesh State Road Transport Corporation), the Board were of the view that a retainer might be paid his emoluments as agreed to or be treated as casual labour whichever was more beneficial to the workman in any month.

Survey of the Road Transport Industry and its Development

3.1. The transport system of a country plays a key role in the development of its national economy. Of the various modes of transport, mechanised road and railway transport is obviously the most important. Mobility and accessibility made possible by these modes of transportation determine to a large extent the attainment of economic, social and political progress. On these also depends the efficiency of defence and administration. In the economic field particularly they are the indispensable handmaid of the economy making possible the use of advanced processes of production and distribution bringing the required inputs together and taking the finished product to a larger and larger number of markets.

3.2. Historically the railways came ahead of modern road transport, but road transport has gradually shown its superiority over rail transport; and in a large number of countries, as also in India, the railways have been losing traffic to roadways. For instance, the share of railways in the U.S.A., declined from 56% of the total freight traffic carried by road and rail in 1950 to 42% in 1955. The statistics in respect of our own country are as follows:—

Year	Percentage of Goods Traffic carried by		Percentage of Passenger Traffic carried by	
	Rail	Road	Rail	Road
1950-51	89	11	74	26
1955-56	87	13	66	34
1960-61	83	17	58	42
1965-66	77	23	53	47

Available figures regarding comparative rates of growth of traffic over the Plan period ending with the Third Plan indicate that railway goods and passenger traffic increased by 165% and 45% respectively while that by road increased by 536% and 267%. The increasing success of road transport to bite more and more into the available road-rail traffic—both goods and passengers—is due to inherent advantages possessed by road transportation. Road transport, in the eyes of the producer is obviously preferable from the point of view of speed, regularity of delivery, saving of interest on capital, freedom from damage, avoidance of transshipment, security arising from the operators' readiness to accept responsibility as a carrier, active use of scarce capital and its rapid turn-over—in brief, higher profitability consistent with lower price and better service to the consumer. There are also certain types

of traffic which are more suitable for motor haulage than for rail movement e.g. commodities in small consignments that are perishable or fragile requiring costly protective packaging. Further, where traffic is light, road transport can be the only feasible method of mechanised transport, since rail movement to be economical, requires sufficient traffic moving over given routes to permit of the accrual of economies of scale. Again traffic which would entail transportation by the rail route for consignments that have origins and destinations at points distant from the railway system can obviously best be moved by road.

3.3. The development of the road transport is particularly important in our country because of our peculiar problems on the economic, social and political fronts. On the economic side, we have to achieve quick development both in the industrial and agricultural sectors. In the social field we have to rapidly open up large land-locked parts of the country having small-scale rural economy and dispersed over more than half a million villages. Politically the need of integration and national unity has been making itself more and more felt. Then again there is the question of the effective defence of the country and the problem of increasing unemployment. Road transport can be expanded quickly to meet a war emergency without involving much hard-to-find equipment or skill. The capital cost of road constructions of equal carrying capacity is also lower than that of rail-track. Speed and relative immunity to enemy action are on the side of road transport. Also without road transport, quick evacuation of the metropolitan areas in the case of enemy attack will be difficult. Needless to add that the civilian road transport can directly supplement the army vehicles in times of need. A recent example of this was during the Indo-Pakistan conflict in 1965 when the useful role of road transport was amply demonstrated. The employment potential created by the development of road transport is very considerable indeed. The research done by the National Council of Applied Economic Research has placed such potential at 17 persons per bus and 11 persons per truck. The National Productivity Team on Road Transport was of the view that probably in no other industry would the capital-employment ratio be so favourable as in road transport. It is estimated that the road transport industry is responsible for the employment of well over 4 million workers in the country.

3.4. Of course, development of road transport depends on development of roads in the

country. The Indian Roads Development Committee (1928) in their Report emphasised the inadequacy of the Indian road system and urged that further development was desirable for the general welfare of the country and in particular (a) for the social and political progress of the rural population which would be greatly helped by motor transport; (b) for the better marketing of agricultural produce; and (c) as a complement to railway development. The Committee suggested three additional taxes for meeting the cost of road development and also recommended the creation of a Central Road Fund out of the proceeds of the enhancement of duty on motor spirit; the Fund to be spent exclusively on road development. The Committee also recommended that road conferences be held periodically and accordingly the first Road Conference was held in April, 1930. In 1934, the Indian Road Congress came into being as a permanent organisation in place of periodical conferences. But despite the creation of Road Development Fund, road development did not receive adequate finances until the out-break of the Second World War in 1939 which necessitated the creation of new roads in the operational area of the army as well as speedier movement of goods and people on existing roads. The Government made a special grant for road development from the Defence Service estimates, and as a result road transport received a great impetus. There was a rapid expansion of goods vehicles in the country and their number increased to 43,107 in 1946-47. After the Second World War there was great interest in road development. The development programme in this field centred round what is known as the 'Nagpur Plan' (1943) under which a target of 5,32,910 kilometres was planned to be achieved within a period of 15 years. The plan aimed at developing all classes of roads; no village in a well developed agricultural area was to remain more than 8 kilometres away from the main road while in an underdeveloped area, the distance was not to exceed 32 kilometres. The road target of 5,32,910 kilometres set forth in the Nagpur Plan was achieved by about the middle of the Second Five Year Plan in 1953. A further plan was prepared in 1959 to develop 10,57,770 kilometres of roads over a period of 20 years. A substantial portion of this target has also been achieved. The net-work of roads now comprises 9,92,400 kilometres nearly one-third of which is surfaced. However, the Indian road system continues to be deficient both qualitatively and quantitatively. It is hardly necessary to emphasize that adequate funds will have to be made available by the appropriate authorities for the maintenance and development of roads.

3.5. The first motor vehicle was imported in India in 1898 and the role of mechanised road transport may be said to have started with

the commencement of the present century. The number of motor vehicles on road during the early years was rather small and their use/operation was governed by the then provincial enactments which were concerned with their registration only. The Indian Motor Vehicles Act, 1914 was the first All India enactment dealing with control over the operation of motor vehicles. It was replaced after a quarter of a century by the Act of 1939. The era of State regulation may be said to have begun with this later Act. Rapid growth of road transport had been taking place since the early 1920s. There were 4,419 motor vehicles of all types in 1913-14. In 1927-28 their number rose to 25,950. In 1938-39 the number of trucks and buses totalled 12,397 and 23,645 respectively in British India alone. In 1954-55 these figures for the whole country had risen to 104,389 and 40,987 and by 1965-66 to 265,570 and 74,571 respectively. The rise over the years may be seen from Table 1 in Appendix V. But the phenomenal growth also led to unhealthy competition and rate-cutting amongst the operators. In the late 1920s the problems of unhealthy competition became more acute and the shrinkage of traffic aggravated by the world wide depression brought to the fore the need for regulation of this industry both internally and in relation to the railways. Since that time till now, Government has taken great interest in the problems of the road transport industry, particularly with reference to the need of rail-road coordination. A large number of committees, study-groups, etc., has at various times looked into the problems of the rail-road coordination as well as the problems of the road transport industry. Some of these committees are listed below :—

- (1) Indian Roads Development Committee (Jaykar Committee), 1928.
- (2) Mitchell-Kirkness Committee, 1932.
- (3) Wedge-Wood Committee, 1937.
- (4) Committee on Transport and Road-Rail Relations, 1943.
- (5) Motor Vehicle Taxation Enquiry Committee, 1950 (Dalal Committee).
- (6) Study Group for Transport Planning, 1953.
- (7) Study Group on Transport Planning, 1955.
- (8) Road Transport Reorganisation Committee, 1959 (Masani Committee).
- (9) Productivity Report of the Indian Productivity Team on Road Transport Industry in West Germany, etc. 1960.
- (10) Committee on Transport Policy & Coordination, 1966.
- (11) Transport Cost Studies of Rail-Road Transport, 1967.

- (12) Road Transport Taxation Enquiry Committee, 1967.
 (13) Study Group on Road Transport Financing, 1968.
 (14) Study Group on Viable Units, 1968.

3.6. India entered also the field of manufacturing automobiles—as distinct from mere assembly of vehicles. The beginning of this may be said to have taken place nearly two decades ago in 1949 when the first partially manufactured cars rolled out of the assembly line in the country. The following table gives the production and sale of commercial vehicles in India :—

Year	(In thousands)	
	Production	Sale
1965	35.7	34.6
1966	33.6	34.1
1967	29.8	29.9
1970-71*	50.0	50.0

*As estimated by Study Group on Road Transport Financing.

3.7. As mentioned above, with the beginning of development planning in the 1950s, there has been a phenomenal growth in goods and passenger traffic by road in the country. Table 2 in Appendix V shows this rise over the years. The estimates for the future are also indeed promising. The following extract from the Report of the Study Group on Road Transport Financing published in 1968 is of interest in this connection :—

“The estimates of the traffic, which may be available for being moved by roads, as made some time ago, are summarised in the table, which follows :—

	Goods traffic by road in billion tonne kilometres	Passenger traffic by road in billion passenger kilometres
1965-66	33	80
1970-71	60	120
1975-76	150	195

These estimates have to be revised downwards so as to allow for the current recession in the Indian economy and the markedly slower tempo of industrial growth. It will not be realistic at this stage to try to indicate, with any attempt at precision, how the volume of traffic offering is likely to increase”.

3.8. Some special characteristics of the transport industry in India may be mentioned here. The freight automobile or motor truck accounts for the largest proportion of the motor vehicles on the roads in the country. Its share in 1965-66 stood at 58%, whereas the buses account for about 18%. Mostly the commercial vehicles operate on diesel; their percentage being 78 against 22 operated on petrol. On long distance routes about 90% of the vehicles are diesel operated. The road transport industry in India appears to be a preserve of the single motor vehicle owner. The pattern of ownership as reported in the Report of the Committee on Transport Policy and Coordination (1966) is as follows :—

No. of vehicles	No. of operators
1	1,36,000
2-5	14,046
6-10	2,183
11-20	721
21-50	278
51-100	32
More than 100	37
TOTAL 270, 449	1,53,302

It will be seen that about 89% of road transport operators owned a vehicle each and the proportion of operators owning five vehicles or less stood at 90%. The detailed break-up as given in the Committee's Report is shown in Table 3 of Appendix V. The goods traffic is largely in the private sector. The Central Road Transport Corporation and one or two other Corporations like the Orissa Transport Co. Ltd. constitute the small public sector for goods transport. As regards passenger bus services, although they started as a private enterprise, today a substantial proportion of the total passenger bus service is owned and operated by the State. There are at present 29 State undertakings in all, of which 11 are run departmentally, 12 by Corporations, one by a Joint Stock Company and 5 by Municipal bodies (Appendix VI). Over one-third of the total number of buses in the country is operated by these State undertakings. The percentage of nationalisation differs from State to State. Generally it may be said that it is the policy of the Governments to nationalise more and more passenger bus services in their territories. The States encourage as a matter of policy, the formation of transport cooperatives. Progress in this respect has been rather slow. In 1962, the number of transport cooperative societies was only 808. Of these, 172 were engaged exclusively in goods traffic, 612 dealt with passenger services and 24 with both

goods and passenger services.. The feature of the transport industry whereunder a large number of units own a single vehicle each has been the cause of some concern to the Government over the last decade. It may be that to some extent, single vehicle operation secures rapid and cheap transport facilities. But such operation cannot obviously take care of investment in spare parts, provision of service facilities at starting points and termini, observance of labour laws and payment of fair and adequate wage and fringe benefits to the workers. It is only when the operational units are viable that it becomes possible to provide these facilities. The Masani Committee made the following recommendations for the formation of viable units in 1959 :

“(a) The formation of viable units should be encouraged. For intra-regional operation of goods service, there should be no ban on the owner of a single truck; but for State-wide operation, the unit should consist of a minimum of 5 vehicles and for inter-State operation, of 10 vehicles.

(b) For passenger transport operation, the unit should consist of a minimum of 5 vehicles.

(c) Ownership of a viable unit may vest in a joint stock company, a partnership firm, an individual, a cooperative society or members of a union.”

In their Report the Committee on Transport Policy and Coordination pointed out that the road transport industry consisted of a large number of single truck operators and that there were no organised associations in the industry which could assist public authorities in enforcing the minimum regulation of fares and freights, supervising the working of the industry from the point of view of public interest and assisting small operators in obtaining steady business. They recommended that small operators should be helped to join together to form viable units. For practical purposes, a fleet of 10 or more vehicles might be held to constitute a viable unit. A Study Group on Viable Units was also appointed by the Ministry of Transport and Shipping and in their Report they have recommended a re-organisation of the road transport industry on a rational basis. They have considered that a viable unit should consist of at least ten vehicles in goods transport and five stage carriers with a spare bus in the case of passenger transport. In this connection it was represented to the Board at various places that there exists widely the practice of registering vehicles *benami*; the operator really owns a number of vehicles but transfers them in the name of his relatives keeping in his name only one vehicle with a view to avoiding payment of taxes and compliance with labour laws. It was further learnt that in some of the privately owned transport companies, the directors or

the share-holders operated the vehicles individually without crediting the proceeds to the accounts of the company. The Board are of the view that Government should adopt suitable measures for eradicating these unhealthy practices. One way can be that in granting of permits in future, the Transport Authority in the State takes care that route permits are given only to the viable units *i.e.* units which have a minimum of a certain specified number of vehicles. In the view of this Board a minimum limit of 10 vehicles would be reasonable under the present conditions. If such a limit were to be imposed the Board realises a large number of operators, especially those at present engaged in goods transport, may become ineligible for renewal of their permits on expiry of these permits. Under the circumstances the Government might consider the desirability of encouraging small operators and workers to organise themselves into cooperatives, so that the industry is organised into viable units. Where this is not possible or private operator is found incapable of providing regular and efficient transport service, the Government might take over the route itself and nationalise it. The interests of the workmen in this industry can be safeguarded only if the industry is organised in viable units and the Board strongly recommends that the Government should take all such measures as are indicated above in order to achieve that objective.

Problems of Road Transport Industry

3.9. **Taxation.**—The problems of the Road Transport Industry in India are fairly well known but the industry has a feeling, not perhaps without justification, that the reliefs thought of and recommended by various bodies have not been afforded to the Industry so far. The Industry has been most vociferous with regard to the high rate of taxation on the industry. According to the Keskar Committee Report the tax element in the cost of operation in the year 1966 in respect of passenger vehicles worked out to 43.3% of the total cost and that of goods vehicles 45.7%. It may be useful to mention here the historical position regarding taxation in some detail.

3.10. The principal taxes affecting the operation of motor vehicles are the road tax and the tax on passengers/goods carried in motor vehicles. At present motor vehicle tax is levied by all States and Union Territories. Tax on passengers and goods is being levied in Assam, Bihar, Gujarat, Haryana, Himachal Pradesh, Kerala, Madhya Pradesh, Madras, Maharashtra, Mysore, Nagaland, Punjab, Orissa, Rajasthan and U.P. No legislation has been undertaken so far either by the Central Government or any of the State Government laying down the principles of taxation on motor vehicles.

3.11. A comprehensive study relating to taxes on motor vehicles was first made about 1950 by the Motor Vehicle Taxation Enquiry Committee. The report of the Committee showed that the rates and kinds of taxes varied widely from State to State. The taxes ranged from (i) entrance tax on vehicles entering a State; (ii) taxes or cesses on goods and passengers carried by road; (iii) sales tax at 'luxury' rates on motor vehicles, components and motor fuel; (iv) permit and other fees levied at rates which made them partake of the nature of taxes; and (v) a number of local taxes such as octroi, wheel tax, terminal tax, tolls, etc. The Committee concluded that the taxation policies of the Central and State Governments were not consistent with their overall policy of developing road transport as a national enterprise. In the Committee's view there should be only two taxes on motor vehicles, namely the (i) fuel tax, and (ii) State Motor Vehicles Tax. The Committee's further recommendation was that the rates of motor vehicles tax should, in due course be uniform throughout the country and conform to the ceiling suggested by them (*viz.* about three-fourth of the then prevailing motor vehicle tax in Madras). It was also recommended that legislation on motor vehicles taxation incorporating the principles of taxation proposed by them should be sponsored by Central Government. The subject came up for another detailed examination in the Report of the Road Transport Reorganisation Committee (1958-59). The main recommendations of the Committee were that (i) Octroi, wheel tax and other imposts charged by municipalities as well as the tax on passengers and goods carried by road should be discontinued, octroi being merged in the general sales-tax and the other imposts in the vehicle tax; (ii) sales tax on commercial vehicles should be charged at rates applicable to essential goods and not at 'luxury' rates; (iii) fees should be lowered so as to correspond to the cost of services rendered; and (iv) legislation laying down the principles of taxation and providing for 'single point taxation' should be undertaken. The subject of taxation also came up before the Committee on Transport Policy and Coordination which suggested in their final report (January, 1966) that the broad approach to taxation on commercial motor transport should be in line with the principles which determine the regulation and development of road transport. According to the Committee, the tax system should be so devised as to contribute to the maximum extent to the development of efficient, well-organised, and technologically progressive road transport system. The main recommendations of this Committee are that (i) octroi, terminal tax, tolls, etc. should be abolished, (ii) provision should be made for compounding passenger and goods tax; (iii) vehicles operating on inter-State routes should be exempted from double and multiple taxa-

tion, and (iv) concession in tax should be given for the growth of road transport in more backward regions and hilly areas. The Committee also draws attention to the need to make some minimum changes in the system relating to taxation of inter-State vehicles. It has suggested that taxation on motor vehicles, which is now under the exclusive jurisdiction of the States, be brought within the concurrent jurisdiction of the States and the Centre. Where taxes would be levied and collected under the authority of Parliament (*e.g.* in inter-State movement) the proceeds should be assigned to the States under Article 269 of the Constitution. In accordance with the general principles of motor vehicles taxation laid down by Parliament, individual States should be free to determine tax rates to be applicable to operations on intra-State routes.

3.12. Recently the Road Transport Taxation Enquiry Committee (Keskar Committee) in its Report (November, 1967) has also made a comprehensive examination of the entire problem. The Committee has opined that it would not be possible to fix the rate or levels of one or the other taxes affecting motor vehicles, because this requires an analytical study of the economy of each State. Moreover, the taxation levels cannot be uniform for all States so long as conditions prevailing in the States are different. However, the Committee has emphasised the need for uniform principles for taxation on inter-State as well as intra-State road transport. The Committee has suggested the following principles to determine the levels of taxation :—

- (i) Cost of operation,
- (ii) Prevailing fare and freight rates,
- (iii) Utilisation of vehicles,
- (iv) Capacity of the Industry, the transport users and the public to bear the tax burden,
- (v) The general level of development in the region and the nature of the terrain *i.e.* hilly or plain,
- (vi) General price levels in the State,
- (vii) Programmes of road construction and maintenance, and
- (viii) Impact on the growth of economy.

The Committee has also elaborated the above principles and has recommended that these principles should be embodied in a Parliamentary legislation. The Committee has further suggested that the State and the Centre should set up expert taxation advisory boards to examine the problems of taxation, from time to time, in the light of the principles of taxation laid down by the Committee. The Committee has further come to the conclusion that the

existing levels of taxation are definitely a disincentive to the growth of road transport and has pleaded that some relief should be given and if this is not possible, no further changes should be made in the existing level of taxation except after consideration. The Committee has also recommended that appropriate measures should be taken to vest in the inter-State Transport Commission the authority to levy and collect taxes on inter-State transport within such frame-work as may be approved by Parliament. Such legislation should provide for the assignment of the proceeds of the levy to the State Governments. The Constitution may be amended if it is found that under the existing provisions, taxation on inter-State transport is not within the competence of Parliament. Some of the other recommendations made by the Committee for rationalisation of taxation on motor vehicles are the following :—

- (i) There should be provision for compounding of taxes on passengers and goods. (At present, all the States concerned provide for compounding facilities for goods tax. For passenger tax, this facility is not available in the States of Assam, Gujarat, Himachal Pradesh, Maharashtra, Punjab and Rajasthan).
- (ii) The number of taxes on motor vehicles should be the minimum and all of them should preferably be collected by a single agency. (Motor vehicle tax and passenger and goods tax are collected by different agencies in Bihar, Jammu & Kashmir, Himachal Pradesh, Punjab and Rajasthan).
- (iii) There is need to correlate fees (e.g. for grant/renewal of permits and certificates of fitness, etc.) under the Motor Vehicles Act to the cost of service rendered. (In certain States e.g. Haryana, Punjab, fees are disproportionately high).
- (iv) There should be uniformity in the basis for computation of motor vehicle tax. Taxation on goods vehicles should be based on their registered laden weight (This is not the present practice in Assam, Himachal Pradesh, Punjab, Rajasthan and Uttar Pradesh).
- (v) Contract carriages running on regular special or temporary permits outside the 'home' State should not be required to pay any tax or fee in the States traversed by them so long as they do not pick up passengers in these States.
- (vi) The Central and State Governments should consider having concessional rate of tax for light commercial vehicles upto a pay load of one tonne.
- (vii) States may consider introducing fuel tax, which would be an ideal way of realising revenue from motor transport from many points of view.

3.13. The various recommendations of the Keskar Committee came up before the Transport Development Council in their meeting in June, 1968 and the Council recommended that legislation should be promoted for prescribing the approach and principles in regard to road transport industry. It was generally agreed by the Council that pending such legislation as a first step, there should be no further upward changes in the existing level of tax on motor vehicles. The Union Minister for Transport & Shipping brought this recommendation to the notice of the State Governments in a personal letter after the Conference.

3.14. Finance.—There is the problem of financing the road transport industry. The vast majority of small operators depend on private financiers for credit facilities on hire-purchase system for purchase of vehicles. Many financiers lend on extortionate terms so as to cover uncalculated risks including possible mal-practices on the part of operators. The Ministry of Transport appointed a Study Group on Road Transport Financing who has reported recently. The Study Group has made a number of recommendations including a recommendation on development rebate and on rebate from income-tax. These recommendations of the Study Group were also considered by the Transport Development Council which made a number of recommendations. In particular they agreed that the transport industry should be treated as priority industry entitled to income-tax rebate, that the private sector should be made eligible for direct finance and refinance assistance from the existing financial institutions and that State Governments which do not have road transport corporations should set up such corporation as soon as possible. The Board is of the view that considering the potential possibilities of the expansion of the Road Transport Industry, the Government should prepare a scheme for financing its future expansion and also for its efficient running, especially in the context of the nationalisation of banks which has been effected recently.

3.15. Octroi and Check Posts.—The two important hindrances to inter-State Transport are the complexities of the regulatory processes and procedures for grant of permits and the obstructions to free flow of vehicles due to octroi and other check posts. The Transport Development Council at their meeting in June, 1968 applied their mind to these difficulties also and made suitable recommendations. In particular about octroi and other check-posts they suggested that octroi and similar levies should be abolished as soon as possible,

their place to be taken up by some other substitute taxes. They recommended that pending examination of the proposal for such substituted taxes the existing system of octroi and similar other check-posts should not be extended and the existing arrangements should be rationalised by reducing the number of check-posts and arranging for collection at one point. As profitability is directly related to vehicles utilisation and as octroi and other check-posts are at present reducing vehicles utilisation very considerably, the importance of these suggestions is self-evident.

3.16. **Availability of Vehicles and Spare Parts and their Cost.**—The Industry has also difficulties in the matter of availability of vehicles of the right type. Further the cost of vehicles has been going up enormously and so also the cost of spare parts—not to mention the uncertainties of their availability.

Condition of Roads

3.17. One of the most important impediments to the development of road transport industry and its profitability is the condition of roads. The costs of road transport, among other things, depend on speed and speed is determined by the condition of roads. Bad roads not only lead to lower speeds but also cause greater wear and tear and larger fuel consumption and possibly larger number of accidents also. It has been said that on good roads the operating cost can be reduced by 50%, the cost of fuel by 20%, the cost of tyres by 50% and the cost of maintenance and spares by 60%, and the number of break-downs can be brought down to nearly one-third besides reduction in the number of accidents. It is needless to mention other advantages such as increased fleet availability, improved and quicker running schedules, saving of time to the passenger and the crew, increase in fleet utilisation, etc. The Road Transport Taxation Enquiry Committee has estimated the gross volume of invisible tax arising from bad roads during the Fourth Plan period at more than Rs. 750 crores. Out of the mileage of 14,900 of national highways, existing in India at present, only a mileage of about 4,900 is double-laned and the rest has yet to be double-laned. Road surfaces and bridges have also to be strengthened in order to permit the plying of heavier vehicles. The present limit of gross laden weight permitted on most of the national highways is about 12 tons for 2 axled vehicles and 15 tons is permitted on some selected national highway length. In order to make road transport more economical and more profitable the road operators have been requesting for enhancement of the laden weight limits permissible at present. The matter of roads and movement of heavier vehicles is thus of a great importance to the industry, and Government are no doubt taking suitable action in this regard. Recently it has

been reported in the Press that the Central Government has increased the rate of maintenance charges allowed to the State Governments for the maintenance of highways. The provision made for road development in the Fourth Five Year Plan is of the order of Rs. 829 crores divided more or less equally between the Centre and the States, the figure for the Centre being Rs. 418 crores and for the States Rs. 411 crores. The total amount spent during the 3rd Plan was Rs. 440.70 crores. However, it may be said that while the revenue from the road transport has been steadily going up by way of taxation—it has increased nearly 25 times since 1947—the expenditure on road development and maintenance has actually gone down during the past few years. During the years 1964-65, 1965-66 and 1966-67, the revenue from road transport amounted to Rs. 347 crores, Rs. 391 crores and Rs. 431 crores respectively, but the expenditure on road development and maintenance of roads during the corresponding years was only Rs. 153 crores, Rs. 161 crores and Rs. 156 crores. Expenditure on roads has thus fallen from 41.4% of the revenue in 1964-65 to 36.2% in 1966-67. The result of these difficulties has been a steadily rising cost of operation of both the goods and passenger vehicles.

Possible Economies

3.18. As regards profitability position of the Industry and the capacity of the Industry to bear additional financial burdens, the employers' representatives maintained that they were unable to bear any further financial burdens but this was controverted by the representatives of the workers. This is, however, a matter on which there is bound to be a difference of opinion between the two sides. They were, however, agreed that all the avenues for securing economies need to be explored.

3.19. The first that requires consideration is taxation. It is a matter of common knowledge that the taxation burden on the Industry is rather high and lacks uniformity. One would wish that this burden were to be reduced, but considering the present financial resources of the State Governments and their needs for additional revenues for development planning, one can hardly hope for any relief to the Industry from this source and all that one can hope for is that there would be no further increase in taxation and as far as possible uniformity would be achieved and multiplicity avoided.

3.20. Another course open seems to be to try to secure increased efficiency in the operation of the public enterprises in the Road Transport Industry, eliminating over-staffing and effecting reduction in managerial establishment charges, as it has been represented to the Board by some of the workers' representatives that there is over-staffing and top heavy administration in the public sector.

3.21. The cost of operation is directly related to the quantum of vehicle utilisation and it is in this field that one could look for economies particularly in the public sector where the percentage of sick vehicles has been found to be very high. The Board are of the view that with more efficient utilisation of the fleet, the cost of operation can be brought down considerably. Another economy can be a reduction in the repair costs of vehicles. In the case of goods traffic the efforts that are being made to reduce the number of check-posts, etc. if successful, would make for greater vehicle utilisation. In the matter of finance, if State Governments were to give loans to the public sector at lower rates of interest (the present rates vary from 3.5 to 7.1% in the six undertakings referred to in Chapter VII *infra*) and if in the private sector finance were to be made available from institutional sources at reasonable rates, the profitability position would improve. Improvement in the conditions of roads, as has already been mentioned, can be a very great contributing factor to bringing down the costs of operation. It is to be hoped that the State Governments realising the importance of road transport will give increasing share of the revenues derived from the industry for the improvement of the roads. Plugging of the leakages in revenues in all quarters can also be useful in augmenting the revenues of the industry.

Future prospects

3.22. Road Transport contributes to economic development of the country and its own development in turn is determined by the growth rates in the economy. Therefore the index of economic development would be reflected in the index of development of transport. As has been mentioned earlier the importance of Road Transport including the development of roads is fully realised by the Central and State Governments. The economy after a period of stress and strain is also now getting into stride. The upturn in production gives hope that 5 to 6 per cent growth rate that the Fourth Plan envisages may be achieved. One may also hope that with the development of automobile industry the difficulties of the availability of vehicles and spare parts may be minimised. In a vast country like India with its rural population spread over 5 lakh villages, the Road Transport has an edge over rail transport as the past history shows, and one can look with optimism at the future development of the Industry.

Labour Conditions

3.23. The number of workers engaged in this Industry is not exactly known but based on estimated strength of vehicles and by taking an average of three workers per truck and five workers per bus, the number of workers comes to more than 11½ lakhs of which probably 8 lakhs are employed on

goods transport and 3½ lakhs on passenger transport as per figures available for the year 1965-66.

3.24. In 1961, the Motor Transport Workers' Act was brought on the Statute Book which regulates the working conditions of the workers in the transport industry except those governed by the Factories Act and the State Governments' Shop and Commercial Establishments Act *i.e.* workshops etc. The Act applies to undertakings employing five or more workers. The States are however empowered to apply the Act to smaller establishments also. In regard to welfare and health, the Act regulates the provision by the employer, of canteens, rest rooms, uniforms (with washing allowance) and medical and first aid facilities for the workers. The standards to be maintained in these matters are required to be laid down by the State Governments in their Rules. The Central Government, however, forwarded to State Governments a model set of Rules for their guidance. The Act also lays down the hours of work for adults and adolescents, daily intervals of rest, spread over and weekly day of rest. Till the enactment of the Motor Transport Workers Act in 1961, there was no legislation to regulate or protect the interests of the workmen in the Industry. It is observed that there is a tendency in the State Governments to exempt State Transport Undertakings from implementing certain provisions of the Motor Transport Workers Act such as those relating to fringe benefits to the workers, hours of work, etc. The Board is of the opinion that the State Governments should see that all the provisions of the Act are enforced in their respective States. The labour representatives who appeared before the Board emphasised that the condition of labour in this Industry was far from satisfactory inasmuch as the workers in the goods transport had to put in anything between 12 and 14 hours duty a day and in passenger transport the drivers and the conductors remained separated from their families for long hours due to the exigencies of service, break-downs on the way, etc. Besides, the workers had often to sleep without shelter being responsible for the safety of the vehicle and of the cash collections, and at many places there were no proper arrangements for rest rooms for the traffic staff where they had to stay for the night or for long hours of the day. At night-out places also proper arrangements were not made for sleeping, drinking water, morning convenience etc.; the condition of some of the vehicles which they were required to put into use was not road worthy, and the workers were exposed to the vagaries of weather, the bad condition of roads as well as the hazards of their risky occupation. Some of them complained that in certain cases, the drivers and the conductors during the course

of their duty had frequently to come into contact with the police and put up with harassments and the running staff were also at the mercy of the Road Transport Department and had to face harassments at their hands.

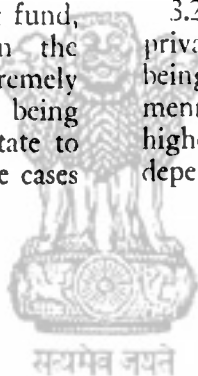
3.25. It was claimed by them that the economic condition of the workers was unsatisfactory. The facilities of cooperative stores or cooperative credit were comparatively lacking; the workmen had not only to pay high prices for the daily necessities of life but had also to incur heavy debts and pay exorbitant rates of interest.

3.26. The conditions of work, generally speaking, according to them were worse in goods transport, being more hazardous and exacting leaving aside the facts that very few drivers and cleaners were in permanent employ. It was stated that their average earnings were unreasonably low and that a substantial number of workers in this Industry was being kept on temporary or casual basis. The truck drivers and their helpers in most cases had no timings or fixed duties, no overtime, hardly any fringe benefits such as provident fund, gratuity, etc. The lot of the workers in the small private units was said to be extremely unsatisfactory, their total emoluments being meagre, their earnings varying from State to State, company to company and in some cases

their total emoluments being as low as Rs. 50 p.m., while in the State Road Transport Corporations and a few big privately owned units, their emoluments ranged from Rs. 125 to Rs. 400 p.m. The conditions of labour on the other hand were stated to be better in the State Transport Corporations and to a lesser extent in the Government-owned transport. However, in the big private passenger units the conditions of workers could be said to be as good as in the State Road Transport Corporations but such units were few and far between.

3.27. In view of the terms of reference that the recommendations of this Board are to cover only those organisations or units which employ five or more workers the majority of the workers in this Industry would not come within the purview of the recommendations of this Board. It is in the interest of the Industry and the workers that suitable steps are taken to gradually nationalise the goods and passenger transport in the country or create conditions whereby the private sector gets itself organised into viable units.

3.28. In big passenger transport units, both private and public, the condition of work being fairly satisfactory, the labour-management relations are cordial, which leads to higher profitability for the operators and more dependable service to the public.



CHAPTER IV

Interim Relief

4.1. Soon after the Wage Board was constituted, requests were received from some of the employees unions for the grant of interim relief. Since the grant of interim relief had not been mentioned in the terms of reference of the Board, in the Resolution of the Government constituting the Board, it was decided by the Board to seek clarification from Government in this regard. The Ministry of Labour, Employment and Rehabilitation *vide* its letter dated the 18th July, 1966 informed the Board that though the question of interim relief had not been specifically mentioned in the terms of reference of the Wage Board, demands in this regard, if any, could be considered by the Board on merits. The Board felt that submission of the final recommendations regarding wage structure etc. might take sometime and the needs of the lowest paid workers were so urgent that they could not, and should not be allowed to wait. The Board therefore decided to consider the question of grant of interim relief.

4.2. The workers' unions/associations were requested to send their claims, if any and justification for the grant of interim relief and the same when received were forwarded to the employers for their comments. The parties were also requested to intimate if they wished to be personally heard on the subject and as many as 146 were given public hearing in Delhi, Chandigarh, Madurai, Bangalore, Calcutta, Bombay and Lucknow.

4.3. The parties which appeared before the Board not only made oral statements but also produced a large number of documents on which they placed reliance.

4.4. The subject of interim relief is a very complicated one involving consideration of complex factors, particularly, those relating to diversity of wages in the industry and regional differences. It was for all these reasons that the Board adopted the procedure of giving public hearings so as to facilitate the interested parties to explain their view points on different aspects of the problem. The deliberations of the Wage Board, while considering the question of grant of interim relief were based on numerous representations received from the employees' organisations and the comments offered thereon by the employers' organisations. The public utility character of the Industry was throughout given full consideration by the Board in its deliberations.

4.5. The guiding principle of the recommendations was to give relief to those who were considered to be most needy. Accordingly the Board while making its recommendations drew up certain norms of emoluments for different categories of workers in the Road Transport Industry providing maximum relief to the most depressed category. The following recommendations were forwarded to the Government in this behalf :

"I. That for the purpose of 'interim relief', employees be divided into 6 broad categories with minimum total monthly wages noted against each category as given below :—

Broad category	Minimum Monthly total wages		Maximum interim relief per month
	I	II	III
	Rs.	P.	Rs. P.
1. Unskilled	100.00		25.00
2. Semi-skilled	120.00		12.50
3. Skilled	135.00		12.50
4. Highly skilled	150.00		12.50
5. Junior Supervisory	175.00		10.00
6. Senior Supervisory	200.00		10.00

II. That the difference between the emoluments recommended above and actual emoluments drawn by the workers in each category at present shall be made good by way of grant of interim relief subject to the condition that maximum quantum of relief shall be as indicated in Column III of Table in para (I) above.

The various sub-categories comprised under each of the above broad categories are listed out in Appendix A*.

III. That those who are already getting either the minimum or more than that as indicated in Column II of Table in para (I) above shall not be entitled to interim relief.

IV. That 'wages' referred to above will have the same connotation as defined in the Industrial Disputes Act, 1947 under Section 2(rr) which is reproduced below :—

"Wages" means all remuneration capable of being expressed in terms of money,

*See Appendix VII.

which would, if the terms of employment expressed or implied, were fulfilled be payable to a workman in respect of his employment or of work done in such employment, and include—

- (i) such allowances (including dearness allowance) as the workman is for the time being entitled to ;
- (ii) the value of any house accommodation, or of supply of light, water medical attendance or other amenity or of any service or of any concessional supply of food grains or other articles ;
- (iii) any travelling concessions but does not include—
 - (a) any bonus ;
 - (b) any contribution paid or payable by the employer to any pension fund or provident fund or for the benefit of the workman under any law for the time being in force ;
 - (c) any gratuity payable on the termination of his service ;”

V. That the interim relief that is being recommended shall not count for bonus, provident fund, gratuity, incentive payments, E.S.I. contribution and other allowances for the present but it shall be taken into account while computing wages for leave with pay, paid holidays, overtime.

VI. That the recommendation in this behalf shall be treated as a separate item till the final recommendations are made, that is to say, it be specified separately and shall be without prejudice to the final recommendations.

VII. That where under the provisions of any settlement, award or agreement between the employers and employees in the Road Transport Industry a worker is already entitled to a relief which is more favourable to him than interim relief recommended by the Board the workman shall continue to be entitled to the more favourable relief in this respect.

VIII. That if any employee be in receipt of higher relief having been given by the employers than what is being recommended by the Board, he would not be entitled to the interim relief recommended by the Board, but this recommendation about the interim relief shall not adversely affect such higher quantum of relief which would remain undisturbed.

IX. That this scheme of interim relief shall be effective from 1st June, 1967.

X. That the payment of arrears that may become due to the workers as a result of

these recommendations shall be payable in one or more instalments by mutual agreement between the employers concerned and the employees.”

4.6. The Wage Board held discussions on the question of grant of interim relief from the 25th to 28th September, 1967 on the basis of separate notes prepared by Sarvashri V. V. Nene, K. M. Sundaram, D. B. Kamble, P. N. Nagaswamy and Dr. B. M. Bhatia. The recommendations submitted to the Government were finalised and signed on 28th September, 1967. The labour representatives on the Board expressed their inability to append their signatures to the recommendations and gave separate notes of dissent (Appendix VIII & IX).

4.7. The Government of India decided to accept the majority recommendations of the Wage Board in regard to grant of interim relief and this was notified in the Department of Labour & Employment Resolution No. WB.14(2)/67, dated the 16th January, 1968 along with the usual request to all concerned employers to implement the recommendations expeditiously.

4.8. Several queries were received by the Board seeking clarification on various points arising out of Government Notification regarding recommendations made by the Board in respect of grant of interim relief. They were duly considered and appropriate replies sent to the concerned parties. The main issues that were raised and clarified were :

- (1) *What is the definition of 'Road Transport Industry' for purposes of the implementation of Wage Board's recommendations ?*
- (2) *Whether private carriers which are light three wheeler auto-rickshaws etc. and are used for the owner's own private work come within the purview of the recommendations of the Wage Board.*

The parties were informed that the definition of 'Road Transport Industry' for the purpose of implementation of the recommendations regarding grant of interim relief should be taken to be such undertakings as were engaged in the business of public transport of goods or passengers, irrespective of the fact whether they owned any vehicle or not and were employing five or more persons, excluding taxi and auto-rickshaw trade.

- (3) *Whether these recommendations are applicable to public and private sectors both.*
- (4) *If these recommendations are also applicable to public sector, then whether the workers who are in receipt of benefits according to Pay Rationalisation Committee's*

Report appointed by U.P. Government for Rationalising the pay scales of U.P. Government employees would also be covered.

The recommendations of the Wage Board are applicable to both the public and the private sector undertakings and cover all the workers in the road transport industry drawing a salary of Rs. 500 and below per month as per definition given in Section 2(s) of the Industrial Disputes Act, 1947 and that the workers employed in the public sector undertakings who are in receipt of benefits according to Pay Rationalisation Committee Report appointed by the U.P. Government for rationalising the pay scales of U.P. Government employees would also be covered provided they are not in receipt of a salary of more than Rs. 500 p.m.

(5) *Whether the workers employed on contract will also be entitled to this interim relief.*

Yes.

(6) *Whether the recommendations are applicable to temporary employees who are on daily wage basis.*

The recommendations are applicable to all the workers in the Road Transport Industry including casual employees. In the case of daily rated workers, the daily wages should be calculated by dividing the minimum monthly wages recommended by the Board by 26.

(7) *Whether the casual employees are entitled for the interim relief.*

The recommendations are applicable to all the workers employed by the undertakings in the Road Transport Industry including casual employees and that in the case of daily rated workers, the daily wages should be calculated by dividing the minimum monthly wages recommended by the Board by 26.

(8) *Whether apprentices or trainees are eligible for interim relief.*

The apprentices/trainees be kept in the lowest category of workers as stated in the recommendations made by the Board regarding the grant of interim relief.

(9) *Whether the persons who have left service already are entitled for interim relief.*

The recommendations are applicable with effect from 1st June 1967 and a person who was employed by an undertaking in the Road Transport Industry on 1st June 1967 and had left service thereafter, would be entitled to receive interim relief for the period for which he was in service of the undertaking after 1st June 1967.

(10) *If the management grant increments or revise the salaries which reach the minimum wages recommended by the Wage Board whether the management can withdraw the interim relief when employees reach the minimum wages recommended by the Board or whether corresponding reduction can be made in the interim relief.*

The interim relief is to be treated as a separate item till the final recommendations are made and the employees should continue to get the same amount of interim relief as they were entitled to on 1st June 1967 and thereafter and that the increments earned after 1st June 1967 or revision of salaries or enhancement of wages made subsequently should not be adjusted against the interim relief granted to them except in cases where there are agreements or conditions in the arbitration awards etc., to the contrary.

(11) *Whether daily 'batta' is to be taken as included in the total minimum wages recommended for interim relief.*

'Batta' being a sort of compensation for the out-of-door expenses which the employees such as drivers and conductors have to defray, should not be included in the term 'wages' as defined under the Industrial Disputes Act, 1947 and also as contemplated in the recommendations of the Wage Board.

49. Later on requests were received by the Board for the grant of second interim relief but the Board did not think it fit to go into this question afresh, and instead decided to proceed with the finalisation of the wage structure of the industry expeditiously.

CHAPTER V

General principles governing Fixation of Wages

5.1. The Wage Board is required 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 taking into account also the following five considerations :—

- (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 feature of the road transport industry ; and
- (v) the desirability of extending the system of payment by results. In applying the system of payment by results, the need for fixing a minimum (fall-back wage) and also for safeguarding against overwork and undue speed is to be kept in mind.

5.2. The principles enunciated by the Committee on Fair Wages are well known and it would hardly serve any useful purpose to dwell upon them here at any length. The Committee defined the terms "living wage", "minimum wage", and "fair wage". According to them, 'living wage' represents a standard of living which provides not merely for bare physical subsistence but also for the maintenance of health and decency, a measure of frugal comfort and some insurance against the more important misfortunes. The 'minimum wage' is one that provides not merely for the bare subsistence of life but also for the preservation of the efficiency of the worker by providing some measure of education, medical requirements and amenities. The 'fair wage' lies between these two concepts of wages and its lower limit is set by the 'minimum wage' and the upper limit by the capacity of the industry to pay but between these two limits, the actual wages should depend on (a) productivity of labour, (b) prevailing rates of wages in the same or neighbouring localities; (c) the level of national income and its distribution; and (d) the place of the industry in the economy of the country.

5.3. On the question of capacity of the industry to pay, the Committee were of the view that the relevant criterion should be the capacity of a particular industry in a particular

region, and the wages being so fixed that employment in the industry is not only maintained at existing levels but also, if possible, increased—or in other words that the level of wages should enable the industry to maintain production with efficiency, and that the wages should be so fixed that they are not very much out of line with wages in other industries in that region.

5.4. There is a large amount of case law also on the subject, decided at the highest level *viz.*, the Supreme Court, laying down the principles of wage fixation. By and large these principles are in line with the principles laid down by the Committee on Fair Wages. The following extracts from the Supreme Court judgment in the case of Express Newspaper Private Ltd., etc. *Vs.* The Union of India and others, reported in A.I.R. 1958 Supreme Court pages 576 *et. seq.* may be quoted in this regard. On the question of a bare subsistence wage their Lordships of the Supreme Court observed—

"There is also a distinction between a bare subsistence or minimum wage and the statutory minimum wage. The former is a wage which would be sufficient to cover the bare physical needs of a worker and his family, that is, a rate which has got to be paid to the worker irrespective of the capacity of the industry to pay. If an industry is unable to pay to its workmen at least a bare minimum wage it has no right to exist".

On the other hand in respect of fixation of fair wages their Lordships laid down the following principles :

"(1) 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 wage where the employer is bound to pay the same irrespective of such capacity ;

(2) The capacity of the industry to pay is to be considered on an industry-*cum*-region basis after taking a fair cross section of the industry ; and

(3) The proper measure for gauging the capacity of the industry to pay should take into account the elasticity of demand for the product, the possibility of tightening up the organisation so that the industry could pay

higher wages without difficulty and the possibility of increase in the efficiency of the lowest paid workers resulting in increase in production considered in conjunction with the elasticity of demand for the product—no doubt against the ultimate back-ground that the burden of the increased rate should not be such as to drive the employer out of business.”

Discussing the capacity of the industry to pay Their Lordships observed—

“It is clear, therefore, that the capacity of an industry to pay should be gauged on an industry-cum-region basis after taking a fair cross-section of that industry. In a given case it may be even permissible to divide the industry into appropriate classes and then deal with the capacity of the industry to pay classwise.”

5.5. According to the Fair Wages Committee the ‘Minimum Wage’ has to be a subsistence plus wage, so that, besides bare sustenance of life, it provides some measure of education, medical requirements and amenities. These recommendations were accepted and further amplified by the 15th Indian Labour Conference held in December, 1957. The conference recommended as follows :—

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

(i) In calculating the minimum wage the standard working class family should be taken to comprise three consumption units for one earner, the earning of women, children and adolescents being disregarded. (The worker is treated as one consumption unit, his wife as 0.8 units, and two children together as 1.2 units).

(ii) Minimum food requirements should be calculated on the basis of a net intake of calories as recommended by Dr. Aykroyd for an average Indian adult of moderate activity (2,700 calories per day, comprising cereals 14 oz. oil and ghee 2 oz., fruits 2 oz., fish and meat 3 oz. and eggs 1 oz.).

(iii) Clothing requirements should be estimated on the basis of 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 rent corresponding to the minimum area provided for under Government’s Industrial

Housing Scheme should be taken into consideration in fixing the minimum wage.

(v) Fuel, lighting, and other miscellaneous items of expenditure should constitute 20% of the total minimum wage.

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

The calorific norm laid down by the 15th Indian Labour Conference was examined in detail by the Second Pay Commission which found that Dr. Aykroyd’s formula of balanced diet was not attainable as the requirements prescribed were not available. The Commission finally decided to work out a diet for an adult man in moderate activity and was guided in its choice by the suggestions of Dr. V. N. Patwardhan, Director, Nutritional Research Laboratories, Hyderabad. The calorific value of his diet was a little over 2,600 and he worked out his formula after taking into consideration the availability of food and the pattern of consumption of the workers.

5.6. The Wage Boards for Textile, Cement, Jute, Sugar and Iron & Steel considered the problem of need-based minimum wage based on the nutritional requirements computing the food component in the need-based wage generally on the improved diet of Dr. Patwardhan. Even then wide differences in the cost of the diet as calculated by the trade unions and employers associations have existed. The Central Wage Board for Iron & Steel in their Report mentioned as follows :—

“On the basis of 1964 all India Consumer Price Index, which was 152 (1949=100), the need based wage calculated by the various unions and employers is as follows :

(1) Government of Bihar pamphlet	Rs. 230
(2) The Indian National Iron & Steel Workers’ Federation	Rs. 324
(3) The All India Trade Union Congress	Rs. 322
(4) The Indian Metal & Engineer Workers Federation	Rs. 232
(5) The Tata Iron & Steel Co. Ltd.,	Rs. 108
(6) The Indian Iron & Steel Co. Ltd.	Ra. 105
(7) The Mysore Iron & Steel Ltd.	Rs. 107 for Veg. diet.
(8) The Mysore Iron & Steel Ltd.	Rs. 112 for non-Veg. diet.

It is thus clear that each organisation has selected its own variety and quality of

food articles and applied to it the price which in its judgment, was prevailing at the time of its enquiry. The Board in spite of its best efforts could not get from the Bihar Government the details of its calculations. There are such wide variations in the conclusions reached, that it is obvious that these figures cannot be accepted as our guide."

5.7. The Second Central Wage Board for

Cement conducted a family budget enquiry at some of the cement factories and prepared family budgets based on various diet schedules recommended by various authorities. After giving due consideration to all the relevant factors they came to the conclusion that it would be more realistic to keep in view the diet recommended by Dr. Gopalan and Shri Balasubramanian which provides for a nutritive value of 2,500 calories and has the following composition :—

	Oz.	Gms.		
Cereals	7	200	Protein	70 gms
Millets	7	200	Fat	50 gms
Pulses	3	85	Carbohydrate	440 gms
Leafy vegetables	4	116	Calories	2,500
Other vegetables	3	85	Calcium	0.8 gms
Fruits	2	57	Phosphorus	1.4 gms
Milk	6	170	Iron	40 mg
Sugar and Jaggery	2	57	Vitamin A	7,300 I.U
Vegetable oils	1	28	Vitamin B ₁	1.8 mg
Meat, fish & eggs	1	28	Vitamin C	200 mg

The average expenditure on food, clothing, house rent and miscellaneous based on above diet for the 15 centres projected for March 1967 worked out as follows according to the Report of the Wage Board :

Food	Rs.	109.47
Clothing	Rs.	14.98
House Rent	Rs.	7.50
Miscellaneous	Rs.	32.99
	Rs.	164.94

The Board in their report have further observed as follows :—

6.19. The first Central Wage Board for Cement Industry while dealing with the question of Balanced Diet observed as follows :—

"We have worked out the costs of the diet referred to as the 'adequate diet' recommended to the Nutritive Advisory Council and appearing in the Agenda papers, as well as Table II diet of the revised Edition of the Health Bulletin. Both these diets costs so much more that in the existing economic conditions of the country, and particularly in the case of the Cement Industry in which the price is controlled by Government in the interests of the consumer and in the interest of national development, it is not feasible to fix the minimum wage on the basis either of the particular diet referred to in

the Agenda papers of the Conference or the diet referred to in the Table II of the Health Bulletin. A course that might be open to us is to take a figure somewhere between the cost of the Table II diet and the Table IV diet, so as to provide for something more than Table IV diet. But even taking Table IV diet as the basis, the minimum wage according to the norms laid down by the Fifteenth Labour Conference is so much higher than the existing wage in most centres of the Cement Industry that we think that this Wage Board should not recommend more than a minimum wage based on the Table IV diet."

6.20. It is obvious that the economic situation in the country continues to be under great strain and that the reasons which prompted the First Cement Wage Board to arrive at the above conclusions do exist with greater force today. We, therefore, feel that considerable responsibility is cast on every citizen to rise to the occasion and partake of the sacrifices and consumption restraints that the economic situation imposes. We hope, however, that as the economy of the country improves, the standards visualised by the 15th Indian Labour Conference will be neared. It is appropriate to add that this very Conference recognised the fact that wage fixing authorities might be prevented in certain circumstances, from giving full effect to the norms enunciated by them.

6.21. "After paying due regard to all relevant considerations we have adopted the improved diet schedule recommended by Dr. Gopalan and Shri Balasubramanian and arrived at Rs. 164.94 as representing the average expenditure of food, clothing, house rent and miscellaneous."

5.8. The Wage Board for Heavy Chemicals and Fertilizer Industries considered various diet schedules and decided to adopt for calculating the need-based minimum wage the schedule prescribed by the National Nutrition Advisory Committee. They also referred to the fact that the study Group of the National Commission on Labour appointed to review the functioning of the Wage Boards had also hoped that the future Wage Boards might probably use the food norms suggested by this Committee. The Wage board for Heavy Chemicals and Fertilizer Industries computed the expenditure according to this schedule for 18 selected centres. The average expenditure (calculated on the basis of average prices for the year 1967) worked out to Rs. 194.33 p.m. for a standard working class family of 3 consumption units for the country as a whole. The expenditure for various centres ranged from Rs. 172.20 p.m. at Coimbatore to Rs. 220.00 p.m. at Ahmedabad.

The Wage Board was unable to recommend the computed minimum wage for the Industry for the following reasons :

- (1) The computed minimum wage was not by and large being paid even in well organised industries so far.
- (2) The industry is a young and growing Industry and is faced with the problem of developing the means to make rapid strides financially and technologically to provide the base for industrial growth in other sectors.
- (3) Some of the establishments suffer from technological handicaps.
- (4) The prevailing level of minimum wages in small units is low being Rs. 100 or less.

The Board decided therefore that a minimum wage of Rs. 170 p.m. would be fair and reasonable in the present position of the Industry. But in (a) technologically handicapped factories producing only single superphosphate and calcium carbide, and (b) small units where the present level of total minimum wage falls below Rs. 100 p.m., the minimum wage was fixed at Rs. 150 p.m. for workers employed in them because they were not considered to have the capacity to bear higher financial burden if they were to operate successfully.

5.9. An attempt to tackle the problem of working out a diet schedule which provides for the minimum nutritional requirements and at the same time makes it available at minimum cost utilising the services of a computer has been reported in the Press recently in an article by Dr. A. Fonseca, Head of the Department of Labour Welfare in the Indian Social Institute, New Delhi. A specialised technique called "the technique of Linear programming" (Simplex Method) has been utilised in this method. It was the job of the computer to choose the cheapest combination from among the various articles to produce the required nutritional components of the diet. In the first attempt no limitations were placed on the variables. The computer thus left completely free to choose the cheapest combination however produced an answer which had no reference to the worker's consumption preference. So it became necessary to impose restrictions on practically each variable and each group of variable. This was done taking into account the consumption pattern of the workers, the availability conditions of the items and the diet pattern recommended by the National Nutritional Advisory Committee. (In the matter of calories, the Committee had recommended a component of 8,206 calories for a family; other nutritional requirements in this project were adopted from the Special Report Series No. 42 of the Indian Council of Medical Research with one exception). Then the programme was given to the computer. The result obtained for Bombay at 1967 prices and the need-based wage calculated therefrom are given below :

Items		Nutrients	
Rice	67 gms	Proteins	97.844 gms
Wheat	233 gms	Fats	70.989 gms
Other cereals	139 gms	Calories	2,735.33 units
Meat	17 gms	Calcium	866.66 mgs
Fish	44.8 gms	Iron	60.702 mgs
Eggs	2 gms	Vit. A	5,077.401 I.U.
Milk	83 gms	Vit. B ₁	2.422 mg
Vegetables	148 gms	Vit. C	61.582 mg
Dals	100 gms	Value of food Rs. 1.493 or Rs. 1.49	
Sugar & gur	45 gms		
Oils & Fats	50.2 gms		

The total cost of the food needs per month for a family consisting of three adult equivalent consumption units according to the above would be Rs. 134.10 : Dr. Fonseca mentions that the General Index of the workers' expenditure pattern prepared by the Labour Bureau, Simla, shows that the expenditure on food amounts to 57.1 per cent of total expenditure, and that the total need-based wages of the worker in Bombay therefore amounts to Rs. 234.85. On the same basis the corresponding figures for other towns are shown in Appendix X.

5.10. In their evidence both written and oral before the Wage Board the employees organisations have given various computations of the need-based minimum wage. The All India Trade Union Congress and the National

Federation of Indian Transport Workers have stated that as per the norms of dietary requirements recommended by the Nutrition Advisory Committee, the need-based minimum wage works out to Rs. 208 p.m. at 160 points (at price level prevailing in second half of 1964) on the All India Consumer Price Index Number (base 1949 = 100). This figure of 208 would work out to Rs. 280 or so on the basis of the price level in 1968. The General Secretary of the Indian National Transport Workers Federation in his statement before the Board demanded a minimum wage of Rs. 254 p.m. for the lowest unskilled worker which figure according to him was based on 1964 prices. Various other figures of the estimated need-based minimum wage were mentioned to the Board by various parties that appeared before it.



CHAPTER VI

Existing wage structure

The statutory minimum

6.1. Minimum Wages in the Public Motor Transport Industry are governed by the Minimum Wages Act, 1948. The Act requires the appropriate Government, Central or State as the case may be, to fix minimum rates of

wages payable to the employees and to review and revise, if necessary, the minimum rates at such intervals, not exceeding five years, as may be considered necessary. The following table gives the original year of fixation of minimum rates and their revision in each State :—

State	Year of initial fixation of Wage rates	Year of revision in wage rates		
		1st Time	2nd Time	3rd Time
1	2	3	4	5
Andhra Pradesh	Before 31-12-1953 1961 (in former Hyderabad State)	1961 (for certain areas)		
Assam	1956	1966		
Bihar	Before 31-12-1953 (for certain categories in 1954 & for others in 1960)	1960	1968	
Gujarat	1951 & 1954 for Bombay area, 1952 for Saurashtra area, 1959 for Kutch area.	1964 (with effect from 1-2-1965)		
Kerala	1954 (by erstwhile Travancore-Cochin Govt.) 1964 for certain categories of workers.	1964 (for certain areas and certain categories of workers) (with effect from 1-2-1965.)		
Madhya Pradesh	Before 31-12-1953	1956	1959	1968
Madras	Before 31-12-1953	1957	1962	
Maharashtra	Before 31-12-1953 (by Bombay State Govt.)	1960 (Vidharbha region for certain categories)	1964	
Mysore	Before 31-12-1953 1962-Hyderabad area	1962	1967	
Orissa	Before 31-12-1953	1965		
Punjab	Before 31-12-1953	1960	1966	
Haryana	Before 31-12-1953 (by Punjab Government.)	1960	1966	
Rajasthan	Before 31-12-1953	1956	1959	1965
Uttar Pradesh	Before 31-12-1953	1965		
West Bengal	Before 31-12-1953	1959		
Delhi	Before 31-12-1953	1965		
Himachal Pradesh	1959	1965		
Tripura	..	..

It will be seen that many State Governments did not review and revise the rates within five year intervals as contemplated by the Act. In fact in West Bengal the minimum wages are still those fixed as long back as 1959, and in Andhra Pradesh as long ago as 1961.

6.2. A statement showing the rates of minimum wages fixed or revised under the Minimum Wages Act, 1948 for the lowest paid workers till December, 1968 is given in Appendix XI. It will be observed that the wages of unskilled worker range from Rs. 45.00 p.m. in Orissa to Rs. 95.00 p.m. in certain areas of Maharashtra.

6.3. Some of the parties gave out in their evidence before the Wage Board that the workers were not being paid even the minimum wages though these rates are statutory rates and provision has been made in the Act for inspection and for imposing penalties on the defaulting employers. From the figures received by the Wage Board it appears that the allegation has some truth particularly in the case of small employers.

Existing Wage Rates

6.4. The Wage Board issued a questionnaire to the concerned parties requesting them to furnish *inter alia* the existing rates of wages. As has already been mentioned in Chapter I the response to the questionnaire was very discouraging. A brief questionnaire was also issued to collect this information from some selected employers representing big, small and medium undertakings. The response to this questionnaire also was extremely poor. In all, replies were received only from 46 undertakings.

A statement showing the basic wages and the Dearness Allowance paid to the unskilled workers and in certain selected occupations in higher-skilled categories by the undertakings from whom replies were received is shown in Appendix XII.

6.5. A study of the material furnished by the public sector undertakings reveals that the total emoluments (basic wages and Dearness Allowance) of the lowest paid workers range from Rs. 107.00 p.m. in Bihar State Road Transport Corporation, Rs. 108.00 p.m. in Calcutta State Transport Corporation, Rs. 226.92 in Bombay Electric Supply and Transport Undertaking and Rs. 140.00 p.m. in Delhi Transport Undertaking and Neyveli Lignite Corporation. It may be mentioned that the public sector is mostly confined to passenger transport.

Regarding the private sector, owing to the very inadequate information received, it is not possible to make a comparison of wages in different States, but it may be stated that the wages were generally lower than those prevailing in the public sector. The wages of the lowest paid unskilled workers were as low as Rs. 50.00 p.m. and Rs. 58.50 p.m. reported from Andhra Pradesh, Rs. 60.00 p.m. from 2 undertakings in Madras and 1 in Manipur. The Puddukottai Co-operative Transport Ltd. reported paying Rs. 160.00 p.m. to the unskilled workers. Shri Hira Lal Mall, Calcutta Rs. 140.00 p.m. and Southern Roadways Rs. 137.40 p.m. Seven undertakings solely engaged in good transport were paying Rs. 50.00 to Rs. 125.00 p.m. to the unskilled workers. The undertakings doing both passenger and goods transport had common scales for both sectors of their work.

Dearness allowance

6.6. All the public sector undertakings from whom replies were received reported paying dearness allowance separately. In the Bombay Electric Supply and Transport Undertaking the dearness allowance paid to the workers drawing a salary upto Rs. 275.00 p.m. was as per the rate of D.A. paid by Millowners Association, Bombay. In most of the other undertakings the D.A. was paid according to slabs of pay and was revised from time to time on *ad hoc* basis. In some of the undertakings the rate of D.A. was the same as the rate for the Central Government employees. In the private sector undertakings, by and large, the workers were being paid consolidated wages. In some undertakings D.A. was being paid separately to the workers but it was a fixed amount and not linked with any consumer price index number series. Only Southern Roadways reported paying D.A. to the workers which was linked with C.P.I. numbers.

6.7. Payments of *batta* is a peculiar feature of this industry. The traffic staff is required to go out on long routes and they have to spend nights outside the headquarters. In order to enable them to defray the out-door expenditure which they have to incur, they are being paid daily allowance commonly known as daily *batta* in the Southern States. Even those workers who work in city services are paid *batta* in some undertakings. In some cases *batta* is a substantial part of the emoluments. In most of the undertakings *batta* is paid on daily basis; however, in some undertakings it is calculated on the mileage covered by the workers or on the length of the trip. A statement showing the position regarding payment of *Batta*/night out allowance etc. is given in Appendix XIII which has been prepared on the basis of the information furnished by the parties at the time of recording oral evidence before the Board and in their written replies to the questionnaires.

6.8. The workers are mostly paid according to time-rates but the workers employed for loading & unloading in goods transport are engaged on contract basis. There are, however, two other systems of payments of wages in vogue in this industry. A system of hiring out of the vehicles to the operating staff was reported by the M/s Ghatge & Patil (Transport) Pvt. Ltd. Kolhapur where drivers took the vehicle owned by the company on hire—the hire charges depending upon the mileage. The drivers employed their own assistants *i.e.*, cleaners. The hirers were at liberty to take any custom and to charge any freight rate therefor. In a number of establishments there is a system of payment of commission in addition to the wages. Usually a norm is laid down for the collection per day

and commission is paid as percentage of the additional collection. This is a type of incentive to the workers to make maximum collections. However, in some concerns entire wages are being paid to the workers in the form of commission on the total collections. The Federation of Bus Syndicates, Calcutta deposed before the Board that the drivers and conductors employed by their member operators were paid entirely on commission basis. The drivers engaged on a bus were paid a commission of 10% of the total collection and each of the two conductors was paid 5%.

Other fringe benefits

6.9. Employers are required to provide certain facilities and benefits to the workers under various Central Acts like Motor Transport Workers Act, 1961, Employees Provident Fund Act, 1952, Employees State Insurance Act, 1948, etc.

The Motor Transport Workers Act, 1961 aims at providing for the welfare of the Motor transport workers and for regulating their conditions of work. The employers are required to provide such number and type of uniforms, raincoats or other such amenities to the drivers, conductors and line checking staff for protection against rain and cold as may be prescribed under the Rules, framed by the State Governments. A prescribed amount of washing allowance is also required to be paid to the above mentioned categories of workers. The Act lays down standards of rest rooms, canteens, hours of work, leave, rate of overtime, etc.

The Employees Provident Fund Act, 1952 was extended to this industry on 30th April, 1959 and applies to all establishments employing 20 or more persons. The employees contribution to the Fund has been fixed at 6½ per cent of the basic wages, dearness allowance, retaining allowance if any, etc. The statutory rate of contribution of employees has been raised to 8% of the emoluments in establishments employing 50 or more persons with effect from 1st June, 1966 in Road Transport Industry.

The employees of a road transport undertaking working in the workshops are also covered by the Factories Act and the Employees State Insurance Scheme.

The Employees State Insurance Scheme, however, does not cover the traffic and establishment staff. It is also restricted to only such centres where the scheme has been extended. However most of the public sector undertakings were running their own dispensaries and the expenditure on medicines not available in the dispensaries was reimbursed. Some of the undertakings had arrangements with a local hospital for the treatment of their workers. In the private sector only two undertakings *viz.*, Southern Roadways and Ana-

mallais Ropeways reported giving free medical aid to the workers. Southern Roadways was running 3 hospitals at Madurai for the treatment of workers and their families and met the expenses for the treatment of serious cases at the Government Hospital.

6.10. Most of the public sector undertakings were paying City Compensatory Allowance and House Rent Allowance to their workers employed in big cities. The amount of these allowances depended upon the duty station and the basic salary of the workers. In the private sector only one undertaking namely M/s. Ghatge & Patil (Transport) Private Ltd. Kolhapur reported paying City Compensatory Allowance; however House Rent Allowance was being paid by a few undertakings.

6.11. Some of the public sector undertakings have constructed houses for their workers which are let out to the workers on low rent. In the private sector Anamallais Ropeways reported that they had constructed some houses for their workers. The Madras Bangalore Transport Co. Ltd. claimed that they were providing free residential accommodation to their workers wherever it was available.

6.12. Delhi Transport Undertaking and Himachal Government Transport reported paying children education allowance at the rate Rs. 10 p.m. to the children studying in primary classes and Rs. 15 p.m. upto Higher Secondary, subject to a maximum of Rs. 50 p.m. The Andhra Pradesh State Road Transport Corporation and Neyveli Lignite Corporation are running schools for the children of their employees where no fee is charged from them besides some additional amount is paid for the purchase of books etc. The Kerala State Road Transport Corporation reported reimbursing half the tuition fee of the children of their employees. Other undertakings reported to be giving some awards and scholarships to the children of their employees. No such facility was being provided by some employers.

In the private sector, Southern Roadways and M.B.T. Co. reported that they were paying the school fees upto High School of the children of their employees. Anamallais Ropeways were running two schools upto 8th standard for the children of their employees.

6.13. Some of the undertakings reported giving travel concessions to their families though this was not the position generally. In the public sector the Andhra Pradesh and the Gujarat State Road Transport Corporations and the Neyveli Lignite Corporation reported giving certain travelling concessions to their employees to enable them to visit their home towns. In the private sector only the Southern Roadways and the Anamallais Ropeways reported giving such concessions.

CHAPTER VII

Capacity of the industry to pay

Determination of fair cross-section

7.1. As already stated in a previous Chapter about 89% of the road transport operators own one vehicle each and the proportion of operators owning five vehicles or less is as high as 98%. In the public sector there are 29 State Undertakings including the services run by Corporations and Municipal Bodies which ply in all about 35% of the total number of buses in the country. The Board issued its main questionnaire to 5,210 employers and its brief questionnaire to 743 employers. The response to the main questionnaire was only from 21 employers and to the brief questionnaire from 25. Out of these replies, only 10 undertakings in the public sector and 29 undertakings in the private sector submitted their accounts. From amongst these undertakings again only six public sector undertakings and 20 private sector undertakings could be studied for six years and five years respectively since the others did not furnish the accounts for more than one or two years. The list of these undertakings is given in Annexure I of Appendix XIV. Further the strength of the fleet of each of the private sector undertakings under study was not available and since the total number studied was only 20 out of 4,000 or more, it cannot be said that the study covered a fair cross-section of the Industry. However, the conclusions of this very limited study together with the Report of the Road Transport Taxation Enquiry Committee (Keskar Committee) may provide guide-lines for fixing Wage Structure in the Road Transport Industry.

Industry's ability to pay

7.2. The capacity to pay is reflected in the profitability of the industry. A study of the financial and profitability position has been made for six State Transport Undertakings and 20 private undertakings. The number of fleet owned or plied by these 20 companies being not available and their number forming an insignificant proportion of the total industry in the private sector, a study of the industry's finances on the basis of a fair cross-section could not be made. The twenty companies have, however, been taken as a group in order to assess the position of the private sector. The study has been based on published accounts of these undertakings as received from them.

7.3. *Financial position* of the industry has been considered by studying, *inter alia*, two aspects : (a) sources and uses of Funds in the

capital formation of the industry, and (b) the financial growth of the industry.

Sources and uses of Funds

7.4. The liabilities side of the balance sheets gives the sources from which money flows into the business, and the assets side, the utilisation of the same in creating various assets. The sources may be (a) external comprising of share capital, public borrowings and trade credit, and (b) internal comprising of depreciation funds, sinking funds, capital reserves and other reserves built out of retained profits. A study of the relative contribution of these two sources of funds would throw light on the earning and growth capacity of the industry with the help of internal resources. A statement showing the sources of funds and their utilisation during the period under study (1960-61 to 1964-65/65-66) as per the balance sheets made available is given in Annexures 2 and 3 of Appendix XIV for State and Private Undertakings respectively. It would be observed from Annexure 2 that out of a total addition in investment amounting to Rs. 6,669.61 lakhs in the 5 years in the State Undertakings, the internal sources provided Rs. 3,214.73 lakhs representing 48.2% of the total while Rs. 3,454.88 lakhs representing 51.8% came from external sources. An important element in internal sources was "Reserves and Surpluses" which was only 4.1% in which the free reserves represented by "other reserves and surpluses" contributed only 1.7% of the total funds employed. The major portion was made up by provision for depreciation. The internal sources do not suffice to cover the cost of fixed assets when the all India picture is taken into account. Under the external sources heads, loan capital contributed the major portion, *i.e.*, Rs. 2,143.87 lakhs out of a total of Rs. 3,454.88 lakhs. The maximum utilisation of funds, as would be seen, was in fixed assets, the proportion being 63.7% of the total. The proportion of liquid cash and bank balances in the five years went down by 1%. In the private sector (Annexure 3) total employment of funds by 20 companies in the four years was Rs. 200.03 lakhs of which internal sources contributed Rs. 143.63 lakhs representing 71.8% and external sources provided the balance 28.2%. The total reserves and surpluses contributed only 7.3% in which free reserves and surpluses contributed 3.2%. In external sources, long term private borrowings from outsiders was the biggest source. The utilisation of funds was maximum in fixed assets *i.e.*, 44.0% of total funds.

7.5. The net addition to capital and assets has been discussed above. The growth of finance can also be measured *inter alia* by two factors (i) the growth of net worth and (ii) growth of net capital employed. Net worth is the net value of an undertaking to its owners. It is the total of paid up capital and free reserves and surpluses after writing off the losses and fictitious assets. The trend of development of net worth in both the sectors of the industry has been shown in Annexure + of Appendix XIV. The reserves and surpluses of Calcutta State Transport Corporation and Delhi Transport Undertaking were dimi-

nishing and ultimately were eaten up by the operating losses, the balances of which are seen as negative entries in the statement against the item, "net reserves and surpluses". There has been considerable growth in other cases. In the private sector of the industry, the growth of reserves and surpluses was not very high. The growth of capital in both the sectors was due to fresh issue of capital, no capitalisation of reserves in the form of bonus share having been made during the period. The position of net worth in the total finance of the industry is given below :—

	Public sector (6 undertakings)				Private sector (20 undertakings)			
	1960/61		1965/66		1960/61		1964/65	
	Rs. lakhs	%	Rs. lakhs	%	Rs. lakhs	%	Rs. lakhs	%
Owners capital :								
Capital	2851.56	58.2	4995.43	55.0	86.05	21.0	88.18	17.7
Reserves	769.72	15.7	1030.92	11.4	127.09	31.1	141.66	28.5
Net worth	3621.28	73.9	6026.35	66.4	213.14	52.1	229.84	46.2
External loans and liabilities								
External loans and liabilities	1279.59	26.1	3044.20	33.6	195.99	47.9	267.35	53.8
TOTAL	4900.87	100.0	9070.55	100.0	409.13	100.0	497.19	100.0

It will be observed that the growth was financed more by external loans and liabilities which means a greater dependence on outside capital. In both the sectors, the amount of net worth increased but their proportion in total capital decreased. The reserves in public sector increased in five years from Rs. 769.72 lakhs to Rs. 1030.92 lakhs representing 34.2% increase over 1960-61 and in private

sector the corresponding increase was from Rs. 127.09 lakhs to Rs. 141.66 lakhs *i.e.* by 11.5% only in four years.

7.6. Net capital employed in the industry may be represented by the sum of net fixed assets and net working capital which is the difference of current assets and current liabilities. The development of the capital employed in the industry is given below :

(Rs. in lakhs)

	1960/61	1961/62	1962/63	1963/64	1964/65	1965/66
Public Sector Undertakings :						
Calcutta S.T.C.	672	750	749	705	731	716
Delhi T.U.	475	533	575	564	569	571
Gujarat S.R.T.C.	1067	1074	1126	1194	1305	1604
Maharashtra S.R.T.C.	1632	1824	1859	1952	1960	1917
Myore S.R.T.C.	Not commenced	1180	1262	1295	1368	1424
Orissa Road Transport Co. Ltd.	60	71	79	79	86	106
TOTAL (amount)	3906	5441	5650	5789	6019	6338
Index of growth (1960/61 = 100)	100	139	145	148	154	162
Private Sector :						
20 companies (amount)	323	307	317	325	360	..
Index of growth (1960/61 = 100)	100	95	98	101	111	..

The growth of State undertakings was more than that of private undertakings because of increased issue of loan capital. Another reason may be stated to be the take over of routes of private passenger transport by State Undertakings in various States. There has been lower issue of share capital in private undertakings.

Profitability position

7.7. The profitability of an industry is generally reflected in its capacity to earn profits at such level as would enable it not only to pay fair dividends but also to plough back sufficient funds into the business for financing its expansion and modernisation. An analysis of the number of undertakings which were earning profits or incurring losses gives roughly a measure of the profit-earning capacity of the industry. The position of profits/losses has been shown in Annexures 5 and 6 of Appendix XIV for public and private undertakings respectively. It would be seen that in the case of retained profit which is considered as the main internal source of finance, the over-all position was a loss of Rs. 47.77 lakhs in 1965-66 in public undertakings and the private group had a revival of profit to the extent of Rs. 7.57 lakhs in

1964-65 after loss in the two previous years. The position of Calcutta State Transport Corporation, Delhi Transport Undertaking and Gujarat Road Transport Corporation was deteriorating in 1965-66. The other three units of which two had declining trend of profits, retained a portion of surplus every year. It would be observed in the case of 20 private units, that no profit after tax was earned by 7 companies and 10 companies could not retain any profit in 1964-65. The quantum of profit after tax and profits retained was also very low in most of these companies except in Southern Roadways Pvt. Ltd. In the case of 6 State Undertakings, retained profits fell from a total of Rs. 130.51 lakhs in 1960-61 to a loss of Rs. 47.77 lakhs in 1965-66. In the case of 20 private sector companies, the corresponding figures of retained profit fell from Rs. 13.12 lakhs in 1960-61 to Rs. 7.57 lakhs in 1964-65, a fall of 42.3%. In both the cases, the trend of profit earning capacity showed a decline.

7.8. The allocation of profit before tax and profit after tax throws an important light on the appropriation policy of the industry. The following analysis gives the share of income-tax (as provided in accounts) in the profit before tax :

		No. of undertakings earning profits	Amount of profit before income-tax and interest on capital/dividend (Rs. lakhs)	Amount of income tax (Rs. lakhs)	Average % of income tax on profit before tax
<i>State Undertakings :</i>					
(out of 6 units)					
1960/61	. . .	5	399.06	155.29	38.9
1965/66	. . .	4	620.44	302.52	48.8
<i>Private Undertakings :</i>					
(out of 20 units)					
1960/61	. . .	16	52.91	23.26	44.0
1964/65	. . .	13	60.55	36.41	60.1
..					

Income-tax took a large share of profit and the rate of taxation on profit also increased.

7.9. In the distribution of profit after tax, it is to be noted that in cases of public undertakings which had loan capital instead of share capital, they had to pay interest on capi-

tal at a predetermined rate even if there was no profit for paying it. As a result, many of the undertakings had to utilise past reserves for the purpose or had to incur fresh liability for paying interest on capital. The position of distribution of profit has been shown below. It is to be noted that the profit figures given

below are the aggregate of the profits and losses of the units under study.

	Net profit after tax Rs. lakhs	Interest on capital/dividend Rs. lakhs	Profits retained Rs. lakhs	Interest on capital/dividend as % profit after tax	Retained profit as % of profit after tax.
	(1)	(2)	(3)	(4)	(5)
<i>State Undertakings :</i>					
1960-61	243.77	113.26	130.51	46.5	53.5
1961-62	277.31	179.15	98.16	64.6	35.4
1962-63	366.28	214.48	151.80	58.6	41.4
1963-64	280.89	222.80	58.09	79.3	20.7
1964-65	356.66	218.97	137.69	61.4	38.6
1965-66	239.58	287.35	(-)47.77	119.9	(-) 19.0
<i>20 Private Undertakings :</i>					
1960-61	29.35	16.23	13.12	55.3	44.7
1961-62	23.63	17.66	5.97	74.7	25.3
1962-63	15.01	17.13	(-) 2.12	114.1	(-)14.1
1963-64	13.75	15.36	(-) 1.61	111.7	(-)11.7
1964-65	22.41	14.84	7.57	66.2	33.8

In the private sector, majority of the companies could not declare dividends in each of the 5 years under study. Out of 20 companies, the number which could not declare dividends was 11, 10, 11, 10 and 12 in the years 1960-61, 1961-62, 1962-63, 1963-64 and 1964-65 respectively.

Profitability Ratios

7.10. What is important is not the quantum of profits but the rate of returns on investments. When the rate of increase in profit is more than the rate of increase in capital employed or turnover, an improvement in the profit is indicated. The important ratios which are traditionally used for measuring the profitability are :

- (i) The ratio of gross profit to turnover.
- (ii) The ratio of gross profit to total capital employed.

(iii) The ratio of profit after tax to net worth.

The first ratio indicates the rate at which industry makes profit on sales, the second ratio indicates the gross return on total capital employed regardless of the sources of capital. The third ratio measures the profitability on owners capital or share-holders equity. Since it is an indicator of the rate of profit which an industry is able to make after meeting all the expenses and external liabilities, this ratio is considered to be the most appropriate index of profitability.

7.11. These profitability ratios have been shown for all the undertakings studied in Annexures 7 and 8 of Appendix XIV for public and private undertakings respectively. The over all position is reproduced below :

	1960-61	1961-62	1962-63	1963-64	1964-65	1965-66
<i>(i) Gross profit as a % of turnover :</i>						
6 State Undertakings	17.5	13.2	12.1	10.3	11.1	8.3
20 private undertakings	10.2	9.4	8.8	8.2	8.8	..
<i>(ii) Gross profit as a % of total capital employed :</i>						
6 State Undertakings	8.4	6.7	7.2	6.6	7.6	6.2
20 private undertakings	15.3	14.8	14.8	14.0	15.4	..
<i>(iii) Profit after tax as a % of net worth :</i>						
6 State Undertakings	6.7	5.5	6.9	5.2	6.3	4.0
20 private undertakings	13.8	11.4	6.9	6.1	9.8	..

It would be observed that the rates of gross profit on turnover were higher for the State undertakings but the other two returns on capital employed and net worth were lower than those of private units. This was due to lower capital base in private sector undertakings. In the public sector all the three ratios showed a declining trend. In the private undertakings, the return on total capital employed maintained almost a steady trend, but return on net worth showed declining trend upto 1963-64 and a revival in 1964-65. In the public sector undertakings, the position of Calcutta State Transport Corporation and Delhi Transport Undertaking which are operating only in cities was worse than that of any of other four public undertakings which are operating in districts.

Ancillary profitability Ratios

7.12. The following two ancillary ratios have been considered *inter alia* in assessing the profitability ratios of the industry.

- (i) the ratio of total dividend/interest on capital to total paid up capital.
- (ii) the ratio of total dividend/interest on capital to total net worth.

The first ratio shows the return which is taken out of business on paid up capital/loan capital and the second measures the return on owner's capital or share-holders equity. The preference share capital being very small in private undertakings has been taken with ordinary share capital and dividends have also been similarly treated. The ratios of all the undertakings studied have been shown in Annexures 9 and 10 of Appendix XIV respectively for public and private sectors. The over all position is reproduced below :

	Total dividend/interest as a % of total paid up capital		Total dividend/interest as a % of total net worth	
	6 State undertakings	20 private undertakings	6 State undertakings	20 private undertakings
1960-61	4.0	18.9	3.1	7.6
1961-62	4.3	20.5	3.5	8.5
1962-63	5.0	19.1	4.1	7.8
1963-64	5.1	17.5	4.1	6.9
1964-65	4.7	16.8	3.9	6.5
1965-66	5.8	..	4.8	..

It would be seen that the dividend/interest on capital in State Undertakings was lower as it was at a pre-determined rate. It may be also reiterated that most of the private undertakings could not declare dividend but those

who declared dividend had on an average a good rate. From annexure 5 it would be seen that in 1965-66 Maharashtra State Road Transport Corporation paid interest on capital at a maximum rate of 7.1%. The Orissa Road Transport Company paid dividend @ 10% and others' rates were limited within range of 3.5% to 6.5%. From Annexure 10 for private undertakings, it will be seen that the dividend rate of Southern Roadways Private Ltd. showed an increasing trend and their rates along with those of Shri Rama Vilas Service Ltd. and of the two companies of Mysore, were fair. The return on net worth in both sectors showed a diminishing trend after 1962-63 and was also not satisfactory.

Conclusions regarding Paying Capacity

7.13. From the meagre data that is available regarding the financial position of the Industry as a whole, the following picture emerges :

- (a) that the rate of increase in the cost of operation in the Industry since 1961-62 was more than the rate of increase in income which in turn meant that the profitability had decreased from year to year; the turn-over of the Industry however, has increased from year to year which indicates an increase in operating activities in both public and private sectors;
- (b) that the financial position of operators in the cities was worse than that of the average of all India;
- (c) that for want of sufficient data the financial position of the small operators in goods or passenger transport could not be properly ascertained but keeping in view the anxiety exhibited by applicants to secure route permits at some places, the plight of the small operators could not be that bad;
- (d) that the State Road Transport Corporations carry the majority of the passenger traffic but their general financial position was unfortunately not very satisfactory as appears from the balance sheets furnished;
- (e) that the real difficulty that is being faced by the Road Transport Corporations is not that they do not possess sufficient resources for carrying on their operations but it is that they have to incur a huge amount of capital expenditure which they are obliged to do no account of political or public pressure despite funds not permitting, with the result that the reserves are dwindling year by year and the cash balances are coming down; another reason for this state of affairs is that the loans assured by the

respective State Governments for expansion of State Transport and capital expenditure are not forthcoming and the State Transport Corporations are obliged to spend huge amounts on these items from their revenue accounts;

- (f) that the tightening up of administration and plugging of leakages, etc. there is every possibility of the finances improving;
- (g) that if the expected loans, etc., are made available by the Central and the State Governments it would not only improve the financial position of the industry but will also greatly facilitate programme of expansion of the State Road Transport Corporations;
- (h) that in the private sector so far as sizeable units are concerned, they do not appear to be in a very bad state. But of late, as mentioned by the Keskar Committee there is shyness of the present capital market and the resources of the private operators have diminished due firstly to heavy withdrawals of private deposits held by the hire-purchase financiers and secondly to the reluctance of the banks to help them by way of refinancing to the extent they were doing previously;
- (i) that as recommended by the Study Group on Road Transport Financing appointed by the Government, the regulation of system on statutory basis should be introduced and the extension of the facilities of obtaining credit from the Commercial Banks and Industrial Development Bank of India, etc. be encouraged and that there should be tax relief and development rebate for the industry;
- (j) that due to social and political obligations, the operations in this industry have increased involving more capital expenditure than what would normally have been years ago;
- (k) that the passenger tax which lacks uniformity has come upon the industry heavily;
- (l) that on the whole the industry is facing some difficulties but they cannot be said to be inherent in the Industry itself and have come about due to various political, social and economic factors for the last ten years or so;
- (m) that the unsatisfactory general financial position of the Industry cannot be entirely attributed to labour charges but is due to various other factors *viz.* high taxation, increase in cost of fuel, accessories, etc.; and

- (n) that despite these difficulties there is an economic and social obligation on the employers to improve the lot of the labour as unless the labour is kept satisfied there is not much likelihood of an over all improvement in the Industry as a whole.

Impact of the recommendations on the operating cost of the Industry

7.14. The Wage Board is required to assess the impact of its recommendations regarding wage structure on the operating cost of the industry. Unfortunately as stated earlier, the response to the Board's Questionnaire was very poor and consequently the Board do not have at their disposal detailed information from a representative cross-section of the industry. The incidence of additional expenditure as a result of the recommendation will as such vary with each unit, and in fact in some units which may be already paying their workers better wages than those proposed in the recommendations, there may be no financial impact. The operating cost depends on a number of factors including operational and managerial efficiency which may vary from unit to unit. For all these reasons it has not been possible for the Board to make an assessment of the impact that their recommendations are going to have on the operating cost of the industry. However, the following paragraph gives a very rough indication in the matter, so far as Public Sector Undertakings are concerned.

7.15. It has been worked out from the data available about the public sector undertakings that the average wages of the unskilled workers (basic pay and D.A.) in the units, which may have to incur additional expenditure by way of increase in wages of the unskilled workers, is Rs. 117 p.m. If the average goes up to Rs. 130 p.m. as a result of the recommendations, the increase would be about 11%.

7.16. According to the Statistical Bulletin of State Road Transport Undertakings in India, 1964-65 published by the Transport Research Division of the Ministry of Transport and Aviation, Government of India, the average cost of personnel constitutes 26.2% of the total cost of operation—the percentage expenditure on other items of cost of operation being Cost of material—35.8%, Depreciation—13.3%, Overheads—20.4% and Interest on capital—4.3%. Assuming that these figures hold good at present also, which is not a strictly valid assumption and also assuming that there would be an increase of 11% in the existing wages of all categories of workers, the total cost of operation would go up by an average of 2.9 per cent in respect of these undertakings.

CHAPTER VIII

Proposed Wage Structure

8.1. The Wage Board gave careful thought to the question of fixing a national need-based minimum wage for the Road Transport Industry. The question is beset with great difficulties. The financial position of the industry has been discussed in another Chapter. It can be seen from there that the profitability position of this industry is not satisfactory. The industry is under a great strain because of the continuing burdens and problems for which no solution or relief has come nor is any in sight despite great concern of the Government and the large number of Enquiry Committees, etc. that have been appointed. The Board had evidence of cut-throat competition existing in certain areas and sectors particularly in the goods traffic indicating that some of the units were subsisting only with considerable struggle. The Wage Board were of the view that in evolving a wage structure their recommendations should be such as were deemed reasonable to labour and were capable of implementation by the Industry. After examining the various estimates of national need-based minimum wage the Board came to the conclusion that it would not be feasible to recommend a wage structure based on a need-based minimum.

8.2. The Wage Board considered the question of fixing the wage structure on the basis of regions and/or the size of business units. Various possibilities were examined in this connection :—

- (1) Minimum wages fixed under the minimum Wages Act in various States;
- (2) Cost of living (consumer price) index at different places;
- (3) Wage disparities;
- (4) Taxation, fare and freight structure.

(5) Capacity of the Industry to pay.

Statutory minimum wages.—On the basis of statutory minimum wages fixed for an unskilled worker, the States/Union Territories could be grouped as under :—

With minimum wage less than Rs. 60 p.m.	With minimum wage from Rs. 60 to less than Rs. 70 p.m.	With minimum wage from Rs. 70 to less than Rs. 80 p.m.	With minimum wage Rs. 80 p.m. and above
Andhra Pradesh	Kerala	Bihar	Assam
Orissa	Tamilnadu	Haryana	Gujarat
Uttar Pradesh	Rajasthan West Bengal	Mysore Punjab	Maharashtra Madhya Pradesh
		West Bengal* Delhi Himachal Pradesh	

*In some regions.

While it can be argued that the State Governments must have fixed the minimum wages taking into account all relevant factors, the fact is that the minimum Wages Act has not laid down any definite principle or criterion for the guidance of wage fixing bodies for fixing the wage rates under the Act. The minimum wages as they exist were notified in different years by various States. For example, for Andhra Pradesh the existing figure was notified as far back as 1961. The Board therefore did not deem it fit to classify the industry on this basis for the purpose of wage fixation.

Cost of Living Index

8.3. On the basis of consumer price index (base year 1960 = 100) the States may be grouped as follows :—

Below 170	170 to less than 180	180 to less than 190	190 and above
Gujarat (Ahmedabad)	Delhi	Haryana (Yamunanagar)	Assam (Digboi)
West Bengal (Calcutta)	Bihar (Jamshedpur)	Punjab (Amritsar)	Kerala (Alwaye)
Andhra Pradesh (Hyderabad)	Madhya Pradesh (Bhopal)		
Jammu & Kashmir (Srinagar)	Mysore (Bangalore)		
Maharashtra (Bombay)	Orissa (Sambalpur)		
	Rajasthan (Jaipur)		
	Uttar Pradesh (Kanpur)		

NOTES.—(1) The towns in brackets are the places to which the index numbers relate (May 1968).

(2) Index number for Tamil Nadu has not been published.

(Source : Indian Labour Journal, August, 1968.)

The above table read with the table in the previous paragraph brings out the curious fact that where the minimum wages are on the high side the consumer price index is on the low side. This is obviously due to the fact that the consumer price index series of a place shows only relative increase or the rise in the cost of living at that place over a period of time and not the comparative costliness of a place in relation to other towns. From Dr. Fonseca's article already referred to, regions based on the costliness would work out somewhat as follows :—

Highest.—Digboi, Jamshedpur, Monghyr, Asansol, Calcutta, Howrah, Darjeeling and Alwaye.

Medium.—Rangpara, Jalpaiguri, Hyderabad, Bangalore, Ammathi, Ahmedabad, Bombay, Nagpur, and Saharanpur.

Lowest.—Gudur, Guntur, Alleppey, Chickmagalur, Madras, Coimbatore, Bhavnagar, Sholapur, Bhopal, Indore, Gwalior, Yamunanagar, Amritsar, Ajmer, Jaipur, Srinagar, Kanpur and Delhi.

It will be seen that the costliness of living seems to be dispersed all over the country though it can be said generally that the Eastern zone appears to be the most expensive followed by Western zone, Southern zone and the Central and North-Western zones in that order. However, wage rates at least in transport industry are perhaps the lowest in the Eastern zone.

8.4. On the subject of wage disparities, data with the Board is very limited and insufficient. However, the available data shows that there exist wide disparities in the public sector and wider still in the private sector. For example, in the public sector in the Maharashtra State, the minimum paid by the Bombay Electric Supply and Transport Undertaking is Rs. 226.92; whereas the Maharashtra State Road Transport Corporation pays a minimum wage of Rs. 158.

8.5. Similarly in the Southern zone the wages of the driver in the public sector show the following variations :—

Tamil Nadu	Rs. 145
Mysore	Rs. 140
Kerala	Rs. 168
Andhra Pradesh	Rs. 182

In Eastern zone the corresponding figure for the Calcutta State Transport Corporation is Rs. 198 and for the Bihar Corporation Rs. 142. In the private sector the variation in rates is even greater. In Tamil Nadu, the Southern Roadways Private Ltd., pays the driver Rs. 157.40 and the Pudukottai Cooperative Transport Ltd. pays them Rs. 190; whereas a number of concerns in that State are paying

only Rs. 90 p.m. In West Bengal the Nadia District Bus Owners Association pays Rs. 160 p.m. to a driver whilst the figures for the other private concerns available with us show the driver's wage ranging from Rs. 135.70 to Rs. 300 p.m. Thus even this basis is found to be not satisfactory.

8.6. Regarding taxation, fare and freight structure also, the position is rather confusing. It will be observed that there are wide variations from State to State and even within the same State *e.g.* in Rajasthan the rate of taxation on goods vehicles is on the high side while on passenger vehicles it is on the low side. Generally speaking the taxation—passenger and goods—is high in Andhra Pradesh, Kerala, Tamil Nadu, Mysore and Orissa, medium in Bihar, Madhya Pradesh, Maharashtra and West Bengal and low in Jammu and Kashmir, Punjab, Delhi, Gujarat, Himachal Pradesh, etc. Coming to fare and freight rates the notified rates show the highest freight rate per tonne kilometre in Rajasthan (50.4 paise) followed by Delhi, Tripura, Mysore, Gujarat, Kerala and Assam and the lowest in Uttar Pradesh (17.5 paise). The notified fare per kilometre appears to be the highest in Mysore (6 paise) followed by Rajasthan, Goa, Maharashtra, Assam, etc. and the lowest being Jammu & Kashmir (18.75 paise). Again the notified rates may not be the actual prevailing rates. As the Keskar Committee has pointed out where competition is keen, prevailing rates, particularly freight rates, are very much lower than the notified or permissible rates. It is, therefore, not feasible to make these factors the basis for the fixation of wage structure on regional basis. In any case, the taxation, fare and freight structure would be reflected in the profitability of the units and if size of the business unit were made the basis for fixation of wage structure, these elements would be covered.

8.7. The financial position or the capacity of the industry to pay has been discussed in another Chapter. It will be observed therefrom that generally units operating in cities are suffering losses whilst units operating in districts are doing fairly well. So far as small units are concerned, in the absence of adequate data in respect of almost all the States, it is difficult to assess their financial position correctly. The analysis of the meagre data available to us goes to show that there is no relationship between the profitability and geographical regions. Needless to add that profitability in the industry does not necessarily depend upon the regional/geographical peculiarities and is mainly dependent on such factors as the number of vehicles owned by a unit, the extent of vehicle utilisation, conditions of roads, prices of spare parts and fuel.

8.8. After careful thought and long discussion, the Board came to the conclusion that

the alternative to the fixation of wages region wise would be to fix the same according to the size of the operating units. The Board therefore decided that the Industry, for the purpose of wage fixation, should be divided into the following three categories :—

- (1) Operators owning or plying 5 or less than 5 vehicles;
- (2) Operators owning or plying 6 to 25 vehicles;
- (3) Operators owning or plying more than 25 vehicles.

The Board further decided that there should be no differentiation between the goods transport and passenger transport sections of the Industry or between the public and the private sectors and that the wage structure that should be fixed be based on the classification according to size of establishments/units irrespective of the nature of the transport and the public or private ownership. In the case of establishments working merely as booking agents however it was decided that they be placed in the above category 2 of operators and that the wage scale fixed for that category should be made applicable to them.

8.9. The Indian economy has had to bear enormous stresses and strains during the two years prior to 1968 owing to the drought and bad harvests and the recession in the industry. The consumer price index rose sharply and has continued to rise till the end of 1968. However, signs of resumption of economic growth were visible in 1968 and it is hoped that the improvement would continue. In any case it cannot be said at present how the prices are going to behave and for how long the stability in price-line could be expected to last.

8.10. In the circumstances, the Board decided that the wage pattern should comprise a basic wage, a dearness allowance to be linked with the cost of living index and house rent allowance varying according to the size of the cities.

8.11. The Committee on Fair Wages have enunciated certain principles which should form the basis of wage structure. The Board considered these and thought that an ideal system of wages structure should be based on standardisation of nomenclature and categorisation of jobs on scientific lines. But the Board did not have the resources or the time to work out categorisation of jobs and standardisation of nomenclature on scientific lines. The Board accordingly decided that they need not go into the content of the jobs as existing at present in the industry but should lay down broad categorisation and feasible grades within the categories. It was, therefore, decided to classify the workers into the following six categories :

- (1) Unskilled
- (2) Semi-skilled
- (3) Skilled
- (4) Highly Skilled
- (5) Junior Supervisory
- (6) Senior Supervisory.

The nomenclature of various jobs within these categories as agreed to is shown in Appendix XV.

8.12. The Board considered whether the wage structure in the industry could be linked to productivity. In view of the difficulties encountered in measuring the productivity of workers in the Road Transport Industry and the fact that it is a service industry, the Board came to the conclusion that it was not expedient or feasible to link wages with productivity. The Board have, however, dealt with the question of introduction of incentive scheme in the industry, in subsequent paragraphs of this Chapter.

Recommended Wage Structure

8.13. The Board after taking all the relevant facts into consideration has come to the conclusion that the following pay-scales be recommended for the six categories into which the workers in the Road Transport Industry have been classified as per Appendix XV :—

Category of Employees	Pay Scale	Dearness Allowance	House Rent Allowance for all workers	Additional House Rent Allowance to be paid in cities declared* as A, B1 and B2†
1	2	3	4	5
	Rs.	Rs.	Rs.	Rs.
<i>Class of employers : I (Employers owning 5 or less than 5 vehicles)</i>				
I.	55-2-65-3-80-4-100	65	5	5
II.	65-3-80-4-100-5-125	65	5	5
III. (A)	80-4-100-5-125-6-155	65	5	5

*By the Ministry of Finance, Government of India for Central Government employees.

†Class A : Bombay, Calcutta, Delhi and Madras.

Class B1 : Ahmedabad, Bangalore, Hyderabad, Kanpur and Poona.

Class B2 : Agra, Allahabad, Banaras (Varanasi), Jaipur, Lucknow, Maduari and Nagpur.

1	2	3	4	5
III. (B)	85-4-105-5-130-6-160	65	5	5
IV.	100-5-125-6-155-7-190	70	5	5
V.	125-6-155-7-190-E.B.-10-240	70	5	5
VI.	140-7-175-8-215-E.B.-12-275	70	5	5
<i>Class of employers : II (Employers owning more than 5 but less than 26 vehicles)</i>				
I.	55-2-65-3-80-4-100	70	5	5
II.	65-3-80-4-100-5-125	70	5	5
III. (A)	80-4-100-5-125-6-155	70	5	5
III. (B)	85-4-105-5-130-6-160	70	5	5
IV.	100-5-125-6-155-7-190	75	5	5
V.	125-6-155-7-190-E.B.-10-240	75	5	5
VI.	140-7-175-8-215-E.B.-12-275	75	5	5
<i>Class of employers : III (Employers owning 26 or more vehicles)</i>				
I.	55-2-65-3-80-4-100	75	5	5
II.	65-3-80-4-100-5-125	75	5	5
III. (A)	80-4-100-5-125-6-155	75	5	5
III. (B)	85-4-105-5-130-6-160	75	5	5
IV.	100-5-125-6-155-7-190	80	5	5
V.	125-6-155-7-190-E.B.-10-240	80	5	5
VI.	140-7-175-8-215-E.B.-12-275	80	5	5

In implementing these pay scales, it is recommended that the existing total emoluments of the workman be made the basis. In cases where total emoluments are lower than those recommended by this Board, the above pay scales shall be made applicable and suitable adjustments will be made in the Dearness Allowance and/or House Rent Allowance provided that in making such adjustments the rate of House Rent Allowance will not be less than the rates recommended by the Board. In making such adjustments, care should be taken that no workman is affected adversely by the revision of the pay scale so far as his total emoluments are concerned. In cases where the existing emoluments are higher than those recommended by the Board but the pay scales are lower, the workman will have the option of continuing in the existing pay scale and rates of Dearness Allowance and House Rent Allowance or for the one proposed by this Board. If by placing a workman in the new pay scale recommended by the Board, the total pay packet works out higher than the one proposed by the Board for that category of workers the employer shall be free to make adjustments in the rates of Dearness Allowance and House Rent Allowance and bring their rates in line with those recommended by the Board. The adjustments would not debar a worker who has opted for the Wage Scale recommended by the Wage Board from getting any monetary benefits in future as a result of any future award or settlement.

Fitment

8.14. In regard to fitment of workers into the new pay scales recommended by the Wage Board, the Board recommends that the existing incumbents be given one increment for every five years of service to fit an employee into the new scales. This recommendation will not apply to those employees who are already getting more emoluments than those recommended by the Wage Board and the fitment will be done only in those cases where the existing total emoluments (Basic + Dearness Allowance + House Rent Allowance)* are less than those recommended by the Wage Board.

While fixing the workers in the wage scale prescribed by the Wage Board, a worker will be fixed at the corresponding stage in the scales recommended by the Board or the next higher stage in it, as the case may be. A few concrete cases may be cited to illustrate the point :—

- (1) Supposing a worker in the lowest category is at present getting a basic pay of Rs. 60 and Dearness Allowance of Rs. 40 making a total pay packet of Rs. 100; suppose further that he has put in 10 years of service already with

*Daily *batta* and night-out allowance that are to be paid to the workers would not be included in the wage structure fixed by the Board; and the amount of daily *batta* and night-out allowance would be fixed on the basis of bi-partite agreement by the parties in each unit.

his present employer who belongs to the third class of employers; under the present recommendations of the Board, this worker will get two increments (*i.e.* one increment for every five years of service) taking him to Rs. 64. Since Rs. 64 is not a stage in the pay scale recommended by the Board, he will be fixed at the next higher point *i.e.* Rs. 65. His rate of Dearness Allowance will also simultaneously rise to Rs. 75 as per the recommendations of the Board, so that he will be entitled to pay packet of Rs. 140.

- (2) Supposing in the case of a worker who is employed under a third class of employer and who lives in a big city (A, B1 or B2) the pay scale is Rs. 30-1-40-2-50 and D.A. is Rs. 110 making the total packet for a new entrant Rs. 140. Under the recommendations of the Board this worker who obviously had no previous service and is a fresh recruit (since he is at the starting point of the existing pay scale) will be entitled to a basic salary of Rs. 55 and the Dearness Allowance of Rs. 75 and House Rent Allowance of Rs. 10 so that the total pay packet still remains Rs. 140 though the pay scale will be higher and Dearness Allowance will be adjusted downward proportionately.

The worker will be entitled to opt for his existing wage pattern or that recommended by the Wage Board.

8.15. The above emoluments would take effect from the 1st April, 1969 when the All India Average Consumer Price Index of Working Class published by the Labour Bureau, Simla for April, 1969 stood at 171 with 1960 = 100.

8.16. The Dearness Allowance mentioned in the table above would be linked to the aforesaid index number and for every rise or fall per point an adjustment of 75 paise would be made in it. The revision will be effective prospectively from 1st April every year on the basis of the average of the indices for the earlier 12 months from January to December. The Dearness Allowance as fixed by the Board will not be reduced even if the index figure goes below 171. The first adjustment would thus be effective from 1st April, 1970 based on the average of the Consumer Price Index Number from January 1969 to December, 1969.

8.17. The arrears that may become payable as a result of the implementation of the recommendations of the Wage Board with effect from 1st April, 1969 would be paid in two equal instalments, the first as soon as the recommendations are accepted and the second

within a period of one year from the date of the payment of the first instalment. The House Rent Allowance will not however be subject to this phasing and would be payable as soon as the recommendations are accepted.

8.18. In order to arrive at the difference between the wages to which a worker is entitled under the recommendations of the Wage Board and his existing wages, the existing wages would be inclusive of interim relief recommended by the Board earlier wherever such relief is paid.

8.19. In the case of an employee leaving service on or after 1st April 1969 on account of resignation, retirement, dismissal or for any other cause, he would be entitled to receive at the time of such resignation, etc. full payment of arrears which he is entitled to for the period he has served after 1st April 1969.

8.20. In the case of casual or daily rated workers, the minimum emoluments recommended by the Board for unskilled workers (*viz.* Rs. 125, Rs. 130 and Rs. 135 as the case may be) should be divided by 26 to arrive at the daily rate of wages.

8.21. The recommendations of the Wage Board would be operative for a period of four years commencing from 1st April, 1969 but the recommendations in so far as they relate to Dearness Allowance will be operative for a period of five years with effect from that date.

8.22. If an employer is paying more than the recommended wages to his workers, the same shall not be reduced.

8.23. Revision in the total quantum of any of the components of wages given above is not to take place for a period of four years from the date they take effect in the Industry, except in so far as these components are affected in pursuance of the recommendations of the Wage Board and it will be open to the workmen to raise a dispute or demand revision in this behalf during the aforesaid period where the recommendations of the Board have not been fully implemented.

8.24. In view of the recommendations contained in the National Labour Commission Report, it is suggested that since the recommendations of this Board are unanimous, these may be made statutorily binding.

8.25. If an employee in an undertaking was getting any allowance, benefit, concession or fringe benefits of any kind whatsoever other than basic wage, dearness allowance and house rent allowance, the allowance, benefit, concession or the fringe benefits will not be curtailed in any manner on the ground that his basic wage, dearness allowance or house

rent allowance has been increased as a result of the recommendations of the Wage Board, provided, however, that the daily *batta* and night-out allowance would be decided on the basis of bi-partite agreement by the parties in each unit.

Incentive Schemes

8.26. It is difficult to relate wages to productivity in the Road Transport Industry since a large part of the activity of a transport undertaking consists in maintenance work and in the running of the services according to schedule. It transpired from the oral & written evidence before the Board that it was in only a few cases that the wages of the conductor and driver were directly linked to the gross daily collections as a percentage thereof as mentioned in an earlier Chapter. However, the practice of having incentive schemes for higher production/efficiency *i.e.*, above a certain norm, is fairly wide-spread in the public sector; in the private sector also here and there cases of incentive bonus have been met with but they are related almost invariably to the daily collections brought in by the team of a driver and a conductor.

8.27. In the public sector and some undertakings in the private sector there are, three well defined spheres of activity *viz.*, the running of the scheduled services, the maintenance of vehicles done in workshops, and body building or reconditioning of vehicles in workshops in Transport undertakings. Incentive bonus based on the individual's direct and personal activities is generally limited to the drivers and conductors. Naturally, the merit of the driver is judged primarily on attendance and accident free work, and that of the conductor mostly on attendance, his behaviour with the public and the collections made by him. Attendance seems to be a problem with several Corporations and an attendance reward or bonus is frequently to be found. One kind of scheme that is in operation is in the Gujarat State Road Transport Corporation, where under a system of recording points or marks for each month is maintained, and performance above a certain norms of marks/points is rewarded by a small award for that month. In Madras State Transport Department, the good attendance bonus is related exclusively to attendance, including punctual attendance, and is given to all traffic, technical, watch and ward and Class IV staff subject to their satisfying the standards laid down and their not incurring any of the specified penalties during the month. In B.E.S.T., the incentive bonus to drivers of the traffic department and the staff of the maintenance and transportation engineering department is based on the kilometrage done as against the kilometrage laid down. The rate of bonus

is on a sliding scale, the bonus takes the form of a percentage of basic salary. The Calcutta State Transport Corporation allows, by way of incentive, a trip allowance and an accident free service reward to the drivers and a good collections reward and an attendance reward to conductors and drivers. They have also a Reserve Pool Drivers schemes under which a reward of Re. 1 extra is given to a driver in the Pool for additional day of attendance over 20 days. The Delhi Transport Undertaking has a scheme of quarterly attendance reward for drivers and conductors based on attendance and accident free record of work (good behaviour in the case of conductors).

8.28. The incentive given to the staff at the depot is based on the work of the depot as a whole. The norms of the percentage of vehicles that should be on the road every-day, of the kilometrage and of the number of breakdowns are laid down, and performance above these norms entitles the entire staff to get incentive bonus except where a worker has not worked for a specified number of days in the month or has received one of the specified punishments. Such schemes exist in Andhra Pradesh State Road Transport Corporation and the Madras State Transport department. In Gujarat State Road Transport Corporation prizes are given to the depots adjudged as the best in each division where a depot has earned a distinction of the best depot, the staff of the depots get an incentive reward based on percentage of monthly salary, besides the depot getting the usual trophies and prizes, etc.

8.29. On the workshops side, the incentive bonus is directly linked to the increased production but since here again the results flow from group working, a condition regarding attendance is generally imposed. In Andhra Pradesh State Road Transport Corporation, for production over and above a basic figure *viz.*, 34 vehicles per month, an incentive bonus is paid monthly at specified rates to all the workers from unskilled workmen to foreman. Similarly, minimum norms have been fixed for the Vulcanising Shop, the Out-depot Repair Section, the Instrument Section and the Sundry Repairs Section and excess production over these norms is rewarded by payment of incentive bonus. In all the four cases, however, there is an attendance condition to earn the bonus. In the workshop of the Madras State Transport Department, norms of production are fixed each month on the basis of the number of workers on roll on the 15th of the month. Excess production over these norms is rewarded on a sliding scale, the rate of reward going up with the increase in the excess. Similarly in the retreading section, a norm each month is fixed per mould per shift and

excess unit produced above the norm is rewarded. In both the cases a maximum limit on the earnings under the incentive scheme is laid down, which is 40% of a month's wages or 4.8 times a month's basic wage for the whole year.

8.30. The Wage Board recommends that incentive schemes and efficiency/reward schemes on the lines mentioned above may, where they do not exist at present in the public sector, be introduced preferably on the basis of bi-partite agreement at the unit level.

8.31. As mentioned earlier the few incentive schemes in private sector which the Board came across related entirely to collections. Representative of an important private sector establishment *viz.* Southern Roadways, however, strongly opposed linking the incentive to the collections as according to him the collections depended upon a variety of factors other than the merit of the driver and conductor, such as seasonal variations affecting travelling activity and also the better placing of some routes than the other routes. He also maintained that an incentive on collections was likely to encourage overloading, wastage of time and lack of punctuality in running of vehicles and other unhealthy practices. The Board are of the opinion that the question of introduction and implementation of incentive schemes be left to the parties.

NOTE (1) : *Shri K. M. Sundaram's views :*

I am of the opinion that those who do not benefit at all from the recommendations made by the Board be given one increment for service upto 5 years and two increments for more than 5 years and those who have reached the maximum of the scale should also be given one increment.

I am further of the view that the house rent allowance should not be taken into account for the purpose of fitment.

I am furthermore of the view that the wage scales that have been unanimously recommended by this Board fall very much short of the expectations of workers particularly in the public sector leaving alone providing them with the need-based minimum wage.

However, in the interest of unanimity in the recommendations of Wage Board and

in order to ensure implementation of the recommendations, I agree with the recommendations with the hope that it will prove to be a first step towards a more rational and scientific approach to the wage structure in the industry.

Sd/- K. M. SUNDARAM,
27-10-69.

NOTE (2) : *Shri P. N. Nagaswamy's views :*

I wish to make the following observations to be added in the report of the Board.

The tax burden on the passenger Road Transport Industry is very heavy. The State Governments have phased programmes of extension of Nationalisation of Passenger Transport. The cost of operation has shot up very high due to various causes. The rate of bus fare is controlled by the State Governments. Unless the rate of taxation is reduced by a sizeable figure and rate of fare is increased, it will be very difficult for the passenger transport operators to thrive and implement some of the recommendations of the Board.

Goods Transport Industry is also heavily taxed by various authorities. There is keen competition and rate cutting among the lorry operators. The cost of operation here also has shot up due to various causes.

Several operators have found it unable to implement even the interim relief recommended by this Board to their workers.

In these circumstances, the Road Transport Industry may not be able to pay a higher wage to their workmen.

As Private Passenger Transport has no future in view of the progressive Nationalisation of bus routes by the State Governments and having regard to the various difficulties facing the goods vehicles owners, the introduction of Gratuity Scheme in this industry may not be quite feasible.

However, in the interests of arriving at an unanimity in the recommendations of this Board, I agree to the various recommendations made by the Board herein.

Sd/- P. N. NAGASWAMY,
27-10-69.

CHAPTER IX

Gratuity Scheme

9.1. The question of evolving a gratuity scheme for the Industry was included in the terms of reference of the Wage Board *vide* Government's Resolution No. WB-15(5)/66, dated the 7th September, 1966 amending the earlier Resolution of 28th May, 1966. In this connection the Board collected information regarding the details of the existing gratuity schemes from the parties through Questionnaire (Question No. 17). The parties were also asked for their views and suggestions for modification of the present schemes and, in case there was no gratuity scheme in force, their suggestions regarding a gratuity scheme that could be introduced.

Present Position

9.2. There is no uniform pattern of gratuity schemes in the Industry. All the undertakings in the public sector which furnished replies to the questionnaire have gratuity schemes in force except the Bihar State Road Transport Corporation and Neyveli Lignite Corporation. In the private sector only 7 establishments out of 30 undertakings that furnished replies to the questionnaire reported, having a gratuity scheme. In Southern Roadways, it was reported, that a gratuity scheme was under negotiation between the management and the union ; it was also reported that the management of Pudukottai Cooperative Transport Ltd. were proposing to amend their existing gratuity scheme. Main features of the gratuity schemes in force in various units are shown in Appendix XVI. A study of the schemes reveals that by and large no distinction is made between the permanent employees and others for eligibility, the length of service being the only criterion. The minimum qualifying service in case of superannuation/voluntary retirement/resignation is 15 years in most of the units, the period is less in the case of death and in the case of persons discharged by the management or those who retire owing to a permanent physical or mental disability. Usually there is forfeiture of gratuity in the case of a worker dismissed for misconduct. The usual rate of gratuity is 15 days wages for every completed year of service. In some units only basic wages are taken into account whereas in other cases both basic wages and dearness allowance are taken to be the wages.

Suggestions regarding gratuity scheme

9.3. The All India Motor Union Congress appearing on behalf of the employers urged

the Wage Board to take into consideration the sense of insecurity and uncertainty which an average road transport operator feels in view of the recent trend of nationalisation of this Industry. Another view of the employers expressed by the Delhi Provincial Motor Transport Union Congress was that the workers in Road Transport Industry were already covered by the scheme of contributory provident fund under the Employees Provident Fund Act, 1952 and as such a second retirement benefit by way of a gratuity scheme should not be introduced and in case the Board were to decide to introduce a scheme it should be restricted to only such concerns as employed 100 motor transport workers or more.

9.4. The managements of the establishments in which there were gratuity schemes in force claimed that the existing schemes were adequate and required no modification.

9.5. Almost all the labour unions which expressed their views on the gratuity schemes demanded that the rate of gratuity should be one month's wages (including dearness allowance) for every completed year of service. The Maharashtra State Transport Workers Federation was of the view that five years, continuous service should be enough to entitle a worker to get gratuity. Some unions went even further and suggested a minimum qualifying service of only one year with a further rider that in case an employer retrenched a worker to evade his liabilities gratuity at a month's emoluments should be payable even if the worker has not completed an year's service.

Proposed Gratuity Scheme

9.6. The workers employed in Road Motor Transport Industry are at present covered by the Employees' Provident Funds Act, 1952 which was extended to this Industry on 30th April, 1959. The purpose of the Act is to make some provision for the future of the workers after they retire or for their dependents in case of early death. The employers' contribution to the Fund has been fixed at 6.4% of the basic wages, dearness allowance, retaining allowance, if any, including cash value of food concessions given to the employees. The employees are required to contribute at least the same amount as contributed by employers. The statutory rate of contribution by both employers and employees has been raised to 8 per cent in establishments employing 50 or more persons

with effect from 1st June, 1966. As regards the argument put forward by one of the employers' associations that since the Road Transport Industry was covered by the Provident Fund Act, 1952, there was no need to give a second retirement benefit in the form of gratuity, the Board do not find any substance in it. It has to be borne in mind that the demands on the Provident Fund of a worker may be many, arising out of medical needs, or needs arising from retrenchment or lock out/closure of the establishments, etc. The worker may also have taken advance from the Fund for construction of houses, and purchase of land and the balance left in the Fund may be meagre. Moreover the Act does not at present apply to smaller establishments employing less than 20 workers. It is a well recognised principle that Provident Fund and Gratuity can co-exist. In view of the absence of any provision for old age pension in the country there is no room for doubt that gratuity is desirable in a socialistic society. The question of payment of gratuity has been considered by the First Wage Board for Sugar Industry and the Wage Boards for Iron Ore Mining Industry, for Limestone and Dolomite Mining Industry and for Heavy Chemicals and Fertilizers, and these Wage Boards have made recommendations regarding introduction of gratuity schemes in the respective industries covered by them.

9.7. After carefully examining all the claims put forth by the employees and the views expressed by employers, the Board recommends a gratuity scheme as in the Annexure at the end of this Chapter.

9.8 In many establishments there are already some gratuity schemes in force. The choice as to which gratuity scheme would apply to the workers (*i.e.*, scheme which already exists or the scheme recommended by the Wage Board) should be left to the workers who may give their option individually.

ANNEXURE

Scheme of Gratuity

Coverage

1. The Gratuity Scheme will cover all regular and permanent employees in an establishment.

Entitlement

2. The minimum qualifying period of service would be as follows :—

- (1) In the case of superannuation or termination of service or discharge or dismissal by the employer for any reason other than one covered by para 5 below. 5 years of service
- (2) Resignation or early retirement 15 years of service

Quantum

3. The quantum of gratuity will be equal to one month's basic wage for each completed year of service with a ceiling of 15 months' basic wages. However, in the case of death and permanent disability, the quantum of gratuity would be as follows :—

- (a) Before completing 5 years of service. 2 months' basic wages for each completed year of service.
- (b) After completing 5 years but before completion of 10 years of service. 10 months' basic wages.
- (c) After completing 10 years of service. As normally admissible.

4. The term basic wages means the last-drawn rate of basic wage *i.e.* excluding dearness allowance, house rent allowance and other allowances to which the employee is entitled, preceding death, disability, retirement, discharge, resignation, termination of service, etc.

5. In the case of dismissal for misconduct such as theft, fraud, pilferage and violence, no gratuity would be payable; however, in cases of dismissal for misconduct involving financial loss to the employer, gratuity would be payable to the extent it exceeds the loss.

CHAPTER X

Summary of Conclusions and Recommendations

10.1. All undertakings engaged in the business of public transport of goods or/and passengers irrespective of the fact whether they own any vehicle or not, and which employ five persons or more, but excluding taxi and auto-rickshaw trade, fall within the term "Road Transport Industry" for the purposes of this Board. Employees of such establishments as maintain transport for their own use exclusively and not for public transport, are however not covered.

(Para 2.2)

10.2. The term "employee" covers workers drawing upto Rs. 500 p.m. as per definition given under Section 2(s) of the Industrial Disputes Act, 1947.

(Para 2.3)

10.3. Casual and contract labour are covered by the recommendations of this Board. Where a system of retainers is prevalent, as in Andhra Pradesh, the retainers should be paid his emoluments as agreed to, or be treated as casual labour, whichever was more beneficial to him in any month.

(Para 2.4)

10.4. It was represented to the Board that there existed widely the practice of registering vehicles *benami*, the operator keeping in his own name only one vehicle with a view to avoiding payment of taxes and compliance with labour laws. Further, that in some of the privately-owned transport companies, the directors or the share-holders operated the vehicles individually without crediting the proceeds to the accounts of the company. The Board recommends that Government should take suitable measures for eradicating these unhealthy practices.

(Para 3.8)

10.5. The Board suggests that one way of meeting these unhealthy practices would be to give route permits to only viable units. The Board considers that a minimum limit of 10 vehicles for a viable unit would be reasonable under the present conditions. The Board further recommends that Government might consider the desirability of encouraging small operators and workers to organise themselves into cooperatives so that the Industry is organised into viable units. Where this is not possible or private operator is found incapable of providing regular and efficient transport service, Government might take over the route itself and nationalise it.

(Para 3.8)

10.6. The Board is of the view that considering the potential possibilities of the expansion of the Road Transport Industry, the government should prepare a scheme for financing the future expansion of this Industry and also for its efficient running.

(Para 3.14)

10.7. Owing to various factors there has been a steady rise in recent years in the cost of operation of both the goods and passenger vehicles.

(Para 3.17)

10.8. Possible economies can, however, be visualised which could increase the profitability position of the industry. It may be hoped that there would be no further increase in taxation and that, as far as possible, uniformity would be achieved and multiplicity avoided in taxation. Increased efficiency in the operation of public enterprises in the Road Transport Industry including elimination of over-staffing and reduction in managerial establishment charges could go towards lowering the cost of operation. Similarly more efficient utilisation of the fleet and reduction in repair costs could depress the cost of operation. If State Governments gave loans to the public sector at lower rates of interest and if in the private sector finance was made available from institutional sources at reasonable rates, the financial position could improve. Plugging of the leakages in revenue in all quarters could also be useful in augmenting the revenues of the industry.

(Paras 3.17 to 3.21)

10.9. Considering the past development and the present conditions, one can look with optimism at the future development of the Industry.

(Para 3.22)

10.10. Till the enactment of the Motor Transport Workers' Act, 1961, there was no legislation to regulate or protect the interests of the workmen in the Industry. Even at present the position does not appear to have shown marked improvement.

(Para 3.23)

10.11. The Board is of the opinion that State Governments should see that all the provisions of the Motor Transport Workers Act are enforced in their respective States.

(Para 3.24)

10.12. The conditions of labour were found definitely better in the State Road Transport Corporations and, to a lesser extent, in the Government-owned transport. In big passenger units such as Southern Roadways the conditions of workers could be said to be as good as in the State Road Transport Corporations but such units were few and far between.

(Para 3.26)

10.13. It is in the interest of the Industry and workers that suitable steps are taken to gradually nationalise the goods and passenger transport or to create conditions whereby the private sector gets itself organised into viable units.

(Para 3.27)

10.14. The financial position of operators in the cities was worse than that of the average of all India. The balance sheet of the State Road Transport Corporations which carry a majority of the passenger traffic did not show a very satisfactory position; they having had to incur huge amount of capital expenditure on account of political or public pressure. In the private sector sizeable units did not appear to be in a very bad state financially, but finance was becoming shy. Regulation of the financing system on a statutory basis should be introduced besides extending to this sector facilities for obtaining credit from commercial banks, Industrial Development Bank of India, etc.

(Para 7.13)

10.15. It is not possible for the Wage Board to make an assessment of the impact of their recommendations on the operating costs of the industry. However, on a rough indication and on certain assumptions, the cost of operation is expected to go up by an average of 2.9% in respect of those public sector undertakings which would be called upon to incur additional expenditure as a result of the recommendations.

(Paras 7.14 to 7.16)

10.16. The Board did not consider it expedient to examine the various estimates of the need-based wage.

(Para 8.1)

10.17. The Board came to the conclusion that it would be difficult to fix a wage structure on a regional basis. The Board decided that for purposes of wage fixation the industry should be divided into three classes according to size of the fleet; [i.e. (i) 5 or less than 5 vehicles, (ii) 6 to 25 vehicles and (iii) more than 25 vehicles]. The Board further decided that there should be no differentiation

between the goods transport and passenger transport sections of the industry or between the public and the private sectors so far as the wage structure is concerned. The Board also decided that establishments working merely as booking agents, should be treated as coming under class 2 of operators.

(Para 8.8)

10.18. The Board considered the different jobs existing in the industry and categorised them into six categories.

(Para 8.11 and Appendix XV)

10.19. The Board's recommendations on pay scales, dearness allowance, house rent allowance of these categories and the fitment procedure are made in para 8.13 to 8.20 of the Report.

10.20. The recommendations of the Wage Board would be operative for a period of four years commencing from 1st April, 1969 but the recommendations so far as they relate to dearness allowance will be operative for a period of five years with effect from that date.

(Para 8.21)

10.21. If an employer is paying more than the recommended wages to his workers, the same shall not be reduced.

(Para 8.22)

10.22. It will be open to the workmen to raise a dispute or demand a revision in their wage structure during the aforesaid period where the recommendations of the Wage Board have not been fully implemented in a unit.

(Para 8.23)

10.23. The Board recommends that since the recommendations of the Board are unanimous, they may be made statutorily binding.

(Para 8.24)

10.24. If an employee in an undertaking was getting any allowance, benefit, concession or fringe benefits of any kind whatsoever other than basic wage, dearness allowance and house rent allowance, the allowance, benefit, concession or fringe benefits will not be curtailed in any manner on the ground that his basic wage, dearness allowance or house rent allowance has been increased as a result of the recommendations of the Wage Board, provided, however, that the daily *batta* and night-out allowance would be decided on the basis of bi-partite agreement by the parties in each unit.

(Para 8.25)

10.25. Incentive schemes and efficiency schemes may be introduced in the public sector where they do not exist at present on the basis of bi-partite agreement at the unit level; the case of private sector the question of introduction and implementation of incentive schemes should be left to the parties.

(Paras 8.30 and 8.31)

10.26. The Board recommends compulsory introduction in the industry of gratuity scheme as in Annexure to Chapter IX. Where there are already gratuity schemes in force the workers should be given the option whether to continue under the old scheme or to opt for the new one.

(Paras 9.7 and 9.8)



CHAPTER XI

Acknowledgements

11.1. The Board takes the opportunity of expressing their gratitude to the Ministry of Labour, Employment and Rehabilitation (Department of Labour and Employment), Government of India, New Delhi for extending full cooperation and assistance. The Board also wishes to express their thanks to the various State Governments and Road Transport Corporations for making necessary arrangements for holding meetings of the Board and for making available data whenever required.

11.2. The main burden of collating and sifting voluminous data which provides the backbone of the recommendations of the Board has been borne by Shri Teja Singh Sahni and after his retirement by Shri Vidya Prakash, Member-Secretaries and the other members of the staff who have all given their unstinted cooperation and worked as a team. The contributions made by Shri P. S. Herle, Assistant Director who ably handled statistical and establishment sections, Shri H. Chakraborti, Assistant Accounts Officer who analysed financial data with ability, Shri N. D. Puri, Investigator Gr. I who not only worked with great zeal and industry but throughout exhibited good grasp of the subject matter under study and of Shri G.P.V. Ramu as a stenographer who has been prompt and accurate and has given of his best need a special mention.

11.3. The Chairman has pleasure in recording his deep sense of appreciation and gratitude for the member-colleagues who are at present on the Board as also for Sarvashri D. B. Kamble and R.P.N. Sinha who are no longer on the Board for having all along evinced keen interest and extended their full cooperation and exhibited devotion to duty. It would be invidious to single out names from amongst the members of the Board but the

role played by the Independent Member Dr. B. M. Bhatia cannot be lost sight of and a special mention need to be made not only of the expert economic advice made available by him but also of the manner in which he acted as a mediator for resolving differences between the representatives of employers and employees in the Board.

11.4 It is matter of gratification that despite difference in view points the Members of the Board adopted a conciliatory attitude and arrived at unanimous decisions.

Sd/- P.P.R. SAWHNY,
Chairman.

Sd/- SHASHI RANJAN,
Member,

Sd/- B. M. BHATIA,
Member,

Sd/- V. S. TAMBAY,
Member.

Sd/- P. N. NAGASWAMY,
Member,

Sd/- V. V. NENE,
Member,

Sd/- K. M. SUNDARAM,
Member-Secretary.

Sd/- VIDYA PRAKASH,
Member-Secretary.

BOMBAY,

Dated the 12th November, 1969



सत्यमेव जयते

APPENDIX I

(See para 1.8)

Questionnaire

I. Introductory

1. Please give your—

- (a) Name
- (b) Designation
- (c) Address
- (d) Year of establishment
- (e) Affiliation—

(i) In case of organisations of employers and workers, the name of the All India Association/Organisation.

(ii) In case of public sector undertakings working as autonomous corporation or companies, whether these are sponsored by the Central or State Government or local authorities.

2. Please state—

- (a) in what way you are connected with the industry;
- (b) to which unit of the industry your answers have special reference;
- (c) the nature of business, *viz.*, passenger service, goods service, etc. and the area of operation of the unit with which you are connected.

3. Please intimate whether you would like to appear personally before the Board to support and/or amplify the view which you may express in your replies to the questionnaire or would you tender evidence.

II. Process of work, departments, etc.

4. Please mention all sections or departments of work in your establishment. A comprehensive description of work carried on by those sections or departments may also be given.

III. Categories of employees under investigations

5. (a) Please give the number of persons employed at the end of each month for the years 1961 to 1965 separately for men, women, adolescents (between 15 and 18 years of age) and children (below 15 years) in Form 'A'. In case adolescents or children are employed, please mention the jobs on which they are usually employed.

(b) Please give the number of persons employed on permanent, temporary, daily-rated, muster roll, work-charged, casual, contract labour, etc. at the end of each month for the years 1961 to 1965 in Form 'B'.

6. Please give the total number of employees employed on the last working day of the financial calendar years of the last ten years (1956-1965).

7. (a) Is there any list of nomenclature in the establishment? If there is one, please give the list with job description, *i.e.* duties and responsibilities of each category of employees and their number in Form 'C'.

(b) Has categorisation of employees been done by any scientific method of job evaluation? If so, please give its broad features.

(c) Do you consider that the present occupational classification requires any modification? If so, what?

(d) If any categories are to be freshly included, please suggest the method of adjusting their wages into the new scales.

8. (a) Have the employees been categorised in your establishment according to skill involved in the job as unskilled, semi-skilled, skilled and highly-skilled? If so, please mention which categories of employees are unskilled, semi-skilled, skilled and highly-skilled. Please state on what basis the employees were so classified.

(b) Even if you have no such classification of employees according to skill, please state the categories of your employees who could be regarded as unskilled, semi-skilled, skilled and highly-skilled.

IV. Existing Wage Structure

9. (a) What were the rates of basic wages and allowances, if any, for different categories of employees (whether they were directly employed or not) as fixed in your establishment immediately prior to the financial year 1956-57? Use Form 'D'. In case of your establishment was started in or after 1956-57, please furnish these figures as from the time your establishment came into existence.

(b) Please state whether such wages were first fixed in your establishment under the Minimum Wages Act or by agreement, settlement in conciliation proceedings, Awards of Tribunals or by any other means.

10. Have there been any wage revisions since 1956-57? If there have been any since then under any Act or by mutual agreements, settlements in conciliation proceedings, by Awards of Tribunals or unilaterally, please give full details showing the wage revisions for each category of employees. Please give corresponding information as for Q. No. 9(a) in Form 'D'. Please furnish copies of such agreements, settlements, Awards, decisions, etc. if any.

11. Do you consider that the wages and dearness allowance which were being paid in your establishment on 1st April 1966 were the prevailing rates of wages in the same or similar occupations in the region or in the neighbouring localities? If there are differences, how are they accounted for? Please give details.

12. In case you have a system of separate basic wage and dearness allowance, please give replies to the following:—

(a) What was the basis on which basic wages were fixed *i.e.* whether they were linked on the basis of the cost of minimum needs of workers in any particular year or have been fixed on an ad hoc basis?

(b) Whether the dearness allowance is a fixed amount or variable with changes in the consumer price index number/cost of living index number of any centre. In the latter case,

please give details showing in particular the rate of variation and the extent of neutralisation of increase in the cost of living over the base period.

- (c) If the D.A. in your concern is not based on cost of living index :
- (i) Is it fixed? If so, state the amount.
 - (ii) Is it on a slab system according to the basic pay? Give details of the system.
- (d) (i) If merged with basic wage, state the percentage.
- (ii) If merged at what stage it was merged and D.A. paid over and above it.
 - (iii) If fully merged in 1965 or earlier, is there a provision for adjustment in wage for the rise in prices since then?

13. If there is any system of concessional supply of foodgrains or any other commodities, please give particulars regarding the rates of concession in the prices charged to the workers and the retail market price of foodgrains, etc. and the money value of such concessions per employee per month. This information should be furnished for the years 1956-57, 1961-62, 1964-65 and 1965-66.

14. Please furnish full details of the amenities and benefits given to the employees and their families such as, housing, subsidised canteens, creches, medical, educational, in-service training, recreational, travel facilities, etc. with particular reference to the following :—

- (a) Per capita cost of amenities and benefits along with the list of items included therein.
- (b) Existing number of workers' quarters giving details of cost of construction and land and rate of house rent, if any, charged from the employees.
- (c) Nature of medical facilities such as hospitals, dispensaries, free supply of medicines, etc. giving details of the medical staff and annual expenditure on such facilities. Are the employees of your establishment covered by the Employees State Insurance Scheme. If yes, what was the annual expenditure on this account incurred by your establishment.
- (d) Nature of educational facilities by giving details of the school buildings, staff, standard upto which education is imparted, number of children of employees receiving such educational facilities, etc. and the system if any of granting cash allowance, prizes or scholarships. Annual expenditure on this account for the year 1961-62, 1964-65, and 1965-66 should be given.
- (e) Details of free pass schemes, if any. Number of employees who availed of the concession during 1956-57, 1961-62, 1964-65 and 1965-66 together with the cost of the concession.
- (f) Details of travel concessions of the employees and the amount spent thereon and the number of employees who availed of it during 1956-57, 1961-62, 1964-65 and 1965-66 together with the cost of the concession.
- (g) Give details of the interest free loans or loans with low rates of interest advanced to the employees.
- (h) Details of other welfare measures, such as canteen, welfare centres, welfare fund, donations to sports clubs, staff associations, social security like births, marriage and death, etc.

15. What leave with full or partial wages is allowed in your works to office establishment, workmen, supervisory and other employees and what has been the total cost for this per annum during 1956-57, 1961-62, 1964-65 and 1965-66.

16. Please give in Form 'E' the number of holidays with pay excluding the weekly holidays observed in your establishment to the various categories of workers.

17. Please give details of the scheme regarding:—

- (a) retirement benefits such as provident fund, pension, family pension etc. if any in your establishment and attach copies of rules governing the existing benefits;
- (b) gratuity and in particular—
 - (i) Rate of gratuity;
 - (ii) The ceiling (maximum amount) if any, in terms of service of the employees concerned;
 - (iii) Minimum service before an employee should be entitled to gratuity;
 - (iv) Conditions in which an employee should be entitled to gratuity without competing requisite minimum service;
 - (v) Whether you are in favour of a change in the present scheme or introduction of a new scheme of gratuity. Please give full reasons therefor; and
 - (vi) In case where gratuity scheme does not exist, what are your recommendations/suggestions.

18. Is there any system of bonus payment—incen-tive or production bonus or profit sharing bonus or customary bonus or ex-gratia payment—in your establishment? If there is any, please give full details and the rate at which such bonus was paid to different categories of employees during 1956-57, 1961-62, 1964-65 and 1965-66. What are the rules or conditions under which such bonus is being paid? Is the Bonus Act applicable to your establishment? If so, has the bonus been paid according to the provisions thereof for the year 1964 and 1965?

19. Do you consider that the existing rates of wages require any revision? If so, how and why?

V. Proposed Wage Structure

20. Please state what you consider should be the minimum fair wage payable in your area to categories of workers drawing salaries up to Rs. 500/ p.m. similar to those mentioned below :

- (a) unskilled;
- (b) semi-skilled;
- (c) skilled;
- (d) highly-skilled;
- (e) Traffic staff such as drivers and conductors;
- (f) specialists' grade;
- (g) the clerical staff;
- (h) the subordinate staff;
- (i) the supervisory categories;
- (j) any other category in your establishment.

21. Please give details of cost of living of a family consisting of three consumption units (one adult male, one adult female and two children below 15

years) in your region along with the particulars of prices, of commodities and the living requirements of several categories enumerated above based on the formula accepted by the 15th Indian Labour Conference and the results of any inquiry into the cost of living index.

22. (a) The Fair Wages Committee has supported the view that fair wages should be determined on an industry-cum-region basis. If you subscribe to this view, please state whether you favour evolution of different wage structures for different regions/States. If so, please give detailed justification.

(b) If you do not subscribe to this view, please state on what other basis the wage structure should be worked out, giving reasons.

(c) Please also state how you would justify fixation of industry-cum-region-wise wages despite the need for uniformity in the rates of emoluments and benefits of employees doing similar jobs in various regions/State.

(d) What is your view with regard to the existing disparities in industrial wages between different regions in India today? Are you of the opinion that the disparities should be narrowed down or eliminated? If so, please give your suggestions.

23. Again, according to the Fair Wages Committee, the objective of fixation of a fair wage is not merely to determine wages which are fair in the abstract but to see that employment at existing level is not only maintained but, if possible increased. Viewed in this light, will any upward revision of existing wage level affect the present or future level of employment or production and efficiency adversely or otherwise?

24. In case the basic wage and dearness allowance are to be fixed separately, what are your suggestions, about the fixation of basic wage? Should it be related to any particular base year? If so, whether it should be 1939, 1949 (as was done by the Second Central Pay Commission) or any other year. Please give reasons for suggesting any particular base year.

25. Do you favour merger of the present dearness allowance (full or in part) if any, into the basic wage? Give reasons for your answer for or against merger.

26. If the dearness allowance is to be separate—

- (i) Should it be fixed dearness allowance or should it increase or decrease with the rise and fall in the consumer price index number of any centre or All India Consumer Price Index?
- (ii) What should be the extent of neutralisation of the increase in the cost of living over the base year which should be allowed and for what reasons?
- (iii) Can you suggest the level of wages up to which neutralisation should be allowed in full, the degrees by which the allowance should decrease and the level of wages at which it should cease?
- (iv) What should be the rate by which the dearness allowance should vary with variations in the consumer price index number? Give full reasons for your suggestions. Should the rate of variation be monthly, quarterly, six monthly or yearly? and
- (v) Whether the rate of dearness allowance should be the same or should it be different for different categories of employees or should it vary

according to the range of pay irrespective of the categories of employees?

27. Do you think that the present consumer price index number are not correctly compiled? If so, how should they be corrected. Give reasons.

28. Has the present system of dearness allowance failed and should it be replaced? If so, please give full details of your scheme.

29. Please state whether you favour the retention of the present allowances other than the dearness allowance such as House Rent Allowance, Compensatory (City) Allowance, etc. or merge them into proposed basic wage structure.

If you are in favour of merger, give detailed justification and state whether in the event of such merger there will be a need to fix different rates of wages for different regions since the allowances other than dearness allowance, have been granted on regional consideration such as expensiveness of the localities, etc.

30. (a) Do you think that the present rates of house rent allowance, if any, will neutralise a major share of the house rent that the employees have to pay? Have you any improvements to suggest?

(b) What according to you, should be the house rent allowance payable to the different categories of employees?

31. How do the existing amenities and benefits compare with those available to comparable categories of employees in other industries?

32. (a) Do you consider the existing amenities and benefits and welfare facilities, are adequate? If not, what changes do you suggest?

(b) Whether benefits such as bonus, gratuity, etc. should be calculated on basic wage or deductions on account of housing, food and fuel, etc. should be taken into account?

33. Are you in favour of introducing incentive bonus or other incentives or production schemes? If so, please give full particulars of the scheme which you would like to be introduced.

34. If the idea of setting up of a Wage Board for an industry as to stabilise wages costs for the entire industry over a reasonably long period, do you think that the Wage Board should also make recommendations about all other direct and indirect elements apart from wages which make up total labour costs?

VI. Concessional Supply of Foodgrains

35. Please state whether you favour the fixation of a part of employees' remuneration in kind such as the concessional supply of foodgrains, etc. or you favour all payments to be made to the employees in cash. In case there is system of concessional or free supply of foodgrains, etc. do you wish to retain it or merge into the proposed wage structure, the appropriate concessional value of foodgrains, etc.

VII. Differentials

36. What weightage, according to you, should be given to the following factors in fixing wage differentials for each category of employees in your establishment :—

- (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.

37. Do you consider that the prevailing wage differentials provide sufficient incentive to employees and reflect the differences in skill and workload? If not, please give your suggestions with full reasons for alternations in the differentials.

38. Do you consider that the present day differentials fairly reflect the differences in skill and workload? Do you consider that the difference between the higher and lower levels of wages should be narrowed down? If so, please suggest ways and means of narrowing down the differences without at the same time taking away the incentives for the workers to advance their skill.

39. Do you think that the Board itself should fix the differentials for the various categories? Or should the Board fix only the minimum and leave the differentials to be settled by parties by negotiation?

VIII. Grades and Promotions

40. Should there be scales of wages for the different categories of employees? If so, give the scales in which the present employees should be fixed. Please also give the manner of fitting in the present employees in the new scales.

41. (a) What is the present system of promotion of employees? Do you suggest any change? Give reasons.

(b) What are your views regarding higher proportion of posts in the upper categories for providing greater opportunities of promotions.

IX. Time-rates, piece-rate and incentive rate

42. Is piece rate system in vogue in your establishment? If so, please give details.

43. (a) Do you think there should be time-scale of wages for all or any categories of workers? Please give reasons in either case.

(b) Should there be scales of wages for workers? If yes, would you suggest to remunerate seniority and service of existing employees?

44. Please state the categories and number of employees employed in your establishment, separately on time-rates and on piece-rates. What is the percentage of each to the total?

45. Are there too many time-rated scales and, if so, please suggest how they could be reduced?

46. Please furnish details of the incentive scheme(s) in force. Please state whether these schemes were introduced by the management themselves or by agreement or under any Award.

47. What is your opinion about the working of the incentive scheme(s) in your establishment? What was the effect of the introduction of such scheme(s) upon the earnings, output of the employees and employment and what is your appreciation of the effects of such scheme(s)?

48. Are you in favour of introducing/extending incentive system to occupations? If so, please give the scheme(s) which you propose in this behalf and give reasons in support thereof.

49. Please also state how far the need for safeguarding against overwork and undue speed has been kept in view in giving the above scheme(s) or suggestions.

X. Working Hours and Overtime Allowance

50. What are at present scheduled working hours for each category of employees in your establishment? Do you consider them satisfactory? If not, what should be the scheduled working hours? Give reasons.

51. Are the working hours of the clerical staff working in offices and industrial establishments, the same? If not, do you favour prescription of different wage structure in respect of the same category of staff working in different establishments with different working hours? In such an event what are your suggestions regarding inter-changeability of such staff and the adjustment in wages required on transfer from one establishment to another.

52. (a) What are the overtime rates to which various categories of employees are entitled? Have the current rates of overtime been prescribed by any statute or by agreements? Please give details.

(b) Do you consider the present overtime rates adequate, if not, what changes do you suggest? Give reasons.

53. What are the categories of employees who are regularly entitled to overtime on a fixed basis? Please give in this case the monthly regular and overtime emoluments.

54. What is the extent of overtime worked by various categories of employees? Please indicate category-wise the proportion which the overtime wage bill bears to regular wage bill of your establishment?

55. What in your opinion, are the reasons for resorting to a regular overtime work? Are you of the view that the main contributory cause is inadequacy of staff? If the regular overtime work is inherent in the nature and type of duties of the various categories and cannot be reduced by increasing the number of employees or increasing the number of shifts, do you consider it justifiable to take into consideration the overtime entitlements while working out a wage structure?

XI. Shift Working

56. Is there a system of shift work in vogue in the various departments or sections of your establishment? If so, please give details.

57. Are the present timings of various shifts satisfactory? Do you suggest any modification? Give reasons.

58. Is any weightage given for night-shift work? If so, please give details and also give your views regarding the adequacy or otherwise of the existing weightage.

XII. Productivity of Labour

59. How were the present workload fixed and when? Please give the basis of such fixation.

60. What principles and percentages would you suggest for the distribution of the increase in gains accruing from productivity/efficiency between (a) labour (increase in wages), (b) capital (dividends),

(c) industry (capital formation) and (d) passengers/beneficiaries (lower prices) ?

61. Has there been in your estimate any rise or fall in productivity/efficiency of labour since 1956? Please give details in support of your observations listing the factors which were responsible for the change in productivity/efficiency.

62. Please give details of steps taken so far to improve productivity/efficiency.

63. Have you any agreed basis as between employees and employers for ascertaining workloads in your organisation? If so, please give details.

XIII. Prevailing rates of wages, etc.

64. Please point out the industries in your region which are engaged in work similar to yours and also the occupations in those industries which you consider to be the same or similar in nature to the occupations in your establishment. Furnish information regarding basic wage, dearness allowance, etc. of such similar categories of employees. If, in your opinion, none of the industries or establishments in your region is engaged in work of equal skill, difficulty or unpleasantness to that of your organisation, please furnish the names of industries or establishments with which your establishment is to be compared for evolution of a wage structure.

65. Please compare the amenities, such as housing, subsidised canteens, creches, medical benefits, educational and recreational facilities, etc. provided by similar industries in your region.

66. Please give details about the benefits such as bonus/ex-gratia payments, provident fund gratuity and/or any other retirement benefits given to those employees in similar industries in the neighbouring localities.

67. What weight in your opinion should be given to the factor of 'prevailing rates of wages in the region' in determining the Fair Wage of the workers at (a) lower levels; (b) higher levels.

68. Are there any special circumstances which warrant a wage rate different from the one prevailing in the region? If so, please give full reasons.

XIV. Place of Road Transport Industry in the economy of the country

69. What in your view is the place of Road Transport Industry in the economy of the country?

70. (a) What would be the effect of revision of wages on the economy of the country? Considering the character of this industry and its obligations in relation to the developing economy, would any rise in wages be justified and if so, to what extent? Please give your reply in detail.

(b) What was the effect of revision of wages in this respect in the past? Give details of such disputes if any, which are at present under conciliation, adjudication or arbitration before a Tribunal under the Industrial Disputes Act or any other corresponding Act.

71. Please state your developmental schemes in the Fourth Five Year Plan. Will any increase in the existing wage structure materially affect such developmental scheme and if so, to what extent?

XV. Requirements of Social Justice

72. What are your views of social justice in relation to fair wages?

73. Do you take the view that a fair wage must be paid at any cost.

74. What in your opinion would satisfy the interest of social justice in relation to the wage structure?

75. Are you of the view that the present wage structure fully meets with the requirements of social justice in the context of the country's present economic position?

76. Do you take the view that the interest of social justice will be satisfied in your area if the increases go primarily to the lowest paid?

XVI. National Income

77. What in your opinion is the impact of the level of national income and its distribution on the wages to be fixed by the Board? Do you consider that the question of national income and its distribution is a factor which in the context of the present conditions should be taken as a guide in fixing need based minimum wage or the fair wage itself?

XVII. Contract Labour

78. Is there any contract system of work in your establishment? If so, please furnish the following particulars :—

(i) What are the departments in which contract labour is usually employed? What kind of work is carried out through contract labour? Are these works of a permanent and regular type or of a casual nature?

(ii) How do the service conditions of contract labour differ from those directly employed by the establishment? Please give full details.

(iii) Average total daily number of workers engaged by the contractors in the establishment during the years 1960 and 1966 or the latest available figure. Give details of fluctuations, if any.

(iv) Full details of the existing wages paid by the contractors to the workers engaged by them.

(v) Whether the workers engaged by the contractors in the establishment enjoy the benefits of provident fund, medical, educational facilities, etc. like the departmental workers.

79. (a) Do you support or oppose contract system? Give reasons for your answer.

(b) If you support abolition, kindly suggest alternative. If you want its continuance what measures do you suggest to prevent sweating or exploitation of labour and assuring them a fair deal at the hands of contractors.

XVIII. Casual Labour

80. Is there any system of employing casual labour in your establishment? If so, please furnish the following particulars :—

(i) What are the departments in which casual labour is usually employed and the kind of work which they do? Are the jobs on which they are employed of a regular and permanent nature or of a casual nature?

(ii) How do the service conditions and wages of casual labour differ from those of the regular employees of the establishment? Please state whether the casual workers enjoy benefits of provident fund, medical, educational facilities, etc. like the regular employees.

(iii) Since how long the same persons are working as casual employees? Is there any system of absorbing such workers into regular establishment?

81. Are you in favour of decasualisation of the casual labour? If so, please state how it can be done.

82. What would be the effect of abolition or restricting employment of casual labour, if there is any? If employment of casual labour is unavoidable and due to any special reasons, what measures would you suggest for the elimination of discrimination, if any, in the wages and service conditions of the regular employees and the casual employees.

XIX. Women's Wages

83. Please state whether there is any difference in your establishment between the wages of men and women employees doing the same or similar type of work. If there is any such difference, is it in your opinion justified in the light of the recommendations of the Fair Wages Committee?

84. The Committee on Fair Wages is of the opinion that adoption of a different method of calculation in the case of women engaged on work done exclusively by women does not infringe the principle of equal pay for equal work. Are there any such occupations in your establishments and do you favour a different method of calculation of wages in respect of such occupations?

85. Should the minimum level of wages for men and women employees whatever be their occupations, be same?

XX. Capacity to Pay

86. What are, in your opinion, the essential needs of this industry in a developing economy and with the economic expansion in the country, what is its likely impact on the capacity of the industry to pay?

87. Please give an objective picture of the overall financial position of your establishment for the years 1956 to 1965 and estimates for the next five years.

88. Please give the split up of the income and expenditure of your establishment during the year from 1956 to 1965.

89. How in your opinion should capacity to pay of the employers be judged? Would you take the employers as a whole in the country or the employers in a 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 the capacity of all employers be considered or a cross-section of the employers in that region should be taken for this purpose? If you are in favour of taking a cross-section in a region, what according to you should be the cross-section?

90. Do you agree that in determining the capacity of the industry regard must be had for a fair return on capital, a fair remuneration to management, and a fair allocation to reserve and depreciation so as to keep the industry in a healthy condition, or do you subscribe to the view that the requirements of social justice demand that fair wages must be paid at all costs? Would you reconcile these points of view and suggest a wage structure so that social justice may flourish along with adequate emoluments.

91. Do you think that imposition of any further financial burden will affect the economy adversely and ability to provide efficient services at reasonable costs.

92. Do you agree with the view that the cost of living of three consumption units on the basis of the lower level of a fair wage based on the Fair Wages Committee's Report should be assured to the workmen? Give reasons.

93. Do you have any scheme of improvement/modernisation? What will be its effect upon employment and costs?

94. Please give the revenue surplus/deficit during the last ten financial years *i.e.* 1956-57 to 1965-66 furnishing the contributory causes for such surplus/deficit. Please state, whether on the basis of the existing wage and rate structure it is possible to maintain the budgetary trends revealed during the last ten years.

95. What are the contributions during the last ten years (1956-57 to 1965-66) from revenue to the various reserves and other maintained by your establishment and the balance standing to the credit of each of such funds at the close of each of the years? What is your view regarding the adequacy or otherwise of the annual contributions to various reserve funds as above.

96. What is the present rate structure and how has it developed in the past? Was your rate structure revised during the last ten years and if so, give details. What is the extent to which the existing rate structure will have to be revised to meet the additional expenditure consequent upon an upward revision of the wage structure, that you may propose and its effect on the economy of the country.

97. How do your present rates compare with charges levied for similar services by other establishments in your region?

98. What proportion does your wage bill bear to the total revenue expenditure? If in your opinion the proportion is excessive, please state the reasons thereof. If, however, the proportion is less what are the reasons therefor also? Please give break-up of Class III and Class IV employees drawing upto Rs. 500 p.m.

99. Please give the details of capital expenditure incurred year by year, in the last ten years upto March, 1966. What percentage thereof was met from revenue? Please give the total value of capital assets indicating the number of vehicles added in each year and outstanding capital debts as on the close of the last financial year.

100. What is the capital outlay proposed in the last year of the Third Five Year Plan and each of the five years of the Fourth Plan and the proposed means of providing the necessary funds? Do you contemplate any upward revision of your rate structure to meet part or the entire proposed outlay?

101. What are the gross earnings for each year from 1956 to 1965 and state how the revenue surpluses have been distributed under the following heads:—

- (i) Taxation
- (ii) Reserves
- (iii) Depreciation
- (iv) Dividends/profits paid to proprietors and at what rate?

102. (a) Please give the quantum of your borrowings for each of the years from 1956 to 1965 as it stood at the end of the financial year:—

- (i) Debentures
- (ii) Bank borrowings
- (iii) Non-refundable capital contribution
- (iv) Borrowings from other sources. Sources may be specified.

(b) Please also give the interest paid during these periods on those counts.

103. Give the total amount standing to the credit or allocated to the following funds at the end of each financial year from 1956 to 1965 :—

- (i) Depreciation
- (ii) Free Reserves
- (iii) Surpluses
- (iv) Other reserves (may be specified).

104. Do you expect fall/increase in the price of machinery in view of the possibilities of early manufacture of such machinery within the country?

105. To what extent has the price of machinery risen since 1956?

106. Having regard to the age of machine, their present condition, the funds in the depreciation reserve, the possibilities of obtaining machinery from internal sources and other relevant factors, what amount will be necessary for the renewal rehabilitation and modernisation of your machinery and in how many years?

107. Please form an estimate of the annual burden on the concern of the wage structure, dearness allowance, other allowances and amenities proposed by you.

108. Please state the different forms of assistance made available by the Government and the amount received on this account by your unit during the years from 1956 to 1965.

109. Please furnish the Balance Sheet and Income and Expenditure Account for each of the last ten years up to and inclusive of 1965.

XXI. Nationalisation

110. Has your unit been nationalised, if so, when?

111. What was, in your opinion, the purpose of its nationalisation and to what extent it has been achieved.

112. What were the conditions of service and wage before nationalisation and after? Do you suggest that older conditions of service should continue, if so, why?

113. To what extent have workers of a nationalised undertaking benefited (a) in the number of employed, (b) in wages, (c) in the security of service, and (d) in securing other amenities after the change-over.

114. The modern science of accountancy excludes charges on modernisation or expansion from consideration of wage issues; to what extent is it true of the Government policy of nationalisation.

115. To what extent nationalisation has reduced overhead charges and/or affected economy of nationalised units.

116. (a) Give a comparative statement of a year's profit and loss of company that has been nationalised when under private ownership and when passed under public ownership.

(b) A year's records of stoppage and break-down under private ownership and public ownership.

N.B.—The year need not be one and the same. The very nature of enquiry obliges them to be different.

117. How does the public policy on nationalisation intend to prevent exploitation of labour, protect them against rise in prices, raise their standards of living

ensure the implementation of the Directive Principles of the Constitution in regard to labour and administration of social justice.

XXII. Statistical Information

118. Please give particulars of the wage bill in your establishment for the years 1956-57, 1961-62, 1964-65 and 1965-66 in Form 'F'.

119. Please give the percentage of absenteeism in your establishment section-wise, during the years 1961-62 and 1965-66, showing the reasons of absenteeism which have been taken into consideration while calculating this percentage.

120. What is the total amount of provident fund as on 31st March 1965 held by you and what is the rate of interest earned by the establishment and what is the rate of interest paid to the contributor during each of the last ten years upto March, 1965.

121. Give details of the withdrawals from contributory, non-contributory and voluntary provident fund, year by year for the last ten years upto March, 1966.

XXIII. Higher earnings and efficiency

122. Do you subscribe to the proposition that higher earnings lead to greater efficiency or are you of the view that higher earnings have led to less production and deterioration in quality? Give the relevant facts in support of the view that you take.

123. Do you subscribe to the view that higher wages provide the motivation in themselves to induce a worker to improve his efficiency together with his earnings? If this is not so do you think that in the absence of motivation higher wages may not lead to higher monthly earnings but may result in absenteeism and no improvement in efficiency?

124. Do you take the view that the use of new and modern machinery, apart from improving the quality, will result in more wages for worker as a result of increased production per worker per hour.

XXIV. Workloads

125. Has there been any agreement between employers and workmen in your unit/region regarding assessment of workload of workmen and has there been any specific programme of implementation drawn up in consultation with the organisations of interests concerned? Give details.

126. What do you consider to be the fair workloads for a fair wage to different categories of workers in this industry?

127. Is it advisable and practicable to fix workloads for different categories of employees and link wages thereto? If so, how?

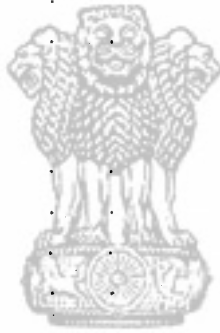
128. As regards payment by results, are you in favour of study being undertaken in respect of various occupations.

129. With a view to attaining higher productivity per worker, do you think in the existing conditions, higher work assignments are possible.

XXV. Any other matter

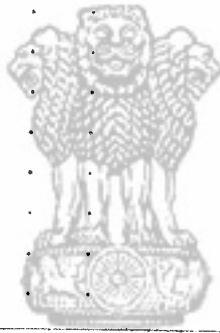
130. Please give expression to any other matters which, in your opinion, are relevant to this enquiry and will help this Board in arriving at correct decisions in respect of its terms of reference.

Month /Year	No. of persons employed at the end of the month				
	Men	Women	Adolescents	Children	Total
1	2	3	4	5	6
1961—					
January
February
March
April
May
June
July
August
September
October
November
December
1962—					
January
February
March
April
May
June
July
August
September
October
November
December
1963—					
January
February
March
April
May
June
July
August
September
October
November
December



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	1	2	3	4	5	6
1964—						
January
February
March
April
May
June
July
August
September
October
November
December
1965—						
January
February
March
April
May
June
July
August
September
October
November
December



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FORM "B"

No. of persons employed at the end of the month

Month/Year	Perma- nent	Tempo- rary	Daily wages	Casual	Work charg- ed	Local Appoint- ment	Con- tract labour	Ap- pren- tices	Others (speci- fy)
1	2	3	4	5	6	7	8	9	10
1961—									
January	.	.	.						
February	.	.	.						
March	.	.	.						
April	.	.	.						
May	.	.	.						
June	.	.	.						
July	.	.	.						
August	.	.	.						
September	.	.	.						
October	.	.	.						
November	.	.	.						
December	.	.	.						

	1	2	3	4	5	6	7	8	9	10
1962—										
January	.	.	.							
February	.	.	.							
March	.	.	.							
April						
May						
June						
July						
August						
September						
October						
November						
December						
1963—										
January	.	.	.							
February	.	.	.							
March	.	.	.							
April						
May						
June						
July						
August						
September						
October						
November						
December						
1964—										
January	.	.	.							
February	.	.	.							
March	.	.	.							
April						
May						
June						
July						
August						
September						
October						
November						
December						
1965—										
January	.	.	.							
February	.	.	.							
March	.	.	.							
April						
May						
June						
July						
August						
September						
October						
November						
December						



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FORM "C"

*Category	Designation	No. of persons employed	Job description i.e., duties and responsibilities	Qualifications laid down for recruitment	Remarks
1	2	3	4	5	6

*Categories :--Technical, Supervisory, Clerical, Traffic Staff, Manual, etc.

FORM "D"

Year	Category	Designation	Min. Wages notified under the Minimum Wages Act	Scale of pay or wage rate	D.A.	Other allowances						
						House Rent Allowance	City Compensatory Allowance	Other allowances (specify)				
1	2	3	4	5	6	7	8	9	10	11	12	13

FORM "E"

Number of Holidays allowed

	Office establishment			Workmen			Supervisory			Other Employees			
	With pay	Without pay	Total	With pay	Without pay	Total	With pay	Without pay	Total	With pay	Without pay	Total	
	1	2	3	4	5	6	7	8	9	10	11	12	13
National Holidays													
Festival Holidays													
Other Holidays													

FORM "F"

Total Wage Bill

Sl. No.	Details	Years			
		1956-57	1961-62	1964-65	1965-66
1	2	3	4	5	6
		Rs.	Rs.	Rs.	Rs.
1	Basic Wages				
2	(a) Dearness Allowance				
	(b) Variable Dearness Allowance, (if any)				
	(c) Overtime Wages				
3	City Compensatory Allowance				
4	House Rent Allowance				
5	Other Allowances				
6	Provident Fund				
7	Bonus				
8	Workmen's Compensation or Insurance				
9	Leave with pay				
10	Paid Festival Holidays				
11	Railway fare				
12	Protective Clothing				
13	Other items such as :				
	(a) Sick Khoraki				
	(b) Maternity Benefits				
	(c) Free or subsidised rations, etc				
	(d) Medical treatment				
	(e) Education				
	(f) Library & Recreation				
	TOTAL				

APPENDIX II

(see para 1'9)

Brief Questionnaire

1. Name of the Establishment:
 Complete Address :
 District.
 State
2. (a) Area of operation
 (b) Nature of work (Passenger or goods)
3. No. of vehicles owned :
 (1) Buses
 (2) Trucks
 (3) Others (Specify)
 TOTAL

4. Existing wage rates. (Please give the existing wage rates for different categories of workers-occupation-wise, as on 1st January, 1968) :—

Sr. No.	Designation	No. of workers	Basic* Pay	Dearness Allowance	Other Allowance			Total
					House Rent	City Compensatory	Others (Specify)	
1	2	3	4	5	6	7	8	9

A. *Traffic Staff* :

- 1 Attendant
 2 Cleaner
 3 Conductor
 4 Driver
 5 Time-keeper
 6 Checking Inspector
 7 Checking Supervisor
 8 Others (Specify)

B. *Maintenance Staff* :

- 1 Helper
 2 Assistant Welder
 3 Assistant Carpenter
 4 Assistant Electrician
 5 Assistant Fitter
 6 Assistant Mechanic
 7 Carpenter
 8 Welder
 9 Electrician
 10 Mechanic

*In case there is a scales, give the scale of pay, in case only fixed amount is paid, give minimum and maximum salary of the workers.

1	2	3	4	5	6	7	8	9
11	Chief Mechanic	.	.	.	.	.	.	.
12	Foreman	.	.	.	.	.	.	2
13	Assistant Manager	.	.	.	.	.	.	.
14	Depot Manager	.	.	.	.	.	.	.

C. Clerical Staff :

- 1 Telephone Operator
- 2 Junior Clerk
- 3 Senior Clerk
- 4 Junior Stenographer
- 5 Senior Stenographer
- 6 Cashier
- 7 Assistant
- 8 Office Superintendent
- 9 Peons
- 10 Watchmen
- 11 Sweepers

D. Others (Specify)

5. Dearness Allowance :

- (i) (a) Whether D. A. is linked with the Consumer Price Index Numbers (Cost of Living Index Numbers) If yes, give the name of the centre and the base year of the series with which D. A. is linked.
- (b) How is the amount of D.A. calculated
- (c) What is the actual amount of D. A. paid to the workers during the month of :

Category of workers, Pay slab etc.

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Amount

- (ii) If not linked with the C.P.I. Nos. give the amount of D.A., paid to the workers :—

Pay Slab

Amount of Dearness Allowance

6. House Rent Allowance :

- (i) Is any House Rent Allowance paid to the workers ?
If yes, give full details
- (ii) Do you provide houses to the workers? If yes, give full details e.g., number of houses, rent charged, category of workers who are provided with houses, etc.

7. City Compensatory Allowance :

- (i) Is there any system of paying C. C. A. to the workers in your establishment ? Yes/No.
- (ii) If yes, give full details.

8. Other Allowance and Fringe Benefits :

- (i) Is any other allowance paid to the workers ? If yes, give full details

9. Daily Bhatta/Daily Allowance/Night out (Halt) Allowance etc. :

- (i) Is there any system of paying some allowance to the workers in case they have to spend night out of their normal places of duty ? Yes/No.

(ii) If yes, give the following details : --

Category of workers	Amount of Allowance	Remarks
1. Drivers		
2. Conductors		
3. Cleaners		
4. Others (Specify)		
(i)		
(ii)		

10. (i) Is there any incentive scheme in force in your establishment e.g., percentage on collection ?

(ii) If yes, give full details

11. Retirement Benefits :

(i) Is there any Provident Fund Scheme in force in your establishment? If yes, give full details

(ii) Is there any Pension Scheme? If yes, give full details

(iii) Is there any gratuity scheme in force in your establishment?

(a) Yes/No.

(b) If yes, give full details :

	Minimum qualify- ing service	Rate of Gratuity	Maximum Amount	Remarks
1	2	3	4	5
Dismissal				
Voluntary retirement				
On death, physical or mental disability				
On termination of service				

(c) What is the age of superannuation/retirement?

12.(a) Please furnish the Balance Sheets and Income and Expenditure Account for each of the last five years (1962 to 1966). In case you are unable to furnish the Balance Sheets, please give the following information for the last five years i.e., 1962-1966:—

(1) Gross Profit

(2) Net Profit (After taxation)

(3) Amount of Income Tax paid/Provided

(4) Rate of dividend, Withdrawals, Profits paid to the proprietors

(5) Gross revenue from sales/operation

(b) What was the amount of capital and total assets in the year 1962 and in 1966

(c) What were the total reserves in 1962 and in 1966 ?

PART II

1. Should there be a minimum wage in Road Transport Industry? If so, how should it be based and what should be its level and extent. Should the minimum wage be related to minimum work?

2. Should wages in Road Transport Industry be uniform all over the country? If so, why do you think so? If you feel wage differentials should exist what are the criteria for them? What should be the maximum differential gaps category-wise according to you?

3. In case the basic wage and dearness allowance are to be fixed separately, what are your suggestions, about the fixation of basic wage? Should it be related to any particular base year? If so, whether it should be 1939, 1949 (as was done by the Second Central Pay Commission) or any other year. Please give reasons for suggesting any particular base year.

4. Would you suggest group incentive system or individual?

5. Should the reward of such an incentive scheme be in terms of money or in improvement of the working conditions and provision of more basic amenities ?

6. Do you think a scheduled mileage system in the case of passenger transport is more beneficial and profitable for the workers, that is to say, in case the crew of a vehicle complete the scheduled mileage they should be given certain reward by way of incentive ?

7. In the case of goods transport would you suggest hiring out system, that is to say, that the hirer pays a certain fixed amount to the owner of the vehicle who has nothing to do with the running of the vehicle after he has of course been provided with adequate guarantee of the safe return and proper maintenance of the vehicle ?

8. Please give your suggestions, if any, for securing greater co-operation and better relations between the employers and the employees in the interests of the Industry.



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APPENDIX III

(see para 1.10)

The names of the parties who appeared before Wage Board at the various centres.

Sl. No.	Organisation represented	Name of the representative	Date and place of appearance	
			Date	Place
1	2	3	4	5
1	Subash Nagar Multi-purpose Sambaya Samiti Ltd.	Shri Narendra Nath Choudhry.	6-4-68	Calcutta.
2	Everest Roadways & Transport Co. Workers Association.	Shri Krishnendu P. Roy and Shri Ajoy Kumar Bhattacharjee.	6-4-68	Calcutta.
3	Federation of Bus Syndicates, Calcutta	Shri Gurdial Singh and Shri S. K. Chatterjee.	6-4-68	Calcutta.
4	(i) Kadamtala Bus Workers Union, Howrah. (ii) Domjur Bus Workers Union, Howrah	Shri Lalit Mallick	6-4-68	Calcutta.
5	Nadia District Bus Owners Association, Krishna Nagar.	Shri Bana Ranjan Halder	8-4-68	Calcutta.
6	Contai Bus Syndicate Employees' Union, Contai, Midnapur Distt.	Shri Anurup Panda	8-4-68	Calcutta.
7	Secy., Chakdaha Automobile Employees' Union, Chakdaha.	Shri Sudhir Kumar Chakraborti.	8-4-68	Calcutta.
8	State Transport Employees Union, Calcutta.	Shri Sauranshu Datta	8-4-68	Calcutta.
9	Motor Kamgar Transport, Co-operative Society, Deolgaon Raja, Distt., Buldana.	Shri S. L. Sane	6-5-68	Bombay.
10	B.E.S.T. Undertaking, Bombay	Shri S. D. Kamerkar, & Shri D. S. Dandekar.	6-5-68	Bombay.
11	Maharashtra State Road Transport Corporation, Bombay.	Shri P. G. Salvi	7-5-68	Bombay.
12	Mandasaur Roadways Karamchari Panchayat, Mandasaur, M.P.	Shri Payam Wasif	7-5-68	Bombay.
13	Ghatge & Patil (Transports) Pvt. Ltd., Kolhapur.	Shri A. T. Joshi	7-5-68	Bombay.
14	M. P. State Road Transport Corporation, Bhopal.	Shri C. K. Jain	7-5-68	Bombay.
15	Ahmedabad Municipal Transport Service	Shri Jayant Shukla and Shri Sachiv. M. Mehta	8-5-68	Bombay.
16	Steel Transport Co., Bombay	Shri S. A. Hegde	8-5-68	Bombay.
17	Maharashtra State Transport Workers' Federation.	Shri A. N. Kulkarni Shri P. G. Ranade. Shri D. N. Deshpande	8-5-68	Bombay.
18	Kerala State Transport Workers' Union	Shri S. Varadarajan Nair	13-6-68	Trivandrum.
19	Kerala State Road Transport Corporation	Shri K. Balakrishna Panicker, Shri G. Kesava Pillai, and Shri N. Ramanathan.	13-6-68	Trivandrum.
20	Kerala State Transport Staff	Shri V. V. Raman	13-6-68	Trivandrum.
21	Kerala State Transport Employees Union	Shri Balachandra Menon	13-6-68	Trivandrum.
22	Ettumanoor Motor (P) Ltd., Ettumanoor	Shri V. Devasia	13-6-68	Trivandrum.
23	Quilon District Motor Transport Workers Union.	Shri T. K. Ananthkrishnan	13-6-68	Trivandrum.
24	Malabar Motor Workers Union, Kozhikode.	Shri M. C. Karunakaran	13-6-68	Trivandrum.
25	Malabar District Bus Owners' Association.	Shri M. Raja	13-6-68	Trivandrum.

1	2	3	4	5
26	All Travancore Private Motor and Mechanical Workers' Union, Kayamkulam.	Shri K. Narayanan	13-6-68	Trivandrum.
27	Kerala State Transport Mechanical Workers' Union, Trivandrum.	Shri V. Ramakrishnan	13-6-68	Trivandrum.
28	Ministerial Staff Federation, Kerala State Road Transport Corporation, Trivandrum.	Shri A. D. Raj Gopal	13-6-68	Trivandrum.
29	Udumalpet Service	Shri K. R. Balasubramanian	14-6-68	Madurai.
30	Kodaikanal Motor Union (P) Ltd.	Shri G. J. Rajarathnam	14-6-68	Madurai.
31	Tricky Sri Rangan Transport (P) Ltd.	Shri S. M. B. Iswaran	14-6-68	Madurai.
32	Sri Ram Popular Service Private Ltd.	Shri V. Gomathinayagam	14-6-68	Madurai.
33	Trichy Distt. Motor Workers' Union.	Shri A. S. Chanderkasau	14-6-68	Madurai.
34	S.V.R. Transports, Madurai	Shri S. V. Rangarajan	14-6-68	Madurai.
35	Coimbatore District Transport & Automobile Workers' Union, Coimbatore.	Shri K. M. Ramaswamy	14-6-68	Madurai.
36	A.B.T. Workers' Union, Pollachi	Shri C. V. Padmanabhan	14-6-68	Madurai.
37	(i) Coimbatore District Motor Transport Workers' Progressive Union, Coimbatore. (ii) Ex-Servicemen Co-operative Society Employees' Union. (iii) General Workers' Union, Tirunelveli (iv) T.V.S. Dravida Motor Workers' Progressive Union, Madurai.	Shri Kattor Gopal	14-6-68	Madurai.
38	Coimbatore District Bus Owners' Association.	Shri M. K. Nair	14-6-68	Madurai.
39	M/s City Transport (P) Ltd., Coimbatore	Shri C. R. Marudhachalam	14-6-68	Madurai.
40	Motor Thozhilali Sangham, Pudukotai	Shri N. Subbiah	14-6-68	Madurai.
41	Southern Roadways Private Ltd., Madurai	Shri T. S. Krishna	15-6-68	Madurai.
42	Madurai Devakotai Transport Workers' Union.	Shri Kanaka Raj	15-6-68	Madurai.
43	Mettupalayam Nilgiris Motor Workers' Union, Mettupalayam.	Shri T. A. Narayanasami Chettiar.	15-6-68	Madurai.
44	Estates Staff Union of South India (Anamalai Ropeway Co. Employees), Coimbatore.	Shri K. Rajagopalan	15-6-68	Madurai.
45	T.V.S. Workers' Union, Madurai	Shri D. Bonmaiah	15-6-68	Madurai.
46	Madurai Motor Labourers' Union, Madurai.	Shri V. S. Mani	15-6-68	Madurai.
47	Madurai District National Motor Workers' Union, Madurai.	Shri S. Kuppuswamy	15-6-68	Madurai.
48	City Transport Workers' Union, Coimbatore.	Shri R. Varadarajan	15-6-68	Madurai.
49	S. C. Bros. Lorry Transport Service, Salem	Shri S. Chinmaswamy	17-6-68	Madras.
50	Salem District Lorry Owners' Association	Shri S.V. Anantha Padmanabhan.	17-6-68	Madras.
51	State Transport Employees' Union	Shri K.M. Hari Bhat	17-6-68	Madras.
52	Madras State Transport Department (GIS and TKS) Staff Association.	Shri M. Baskaran	17-6-68	Madras.
53	Madras Govt. Coach Building Factory and Transport Workers' Union, Chrompet.	Shri A.S. Ramakrishnan	17-6-68	Madras.
54	Madras State Transport Department	Shri Venkataraman	18-6-68	Madras.
55	Madras Road Transport Workers' Union, Madras.	Shri M.K. Ranganathan	18-6-68	Madras.
56	Tamilka Arasu Pokkuvorthu Thozhilalar Sangham, Nagarkoil.	Shri Hema Chandran	18-6-68	Madras.
57	Madras Bangalore Transport Co. (East), Madras.	Shri L. S. Rao	18-6-68	Madras.
58	Motor Transport Workers' Federation	Smt. Sita Devi	23-7-68	New Delhi.

1	2	3	4	5
59	Haryana Motor Transport Workers' Union' Rohtak.	Shri Tirath Ram	23-7-68	New Delhi.
60	Haryana Roadways Workers' Union . . .	Shri Tasu Ram Sharma	23-7-68	New Delhi.
61	Model Cooperative Transport Society Ltd., and Tourist Bus Private Ltd., Gurgaon.	Shri Santh Singh	23-7-68	New Delhi.
62	Indian National Transport Workers' Federation.	Shri Chandulal Shah	24-7-68	New Delhi.
63	Punjab Govt. National Motor Transport Workers' Union.	Shri Ranbir Dhillon	24-7-68	New Delhi.
64	Municipal Electricity Undertakings, Municipal Board, Rishikesh.	Shri R. L. Sharma	24-7-68	New Delhi.
65	U.P. Roadways Karamchari Samyukt Parishad, Uttar Pradesh.	Shri M. M. Khan.	24-7-68	New Delhi.
66	U.P. Transport Karamchari Union, Kanpur	Shri Baleshwar Dube & Shri Shadilal	24-7-68	New Delhi.
67	Delhi Goods Transport Karamchari Sangh, Delhi.	Shri Suresh Chandra Munjal	25-7-68	New Delhi.
68	All India Motor Union Congress, New Delhi.	Shri Kundan Lal	25-7-68	New Delhi.
69	Himachal Pradesh Transport Workers' Union and Mandikulu Road Transport Corporation Mazdoor Union.	Shri Parkash Kapatia	25-7-68	New Delhi.
70	Ajmer Motor Mazdoor Union, Ajmer.	Shri Kalyan Singh	25-7-68	New Delhi.
71	(i) Hind Mazdoor Panchayat, U.P. (ii) Roadways Mazdoor Sabha, U.P.	(i) Shri Maqsood-Ahmed Khan (ii) Shri V. D. Pandey.	25-7-68	New Delhi.
72	Delhi Provincial Motor Transport Union Congress, Delhi.	Shri D. C. Chadha.	25-7-68	New Delhi.
73	Garhwal Motor Transport Workers' Union	Shri Girdhari Singh.	25-7-68	New Delhi.
74	Delhi Private Motor Transport Workers' Union	Shri Madan Mohan	25-7-68	New Delhi.
75	D.T.U. Workers' Union	Shri Shakel Ahmed	25-7-68	New Delhi.
76	Central Workers Karmachari Sangh, Kanpur	Shri Kanhaiya Lal Srivastava	25-7-68	New Delhi.
77	Andhra Pradesh State Road Transport Corporation Employees' Union, Hyderabad.	Shri R. P. Ranga Rao	28-8-68	Hyderabad.
78	Nizamabad Motor Transport Workers' Union.	(i) Shri V. Gopal Reddy (ii) Shri P. Prakasa Rao.	28-8-68	Hyderabad.
79	Andhra Pradesh State Road Transport Corporation, Hyderabad.	Shri N. R. K. Doss	28-8-68	Hyderabad.
80	(i) APSRTC National Workers' Union . (ii) Andhra Motor Vehicles Workers' Union (iii) Vishaka Zilla Motor Transport Workers' Union. (iv) Narsipatnam Motor Workers' Union . (v) APSRTC Ministerial Staff Association.	Shri A. Raghuramulu	28-8-68	Hyderabad.
81	A. P. Motor Union Congress	Shri Y. Ramabrahman	28-8-68	Hyderabad.
82	Adilabad District Motor Drivers' and Workers' Union.	Shri Raguramulu	28-8-68	Hyderabad.
83	A. P. Motor Transport Workers' Federation, Hyderabad.	Shri J. Satyanarayana	29-8-68	Hyderabad.
84	The District Bus Operator Association, Cuddapah.	Shri T. V. Subbaiah-Chetty	29-8-68	Hyderabad.
85	Lorry Owners' Association, Cuddapah. . .	Shri A. Anatha Padmanabha	29-8-68	Hyderabad.

1	2	3	4	5
86	(i) E. G. District Motor Transport Workers' Union (ii) A. P. Motor Transport Workers' Federation.	Shri G.S. Balaji Das	29-8-68	Hyderabad.
87	State Transport Employees' Federation	(i) Shri S. Srikantiah (ii) Shri Raghavendra Rao Desai.	30-3-68	Bangalore.
88	MSRT Karmika Federation, Bangalore	Shri K.P. Sachidranath	30-8-68	Bangalore.
89	Motor Workers' Union, Tumkur	Shri Puttaswamy	30-8-68	Bangalore.
90	(i) MSRT Employees' Federation (ii) INTUC Mysore State Branch. (iii) MSRT Employees' Union (iv) BTS & State Transport Employees' Union. (v) MSRT Regional Workshop Workers' Union. (vi) Bangalore and Mysore Distt. Transport Workers' Union.	Shri D. Venkatesh	31-8-68	Bangalore.
91	Mysore State Road Transport Association, Bangalore.	Shri C. M. Reddy	31-8-68	Bangalore.
92	(i) P. V. Motor Service Ltd. (ii) The Popular Motor Service Ltd. (iii) Adi Sri Kaveri Bus Service Ltd.	Shri P. R. Mallya	31-8-68	Bangalore.
93	(i) Shankar Transport Co. Pvt. Ltd. (ii) United Roadways (iii) Shankar Mittal Motor Co.	Shri A. Ramesh Rao	31-8-68	Bangalore.
94	Mysore State Road Transport Corporation Printing Press.	(i) Shri S. R. Dwarkanath (ii) Shri G. Mohamed Saduddeen.	31-8-68	Bangalore.
95	Udapa Motor Transport	Shri N. K. Ramaswamy	31-8-68	Bangalore.
96	CPC Co. Ltd., Mangalore	Shri Sanjiva V. Kudva	31-8-68	Bangalore.
97	Ajmer Motor Mazdoor Union	Shri Kalyan Singh	25-11-68	Jaipur.
98	Sainik's Motors, Jodhpur	Shri Champalal	25-11-68	Jaipur.
99	(i) State Roadways Workers' Union (ii) Jaipur Zila Mazdoor Union.	Shri K. Vishwanathan	26-11-68	Jaipur.
100	Rajasthan State Road Transport Corporation, Jaipur.	(i) Shri Jwala Prasad (ii) Shri R. J. Majithia.	26-11-68	Jaipur.
101	Delhi Transport Undertaking	Shri G. K. Sharma	27-11-68	Delhi.
102	Bihar State Road Transport Corporation	Shri Jamuna Ram	28-11-68	Patna.
103	State Transport Karamchari Sangh	Shri Jitendra Narain Singh	28-11-68	Patna.
104	Bihar State Road Transport Corporation Karamchari Union, Patna.	Shri T. Parmanand	28-11-68	Patna.
105	Bihar State Transport Workers' Union	Shri Satya Pal Mishra	28-11-68	Patna.
106	Banaras Tours Excursion Agents, Varanasi	Shri Jamuna Prasad Agrawal	29-11-68	Patna.
107	Bihar State Road Transport Corporation.	Shri Arun Kumar Verma	29-11-68	Patna.
108	Rajya Parivahan Karamchari Sangh	Shri P. C. Mukherjee	29-11-68	Patna.
109	Tripura Bus Syndicate, Agartala, Tripura	(i) Shri S. Choudhury (ii) Shri G. Kar.	21-12-68	Gauhati.
110	(i) Manipur State Transport Workers' Association. (ii) Assam State Transport Workers' Association.	(i) Shri Thambal Angon Singh (ii) Shri A. C. Saikia.	21-12-68	Gauhati.

1	2	3	4	5
111	(i) Auto-Air Employees' Association . . . (ii) Motor Transport Workers' Association, Gauhati.	(i) Shri M. R. Bhattacharjee (ii) Shri K. P. Sharma.	21-12-68	Gauhati.
112	Purulia Motor Mazdoor Samaj . . .	Shri Biswasar Singh . . .	23-12-68	Calcutta.
113	Bankura Dist. Motor Mazdoor Sangh. . .	Shri Tulsi Das . . .	23-12-68	Calcutta.
114	Nadia Dist. Motor Employees' Union . . .	Shri Nrisingha Dutta . . .	24-12-68	Calcutta.
115	Calcutta & 24-Parganas Bus Mazdoor Union.	Shri Santi Ranjan Roy . . .	24-12-68	Calcutta.
116	Assansol Sub-Divisional Bus Workers' Association.	Shri Sukuman Bandyopadhyay	24-12-68	Calcutta.
117	Nadia Dist. Bus Owners' Association . . .	(i) Shri Bana Ranjan Haldar (ii) Shri Jagabandhu Paul . . .	24-12-68	Calcutta.
118	Bus Workers' Union, Calcutta . . .	Shri Surjit Singh . . .	24-12-68	Calcutta.
119	Howra Zilla Bus Karamchari Parishad . . .	Shri Amal Kumar Moitra . . .	24-12-68	Calcutta.
120	Burdwan Dist. Bus Association . . .	Shri K. Mukherjee . . .	24-12-68	Calcutta.
121	Bengal Bus Syndicate, Calcutta . . .	Shri Gurdalay Singh . . .	24-12-68	Calcutta.
122	All India Trade Union Congress . . .	Shri M. Atchuthan . . .	16-1-69	New Delhi.
123	(i) Hind Mazdoor Panchayat (U.P.) . . . (ii) Roadways Mazdoor Sabha . . .	(i) Shri Maqbool Ahmed Khan (ii) Shri V. D. Pandey	16-1-69	New Delhi.
124	(i) Central Road Transport Corporation Ltd. (ii) Central Inland Water Transport Corporation Ltd.	Shri K. Srinivasan . . .	24-7-69	New Delhi.



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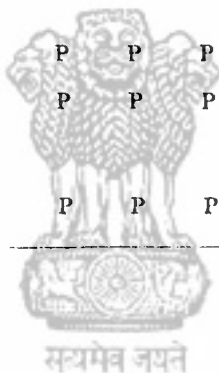
APPENDIX IV

(See para 1.11)

Statement showing the meetings of the Central Wage Board for Road Transport Industry and Attendance

	New Delhi 22nd June, 1966	New Delhi 29th August, 1966	New Delhi 6th & 7th October, 1966	New Delhi 21st & 22nd November, 1966	Bombay 5th & 6th January, 1967	New Delhi 15th & 16th March, 1967	Chandigarh 17th April, 1967	Madurai 11th May, 1967	Bangalore 15th May, 1967	Calcutta 26th June, 1967	Bombay 21st July, 1967	Lucknow 17 August, 1967
	1	2	3	4	5	6	7	8	9	10	11	12
<i>Chairman</i>												
Shri P. P. R. Sawhny	P	P	P	P	P	P	P	P	P	P	P	P
<i>Independent Members</i>												
Shri R. P. N. Sinha, M.P.	A	P	P	P	A	P	P	A	A	P	A	P
Shri Shashi Ranjan, M.P.	Appointed as a Member from 29-9-67											
Dr. B. M. Bhatia			P	P	P	P	P	P	P	P	P	A
<i>Members Representing Employers</i>												
Shri D. B. Kamble	P	P	P	P	P	P	P	A	P	P	P	P
Shri V. S. Tambay	Appointed as a Member from 1-12-67											
Shri P. N. Nagaswamy	P	P	P	A	P	P	A	P	P	P	A	P
<i>Members Representing Workers</i>												
Shri V. V. Nene	P	A	P	P	P	P	P	P	P	P	P	P
Shri K. M. Sundaram	P	P	P	P	P	P	P	A	A	P	P	P
<i>Member-Secretary</i>												
Shri Teja Singh Sahni		P	P	P	P	P	P	P	P	P	P	P
Shri Vidya Prakash	Appointed as Member-Secretary with effect from 24-7-68											
	New Delhi 25th September, 1967	New Delhi 12th January, 1968	New Delhi 2nd March, 1968	Calcutta 6th April, 1968	Bombay 6th May, 1968	Madras 17th June, 1968	Delhi 25th July, 1968	Bangalore 30th August, 1968	New Delhi 4th October, 1968	New Delhi 5th October, 1968	New Delhi 7th October, 1968	New Delhi 27th November, 1968
	13	14	15	16	17	18	19	20	21	22	23	24
<i>Chairman</i>												
Shri P. P. R. Sawhny	P	P	P	P	P	P	P	P	P	P	P	P
<i>Independent Members</i>												
Shri R. P. N. Sinha, M.P.	P	Ceased to be a Member from 29-9-67										
Shri Shashi Ranjan, M.P.		P	A	A	A	A	A	A	A	A	A	A
Dr. B. M. Bhatia	P	P	P	P	P	P	P	P	P	P	P	P
<i>Members Representing Employers</i>												
Shri D. B. Kamble	P	Ceased to be a Member from 1-12-67										
Shri V. S. Tambay		P	P	P	P	A	A	A	P	A	A	A
Shri P. N. Nagaswamy	P	P	P	P	P	P	P	P	P	P	P	P
<i>Members Representing Workers</i>												
Shri V. V. Nene	P	P	P	P	P	P	A	P	P	P	P	P
Shri K. M. Sundaram	P	P	P	P	A	P	P	P	P	P	P	P
<i>Member-Secretary</i>												
Shri Teja Singh Sahni	P	Ceased to be a Member-Secretary from 25-11-67										
Shri Vidya Prakash							P	P	P	P	P	P

	25	26	27	28	29	30	31	32	33	34	35	36
	Calcutta 24th December, 1969	New Delhi 18th January, 1969	New Delhi 17th February, 1969	New Delhi 18th & 19th February, 1969	New Delhi 22nd to 27th March, 1969	Madras 16th to 19th April, 1969	New Delhi 24th to 26th July, 1969	Bombay 23rd, 25th and 26th August, 1969	New Delhi 10th to 15th September, 1969	New Delhi 9th to 11th October, 1969	New Delhi 27th and 28th Oct. 1969	Bombay 11th and 12th Nov., 1969
<i>Chairman</i>												
Shri P. P. R. Sawhny .	P	P	P	P	P	A	P	P	P	A	P	P
<i>Independent Members</i>												
Shri Shashi Ranjan, M.P. .	P	A	A	A	A	A	A	A	A	A	P	A
Dr. B. M. Bhatia .	P	P	P	P	P	P	P	P	P	P	P	P
<i>Members Representing Employers</i>												
Shri V. S. Tambay .	P	P	P	A	P	P	P	P	P	P	A	P
Shri P. N. Nagaswamy .	P	P	P	P	P	P	P	P	P	P	P	P
<i>Members Representing Workers</i>												
Shri V. V. Nene .	P	P	P	P	P	P	P	P	P	P	A	P
Shri K. M. Sundaram .	P	P	P	P	P	P	P	P	P	P	P	P
<i>Member-Secretary</i>												
Shri Vidya Prakash .	P	P	P	P	P	P	P	P	P	P	P	P



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APPENDIX V

TABLE 1

(see para 3.5)

Number of commercial vehicles registered in India during 1954-66

Year	Buses	Trucks
1954-55	40,987	104,389
1955-56	46,461	119,097
1956-57	38,415	123,386
1957-58	35,595	133,111
1958-59	48,026	147,625
1959-60	53,674	156,671
1960-61	56,792	167,649
1961-62	59,560	189,096
1962-63	62,560	215,408
1963-64	66,513	224,161
1964-65	70,283	228,179
1965-66	74,571	265,570

TABLE 2

(see para 3.7)

Statement showing growth of road traffic from 1960-61 to 1965-66

Year	Number of commercial vehicles on road			Traffic carried			
	Trucks	Buses	Total	Tonne Kilometres (million)	Index	Passenger Kilometres (million)	Index
1960-61	167,650	57,000	224,650	17,400	100.0	57,000	100.0
1961-62	185,900	58,300	244,200	21,000	120.7	59,000	103.5
1962-63	203,400	61,050	266,450	25,000	143.6	65,000	114.0
1963-64	215,000	64,500	279,500	27,000	155.2	69,000	121.1
1964-65	235,000	68,200	303,200	31,000	178.2	76,000	133.3
1965-66	255,000	73,000	328,000	35,000	201.1	85,000	149.1

TABLE 3

(see para 3.8)

Statement showing number of operators according to number of vehicles owned

	Number of operators owning							Total
	One vehicle	2-5 vehicles	More than 5 but not more than 10 vehicles	More than 10 but not more than 20 vehicles	More than 20 but not more than 50 vehicles	More than 50 but not more than 100 vehicles	More than 100 vehicles	
Andhra Pradesh	6,800	900	99	..	..	..	1	7,800
Assam	1,700	136	9	2	1	1	1	1,850
Bihar	8,000	550	215	100	25	5	5	8,900
Gujarat	11,000	1,300	75	19	3	2	1	12,400
Jammu & Kashmir	3,500	140	40	18	1	..	1	3,700
Kerala	5,800	350	170	29	..	..	1	6,350
Madhya Pradesh	8,000	380	100	40	21	5	4	8,550
Madras	5,900	300	260	30	14	4	2	6,600
Maharashtra	27,900	3,600	250	150	95	1	4	32,000
Mysore	7,800	730	170	65	30	2	3	8,800
Orissa	3,500	780	70	30	15	3	2	4,400

1	2	3	4	5	6	7	8	9
Punjab	6,300	680	110	65	39	1	5	7,200
Rajasthan	6,100	200	250	40	7	2	1	6,600
Uttar Pradesh	12,700	350	35	9	4	1	1	13,100
West Bengal	18,000	3,000	130	10	6	2	2	21,150
Delhi	2,000	400	70	20	8	1	1	2,500
Himachal Pradesh . . . . .	..	..	..	..	..	..	1	1
Manipur	500	60	90	90	7	2	1	750
Tripura	500	100	45	3	2	..	..	650
Andaman & Nicobar Islands . . . . .	..	..	..	1	..	..	..	1
TOTAL	136,000	14,046	2,188	721	278	32	37	153,302



APPENDIX VI

(See Para 3.8)

State Undertakings

- (a) Departmentally Run
1. State Transport, Assam
 2. Jammu & Kashmir Government Transport Undertaking.
 3. State Transport Department, Madras.
 4. State Transport Services, Orissa.
 5. Punjab Government Transport Service.
 6. U. P. Government Roadways.
 7. Himachal Government Transport.
 8. Manipur State Transport Department.
 9. Haryana Roadways.
 10. Chandigarh Transport Undertaking.
 11. State Transport Service, Andaman & Nicobar Islands, Port Blair.
- (b) Run by Corporation:
1. Andhra Pradesh State Road Transport Corporation
 2. Bihar State Road Transport Corporation.
 3. Gujarat State Road Transport Corporation.
 4. Kerala State Road Transport Corporation.
 5. Madhya Pradesh State Road Transport Corporation.
 6. Maharashtra State Road Transport Corporation.
 7. Mysore State Road Transport Corporation.
 8. Pepsu Road Transport Corporation.
 9. Rajasthan State Road Transport Corporation.
 10. Calcutta State Transport Corporation.
 11. North Bengal State Transport Corporation.
 12. M. K. Road Transport Corporation Mandi.
- (c) Run by Joint Stock Co.
1. Orissa Road Transport Co. Ltd.
- (d) Run by Municipal Authorities
1. Ahmedabad Municipal Transport Service, Ahmedabad.
 2. B. E. S. T. Undertaking.
 3. Poona Municipal Transport Service.
 4. Delhi Transport Undertaking.
 5. Kolhapur Municipal Transport.

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APPENDIX VII

(See Para 4.5)

Employees by whatever name called doing Unskilled work of the nature done by	Employees by whatever name called doing semi-skilled work of the nature done by	Employees by whatever name called doing skilled work of the nature done by	Employees by whatever name called doing Highly Skilled work of the nature done by	Employees by whatever name called doing Junior Supervisory work of the nature done by	Employees by whatever name called doing Senior Supervisory work of the nature done by
1	2	3	4	5	6
Cleaner, Sweeper, Helper, Watchman, Mazdoor, Peon, Loadman.	Conductor Assistants to skilled categories such as— Assistant Fitter, Assistant Electrician, Assistant Carpenter, Assistant Blacksmith, Assistant Welder, Assistant Turner, Assistant Tyreman, Assistant Greaser, Assistant Batteryman, Assistant Painter and Junior Clerks, Typists, Checking Inspectors, Booking Delivery and other Lorry Clerks, Telephone Operators, Time-keeper.	Driver, Fitter, Electrician, Carpenter, Blacksmith, Welder, Turner, Tyreman, Greaser, Batteryman, Painter, Tinsmith, Liner, Senior Clerks (passed Accountancy of similar tests), Stenographer, Comptist, Checking Supervisors, Traffic Inspectors, Storekeepers, Assistant Mechanic, Plumber, Cashier.	Mechanics, Traffic Supervisors, Floor Supervisors.	Junior Accountants	Foreman, Assistant Managers, Accountants.



APPENDIX VIII

(See Para 4·6)

Minute of Dissent by Shri K. M. Sundaram

I regret my inability to subscribe to the proposals on interim relief made by my colleagues for the following reasons :

(1) The Central Wage Board for Road Transport Industry was appointed 15 months ago and during this period, the Board has had extensive tours of the country to obtain information at first hand on the wage situation and the wage demands of the workers. The Board has also before it the reports, both of a final and interim nature, submitted by other Wage Boards in the various organised industries.

(2) It is also the sad experience of the workers in the road transport industry that following the appointment of the Board, the employers in both public and private sectors, have refused to consider legitimate wage demands on the pretext that the Wage Board is expected to award the necessary wage increases. In fact, even legitimate D.A. revision was denied to large sections of workers on the ground that the Wage Board was allegedly looking into this aspect of the workers' demands. This was so in the case of the workers in the Andhra Pradesh public sector transport undertaking and in protest against the denial of D.A. which was paid to other State Government employees, the workers led both by AITUC and INTUC affiliates had recently gone on a prolonged general strike. Such a serious situation requires that the interim recommendations of the Central Wage Board for Road Transport Industry should take into account these actual realities and give specific recommendations if the legitimate wage demands are to be met and industrial tension avoided. It is unfortunate that the recommendations made by my colleagues do not meet precisely this need and moreover workers whose wage demands are pending in large sectors, would get practically no relief at all.

(3) From the facts available to the Board, it is clear that problems of wage revision in the industry cannot be resolved, even on an interim basis, by merely fixing a national minimum for the relatively less organised sector of the industry, covered by statutory minimum wage fixation. This is only one aspect of the problem, although a most important aspect. In this case, however, the proposed minimum of Rs. 100 per month in the industry recommended by my other colleagues falls far short of the existing industrial wage levels, determined by recommendations of other wage Boards. It is far less than the wage levels in the railway transport industry with which the road transport industry is said to be offering stiff competition, not to speak of the higher levels in the ports and docks following the two interim reliefs recommended by the Wage Board in that sector, over and above the Central Government rates of pay and D.A. I am therefore of the firm opinion that a national minimum of an interim nature should be at least Rs. 120 per month with a minimum benefit of Rs. 30 per month.

(4) It is admitted by all that the gap between the existing wages and the need-based wages is widening at an alarming pace, primarily due to the progressive fall in real wage standards as a

consequence of the current steep rise in prices. It is also established on record that only in a few units there is any system of automatic adjustment of D.A. linked with the consumer price indices. The *ad hoc* D.A. reliefs paid in certain units, specially in the public sector, have not provided full neutralisation of the rise in prices. In a wide field, in the private sector particularly fixed, consolidated wages prevail and there is no linking with the price index. Thus, in all these cases, the fall in the real wage standards has been most severe and consequently, the need for relief universal. Therefore, it cannot be, as is assumed by my other colleagues, that the trend of fall in real wages and the need for relief is limited to sectors largely covered by statutory minimum wage fixation (and as is well known, these minimum wages are notoriously sub-standard and fixed years ago when prices were not that high and not revised since in most cases) but the entire organised sector of the industry has an anarchic wage system which requires immediate, drastic rectification and revision. There can therefore be no justice or fair play in denying interim relief to bulk of the organised sector of the industry as is the apparent logic which runs through the recommendations of my other colleagues.

(5) To remedy this situation and to give a fair consideration to the demands of the workers for relief, it is therefore essential that apart from fixing a national minimum for the industry at Rs. 120, appropriate reliefs are given to all categories of workers to be adjusted against the final recommendations of the Board. Such a relief should be a minimum of Rs. 30 per month, at a flat rate for all categories of workers covered by this Wage Board. This is all the more necessary in so far as the Board's main questionnaire has been issued only very recently and the Board would take a year or two more to formulate its final report. The interim relief should therefore help to mitigate the hardships the workers will encounter in the intervening period.

(6) Our Board's interim recommendations should also specify that (i) the D.A. formula hitherto followed, unit or region-industrywise, etc. by award, agreement, convention or practice, should continue to operate in all cases; and (ii) where there is no linking of D.A. with the consumer price index, such linking should immediately be established at unit, regional or State level, by collective agreement or through other industrial relations processes. This specific recommendation is necessary, firstly, because it is found that such D.A. revision is denied on the ground that the Wage Board is looking into the wage demands, and, secondly, because only by linking D.A. to local C.P. Index numbers can adequate relief be provided to the workers in a situation of rapid rise in prices. It would be a grave injustice to the workers if they are asked to wait for a still longer period to obtain a fair D.A. linking formula on an industrywise basis in the final report of the Board. In fact, by reaching local level collective agreements to meet the immediate exigencies on this question, the Board's work to rationalise the wage structure would be made less hazardous.

In this connection, mention may be made of the interim report of the Central Wage Board for Ports and Docks which recommended, *inter alia*, quite specifically, that apart from the recommended interim reliefs, the port and dock workers should continue to get Central Government rates of D.A. until the Board may recommend in its final report a separate D.A. linking formula. I am therefore at a loss to understand the reluctance of my colleagues to make a similar recommendation about D.A. revisions for the road transport workers.

(7) It is also most regrettable that far from appreciating the real issues relating to wage demands of the road transport workers, my other colleagues have chosen to fix the skill differential on minimum wage in their scheme of interim relief, without having had any expert guidance or discussion on what equitable differential ratios in this particular industry should be. Thus the recommendations of my

colleagues appear to be based wholly on unrealistic premises and I am therefore compelled to place on record my alternative proposals as given in the foregoing paragraphs. I have to state that I am opposed to fixing category or craft-wise minimum wages at this stage of recommending interim relief and I feel that this should be taken up only at the time of evolving the final wage structure, when the complicated question of fixing wage differentials can be dealt with in great detail.

(8) The interim relief should be paid with retrospective effect from 1st January 1967 and I am therefore opposed to the recommendations of my other colleagues fixing this date as 1st June 1967.

(Sd/-) K. M. SUNDARAM,

28-9-67.



APPENDIX IX

(See Para 4.6)

Note of Dissent by Shri V. V. Nene to the recommendations of the Wage Board

I give below my note of dissent.

1. I had given my suggestions to the members of the Wage Board, which were discussed by the Board in its sittings at Delhi from 25th to 28th September, 1967. While in discussions, I gave in on some points so that the recommendations of the Wage Board should be unanimous. But in the end it was found that the recommendations could not be unanimous. I decided not to sign the recommendations but send the note of dissent.

2. My recommendations in respect of the interim relief are given in annexures 'A' and 'B' herewith.

3. The note should be sent to the Central Government.

(Sd/-) V. V. NENE,
9-10-67.

DHULIA,
9th September, 1967.

ANNEXURE A

Interim Relief

Category Group No.

- I (1) That every worker in this category should be paid Rs. 100 p. m. as minimum and the difference in the actual wage and Rs. 100 will be the amount of interim relief for those who are getting below Rs. 100 but the amount will not be less than Rs. 10 p. m. in any case.
- (2) Those getting between Rs. 101 and Rs. 150 Rs. 10 per month.
Those getting between Rs. 151 and Rs. 200 Rs. 7 per month.
- II (1) That every worker in this category should be paid Rs. 120 p. m. as minimum and the difference in the actual wage and Rs. 120 will be the interim relief for those who are getting below Rs. 120, but the amount will not be less than Rs. 10 p.m. in any case.
- (2) Those getting between Rs. 120 and Rs. 170 Rs. 10 per month.
Those getting between Rs. 171 and Rs. 220 Rs. 7 per month.
- III (1) That the worker in this category should be paid Rs. 136 p.m. as minimum and the difference between the actual wage and Rs. 135 will be the amount of interim relief for those getting below Rs. 135, but the amount will not be less than Rs. 7 p.m. in any case.
- (2) Those getting between Rs. 135 and Rs. 185 Rs. 7 per month.
Those getting between Rs. 186 and Rs. 235 Rs. 5 per month.
- IV (1) Minimum wage at Rs. 150 and the amount of difference in the actual and the minimum as interim relief to those getting less than Rs. 150 but the amount will not be less than Rs. 7 p. m. in any case.
- (2) Those getting between Rs. 150 and Rs. 200 Rs. 7 per month.
Those getting between Rs. 201 and Rs. 250 Rs. 5 per month.
- V (1) Minimum wage at Rs. 175 and the amount of difference in the actual and Rs. 175 as interim relief, but the amount will not be less than Rs. 7 in any case.
- (2) Those getting between Rs. 175 and Rs. 225 Rs. 7 per month.
Those getting between Rs. 226 and Rs. 275 Rs. 5 per month.
- VI (1) Minimum wage at Rs. 200 and the amount of difference in the actual and Rs. 200 will be the amount of interim relief, but the amount not to be less than Rs. 7 p.m. in any case.
- (2) Those getting between Rs. 200 and Rs. 250 Rs. 7 per month.
Those getting between Rs. 251 and Rs. 300 Rs. 5 per month.

NOTES.—(1) Wage referred to above will be the basic wage and the dearness allowance only. No other emoluments will be included in the wage, for the purpose of payment of interim relief.

(2) The above recommendations should be given effect from the date of 1st January, 1967.

(3) Categories to be included in each group are attached as Annexure "B".

ANNEXURE B

Serial
Number*Groups of categories*

- I Attendant, Khalasi, Watchmen, Peon, Sweeper, Waterman, Chowkidar, Porter, Tapali, Naik, Mazdoor, Helper, Liftman, Guest room attendant, Asstt. Gardner, Gate-Keeper, Clearner, Asstt. Artisan.
- II Carpenter, Gardener, Painter, Havildar, Crane Operator, Conductor, Hd. Gate Keeper, Artisan B.
- III Compounder, Wiremen, Storeman, Writer, Karkoon, Stores Asstt. B & C, Driver, Traffic Controller. Security Asstt., Art. A, Watch and Ward Inspector, Gardner, Electrician (C.E.).
- IV Inspector (Civil Engineering), Telephone, Asstt., Telephone Operator, Asstt. Cashier, Clerk-Typist, Computer, Store Asstt. A., Tracer, Steno-typist, Jr. Clerk, Clerk, Stores Clerk, Typist, Address Operator, Depot Cashier, Comptist, Asstt. Traffic Inspector, Hd. Artisan, Leading Hand, Depot Manager "D", Asstt. Security Inspector.
- V Jr. Assistant, Steno B, Steno-typist, Senior Cashier, Cashier, Sr. Clerk, Sr. Accounts Clerk, Nurse, Draughtsman, Time-keeper, Sanitary Inspector.
- VI Jr. Accountant, Overseer, Store-Keeper, Sr. Asstt., Jr. Stock Verifier, Asstt. Supervisor, Supervisor, Inspector of Accounts, Sr. Accountant, Traffic Inspector, Catering Inspector, Stenographer, Stenographer "A", Divisional Security Inspector, Fire Warden, Confidential Stenographer, Technical Inspector, Chargeman, Draughtsman (Mech.), Depot Manager (c).

(Sd/-) V. V. NENE,
9-10-67.



APPENDIX X

(See Para 5.9)

Total Need-based Wages of the Workers as worked out by Dr. A. Fonseca

Centre	Need-based Wage	Centre	Need-based Wage
<i>(a) Eastern Zone—</i>			Rs.
1. Digboi	252.94	26. Coimbatore	170.55
2. Rangpara	175.48	27. Kolar Gold Mining Field	210.63
3. Jamshedpur	274.35	28. Barbil	236.99
4. Monghyr	219.24	29. Mundakkayam	185.62
5. Asansol	209.51	30. Ammathi	186.68
6. Calcutta	240.48	<i>(c) Western Zone—</i>	
7. Howrah	230.69	31. Ahmedabad	224.62
8. Jharia	230.87	32. Bhavnagar	185.80
9. Koderma	205.89	33. Bombay	234.85
10. Noamundi	259.14	34. Nagpur	210.83
11. Raniganj	215.04	35. Sholapur	177.14
12. Doom Dooma	186.99	36. Bhopal	209.31
13. Labac	209.95	37. Indore	184.30
14. Mariani	214.28	38. Gwalior	190.14
15. Darjeeling	214.92	39. Balghat	185.38
16. Jalpaiguri	191.71	<i>(d) North-West Zone—</i>	
<i>(b) Southern Zone—</i>		40. Yamunanagar	180.91
17. Gudur	152.39	41. Amritsar	190.29
18. Guntur	171.23	42. Ajmer	216.20
19. Hyderabad	226.52	43. Jaipur	212.81
20. Alleppey	176.95	<i>(e) Northern Zone—</i>	
21. Alwaye	232.03	44. Srinagar	177.99
22. Bangalore	219.13	45. Kanpur	207.18
23. Chickmagalur	186.79	46. Saharanpur	236.22
24. Sambalpur	199.76	47. Varanasi	185.49
25. Madras	180.89	48. Delhi	191.31

APPENDIX XI

(See Para 6.2)

Rates of Minimum Wages fixed under the Minimum Wage Act for the lowest paid Unskilled male-workers upto 31st December, 1968 in Public Motor Transport Industry

State	Year of fixation	Unit	Wage Rates (Rs.)	Remarks
Andhra Pradesh	1961	Month	52.00	
Assam	1966	Month	90.00	In addition, minimum rates of trip allowance have also been specified.
		Day	3.50	
Bihar	1968	Month	70.00	
Gujarat	1964	Month	90.00	With effect from 1-2-65.
Haryana	1966	Month	75.00	
Kerala	1964	Month	60.00	With effect from 1-2-65.
Madhya Pradesh	1968	Month	85.00	
Madras	1962	Month	60.00	
Maharashtra	1964	Month	(i) 95.00 (ii) 85.00	(i) In zone I comprising Greater Bombay & Talukas of Bahsein, Bhiwandi, Thana and Kalyan. (ii) Other Areas.
		Day	(i) 3.65 (ii) 3.30	
Mysore	1967	Month	(i) 78.05 (ii) 73.05	(i) In cities having a population of one lakh and above. (ii) Other places.
Orissa	1965	Month	45.00	
		Day	1.50	
Punjab	1966	Month	75.00	
Rajasthan	1965	Month	60.00	
Uttar Pradesh	1965	Month	52.00	
		Day	2.00	
West Bengal	1959	Month	64.00 70.00	Wages have been fixed Zone-wise. D.A. is linked with C.P.I. Nos.
Delhi	1965	Month	75.00	
Himachal Pradesh	1965	Month	70.00	
	1966*	Month*	75.00*	*In Erstwhile Area of Punjab.

ANNEXURE XII

(See para 6.4)

Minimum rates of basic pay and dearness allowance for selected occupations

PUBLIC SECTOR

(In Rs.)

S. No.	Undertaking	Date	Helper/Cleaner			Conductor				
			Basic	D.A.	Total	Remarks	Basic	D.A.	Total	
1.	Andhra Pradesh State Road Transport Corporation.	Aug., 1968	50-00 55-00	58-00 58-00	108-00 113-00	Unskilled Helper	80-00	58-00	138-00	
2.	State Transport, Assam	Sept., 1968	80-00	34-00	114-00	..	100-00	34-00	134-00	
3.	Bihar State Road Transport Corporation	Oct., 1968	70-00	37-00	107-00	Cleaner	83-00	37-00	122-00	
4.	Gujarat State Road Transport Corporation	May, 1968	75-00	47-00	122-00	Helper	82-00	47-00	129-00	
5.	Ahmedabad Municipal Transport Service	June, 1968	85-00	59-00	144-00	Cleaner, Helper (Depot)	85-00	59-00	144-00	
6.	Kerala State Transport Corporation	July, 1968	75-00 60-00	59-00 59-00	134-00 119-00	Helper, Cleaner Peon	120-00 80-00	84-00 59-00	204-00 139-00	Gr. I. Gr. II.
7.	Madras State Transport Department	Aug., 1968	55-00	65-00	120-00	..	80-00 70-00	65-00 65-00	145-00 135-00	Selection Gr. Ordinary.
8.	Neyveli Lignite Corporation Ltd.	July, 1968	75-00	65-00	140-00	..	85-00	65-00	150-00	
9.	Maharashtra State Road Transport Corporation	Feb., 1968	80-00 75-00	61-00 61-00	141-00 136-00	Helper, Peon, Porter etc.	95-00	61-00	156-00	
10.	Bombay Electric Supply and Transport Undertaking	July, 1968	40-00	186-92	226-92	..	55-00	186-92	241-92	
11.	Mysore State Road Transport Corporation	July, 1968	55-00	65-00	120-00	Mazdoor	65-00	65-00	130-00	
12.	Punjab Roadways	Dec., 1968	40-00	95-00	135-00	..	60-00	105-00	165-00	
13.	Calcutta State Transport Corporation	April, 1968	70-00 60-00	48-00 48-00	118-00 108-00	Cleaner, (Gardner, Sweeper)	95-00	48-00	143-00	
14.	Mandi Kulu Road Transport Corporation	Aug., 1968	30-00	95-00	125-00	Helper, Attendant	50-00	95-00	145-00	
15.	Himachal Govt Transport	Oct., 1968	40-00	95-00	135-00	..	60-00	105-00	165-00	
16.	Delhi Transport Undertaking	Aug., 1968	75-00	65-00	140-00	..	105-00	65-00	170-00	

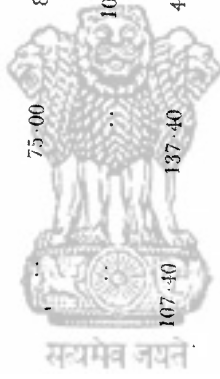
S. No.	Undertaking	Drivers			Asstt. Mechanic			Mechanic					
		Basic	D.A.	Total	Remarks	Basic	D.A.	Total	Remarks	Basic	D.A.	Total	Remarks
1.	Andhra Pradesh State Road Transport Corporation.	100-00	82-00	182-00	Drivers Gr. II	55-00	58-00	113-00	Semi-skilled Helper.	80-00	58-00	138-00	Skilled (Artisan)
2.	State Transport, Assam	110-00	44-00	154-00	Jr. Driver	90-00	34-00	124-00	Mechanic III	140-00	44-00	184-00	Mechanic Gr. II
		125-00	44-00	169-00	Sr. Driver	110-00	44-00	154-00	Gr. Jr. Do. Gr. Sr.	175-00	44-00	219-00	Mech. Gr. I.
3.	Bihar State Road Transport Corporation.	105-00	37-00	142-00	..	105-00	37-00	142-00	Artisan 'C'	115-00	60-00	175-00	Artisan B.
4.	Gujarat State Road Transport Corporation.	91-00	47-00	138-00	..	80-00	47-00	127-00	Artisan 'C'	120-00	70-00	190-00	Artisan A.
						110-00				110-00	70-00	180-00	Artisan B.
5.	Ahmedabad Municipal Transport Service	120-00	84-00	204-00	..	130-00	84-00	214-00	Fitter II, Painter, Machinist, Carpenter,	145-00	84-00	229-00	Fitter Class I. Mechanic
									Assistant Mechanic.	180-00	106-00	286-00	
6.	Kerala State Transport Corporation	130-00	84-00	214-00	Gr. I.	80-00	59-00	139-00	..	130-00	84-00	214-00	Selection Grade Mechanic.
		90-00	78-00	168-00	Gr. II.	..	..	..	..	90-00	78-00	168-00	Ordinary Gr. Mechanic.
7.	Madras State Transport Department.	90-00	91-00	181-00	Selection Gr.	80-00	65-00	145-00	Fitter Gr. II.	90-00	91-00	181-00	Fitter Gr. I. Mechanic.
		80-00	65-00	145-00	Ordinary	70-00	65-00	135-00	Fitter Gr. III	125-00	91-00	216-00	
8.	Neyveli Lignite Corporation Ltd.	120-00	91-00	211-00	..	..	..	..	..	..	..	..	..
9.	Maharashtra State Road Transport Corporation.	105-00	61-00	166-00	..	85-00	61-00	146-00	Asstt. Artisan	135-00	65-00	200-00	Artisan A.
						115-00	65-00	180-00	Art. B.				
10.	Bombay Electric Supply and Transport Undertaking.	90-00	186-92	276-92	..	70-00	186-92	256-92	Asstt. Fitter.	90-00	186-92	276-92	Fitter. Fitter Gr. I.
									Asstt. Artisan	120-00	186-92	306-92	
11.	Mysore State Road Transport Corporation.	75-00	65-00	140-00	..	75-00	65-00	140-00	..	100-00	80-00	180-00	Artisan.
12.	Punjab Roadways	90-00	105-00	195-00	..	50-00	95-00	145-00	..	100-00	105-00	205-00	Carpenter. Welder Mechanic.
										110-00	131-00	241-00	
13.	Calcutta State Transport Corporation	135-00	63-00	198-00	..	100-00	48-00	148-00	Fitter Gr. II.	125-00	63-00	188-00	Fitter Gr. I. Mechanic.
		180-00	75-00	255-00	Selection Gr.	..	..	..	..	140-00	63-00	203-00	
14.	Mandi Kulu Road Transport Corporation.	80-00	105-00	185-00	..	..	..	..	..	60-00	105-00	165-00	Fitter.
15.	Himachal Govt. Transport	90-00	105-00	195-00	..	..	..	..	..	110-00	131-00	241-00	Mechanic.
										100-00	105-00	205-00	Fitter.
16.	Delhi Transport Undertaking	110-00	91-00	201-00	..	80-00	65-00	145-00	Semi-skilled	130-00	91-00	221-00	Skilled Gr. I.
										110-00	91-00	201-00	Skilled Gr. II.

S.No.	Undertaking	Foreman			L.D.Clerk/Jr. Clerk			Remarks
		Basic	D.A.	Total	Basic	D.A.	Total	
1.	Andhra Pradesh State Road Transport Corporation	105.00	82.00	187.00	80.00	58.00	138.00	
2.	State Transport, Assam	225.00	60.00	285.00	135.00	44.00	179.00	Time-keeper.
3.	Bihar State Road Transport Corporation	355.00 200.00	110.00 70.00	465.00 270.00	105.00	37.00	142.00	Foreman Sr. Foreman Jr.
4.	Gujarat State Road Transport Corporation	230.00 275.00	110.00 110.00	340.00 385.00	105.00	47.00	152.00	Jr. Foreman Sr. Foreman.
5.	Ahmedabad Municipal Transport Service	315.00	128.00	443.00	110.00	59.00	169.00	
6.	Kerala State Transport Corporation	225.00	128.00	353.00	80.00	59.00	139.00	
7.	Madras State Transport Department	225.00 150.00	137.00 114.00	362.00 264.00	90.00	91.00	181.00	General Foreman Foreman Mechanical & Foreman Electrical.
8.	Neyveli Lignite Corporation Ltd.	..	..	..	110.00	91.00	201.00	
9.	Maharashtra State Road Transport Corporation	215.00 285.00	80.00 80.00	295.00 365.00	115.00	65.00	180.00	Jr. Foreman Sr. Foreman.
10.	Bombay Electric Supply and Transport Undertaking	215.00	186.92	401.92	75.00	186.92	261.92	
11.	Mysore State Road Transport Corporation	200.00	114.00	314.00	80.00	65.00	145.00	Jr. Foreman
12.	Punjab Roadways	170.00	159.00	329.00	60.00	105.00	165.00	Chief Mechanic
13.	Calcutta State Transport Corporation	300.00 400.00	80.00 80.00	380.00 480.00	125.00 100.00	63.00 48.00	188.00 148.00	Gr. II. Gr. I. L.D. Clerk. Routine Clerk.
14.	Mandi Kulu Road Transport Corporation	200.00	159.00	359.00	..	..	..
15.	Himachal Govt. Transport	250.00	187.00	437.00	60.00	105.00	165.00	
16.	Delhi Transport Undertaking	245.00	137.00	382.00	110.00	91.00	201.00	

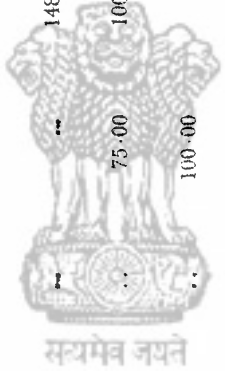
PRIVATE SECTOR

S.No.	Undertaking	Cleaner/Helper			Conductor			Driver		
		Basic	D.A.	Total	Basic	D.A.	Total	Basic	D.A.	Total
1.	M/s. M. G. Bros. Lorry Service	50.00	..	50.00	..	..	..	80.00	..	80.00
2.	Raja Express Bus Service	50.00	12.50	62.50	67.00	90.00	157.00	80.00	120.00	200.00
3.	Mohan Bus Transport	58.50	..	58.50	65.00	..	65.00	75.00	..	75.00
4.	Ram Transport	..	..	..	..	..	..	..	..	..
5.	Ansar Motor Service	75.00	..	75.00	80.00	..	80.00	110.00	..	110.00
6.	The Model Co-op. Transport Service	..	..	..	100.00	20.00	120.00	130.00	20.00	150.00
7.	Southern Roadways Pvt. Ltd., (Jan., 1968)	30.00	107.40	137.40	40.00	107.40	147.40	50.00	107.40	157.40
8.	City Transport Co. Ltd., Coimbatore	70.00	..	70.00	103.00	..	103.00	114.75	..	114.75
9.	N.R. Uthandam Transport (P) Ltd.	..	..	..	75.00	..	75.00	90.00	..	90.00
10.	U.T.S. Bus Service Pvt. Ltd.	90.00	..	90.00	75.00	..	75.00	90.00	..	90.00
11.	Murugan Transport	60.00	..	60.00	75.00	..	75.00	90.00	..	90.00
12.	Murugan Service	60.00	..	60.00	75.00	..	75.00	90.00	..	90.00
13.	Murugan Roadways	60.00	..	60.00	75.00	..	75.00	90.00	..	90.00
14.	Puddakatai Co-op. Transport Ltd.	65.00	95.00	160.00	85.00	95.00	180.00	95.00	95.00	190.00
15.	M. B. T. Co.	60.00	..	60.00	..	..	..	90.00	..	90.00

No fixed rates



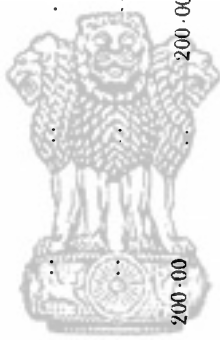
1	2	3	4	5	6	7	8	9	10	11
16.	Anamalais Ropeways Ltd.	1-25	1-23 (per day).	2-48	..	..	..	40-00	41-00	81-00
17.	V. A. T. Mudaliar Transporting Agent, Kotagiri	60-00	..	60-00	..	..	..	90-00	..	90-00
18.	Motor Kamgar Transport Cooperative Society, Buldana.	40-00	..	40-00	45-00	..	45-00	60-00	..	60-00
19.	M/s. Ghatge & Patil Transport Pvt. Ltd., Kolhapur. . . . .	..	..	..	..	..	..	..	..	..
20.	Sri Durga Parmeshwari Motor Service, Kadri, Mangalore.	50-25	35-00	85-25	50-25	35-00	85-25	68-90	35-00	103-90
21.	The Pritam Bus Service, Jullundur . . . . .	..	..	..	148-00	..	148-00	185-00	..	185-00
22.	Saunik Motors, Jodhpur	75-00	..	75-00	100-00	..	100-00	125-00	..	125-00
23.	Jaipur Golden Transport Co. Pvt. Ltd.	100-00	..	100-00	..	..	..	135-00	..	135-00
24.	Burma Sagnu Road Motor Owner Co-op. Society	60-00	..	60-00	60-00	..	60-00	105-00	..	105-00
25.	M/s. Mohidin Transport	85-00	30-00	115-00	..	..	..	114-00	40-00	154-00
26.	Federation of Bus Syndicate, Calcutta	110-00	..	110-00	5% of the total collection.	10% of the total collection.	10% of the total collection.	10% of the total collection.	10% of the total collection.	10% of the total collection.
27.	Shri Hira Lal Mal, Calcutta	140-00	..	140-00	..	..	..	270-00	..	270-00
28.	Subhas Nagar Multipurpose Society Ltd.	120-00	..	120-00	120-00	..	120-00	300-00	..	300-00
29.	Hijji Transport Society Ltd.	32-00	50-70	82-70	48-00	60-70	108-70	75-00	60-70	135-70
30.	Nadia Distt. Motor Transport Ltd.	75-00	..	75-00	120-00	..	120-00	160-00	..	160-00



S.No.	Undertaking	Asstt. Mechanic.			Mechanic			Foreman			L. D. Clerk		
		Basic	D.A.	Total	Basic	D.A.	Total	Basic	D.A.	Total	Basic	D.A.	Total
		3	4	5	6	7	8	9	10	11	12	13	14
1	2												
1.	Mrs. M.G. Bros. Lorry Service	75.00	..	75.00	120.00	..	120.00	..	..	..	..	..	..
2.	Raja Express Bus Service	..	..	..	..	..	..	..	..	..	..	..	..
3.	Mohan Bus Transport	..	..	..	..	..	..	..	..	..	..	..	..
4.	Ram Transport	..	..	..	..	..	..	..	..	..	..	..	..
5.	Ansar Motor Service	..	..	..	..	..	..	..	..	..	110.00	..	110.00
6.	The Model Co-op. Transport Service	186.00 (Fitter)	20.00	206.00	260.00 (Hd. Fitter)	20.00	280.00	..	..	..	104.00	20.00	124.00
7.	Southern Roadways Pvt. Ltd. (Jan., 1968)	35.00	107.40	142.40	50.00	107.40	157.40	200.00	107.40	307.40	52.00	107.40	159.40
8.	City Transport Co. Ltd., Coimbatore	98.00 (Asstt. Fitter)	..	98.00	118.79 (Fitter/Asstt. Mechanic)	..	118.79	172.66 (Jr. Supervisor)	..	172.66	116.25	..	116.25
9.	N. R. Uthandam Transport (P) Ltd.	..	..	..	..	..	..	..	..	..	..	..	..
10.	U. T. S. Bus Service Pvt. Ltd.	..	..	..	..	..	..	..	..	..	..	..	..
11.	Murugan Transport.	..	..	..	..	..	..	..	..	..	80.00	..	80.00
12.	Murugan Service	..	..	..	85.00 (Fitter)	..	85.00	..	..	..	80.00	..	80.00
13.	Murugan Roadways	..	..	..	125.00 (Mechanic)	..	125.00	..	..	..	80.00	..	80.00
14.	Puddukatai Co-op. Transport Ltd.	90.00 (Asstt. Mechanic)	95.00	185.00	120.00 (Mechanic)	95.00	215.00	..	..	..	90.00	95.00	185.00
15.	M. B. T. Co.	..	..	..	..	..	..	..	..	..	80.00	..	80.00



1	2	3	4	5	6	7	8	9	10	11	12	13	14
16.	Anamalais Ropeways Ltd.	30-00	39-00	69-00	55-00	46-00	101-00	125-00	59-18	184-18	40-00	43-00	83-00
17.	V. A. T. Mudaliar Transporting Agent, Kotagiri.	..	..	..	..	..	..	..	..	..	110-00	..	110-00
18.	Motor Kangal Transport Cooperative Society, Buldana.	..	..	..	150-00	..	150-00	..	..	..	70-00	..	70-00
19.	M/s. Ghatge & Patil Transport Pvt. Ltd., Kolhapur.	..	..	..	..	..	..	..	..	..	115-00	..	115-00
20.	Sri Durga Parmeshwari Motor Service, Kadri, Mangalore.	..	..	..	..	..	..	..	..	..	78-95	35-00	113-95
21.	The Pritam Bus Service, Jullundur . . .	..	..	..	..	..	..	..	..	..	..	..	..
22.	Sainik Motors, Jodhpur . . . . .	..	..	..	..	..	..	..	..	..	..	..	..
23.	Jaipur Golden Transport Co. Pvt. Ltd. .	120-00	..	120-00	200-00	200-00	200-00	..	..	..	130-00	..	130-00
24.	Burma Sagnu Road Motor Owner Co-op. Society.	..	..	..	..	..	..	..	..	..	110-00	..	110-00
25.	M/s. Mohidin Transport . . . . .	..	..	..	..	..	..	..	..	..	..	..	..
26.	Federation of Bus Syndicate, Calcutta .	..	..	..	..	..	..	..	..	..	90-00 (General Clerk).	..	90-00
27.	Shri Hira Lal Mal Calcutta . . . . .	..	..	..	..	..	..	..	..	..	100-00	..	100-00
28.	Subhas Nagar Multipurpose Society Ltd. .	..	..	..	..	..	..	..	..	..	50-00	..	50-00
29.	Hijli Transport Society Ltd.	40-00	20-00 (Asstt. Fitter).	60-00	70-00	60-70	130-70	..	..	..	..	..	..
30.	Nanda Distt. Motor Transport Ltd. . . .	..	..	..	..	..	..	..	..	..	..	..	..



सत्यमेव जयते

APPENDIX XIII

(See para 6.7)

System of payment of Daily Batta/Trip Allowance Night-out allowance etc.

Sl. No.	Undertaking	System of payment of Batta etc.														
PUBLIC SECTOR																
1.	Andhra Pradesh State Road Transport Corporation.	<p>Scales of Daily Allowance admissible to the employees.</p> <table border="1" style="width: 100%; border-collapse: collapse; margin-top: 10px;"> <thead> <tr> <th style="text-align: left;">Employees in Class IV Services.</th> <th style="text-align: right;">Rate of daily Allowance per day</th> </tr> <tr> <td></td> <th style="text-align: right;">Rs.</th> </tr> </thead> <tbody> <tr> <td>Class IV employees</td> <td style="text-align: right;">1*25</td> </tr> <tr> <td>Pay exceeding Rs. 44 upto Rs. 125</td> <td style="text-align: right;">2*00</td> </tr> <tr> <td>Pay exceeding Rs. 125 upto Rs. 200</td> <td style="text-align: right;">2*44</td> </tr> <tr> <td>Pay exceeding Rs. 200 upto Rs. 250</td> <td style="text-align: right;">3*37</td> </tr> <tr> <td>Pay exceeding Rs. 250</td> <td style="text-align: right;">4*50</td> </tr> </tbody> </table> <p>For halts at Hyderabad city daily allowance is increased by 33½% subject to a minimum of Re. 1.</p> <p>The drivers are paid a night driving allowance of Re. 1 in addition to the normal daily allowance.</p>	Employees in Class IV Services.	Rate of daily Allowance per day		Rs.	Class IV employees	1*25	Pay exceeding Rs. 44 upto Rs. 125	2*00	Pay exceeding Rs. 125 upto Rs. 200	2*44	Pay exceeding Rs. 200 upto Rs. 250	3*37	Pay exceeding Rs. 250	4*50
Employees in Class IV Services.	Rate of daily Allowance per day															
	Rs.															
Class IV employees	1*25															
Pay exceeding Rs. 44 upto Rs. 125	2*00															
Pay exceeding Rs. 125 upto Rs. 200	2*44															
Pay exceeding Rs. 200 upto Rs. 250	3*37															
Pay exceeding Rs. 250	4*50															
2.	Assam State Transport Corporation.	<p>T.A. & D.A. is paid to the employees as per F.R. and A.S.R.</p> <p>(i) Trip allowance at the rate of Rs. 0.033 p. per mile is allowed to drivers of diesel buses and Rs. 0.033 p. per mile for petrol buses for hill routes. Plain routes trip allowance allowed to the drivers of diesel buses is fixed at Rs. 0.011 per mile.</p> <p>The Trip allowance allowed to the conductors is 50% of the drivers Trip money.</p> <p>(ii) 25% extra trip allowance is granted for driving Express services.</p> <p>(iii) For driving Diesel vehicles on Gauhati-Shillong Route - Extra trip allowance is granted @ 12 p. and on plain routes 0.06 p.</p>														
3.	Bihar State Road Transport Corporation.	Night halt allowance is paid to the employees as per Bihar T.A Rules.														
4.	Ahmedabad Municipal Transport Service.	<p>A line allowance of 75 p. per day is given to workers working on line such as drivers, conductors, controllers, checkers, Asstt. Traffic Controller, Head Driver, Paricharika.</p> <p>The Traffic Inspectors, Hostess and Luxury coach Attendants get Rs. 12 p.m.</p>														
5.	Gujarat State Road Transport Corporation.	A line allowance of Re. 1.00 per day is paid to Drivers and conductors. A night allowance of Rs. 1.25 per night.														
6.	Kerala State Road Transport Corporation.	The drivers are being paid daily batta at the rate of minimum Re. 1. They are also being paid batta according to the mileage covered while on duty. They are entitled to 0.50 p. per staying outside the city for more than six hours. This applies to conductors also.														

1	2	3	4									
7	Madras Transport Department.	<table border="1"> <thead> <tr> <th data-bbox="701 349 813 380">Categories</th> <th data-bbox="966 349 1176 404">Hours of work/ Length of route</th> <th data-bbox="1228 349 1325 404">Rate of Batta</th> </tr> </thead> </table>	Categories	Hours of work/ Length of route	Rate of Batta	Rs.						
Categories	Hours of work/ Length of route	Rate of Batta										
		1. Drivers, Conductors, Checking Inspectors and Time Keepers in the city of Madras and in the services in the Kanya Kumari branch.	<table border="1"> <tbody> <tr> <td data-bbox="976 517 1213 573">1. For completing hrs. of duty.</td> <td data-bbox="1206 517 1221 541">4</td> <td data-bbox="1288 517 1340 541">1.20</td> </tr> <tr> <td data-bbox="976 585 1213 640">2. For completing hrs. of duty.</td> <td data-bbox="1206 585 1221 609">6</td> <td data-bbox="1288 585 1340 609">1.30</td> </tr> <tr> <td data-bbox="976 676 1213 732">3. For completing hrs. of duty.</td> <td data-bbox="1206 676 1221 700">8</td> <td data-bbox="1288 676 1340 700">1.35</td> </tr> </tbody> </table>	1. For completing hrs. of duty.	4	1.20	2. For completing hrs. of duty.	6	1.30	3. For completing hrs. of duty.	8	1.35
1. For completing hrs. of duty.	4	1.20										
2. For completing hrs. of duty.	6	1.30										
3. For completing hrs. of duty.	8	1.35										
		2. Drivers and Conductors in Moffusil routes upto a distance of 75 miles in both the Branches.	For completing a spell of duty. 1.35									
		3. Drivers and Conductors in long distance and Moffusil routes exceeding 75 miles in both the Branches.	<table border="1"> <tbody> <tr> <td data-bbox="976 862 1213 989">1. For distance exceeding 75 miles but not exceeding 120 miles in each spell of duty for each trip.</td> <td data-bbox="1273 862 1325 886">1.35</td> </tr> <tr> <td data-bbox="976 1006 1213 1134">2. For distance exceeding 120 miles but not exceeding 175 miles in each spell of duty.</td> <td data-bbox="1288 1006 1340 1030">1.85</td> </tr> <tr> <td data-bbox="976 1151 1213 1230">3. For distance exceeding 175 miles in each spell of duty.</td> <td data-bbox="1288 1151 1340 1175">2.35</td> </tr> </tbody> </table>	1. For distance exceeding 75 miles but not exceeding 120 miles in each spell of duty for each trip.	1.35	2. For distance exceeding 120 miles but not exceeding 175 miles in each spell of duty.	1.85	3. For distance exceeding 175 miles in each spell of duty.	2.35			
1. For distance exceeding 75 miles but not exceeding 120 miles in each spell of duty for each trip.	1.35											
2. For distance exceeding 120 miles but not exceeding 175 miles in each spell of duty.	1.85											
3. For distance exceeding 175 miles in each spell of duty.	2.35											
8	Neyveli Lignite Corporation	Commercial bus allowance is given to the staff at the rates of Rs. 0.75 per day to Drivers and Conductors (provided a distance of 113 kms is covered) and Rs. 0.75 to the checking Inspectors (provided 30 checks are carried out).										
9	Maharashtra State Road Transport Corporation.	A line allowance of Re. 1 per day is given to drivers and conductors as also a night allowance of Re. 1 per night.										
10	Mysore State Road Transport Corporation.	<p>(i) A daily batta of Rs. 1.25 is paid to drivers and conductors for actual duty on vehicles and to the Traffic Conductors and Asst. Traffic Conductors attached to the City Services.</p> <p>(ii) An additional batta of Re. 1.00 per day is paid to Drivers for actual duty on Double Decker and Trailer Buses.</p> <p>(iii) An allowance of Re. 1.00 per night halt is paid to Drivers and Conductors for halts outside their Headquarters.</p> <p>(iv) 50 p. per day of actual duty to Drivers and Conductors working in city services in Corporation Areas and 25 P. in city services other than corporation Areas.</p>										
11	Punjab Roadways	Drivers are paid Rs. 3 per night stay outside the Headquarters. Conductors Rs. 2 per night and Cleaners Rs. 1.50 per night.										
12	Calcutta State Transport Corporation	<p>A trip allowance of 75 paise per day is paid to the drivers of Single Decker buses, Rs. 1.25 to those of Double Decker buses and Rs. 1.75 to the drivers of Trailer Buses.</p> <p>The conductors are paid a commission of 6 paise per rupee above a fixed minimum.</p>										
13	Mandi-Kulu Road Transport Corporation.	The Corporation is paying incentive allowance at the rate of 4 pie per rupee to the driver and 2 pie per rupee to the conductor instead of paying daily batta and night out allowance.										
14	Himachal Govt. Transport	The workers performing journeys with official duties including night halts etc. are allowed travelling allowance as per Supplementary Rules framed by Government of India.										

1

2

3

15 Delhi Transport Undertakings . The operational crew and the Traffic Supervisory Staff detailed on Inter-State routes are paid daily allowance at the following rates.

Conductor	Rs. 1.50
Driver	Rs. 2.00
Tr. Sup. Staff	Rs. 3.00

In case no accommodation is provided for night halt at an out station the daily allowance is increased by 25%.

PRIVATE SECTOR

- | | |
|---|--|
| 1 Model Co-operative Transport Society Ltd. | A night allowance of Rs. 1.50 is paid to the driver and Re. 1 to the Conductor. Commission to drivers and conductors at the rate of 3½% of the gross collection. |
| 2 Ettumanoor Motor (P) Ltd., Ettumanoor. | Drivers are being paid Rs. 125 p.m. plus Rs. 4 to 5 per day as batta. |
| 3 Malabar District Bus Owners' Association. | A night out allowance of 50 P. is paid to the employees in addition to a batta of Rs. 1.70 per day when out. |
| 4 The District Bus Operators Association, Cuddapah. | Daily Batta at the rate of Rs. 3.50 to both the driver and the conductor. |
| 5 Lorry Owners' Association, Cuddapah . | Daily Batta at the rate of Rs. 3 to both the driver and the conductor. |
| 6 Mettu Palayam Coonoor Service (P) Ltd., Coimbatore. | The town service conductors and drivers are paid fixed batta of Rs. 3 per day. The drivers and conductors in the mofussil service are paid collection batta at the rate of 7 paise for ordinary tracts and 9 pies per rupee for hilly Tracts. On an average a driver or a conductor in mufussil service is getting Rs. 8 as batta per day. |
| 7 Industrial Labour Welfare Association Ltd., and the Undumalpet service. | A Drivers is paid a batta of Rs. 4.50 and so also the conductor. |
| 8 Kodai Kanal Motor Union Private Ltd., Madhurai. | Daily batta on an average of Rs. 2.50 per day depending upon the mileage. |
| 9 Trichy Sri Rangam Transport (P) Ltd. | The drivers and conductors are paid batta on an average of Rs. 3 per day. |
| 10 Sri Ram Popular Service Private Ltd., Tirunelveli | We are paying a batta of Rs. 3.75 per day to the drivers and conductors. |
| 11 S. V. R. Transports, Madurai | The daily batta of drivers and conductors ranges from Rs. 2.50 to Rs. 4.50. The batta is linked with the mileage they cover in a day. |
| 12 S. C. Brothers Lorry Transport Service. | The drivers are paid Rs. 12 to Rs. 20 as daily batta depending upon the length of the routes. Cleaners are paid Rs. 4 as daily batta. |
| 13 Motor Kamgar Transport Co-op. Society Ltd., Buldana. | Batta is paid to the workers at the following rates : |
| | Rs. per day |
| | Drivers 2.50 |
| | Conductors 2.00 |
| | Cleaners 2.00 |
| | Jr. Clerk 2.50 |
| | Cashier 2.50 |
| | Depot Manager 3.00 |
| 14 Mysore State Road Transport Association. | The daily batta paid by the member operators of the Association varies from Rs. 3.00 to Rs. 10.80 per day depending upon the mileage covered. |
| 15 Canara Public Conveyance Co. Ltd., Mangalore. | Batta is paid to the workers depending upon the mileage. It varies from Rs. 1.25 for a mileage of 50 to 100 to Rs. 30.10 for a mileage of 700. |

1	2	3								
16	Shri Durga Parmeshwari Motor Service, Kadu, Mangalore.	Batta is paid to the workers at the following rates : <table style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th></th> <th style="text-align: right;">Rs. per day,</th> </tr> </thead> <tbody> <tr> <td>Drivers</td> <td style="text-align: right;">1·50</td> </tr> <tr> <td>Conductors</td> <td style="text-align: right;">1·25</td> </tr> <tr> <td>Checking Inspector</td> <td style="text-align: right;">1·50</td> </tr> </tbody> </table>		Rs. per day,	Drivers	1·50	Conductors	1·25	Checking Inspector	1·50
	Rs. per day,									
Drivers	1·50									
Conductors	1·25									
Checking Inspector	1·50									
17	Pritam Bus Ltd., Jullundur	A night allowance of Rs. 1·75 is paid to the driver and Rs. 1·25 to the conductors and others.								
18	Sainik Motors, Jodhpur	A night allowance of Rs. 3, Rs. 2·50, Rs. 2·00 is paid to drivers, conductors and cleaners respectively.								
19	Subhash Nagar Multi-Purpose Sambaya Samiti Ltd.	Driver is paid Rs. 4·00 per day as Tiffin Allowance while on duty and a conductor Rs. 3·00 per day.								
20	Nadia District Bus Owners Association.	Batta is paid to the workers at the following rates : <table style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th></th> <th style="text-align: right;">Rs. per day</th> </tr> </thead> <tbody> <tr> <td>Drivers</td> <td style="text-align: right;">2·00</td> </tr> <tr> <td>Conductor</td> <td style="text-align: right;">2·00</td> </tr> <tr> <td>Cleaner</td> <td style="text-align: right;">1·50</td> </tr> </tbody> </table>		Rs. per day	Drivers	2·00	Conductor	2·00	Cleaner	1·50
	Rs. per day									
Drivers	2·00									
Conductor	2·00									
Cleaner	1·50									
21	M/s. Mohidin Transports, Vasco-da-Gama	Trip Allowance is paid to the drivers and cleaners at the following scale :—								

Trips covering	Driver	cleaner
	Rs.	Rs.
upto 200 miles	10·00	6·00
above 200 upto 250 miles	12·00	7·00
above 250 upto 300 miles	14·00	7·00
above 300 upto 375 miles	17·00	9·00
above 375 upto 450 miles	19·00	10·00
above 450 upto 600 miles	22·00	12·00

- 22 Burma Sugnu Road Motor Owners Co-op. Society Ltd., Imphal. Batta from Rs. 2·00 to Rs. 2·50 is paid to the workers.
- 23 Tripura Bus Syndicate, Agartala The drivers are paid Rs. 5·00 per day as line allowance.

APPENDIX XIV

ANNEXURE 1

(See para 7.1)

Statement showing the list of Road Transport Undertakings from which accounts are received

GROUP A

(Undertakings taken up for study)

Public Sector

1. Calcutta State Transport Corporation.
2. Delhi Transport Undertaking.
3. Gujarat State Road Transport Corporation.
4. Maharashtra State Road Transport Corporation.
5. Mysore State Road Transport Corporation.
6. The Orissa Road Transport Co. Limited.

Private Sector

1. The Amritsar Transport Co., Pvt. Ltd.
2. Associated Transport (Madras) Ltd.,
3. The Canara Public Conveyance Co. Pvt. Ltd.
4. City Transport Private Limited.
5. The General Transport Co. Pvt. Ltd.
6. The Hanuman Transport Co. Pvt. Ltd.
7. Hijli Cooperative Transport Society Ltd.
8. The Illaqua Badhra Co-operative Transport Society Ltd.
9. Jaipur Golden Transport Co. Ltd.
10. Krishna Motor Transport Co. Pvt. Ltd.
11. Madhya Pradesh Transport Co. Pvt. Ltd.
12. Medini Transport & Industries Ltd.
13. New Kashmere & Oriental Transport Pvt. Ltd.
14. The Prince Bus & Transport Co. Ltd.
15. Rohtak Delhi Transport Ltd.
16. Salem Co-operative Motor Transport for Ex-Servicemen Ltd.
17. Southern Roadways Pvt. Ltd.
18. The Tinnevely Motor Bus Service Co. Pvt. Ltd.
19. Sri Rama Villas Service Ltd.
20. Sri Veni Transport Pvt. Ltd.

GROUP B

(Undertakings could not be taken up for study)

Public Sector

1. Bihar State Road Transport Corporation.
2. The Bombay Electric Supply and Transport Undertaking.
3. Central Road Transport Corporation Ltd.
4. Kerala State Road Transport Corporation.

Private Sector

1. The Annamalies Ropeway Co. Ltd.
2. C. C. Automobiles Ltd.
3. The Central Karnatak Motor Service Ltd.

1	2	3	4
4. The Kalka Transport Service Pvt. Ltd.			
5. Kotah Transport Ltd.			
6. M. K. Mohendara Transport Pvt. Ltd.			
7. The Pritam Bus Service Ltd.			
8. Sri Karpa Kambal Transport Pvt. Ltd.			
9. U. T. S. Bus Service (Pvt.) Ltd.			

ANNEXURE 2

(See para 7.4)

Statement showing the Sources and uses of funds in Capital Formation in Road Transport Industry in Public Sector during the period from 1960-61 to 1965-66

(Rupees in Lakhs)

	Calcutta S.T.C.		Delhi Transport Undertakings	
	Amount	%	Amount	%
I. SOURCE OF FUNDS				
<i>A. Internal sources :</i>				
1. Reserves & Surplus	—199.89	—39.2	—204.28	—48.9
(a) Capital Reserves . . . . .	..	..	..	..
(b) Development Rebate Reserves	1.25	0.2	..	..
(c) Other Reserves & Surplus	—201.14	—39.4	—204.28	—48.9
2. Depreciation	246.17	48.3	31.80	7.6
3. Provisions	81.48	16.0	80.82	19.4
(a) Taxation . . . . .	..	..	..	..
(b) Others	81.48	16.0	80.82	19.4
TOTAL—Internal Sources	127.76	25.1	—91.66	—21.9
<i>B. External Sources :</i>				
1. Capital (Fresh issues)	11.50	2.2	300.37	71.9
2. Borrowings (long terms)	232.47	45.6	..	..
(a) From Government	232.47	45.6	..	..
(b) From Others . . . . .	..	..	..	..
3. Sundry Creditors etc.	138.29	27.1	209.03	50.0
TOTAL—External Sources	382.26	74.9	509.40	121.9
TOTAL FUNDS	510.02	100.00	417.74	100.0
II. USES OF FUND				
1. Fixed Assets (Gross)	255.07	50.0	247.64	59.3
2. Inventories	58.67	11.5	42.80	10.2
3. Investments	208.24	40.8	66.84	16.0
(a) In Government	208.24	40.8	66.84	16.0
(b) In Others . . . . .	..	..	..	..
4. Receivables	2.17	0.4	39.17	9.4
5. Balance of Cash & Bank	—14.13	—2.7	21.29	5.1
6. Other intangible & Non-current assets . . . . .	..	..	..	..
TOTAL USES	510.02	100.0	417.74	100.0

(Rs. in Lakhs)

	Gujarat S.R.T.C.		Maharashtra S.R.T.C.	
	Amount	%	Amount	%
I. SOURCE OF FUNDS				
A. Internal Sources :				
1. Reserves & Surplus	122.80	12.7	355.74	19.5
(a) Capital Reserves	—2.50	—0.2	140.61	7.7
(b) Development Rebate Reserves	4.16	0.4	3.13	0.2
(c) Other Reserves & Surplus	120.69	12.5	212.00	11.6
2. Depreciation	388.31	40.0	1015.73	55.5
3. Provisions	—59.24	—6.1	168.88	9.2
(a) Taxation	—69.50	—7.2	—36.36	—2.0
(b) Others	10.26	1.1	205.24	11.2
TOTAL—Internal Sources	451.87	46.6	1540.35	84.2
B. External Sources :				
1. Capital (Fresh issues)	413.89	42.6	157.23	8.6
2. Borrowings (long term)	—0.57	—0.1	—227.52	—12.4
(a) From Government	—0.57	—0.1	—0.75	—0.4
(b) From Others . . . . .	..	..	—226.77	—12.0
3. Sundry Creditors etc.	105.40	10.9	358.39	19.6
TOTAL—External Sources	518.72	53.4	288.10	15.8
TOTAL FUND	970.59	100.0	1828.45	100.0
II. USES OF FUND				
1. Fixed Assets (Gross)	808.03	83.3	1375.44	75.2
2. Inventories	55.30	5.7	142.86	7.8
3. Investments	129.52	13.3	296.40	16.2
(a) In Government	129.57	13.3	296.40	16.2
(b) In others	—0.05	..	..	..
4. Receiveables	79.39	8.2	119.44	6.6
5. Balance of Cash & Bank	—101.65	—10.5	—105.69	—5.8
6. Other intangible & Non-current assets . . . . .	..	..	..	..
TOTAL USES	970.59	100.0	1828.45	100.0

(Rupees in Lakhs)

	Mysore S.R.T.C.		Orissa Road Transports Co. Ltd.		Total India	
	Amount	%	Amount	%	Amount	%
I. SOURCES OF FUNDS						
A. Internal Sources :						
1. Reserves & Surplus	161.90	5.7	36.33	41.5	272.60	4.1
(a) Capital Reserves	5.82	0.2	—	—	144.38	2.2
(b) Development Rebate Reserves	3.44	0.1	0.10	0.1	12.08	0.2
(c) Other Reserves & Surplus	152.64	5.4	36.23	41.4	116.14	1.7

	1	2	3			
2. Depreciation	792.38	27.8	25.54	29.2	2499.93	37.5
3. Provisions	161.83	5.6	8.43	9.6	442.20	6.6
(a) Taxation . . . . .	..	..	3.20	3.7	—102.66	—1.6
(b) Others	161.83	5.6	5.23	5.9	544.86	8.2
TOTAL—Internal Sources.	1116.11	39.1	70.30	80.3	3214.73	48.2
B External Sources :						
1. Capital (Fresh issues)	1260.88	44.2	..	..	2143.87	32.1
2. Borrowings (long term)	1.51	0.0	9.76	11.2	15.65	0.2
(a) From Government	1.51	0.0	9.76	11.2	242.42	3.6
(b) From Others . . . . .	..	..	..	..	—226.77	—3.4
3. Sundry Creditors etc.	476.81	16.7	7.44	8.5	1295.36	19.5
TOTAL—External Sources	1739.20	60.9	17.20	19.7	3454.88	51.8
TOTAL FUNDS	2855.31	100.0	87.50	100.0	6669.61	100.0
II USES OF FUNDS						
1. Fixed Assets (Gross)	1500.11	52.6	63.43	72.5	4249.72	63.7
2. Inventories	212.40	7.4	10.54	12.0	522.57	7.8
3. Investments	593.91	20.8	6.79	7.8	1301.70	19.5
(a) In Government	593.91	20.8	5.29	6.0	1294.25	19.4
(b) In Others . . . . .	..	..	1.50	1.8	7.45	0.1
4. Receivables	405.08	14.2	8.75	10.0	654.00	9.8
5. Balance of Cash & Bank	132.41	4.6	—2.01	—2.3	—69.78	—1.0
6. Other intangible & Non-current assets	11.40	0.4	..	..	11.40	0.2
TOTAL USES	2855.31	100.0	87.50	100.0	6669.61	100.0

ANNEXURE 3

(See para 7.4)

Sources and Uses of Funds in Formation of Capital in group of 20 Private Undertakings during Period from 1960-61 to 1964-65

(Rs. in lakhs)

	Amount	%
	1	2
I. SOURCES OF FUNDS		
A. Internal Sources :		
1. Reserves & Surpluses	14.57	7.3
(a) Capital Reserves	23.86	11.9
(b) Development Rebate Reserves	—15.75	—7.8
(c) Other Reserves & Surplus	6.46	3.2
2. Depreciation	111.97	56.0
3. Provision	17.09	8.5
(a) Taxation	—8.11	—4.1
(b) Others	25.20	12.6
TOTAL—Internal Sources	143.63	71.8

	1	2
B. External Sources :		
1. Capital (Fresh issue)	2.13	1.1
2. Borrowings (long terms)	40.59	20.3
(a) From Government	28.90	14.4
(b) From Others	11.69	5.9
3. Sundry Creditors etc.	13.68	6.8
TOTAL—External Sources	56.40	28.2
TOTAL FUNDS	200.03	100.0

II. USES OF FUNDS

1. Fixed Assets (Gross)	88.01	44.0
2. Inventories	5.67	2.8
3. Investments	57.21	28.6
(a) In Government Securities	3.42	1.7
(b) In Non-Govt. Securities	53.79	26.9
4. Receivables	39.97	20.0
5. Balance of Cash and Bank	9.15	4.6
6. Other Intangible, Non-current assets	0.02	..
TOTAL USES	200.03	100.00

ANNEXURE 4

(See Para 7.5)

Statement showing net worth—Road Transport Industry

(Rs. in Lakhs)

	1960-61	1961-62	1962-63	1963-64	1964-65	1965-66
	1	2	3	4	5	6
PUBLIC SECTOR						
1. Calcutta State Transport Corpn.—						
Capital.	596.96	601.96	604.46	608.46	608.46	608.46
Net Reserves & Surplus	26.01	43.27	24.62	—35.68	—105.43	—173.88
TOTAL	622.97	645.23	629.08	572.78	503.03	434.58
2. Delhi Transport Undertaking—						
Capital.	405.86	466.04	506.32	530.14	616.71	706.23
Net Reserves & Surplus	69.44	66.97	68.23	34.22	—47.24	—134.84
TOTAL	475.30	533.01	574.55	564.36	569.47	571.39
3. Gujarat State Road Transport Corpn.—						
Capital.	852.54	844.08	883.53	925.29	1032.63	1266.43
Net Reserves & Surplus	210.97	226.64	238.39	265.02	269.24	333.77
TOTAL	1063.51	1070.72	1121.92	1190.31	1301.87	1600.20
4. Maharashtra State Road Transport Corpn.—						
Capital.	966.20	1099.21	1099.12	1122.50	1123.43	1123.43
Net Reserves & Surplus	433.27	492.63	528.01	597.24	721.71	789.01
TOTAL	1399.47	1591.84	1627.13	1719.74	1845.14	1912.44

	1	2	3	4	5	6
5. Mysore State Road Transport Corpn.—						
Capital	Not	1111.55	1151.55	1180.88	1221.08	1260.88
Net Reserves & Surplus	Started	58.15	102.76	104.00	134.34	150.50
TOTAL		1169.70	1254.31	1284.88	1355.42	1411.38
6. Orissa Road Transport Co. Ltd.—						
Capital	29.99	29.99	30.00	30.00	30.00	30.00
Net Reserves & Surplus	30.04	41.25	49.36	48.71	56.14	66.36
TOTAL	60.03	71.24	79.36	78.71	86.14	96.36
TOTAL—India (Net worth)						
Capital	2851.56	4152.83	4274.98	4397.27	4632.31	4995.43
Net Reserves & Surplus	769.72	928.91	1011.37	1013.51	1028.76	1030.92
TOTAL	3621.28	5081.74	5286.35	5410.78	5661.07	6026.35

PRIVATE SECTOR

(20 Companies)

Share Capital	86.05	86.06	87.28	87.86	88.18	Not
Net Reserves & Surplus	127.09	120.80	130.96	136.30	141.66	Available
TOTAL	213.14	206.86	218.24	224.16	229.84	

Net Reserves & Surplus Total reserves and Surplus reduced by losses and fictitious assets.

ANNEXURE 5

(See para 7)

Statement showing the profit and loss position in respect of Road Transport Industry in Public Sector for the Years 1960-61 to 1965-66

(Rs. in lakhs)

	Calcutta S.T.C.	Delhi T.U.	Gujarat S.R.T.C.	Maharashtra S.R.T.C.	Mysore R.S.T.C.	The Orissa T.R. Co. Ltd.	Total India
1. Gross Profit/Loss (—)							
1960-61	31.25	69.66	38.58	246.52	N.C.	26.62	412.63
1961-62	60.19	39.87	30.93	258.81	47.74	27.18	464.72
1962-63	20.04	49.36	68.14	270.39	104.89	28.74	541.56
1963-64	-25.80	22.44	59.24	303.63	137.20	30.03	526.74
1964-65	-30.56	10.83	101.08	382.58	140.28	36.44	640.65
1965-66	-65.51	-3.03	91.02	344.92	152.90	39.71	560.01
2. Net Profit after tax							
1960-61	30.11	69.66	23.35	105.82	N.C.	14.83	243.77
1961-62	57.26	39.87	29.06	90.51	45.82	14.79	277.31
1962-63	15.24	49.36	60.04	124.59	104.19	12.86	266.28
1963-64	-31.39	22.44	56.90	137.28	85.10	10.56	280.89
1964-65	-36.68	10.83	82.82	189.50	95.88	14.31	356.66
1965-66	-75.31	-3.03	78.75	130.52	93.99	14.66	239.58
3. Retained profit/Loss (---) after dividend or interest on loan capital							
1960-61	2.94	55.94	-7.96	68.36	N.C.	11.23	130.51
1961-62	24.43	25.07	-8.92	37.40	8.99	11.19	98.16
1962-63	-15.26	32.55	17.34	69.64	37.67	9.86	151.80
1963-64	-61.61	4.65	12.14	79.11	16.24	7.56	58.09
1964-65	-61.02	-9.80	34.22	137.98	25.00	11.31	137.69
1965-66	-99.65	-27.94	-3.85	51.09	20.92	11.66	-47.77

ANNEXURE 6

(See para 7.7)

PART I

Statement showing profit position of 20 Road Transport Undertakings in the Private Sector for the years 1960-61 to 64/65

(Rs. in lakhs)

Name of Undertakings	Gross Profit/Loss (-)				
	1960-61	1961-62	1962-63	1963-64	1964-65
<i>Madras</i>					
1. The Associated Transport (Madras) Pvt. Ltd.	2.14	0.72	-2.07	-1.72	1.17
2. City Transport Pvt. Ltd.	0.62	0.29	-0.77	-1.00	-0.75
3. Krishna Motors Pvt. Ltd.	0.19	-0.11	-0.13	-0.10	0.31
4. The Salem Co-op. Society for Ex-servicemen Ltd.	2.39	0.91	0.76	1.50	2.15
5. The Tinnevely Motor Bus Service Co. Ltd.	1.92	1.89	2.20	1.70	2.90
6. Sri Veni Transport Pvt. Ltd.	-0.01	-0.03	-0.17	-0.18	0.06
7. Sri Rama Villas Service Ltd.	13.80	16.32	16.31	9.50	7.87
8. Southern Roadways Pvt. Ltd.	30.70	34.28	38.27	46.30	47.94
TOTAL—Madras (8 companies)	51.75	54.27	54.40	56.00	61.65
<i>Mysore</i>					
9. The Canara Public Conveyance Co. Ltd. (Medium)	3.32	2.18	5.40	4.64	5.30
10. The Hanuman Transport Co. Pvt. Ltd. (Small)	2.18	2.87	2.33	2.08	2.65
TOTAL—Mysore (2 companies)	5.50	5.05	7.73	6.72	7.95
<i>Punjab</i>					
11. The Amritsar Transport Co. Pvt. Ltd.	0.33	0.49	0.49	1.07	-0.02
12. The Illaqua Bhadra Co-op. Transport Co. Pvt. Ltd.	-0.08	0.09	-0.05	-0.34	0.21
13. The Prince Bus & Transport Co. Ltd.	0.42	0.58	0.27	0.37	0.47
14. Rohtak Delhi Transport Ltd.	1.54	0.63	0.66	0.78	1.52
TOTAL—Punjab (4 companies)	2.21	1.79	1.37	1.88	2.18
<i>Delhi</i>					
15. Jaipur Golden Transport Co. Ltd.	1.13	1.44	2.13	2.01	1.48
<i>Uttar Pradesh</i>					
16. The General Transport Co. Pvt. Ltd.	0.37	0.04	0.25	0.13	0.36
17. New Kashmir & Oriental Transport Pvt. Ltd.	0.42	0.75	1.24	1.05	1.57
TOTAL—Uttar Pradesh (2 companies)	0.79	0.79	1.49	1.18	1.93
<i>West Bengal</i>					
18. Hijli Co-operative Transport Society Ltd..	0.72	0.98	0.45	0.38	-0.21
19. Medini Transport & Industries Ltd.	-0.05	..	..	-0.05	-0.11
TOTAL—West Bengal (2 Companies)	0.67	0.98	0.45	0.33	-0.32
<i>Madhya Pradesh</i>					
20. Madhya Pradesh Transport Co. Pvt. Ltd. (1 company)	0.37	-0.29	0.01	-0.58	1.56
TOTAL—ALL INDIA (20 companies)	62.42	64.03	67.63	67.54	76.43

PART II
Profit after tax

Name of Undertakings	1960-61	1961-62	1962-63	1963-64	1964-65
<i>Madras</i>					
1. The Associated Transport (Madras) Pvt. Ltd.	0.55	-0.80	-3.75	-3.43	-0.27
2. City Transport Pvt. Ltd.	0.18	0.11	-0.81	-1.08	-0.88
3. Krishna Motors Pvt. Ltd.	0.05	-0.31	-0.55	-0.45	-0.19
4. The Salem Co-op. Society for Ex-servicemen Ltd.	1.98	0.09	0.17	0.95	0.49
5. The Tinnevely Motors Bus Service Co. Ltd.	0.63	0.55	0.70	0.20	0.48
6. Sri Veni Transport Pvt. Ltd.	-0.01	-0.05	-0.35	-0.28	-0.05
7. Sri Ramvillas Service Ltd.	6.60	6.97	5.21	2.30	1.26
8. Southern Roadways Pvt. Ltd.	14.91	13.28	11.61	11.92	16.35
TOTAL— <i>Madras</i> (8 companies)	24.89	19.84	12.23	10.13	17.19
<i>Mysore</i>					
9. The Canara Public Conveyance Co. Ltd.	1.52	1.14	2.22	2.62	2.43
10. The Hanuman Transport Co. Pvt. Ltd.	1.16	1.31	0.96	1.27	1.06
TOTAL— <i>Mysore</i> (2 companies)	2.68	2.45	3.18	3.89	3.49
<i>Punjab</i>					
11. The Amritsar Transport Co. Pvt. , Ltd.	0.33	0.09	..	0.76	-0.02
12. The Illaqua Bhadra Co-op. Tran. Co. Pvt. Ltd.	-0.08	0.09	-0.29	-0.44	0.16
13. The Prince Bus & Transport Co. Ltd.	0.17	0.40	0.07	-0.03	0.08
14. Rohtak Delhi Transport Ltd.	0.62	0.19	0.17	0.21	0.38
TOTAL— <i>Punjab</i> (4 companies)	1.04	0.77	-0.05	0.50	0.60
<i>Delhi</i>					
15. Jaipur Golden Transport Co. Ltd.	0.32	0.45	-0.46	0.20	0.15
<i>Uttar Pradesh</i>					
16. The General Transport Co. Pvt. Ltd.	0.07	0.04	..	-0.08	0.14
17. New Kashmir & Oriental Transport Pvt. Ltd.	-0.16	0.13	0.20	0.05	0.08
TOTAL— <i>Uttar Pradesh</i> (2 companies)	-0.09	0.17	0.20	-0.03	0.22
<i>West Bengal</i>					
18. Hijli Co-operative Tran. Society Ltd.	0.42	0.58	0.25	0.20	-0.21
19. Medini Transport & Industries Ltd.	-0.05	-0.02	..	-0.05	-0.11
TOTAL— <i>West Bengal</i> (2 companies)	0.37	0.56	0.25	0.15	-0.32
<i>Madhya Pradesh</i>					
20. Madhya Pradesh Transport Co. Pvt. Ltd. (1 Company)	0.14	-0.61	-0.34	-1.09	1.08
TOTAL—ALL INDIA (20 companies)	29.35	23.63	15.01	13.75	22.41

PART III

Retained Profit/Loss after dividend

Name of the Undertakings	1950-61	1951-62	1952-63	1963-64	1964-65
<i>Madras</i>					
1. The Associated Transport (Madras) Pvt. Ltd.	0.15	-0.80	-8.75	-3.43	-0.27
2. City Transport Private Ltd.	0.18	0.11	0.81	-1.08	-0.88
3. Krishna Motors Private Ltd.	0.05	-0.31	0.55	-0.45	-0.19
4. The Salem Co-op. Society for Ex-servicemen Ltd.	1.96	0.08	0.14	0.92	0.49
5. The Timmevelly Motor Bus Service Co. Ltd.	..	0.02	0.17	0.04	0.00
6. Sri Veni Transport Pvt. Ltd.	-0.01	-0.05	-0.35	-0.28	-0.05
7. Sri Ramvillas Service Ltd.	0.85	1.32	1.81	-0.80	-0.69
8. Southern Roadways Pvt. Ltd.	8.87	4.65	0.91	3.98	7.72
TOTAL—Madras (8 companies)	12.05	4.97	-2.43	-1.18	6.13
<i>Mysore</i>					
9. The Canara Public Conveyance Co. Ltd.	-0.06	0.07	0.71	0.67	0.49
10. The Hanunan Transport Co. Pvt. Ltd.	0.09	0.12	-0.23	0.08	-0.13
TOTAL—Mysore (2 companies)	0.03	0.19	0.48	0.75	0.36
<i>Punjab</i>					
11. The Amritsar Transport Co. Pvt. Ltd.	0.33	0.09	..	0.58	-0.02
12. The Illaqua Bhadra Co-op. Transport Co. Pvt. Ltd.	0.08	0.09	-0.29	-0.44	0.16
13. The Prince Bus Transport Co. Pvt. Ltd.	0.17	0.24	0.07	-0.03	0.08
14. Rohtak Delhi Transport Ltd.	0.22	0.04	0.02	0.01	0.03
TOTAL—Punjab (4 companies)	0.64	0.46	-0.20	0.12	0.25
<i>Delli</i>					
15. Jaipur Golden Transport Co. Ltd. (1 company)	-0.02	0.45	0.05	-0.21	-0.06
<i>Uttar Pradesh</i>					
16. The General Transport Co. Pvt. Ltd.	0.07	-0.05	..	0.08	-0.05
17. New Kashmir & Oriental Transport Pvt. Ltd.	-0.16	0.13	0.20	0.05	0.08
TOTAL—Uttar Pradesh (2 companies)	-0.9	0.08	0.20	-0.03	0.13
<i>West Bengal</i>					
18. Hijli Co-operative Transport Society Ltd.	0.42	0.45	0.12	0.08	-0.21
19. Medini Transport & Industries Ltd.	-0.05	-0.02	..	-0.05	-0.11
TOTAL—West Bengal (2 companies)	0.37	0.43	0.12	0.03	-0.32
<i>Madhya Pradesh</i>					
20. Madhya Pradesh Transport Co. Pvt. Ltd.	0.14	-0.61	-0.34	-1.09	1.08
TOTAL—INDIA (20 companies)	13.12	5.97	-2.12	-1.61	7.57

ANNEXURE 7

(See para 7.11)

Statement showing main profitability ratios of Road Transport Industry in Public Sector

	Gross Profit as a percent of turnover					
	1960-61	1961-62	1962-63	1963-64	1964-65	1965-66
1. Calcutta State Transport Corporation (Passenger Service)	9.1	12.9	4.0	-5.2	-5.9	-11.5
2. Delhi Transport Undertaking (Passenger Service)	23.9	12.4	12.8	5.2	2.4	-0.6
3. Gujarat State Road Transport Corporation (Passenger Service)	6.0	4.0	7.2	5.3	7.7	5.8
4. Maharashtra State Road Transport Corporation (Passenger & Goods Service)	24.3	18.2	16.1	15.1	16.5	12.6
5. Mysore State Road Transport Corporation (Passenger Service)	N.C.	10.4	12.1	14.1	13.4	12.3
6. Orissa Road Transport Co. Ltd. (Passenger & Goods Service)	38.3	33.3	31.0	28.0	31.7	29.8
7. TOTAL—INDIA	17.5	13.2	12.1	10.3	11.1	8.3

	Gross Profit as a percent of Total Capital Employed					
	1960-61	1961-62	1962-63	1963-64	1964-65	1965-66
1. Calcutta State Transport Corporation (Passenger Service)	3.8	6.4	2.1	-2.7	-2.8	-6.1
2. Delhi Transport Undertaking (Passenger Service)	12.1	5.9	6.6	2.8	1.3	-0.3
3. Gujarat State Road Transport Corporation (Passenger Service)	2.8	2.2	4.6	3.6	5.9	4.7
4. Maharashtra State Road Transport Corporation (Passenger & Goods Service)	11.9	10.5	10.4	11.3	13.9	12.0
5. Mysore State Road Transport Corporation (Passenger Service)	N.C.	3.3	6.3	7.4	7.5	7.4
6. Orissa Road Transport Co. Ltd. (Passenger & Goods Service)	35.5	31.8	31.3	28.6	31.1	29.0
7. TOTAL—INDIA	8.4	6.7	7.2	6.6	7.6	6.2

	Net Profit as a percent of Net worth					
	1960-61	1961-62	1962-63	1963-64	1964-65	1965-66
1. Calcutta State Transport Corporation (Passenger Service)	4.8	8.9	2.4	-5.5	-7.3	-17.3
2. Delhi Transport Undertaking (Passenger Service)	14.7	7.5	8.6	4.0	1.9	-0.5
3. Gujarat State Road Transport Corporation (Passenger Service)	2.2	2.7	5.4	4.8	6.4	4.9
4. Maharashtra State Road Transport Corporation (Passenger & Goods Service)	7.6	5.7	7.7	8.0	10.3	6.8
5. Mysore State Road Transport Corporation (Passenger Service)	N.C.	3.9	8.3	6.6	7.1	6.7
6. Orissa Road Transport Co. Ltd. (Passenger & Goods Service)	24.7	20.8	16.2	13.4	16.6	15.2
7. TOTAL—INDIA	6.7	5.5	6.9	5.2	6.3	4.0

ANNEXURE 8

(See para 7.11)

Statement showing the main Profitability ratios of Road Transport Industry in Private Sector

Name of Undertakings	Gross Profit as a percent of turnover				
	1960-61	1961-62	1962-63	1963-64	1964-65
<i>Madras</i>					
1. The Associated Transport (Masdras) P. Ltd.	7.1	2.2	-7.0	-5.9	6.7
2. City Transport Private Ltd.	7.6	3.3	-9.7	-12.7	-10.5
3. Krishna Motors Private Ltd.	6.4	-3.5	-3.0	-2.1	5.6
4. The Salem Co-op. Society for Ex-servicemen Ltd.	14.5	6.9	5.3	9.6	12.7
5. The Tinnevely Motor Bus Service Co. Ltd.	7.9	7.1	7.0	5.2	9.2
6. Sri Veni Transport Pvt. Ltd.	N.T.	-6.3	20.2	-11.1	3.2
7. Sri Rama Villas Service Ltd.	10.1	15.3	14.2	7.7	6.2
8. Southern Roadways Pvt. Ltd.	20.5	9.9	9.8	11.0	10.5
TOTAL—Madras (8 companies)	10.9	10.1	9.2	8.8	10.0
<i>Mysore</i>					
9. The Canara Public Conveyance Co. Ltd.	8.1	5.2	12.2	8.8	9.1
10. The Hanuman Transport Co. Pvt. Ltd.	12.9	15.5	12.3	9.4	10.4
TOTAL—Mysore (2 companies)	9.5	9.5	12.2	9.0	9.5
<i>Punjab</i>					
11. The Amritsar Transport Co. Pvt. Ltd.	5.8	7.9	7.0	1.39	-0.3
12. The Illaqua Bhadra Co-op. Trans. Co. Pvt. Ltd.	22.2	16.4	-3.7	-26.6	15.7
13. The Prince Bus & Transport Co. Ltd.	7.3	8.8	3.8	4.8	5.3
14. Rohtak Delhi Transport Ltd.	12.7	8.1	7.6	8.6	14.8
TOTAL—Punjab (4 companies)	9.2	8.5	5.7	7.3	7.7
<i>Delhi</i>					
15. Jaipur Golden Transport Co. Ltd.	7.1	6.3	5.0	4.9	3.3
<i>U.P.</i>					
16. The General Transport Co. Pvt. Ltd.	19.5	2.2	12.6	6.2	15.1
17. New Kashmir & Oriental Transport Pvt. Ltd.	3.8	9.0	11.7	7.7	8.8
TOTAL—U.P. (2 companies)	6.0	7.8	11.9	7.5	9.5
<i>West Bengal</i>					
18. Hijli Co-op. Trans. Society Ltd.	5.5	7.1	3.1	2.7	-1.4
19. Medeni Transport & Industries Ltd.	-5.6	0.0	0.0	-5.2	-10.5
TOTAL—West Bengal (2 companies)	4.8	6.6	2.9	2.2	-2.0
<i>Madhya Pradesh</i>					
20. Madhya Pradesh Transport Co. Pvt. Ltd. (1 company)	3.3	-2.2	0.1	-3.9	9.1
TOTAL—ALL INDIA (20 companies)	10.2	9.4	8.8	8.2	8.8

Name of Undertakings	Gross Profit as a percentage of Total Capital Employed				
	1960-61	1961-62	1962-63	1963-64	1964-65
<i>Madras</i>					
1. The Associated Transport (Madras) P. Ltd.	8.3	4.0	-10.1	-10.7	8.0
2. City Transport Pvt. Ltd.	7.6	5.4	-19.6	-40.0	-25.5
3. Krishna Motors Pvt. Ltd.	7.2	-5.0	-6.3	-5.9	16.3
4. The Salem Co-op. Society for Ex-Servicemen Ltd.	29.2	8.5	7.5	12.2	14.7
5. The Tinnevely Motor Bus Service Co. Ltd.	19.8	17.4	18.7	15.7	25.3
6. Sri Veni Transport Pvt. Ltd.	-16.6	-10.7	-14.4	-20.5	9.1
7. Sri Rama Villas Service Ltd.	25.3	27.0	27.0	14.4	12.0
8. Southern Roadways Pvt. Ltd.	14.8	15.0	16.4	18.8	18.2
TOTAL—Madras (8 companies)	16.4	16.2	12.9	15.7	16.7
<i>Mysore</i>					
9. The Ganara Public Conveyance Co. Ltd.	5.5	8.2	21.4	17.6	19.1
10. The Hanuman Transport Co. Pvt. Ltd.	10.2	23.6	20.6	15.5	19.8
TOTAL—Mysore (2 companies)	6.9	13.1	21.2	16.9	19.3
<i>Punjab</i>					
11. The Amritsar Transport Co. Pvt. Ltd.	5.0	5.4	2.9	4.1	-0.1
12. The Illaqua Bhadra Co-op. Transport Co. Pvt. Ltd.	-8.7	10.6	-2.9	-23.7	-15.2
13. The Prince Bus & Transport Co. Ltd.	12.7	13.4	5.8	6.9	7.2
14. Rohtak Delhi Transport Ltd.	16.4	7.7	8.3	9.4	13.8
TOTAL—Punjab (4 companies)	10.9	8.0	4.4	4.6	6.6
<i>Delhi</i>					
15. Jaipur Golden Transport Co. Ltd.	10.9	10.9	15.0	13.2	9.0
<i>U.P.</i>					
16. The General Transport Co. Pvt. Ltd.	31.6	2.4	13.0	6.8	11.7
17. New Kashmir & Oriental Transport Pvt. Ltd.	5.5	9.2	12.8	9.6	11.2
TOTAL—U.P. (2 companies)	9.0	8.1	12.8	9.2	11.3
<i>West Bengal</i>					
18. Hijli Co-op. Transport Society Ltd.	9.5	12.9	5.5	4.4	-1.8
19. Medeni Transport & Industries Ltd.	-10.2	..	..	-14.7	-16.4
TOTAL—West Bengal (2 companies)	8.3	12.2	5.3	3.7	-2.6
<i>Madhya Pradesh</i>					
20. Madhya Pradesh Transport Co. Pvt. Ltd. (1 company)	5.6	-4.3	0.1	6.2	1.9
TOTAL—ALL INDIA (20 companies)	15.3	14.8	14.8	14.0	15.4

Name of Undertakings	Profit after tax as a percent of net worth				
	1960-61	1961-62	1962-63	1963-64	1964-65
<i>Madras</i>					
1. The Associated Transport (Madras) Pvt. Ltd.	10.7	-18.5	-10.0	-268.0	-27.0
2. City Transport Pvt. Ltd.	6.0	5.6	-60.4	-40.0	-144.3
3. Krishna Motors Pvt. Ltd.	20.0	-516.6	-72.4	-35.2	-12.9
4. The Salem Co-op. Society for Ex-servicemen Ltd.	45.5	1.6	2.9	10.5	11.3
5. The Tinnevely Motor Bus Service Co. Ltd.	9.6	7.9	9.8	2.8	6.3
6. Sri Veni Transport Pvt. Ltd.	-16.7	..	-10.0	-44.4	-10.0
7. Sri Rama Villas Service Ltd.	27.0	22.9	18.2	7.8	4.2
8. Southern Roadways Pvt. Ltd.	11.8	11.2	9.3	9.2	11.1
TOTAL— <i>Madras</i> (8 companies)	14.0	12.8	7.2	5.8	9.6
<i>Mysore</i>					
9. The Canara Public Conveyance Co. Ltd.	11.1	8.2	12.9	15.1	13.3
10. The Hanuman Transport Co. Pvt. Ltd.	18.6	20.6	15.6	16.3	13.9
TOTAL— <i>Mysore</i> (2 companies)	13.5	12.1	13.6	15.3	13.5
<i>Punjab</i>					
11. The Amritsar Transport Co. Pvt. Ltd.	10.9	2.9	..	20.5	-0.5
12. The Illaqua Bhadra Co-op. Transport Co. P. Ltd.	-12.9	12.7	-6.6	..	94.1
13. The Prince Bus & Transport Co. Ltd.	14.8	28.8	5.6	-2.8	7.5
14. Rohtak Delhi Transport Ltd.	9.9	3.0	2.7	3.3	5.9
TOTAL— <i>Punjab</i> (4 companies)	9.4	6.7	-0.5	4.5	5.3
<i>Delhi</i>					
15. Jaipur Golden Transport Co. Ltd. (1 company)	8.1	12.0	-11.9	5.1	4.2
<i>U.P.</i>					
16. The General Transport Co. Pvt. Ltd.	11.3	7.0	..	-8.0	13.3
17. New Kashmir & Oriental Transport Pvt. Ltd.	-160.0	144.4	25.0	6.0	9.2
TOTAL— <i>U.P.</i> (2 companies)	-17.3	25.8	13.7	-1.6	11.5
<i>West Bengal</i>					
18. Hijli Co-op. Transport Society Ltd.	8.0	10.5	4.3	3.4	-3.2
19. Medeni Transport & Industries Ltd.	-55.5	-13.3	..	-20.0	-44.0
TOTAL— <i>West Bengal</i> (2 companies)	7.2	10.4	4.4	2.7	-5.0
<i>Madhya Pradesh</i>					
20. Madhya Pradesh Transport Co. Pvt. Ltd. (1 company)	6.6	-40.1	-19.3	-162.7	65.1
TOTAL—ALL-INDIA (20 companies)	13.8	11.4	6.9	6.1	9.8

ANNEXURE 9

(See para 7.14.)

Statement showing other important profitability ratios of Road Transport Industry in Public Sector

	Total Dividend/Interest on Loan Capital as a percentage of paid up share capital/loan capital					
	1960-61	1961-62	1962-63	1963-64	1964-65	1965-66
1. Calcutta State Transport Corporation	4.6	5.5	5.0	5.0	4.0	4.0
2. Delhi Transport Undertaking	3.4	3.2	3.3	3.4	3.3	3.5
3. Gujarat State Road Transport Corporation	3.7	4.5	4.8	4.8	4.7	6.5
4. Maharashtra State Road Transport Corporation	3.9	4.8	5.0	5.2	4.6	7.1
5. Mysore State Road Transport Corporation	N.C.	3.3	5.8	5.8	5.8	5.8
6. Orissa Road Transport Co., Ltd.	12.0	12.0	10.0	10.0	10.0	10.0
7. TOTAL INDIA	4.0	4.3	5.0	5.1	4.7	5.8



	Total Dividend/Interest on Loan Capital as a percentage of net worth					
	1960-61	1961-62	1962-63	1963-64	1964-65	1965-66
1. Calcutta State Transport Corporation	4.4	5.1	4.8	5.3	4.8	5.6
2. Delhi Transport Undertaking	2.9	2.8	2.9	3.2	3.6	4.4
3. Gujarat State Road Transport Corporation	2.9	3.5	3.8	3.8	3.7	5.2
4. Maharashtra State Road Transport Corporation	2.7	3.3	3.4	3.4	2.3	4.2
5. Mysore State Road Transport Corporation	N.C.	3.1	5.3	5.3	5.2	5.2
6. Orissa Road Transport Co., Ltd.	6.0	5.1	3.8	3.8	3.5	3.1
7. TOTAL INDIA	3.1	3.5	4.1	4.1	3.9	4.8

N.C.—Not commenced.

ANNEXURE 10

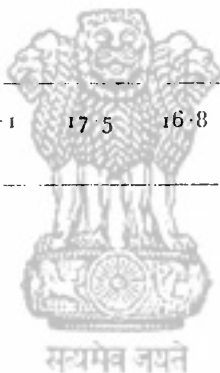
(See para 7.12)

Statement showing other important profitability Ratios of Road Transport Industry in Private Sector

Name of Undertakings	Total Dividend as a % of total paid up Capital					Total Dividend as a % of Net worth				
	60-61	61-62	62-63	63-64	64-65	60-61	61-62	62-63	63-64	64-65
<i>Madras</i>										
1. The Associated Transport (Madras) P. Ltd.	10.0	N.D.	N.D.	N.D.	N.D.	7.8	N.D.	N.D.	N.D.	N.D.
2. City Transport Pvt. Ltd.	N.D.	N.D.	N.D.	N.D.	N.D.	N.D.	N.D.	N.D.	N.D.	N.D.
3. Krishna Motors Pvt. Ltd.	N.D.	N.D.	N.D.	N.D.	N.D.	N.D.	N.D.	N.D.	N.D.	N.D.
4. The Salem Co-op. Society for Ex-Service-Men Ltd.	5.0	12.8	5.4	4.2	N.D.	0.5	1.1	0.5	0.3	N.D.
5. The Tinnevely Motor Bus Service Co. Ltd.	13.0	11.0	11.0	5.0	9.9	9.9	7.6	7.4	3.3	6.2
6. Sri Veni Transport Pvt. Ltd.	N.D.	N.D.	N.D.	N.D.	N.D.	N.D.	N.D.	N.D.	N.D.	N.D.
7. Sri Rama Vilas Service Ltd.	57.5	56.5	34.0	31.0	19.5	23.5	21.7	11.9	10.5	6.6
8. Southern Roadways Pvt. Ltd.	17.5	25.0	31.0	23.0	25.0	4.8	7.3	8.5	6.1	6.2
TOTAL—Madras (8 companies).	22.8	26.3	25.9	19.9	19.4	7.5	9.1	8.6	6.4	6.2
<i>Mysore</i>										
9. The Canara Public Conveyance Co. Ltd.	13.4	9.1	12.9	15.6	16.4	11.6	7.7	8.7	11.0	10.6
10. The Hanuman Transport Co. Pvt. Ltd.	35.9	39.9	39.9	39.9	39.9	17.2	18.7	19.3	15.3	15.6
TOTAL—Mysore (2 companies).	18.0	15.3	18.3	21.3	21.2	13.3	11.1	11.6	12.3	12.1
<i>Punjab</i>										
11. The Amritsar Transport Co. Pvt. Ltd.	N.D.	N.D.	N.D.	9.9	N.D.	N.D.	N.D.	N.D.	4.9	N.D.
12. The Jlaqua Bhadra Co-op. Transport Co. P. Ltd.	N.D.	N.D.	N.D.	N.D.	N.D.	N.D.	N.D.	N.D.	N.D.	N.D.
13. The Prince Bus Transport Co. Ltd.	N.D.	16.3	N.D.	N.D.	N.D.	N.D.	11.5	N.D.	N.D.	N.D.
14. Rohtak Delhi Transport Ltd.	21.9	6.0	6.0	8.0	14.0	4.4	2.4	2.4	3.2	5.4
TOTAL—Punjab (4 companies).	6.5	5.0	2.4	6.1	5.7	3.6	2.7	1.4	3.4	3.1
<i>Delhi</i>										
15. Jaipur Golden Transport Co. Ltd.	9.9	N.D.	11.9	11.9	6.1	8.7	N.D.	10.6	10.5	5.4

1	2	3	4	5	6	7	8	9	10	11	12
<i>U. P.</i>											
16.	The General Transport Co. Pvt. Ltd.	N.D.	15.5	N.D.	N.D.	9.0	N.D.	15.8	N.D.	N.D.	8.5
17.	New Kashmir & Oriental Transport Pvt. Ltd.	N.D.	N.D.	N.D.	N.D.	N.D.	N.D.	N.D.	N.D.	N.D.	N.D.
TOTAL— <i>U. P.</i> (2 companies).		N.D.	8.6	N.D.	N.D.	4.6	N.D.	13.6	N.D.	N.D.	4.7
<i>West Bengal</i>											
18.	Hijli Co-operative Transport Society Ltd.	N.D.	9.6	9.2	8.5	N.D.	N.D.	2.4	2.2	2.0	N.D.
19.	Medini Transport & Industries Ltd.	N.D.	N.D.	N.D.	N.D.	N.D.	N.D.	N.D.	N.D.	N.D.	N.D.
TOTAL— <i>West Bengal</i> (2 companies).		N.D.	7.6	7.4	6.8	N.D.	N.D.	2.4	2.3	2.1	N.D.
<i>Madhya Pradesh</i>											
20.	Madhya Pradesh Transport Co. Pvt. Ltd. (1 company).	N.D.	N.D.	N.D.	N.D.	N.D.	N.D.	N.D.	N.D.	N.D.	N.D.
TOTAL— <i>All India</i> (20 Companies).		13.9	20.5	19.1	17.5	16.8	7.6	8.5	7.8	6.9	6.5

N.D. = No Dividend.



APPENDIX XV

(See paragraph 8.18)

Classification of workers

- Category I—Unskilled 1. Cleaner; 2. Helper; 3. Loadman; 4. Porter; 5. Flagman; 6. Pump Attendant; 7. Attendant/Attender; 8. Warner; 9. Mazdoor; 10. Warner attendant; 11. Hammerman; 12. Mate; 13. Packer, 14. Sweeper ; 15. Watchman/Chowkidar/ Gatekeeper/Sepoy Armed Guard; 16. Peon; 17. Khalasi; 18. Tapali; 19. Naik; 20. Lift-man; 21. Guest Room Attendant; 22. Sanitary Worker; 23. Water Carrier; 24. Cycle orderly; 25. Chaser; 26. Jamadar orderly; 27. Orderly; 28. Farash ; 29. Boy; 30. Roneo Duplicator/Duplicating operator; 31. Sorter; 32. Record Supplier; 33; Daftry; 34. Adrena Operator; 35. Nursing Orderly; 36. Any other employees doing work of similar nature.
- Category II—Semi-skilled 1. Conductor; 2. Booking delivery and other clerks in goods transport; 3. Load Reporter; 4. Time-keeper (working at places other than workshops depots and offices); 5. Assistant Fitter 6. Assistant Electrician; 7. Assistant Carpenter; 8. Assistant Blacksmith; 9. Assistant Welder; 10. Assistant Turner; 11. Assistant Tyre-man; 12. Assistant Greaser; 13 Assistant Batteryman; 14. Assistant Painter; 15. Assistant Liner; 16. Assistant Artisan; 17. Artison B; 18. Assistant Binder; 19. Assistant Compositor; 20. Stitching man; 21. Cutting man; 22. Jr. Clerk; 23. Typist; 24. Telephone Operator; 25. Compounder/ Dresser; 26. Storeman; 27. Store Assistant A. & B; 28. Tracer; 29. Assistant Draughtsman; 30. Assistant Warden; 31. Telephone Assistant; 32. Assistant Cashier; 33. Steno typist; 34. Assistant Store Keeper; 35. Gardener; 36. Watch & Ward Inspector; 37. Record Assistant 38. Salesman; 39. Shroff; 40. Security Havildar; 41. Assistant Fire Warden; 42. Record Keeper-cum-Librarian; 43. Inquiry Clerk; 44. Estimator; 45. Work Assistant; 46. Blue Printer; 47. School Master (Untrained Matric); 48. Any other employees doing work of similar nature.
- Category III—Skilled A. 1. Checking Supervisor; 2. Planning Inspector; 3. Parking/Traffic Controller; 4. Checking Inspector; 5. Timekeeper in workshops, offices and depots; 6. Senior Clerk; 7. Stenographer; 8. Store-keeper; 9. Art Executive; 10. Advertisement Asstt.; 11. Purchase Assistant; 12. Store Verifier; 13. Draughtsman; 14. Statistical Clerk; 15. Receptionist; 16. Binder; 17. Fire Warden.; 18. Any other employees doing work of similar nature.
- Category III—Skilled B. 1. Driver; 2. Technical Inspector; 3. Chief Road Patrol; 4. Route Inspector; 5. Tyre Examiner; 6. Crane operator; 7. Dirving Inspector; 8. Assistant Traffic Inspector (in public sector) 9. Fitter ; 10. Electrician; 11. Carpenter; 12. Blacksmith; 13. Welder; 14. Turner; 15. Tyreman; 16. Greaser; 17. Batteryman; 18. Painter; 19. Tinsmith; 20. Assistant Mechanic; 21. Plumber; 22. Tinker; 23. Liner; 24. Boilerman; 25. Bunch fitter; 26. Machinist; 27. Pump tender ; 28. Vulcaniser; 29. Artisan ; 30. Artisan A; 31. Assistant Electric Supervisor; 32. Overseer; 33. Nurse; 34. Compitist; 35. Cashier ; 36. Junior Assistant; 37. Asstt. Storekeeper Working in Divisional and Central Store ; 38. Divisional Security Inspector ; 39. Senior Security Inspector ; 40. Junior Accountant; 41 Head Masters of Primary Schools ; 42. Teachers of Primary Schools (Trained Matric); 43. Any other employees doing work of similar nature.
- Category IV—Highly Skilled 1. Floor Supervisors; 2. Traffic Supervisor; 3. Traffic Inspector (public sector); 4. Mechanic/Head Mechanic; 5. Sr. Vulcaniser; 6. Head Painter; 7. Head Spray Painter; 8. Chief Mechanic; 9. Electric Supervisor; 10. Leading Hand; 11. Head Artisan; 12. Head Clerk; 13. Statistical Supdt.; 14. Legal Asstt.; 15. Conf. Secy. to Chairman; 16. Chief Store Keeper; 17. Audit Asstt.; 18. Head Draughtsman; 19. Teachers in Higher Sec. Schools (M.A.B.T.); 20. Trained Graduate Teachers in High Schools and Higher Sec. Schools ; 21. (a) Head Masters of Middle Schools; (b) Trained Graduate Teachers in Middle Schools; 22. Language Teachers, etc. who are not trained Graduates; 23. Any other employees doing work of similar nature.

Category V—Jr. Supervisory 1. Zone Inspector; 2. Supdt. of Training; 3. Assistant Traffic Supdt.; 4. Public Complaint Officer; 5. Dy. Supdt. of Operation; 6. Asstt. Foreman; 7. Divisional Works Supervisor; 8. Asstt. Works Supdt.; 9. Asstt. Supdt. of Printing ; 10. Superintendent (Selection grade); 11. Store Supervisor; 12. Purchase Supervisor; 13. Technical Supervisor; 14. Spl. Officer Discipline; 15. Discipline Officer; 16. Inspection & Claim Officer; 17. Medical Officer; 18. Jr. Accounts Officer; 19. Advertisement Officer; 20. Accident Officer; 21. Auditor; 22. Head Master of High Schools; 23. Any other employees doing work of similar nature.

Category VI—Senior Supervisory 1. Depot Manager; 2. Supdt. of operation; 3. Traffic Supdt.; 4. Foreman; 5. Divisional Work Supdt.; 6. Printing Press Supdt; 7. Accountants; 8. Div. Accountant; 9. Inspector of Accounts; 10. Internal Auditor ; 11. Office Supdt.; 12. Supdt. Legal Asstt.; W.S.; 13. Supervisor Est/Stat/Labour; 14. Statistical Officer; 15. Administrative and Personnel Officer; 16. Technical Officer; 17. Asstt. Manager; 18. Principals of Higher Secondary Schools; 19. Any other employees doing work of similar nature.



APPENDIX XVI

(See paragraph 9.2)

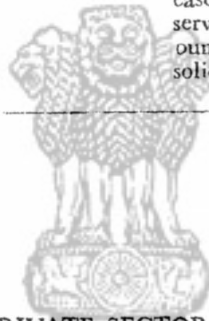
Salient Features of the Existing Gratuity Schemes

Sl. No.	Establishment	Minimum qualifying Service	Rate of Gratuity	Remarks
1	2	3	4	5
PUBLIC SECTOR				
1	Andhra Pradesh State Road Transport Corporation.	15 years	Half month's pay for each completed year of service, subject to a maximum of 15 month's pay of Rs. 25,715.00 whichever is less.	The minimum qualifying service will not affect in case of retirement or resignation due to permanent physical disability and mental incapacity.
2	Gujarat State Road Transport Corporation.	5 years (except in case of death, disability and retirement).	½ month's basic wage for every whole year of service subject to a maximum of 15 month's salary.	Minimum qualifying service is relaxable in case of death, disability or retirement.
3	Almedabad Municipal Transport Service.	..	15 days' wages (basic & D.A.) for every completed year of service subject to a maximum of 15 months' wages.	
<i>For pensionable employees</i>				
4	Kerala State Road Transport Corporation.	5 years.	Half a month's emoluments for each year of qualifying service subject to a maximum of 15 months' emoluments.	Death gratuity is also given at different rates to permanent and temporary employees.
<i>For non-pensionable employees</i>				
			One month's average salary for each completed year of service subject to a maximum of eighteen months salary (basic plus D.A.)	
			The maximum amount of gratuity is Rs. 22,500.	
5	Madras State Transport Department.	5 years	Half a months' pay for each completed year of service subject to a maximum of 15 months' pay.	Gratuity is paid in deserving cases even if the service is less than 5 years.
6	Maharashtra State Road Transport Corporation.	..	Half month's salary for every year of service subject to a maximum of 12 months salary.	Gratuity admissible to Class III & Class IV employees.
7	Bombay Electric Supply and Transport Undertaking.	3 years.	One month's basic salary for every completed year of service subject to a maximum of 15 months' basic salary.	..
8	Mysore State Road Transport Corporation.	10 years	15 days wages for every completed year of service subject to a maximum of Rs. 10,000.	In case of death and accident the gratuity is payable on completion of 5 years of service.



सत्यमेव जयते

1	2	3	4	5
9	Calcutta State Road Transport Corporation.	10 years.	Half a month's substantive pay for each completed year of service, subject to a maximum of 15 months' pay.	In case of death or of invalidity the gratuity is paid after 5 years of continuous service.
10	Mandi-Kulu State Road Transport Corporation.	5 years in case of termination and 20 years in case of resignation.	15 days' consolidated wages for each year of service in case of death, mental or physical incapacity or resignation and 8 days' consolidated wages for each year of service in case of termination of service. Maximum amount is 7½ months' consolidated wages.	
11	Delhi Transport Undertaking.	10 years excluding probationary period.	15 days' basic pay subject to a maximum of 15 months' pay.	
12	Punjab Roadways	5 years in case of termination of service and 20 years in case of resignation.	15 days' consolidated wages for each year of service in case of death, mental or physical incapacity or resignation, and 8 days consolidated wages for each year of service in case of a termination of service. Maximum amount is 7½ months' consolidated wages.	



PRIVATE SECTOR

सत्यमेव जयते

1	2	3	4	5
1	Madras Bangalore Transport.	5 years in case of resignation or dismissal.	7 days wages for every year of service without any ceiling.	In case of death or permanent disability one year minimum service is required to qualify for gratuity.
2	Murugan Transport	..	Half a month's salary for every year of service.	..
3	Murugan Service	..	Ditto.	..
4	Murugan Roadways	..	Ditto.	..
5	Anamalais Roadways Co. Ltd., Attakatti.	Nil.	Half a month's basic pay for each year of service without any ceiling.	Workers are eligible for gratuity after confirmation.
6	City Transport Service, Coimbatore.	Permanent service 5 years' in case of resignation or termination.	Rates are variable according to the length of service, maximum rate is ½ month's consolidated wages for each completed year of service upto a maximum of 7½ months' wages.	..
7	Model Cooperative Transport Society, Gurgaon.	..	Half a month's emoluments for each year of service.	..

RESOLUTION

Dated, New Delhi, the 2nd Feb. 1970.

No. WB-14(6)/69.—By their Resolution No. WB-14(1)/64, dated the 28th May, 1966, the Government of India set up a Central Wage Board for Road Transport Industry, with the following composition and terms of reference :

(A) Composition :

CHAIRMAN

Shri P. P. R. Sawhny

INDEPENDENT MEMBERS

1. Shri R. P. N. Sinha
2. Prof. D. V. Ramana

MEMBERS REPRESENTING EMPLOYERS

1. Shri D. B. Kamble
2. Shri P. N. Nagaswamy

MEMBERS REPRESENTING WORKERS

1. Shri V. V. Nene
2. Shri K. M. Sundaram

Subsequently, Dr. B. M. Bhatia, Shri Shashi Ranjan, M.P. and Shri V. S. Tambe were appointed as members of the Wage Board in place of Prof. D. V. Ramana, Shri R. P. N. Sinha and Shri D. B. Kamble, respectively.

Shri Teja Singh Sahni was appointed as Member-Secretary of the Wage Board vide Government Resolution No. WB-14(1)/64, dated the 7th September, 1966. He was subsequently replaced by Shri Vidya Prakash, with effect from the 24th July, 1968.

The above changes in the composition of the Wage Board were notified in the Gazette of India as and when they occurred.

(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 of the Committee on Fair Wages.
- (c) to evolve a gratuity scheme for the industry. (Added later *vide* Government of India's Resolution No. WB-15(5)/66, dated the 7th September, 1966.)

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 road transport 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.

2. The coverage of the Wage Board was originally restricted to establishments employing 20 or more workers. It was, however, decided by a subsequent Resolution issued on the 27th January, 1967, to extend the coverage to establishments employing 5 or more workers.

3. The Wage Board made recommendations on the question of interim wage increase and these were accepted by the Government of India by their Resolution No. WB-14(2)/67, dated the 16th January, 1968.

4. The Board's final report was submitted to Government on the 19th November, 1969. A summary of conclusions and recommendations of the Board is appended.

5. Government have decided to accept the Wage Board's recommendations in so far as they concern matters within its terms of reference *i.e.* the employees and undertakings to be covered, wage structure, gratuity etc. The Board has also made observations/recommendations on certain other matters in paras 3.8, 3.14, 3.17, 3.21, 3.27 and 7.13 of its report. It has been decided to bring these to the notice of the concerned Government Departments for such action as may be deemed appropriate.

6. Government have taken note of the Board's view that as its recommendations are unanimous, they may be enforced statutorily. Government propose to consider this matter after watching the progress of implementation of the Board's recommendations on a voluntary basis as in the case of other non-statutory Wage Boards.

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

Sd/- HANS RAJ CHHABRA

Under 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/- HANS RAJ CHHABRA

Under Secretary to the Government of India

APPENDIX

Summary of conclusions and recommendations made in the Report of the Central Wage Board for Road Transport Industry

1. All undertakings engaged in the business of public transport of goods or/and passengers irrespective of the fact whether they own any vehicle or not, and which employ five persons or more, but excluding taxi and auto-rickshaw trade, fall within the term "Road Transport Industry" for the purposes of this Board. Employees of such establishments as maintain transport for their own use exclusively and not for public transport, are however not covered.
2. The term "employee" covers workers drawing upto Rs. 500 p.m. as per definition given under Section 2(s) of the Industrial Disputes Act, 1947.
3. Casual and contract labour are covered by the recommendations of this Board. Where a system of retainers is prevalent, as in Andhra Pradesh, the retainers should be paid his emoluments as agreed to, or be treated as casual labour, whichever was more beneficial to him in any month.
4. It was represented to the Board that there existed widely the practice of registering vehicles *benami*, the operator keeping in his own name only one vehicle with a view to avoiding payment of taxes and compliance with labour laws. Further, that in some of the privately-owned transport companies, the directors or the share-holders operated the vehicles individually without crediting the proceeds to the accounts of the company. The Board recommends that Government should take suitable measures for eradicating these unhealthy practices.
5. The Board suggests that one way of meeting these unhealthy practices would be to give route permits to only viable units. The Board considers that a minimum limit of 10 vehicles for a viable unit would be reasonable under the present conditions. The Board further recommends that Government might consider the desirability of encouraging small operators and workers to organise themselves into cooperatives so that the Industry is organised into viable units. Where this is not possible or private operator is found incapable of providing regular and efficient transport service. Government might take over the route itself and nationalise it.
6. The Board is of the view that considering the potential possibilities of the expansion of the Road Transport Industry, the Government should prepare a scheme for financing the future expansion of this Industry and also for its efficient running.
7. Owing to various factors there has been a steady rise in recent years in the cost of operation of both the goods and passenger vehicles.
8. Possible economies can, however, be visualised which could increase the profitability position of the industry. It may be hoped that there would be no further increase in taxation and that, as far as possible, uniformity would be achieved and multiplicity avoided in taxation. Increased efficiency in the operation of public enterprises in the Road Transport Industry including elimination of over-staffing and reduction in managerial establishment charges could go towards lowering the cost of operation. Similarly more efficient utilisation of the fleet and reduction and repair costs could depress the cost of operation. If State Governments gave loans to the public sector at lower rates of interest and if in the private sector finance was made available from institutional sources at reasonable rates, the financial position could improve. Plugging of the leakages in revenue in all quarters could also be useful in augmenting the revenues of the industry.
9. Considering the past development and the present conditions, one can look with optimism at the future development of the industry.
10. Till the enactment of the Motor Transport Workers' Act, 1961, there was no legislation to regulate or protect the interests of the workmen in the Industry. Even at present the position does not appear to have shown marked improvement.
11. The Board is of the opinion that State Governments should see that all the provisions of the Motor Transport Workers Act are enforced in their respective States.
12. The conditions of labour were found definitely better in the State Road Transport Corporations and, to a lesser extent, in the Government-owned transport. In big passenger units such as Southern Roadways the conditions of workers could be said to be as good as in the State Road Transport Corporations but such units were few and far between.
13. It is in the interest of the Industry and workers that suitable steps are taken to gradually nationalise the goods and passenger transport or to create conditions whereby the private sector gets itself organised into viable units.
14. The financial position of operators in the cities was worse than that of the average of all India. The balance sheets of the State Road Transport Corporations which carry a majority of the passenger traffic did not show a very satisfactory position; they having had to incur huge amount of capital expenditure on account of political or public pressure. In the private sector sizeable units did not appear to be in a very bad state financially, but finance was becoming shy. Regulation of the financing system on a statutory basis should be introduced besides extending to this sector facilities for obtaining credit from commercial banks, Industrial Development Bank of India, etc.
15. It is not possible for the Wage Board to make an assessment of the impact of their recommendations on the operating costs of the industry. However, on a rough indication and on certain assumption, the cost of operation is expected to go up by an average of 2.9% in respect of those public sector undertakings which would be called upon to incur additional expenditure as a result of the recommendations.
16. The Board did not consider it expedient to examine the various estimates of the need-based wage.
17. The Board came to the conclusion that it would be difficult to fix a wage structure on a regional basis. The Board decided that for purposes of wage fixation the industry should be divided into three classes according to size of the fleet; [*i.e.* (i) 5 or less than 5 vehicles, (ii) 6 to 25 vehicles and (iii) more than 25 vehicles]. The Board further decided that there should be no differentiation

between the goods transport and passenger transport sections of the industry or between the public and the private sectors so far as the wage structure is concerned. The Board also decided that establishments working merely as booking agents, should be treated as coming under class 2 of operators.

18. The Board considered the different jobs existing in the industry and categorised them in to six categories.

19. The Board's recommendations on pay scales, dearness allowance, house rent allowance of these categories and the fitment procedure are made in para 8.13 to 8.20 of its Report (Annexure I).

20. The recommendations of the Wage Board would be operative for a period of four years commencing from 1st April, 1969 but the recommendations so far as they relate to dearness allowance will be operative for a period of five years with effect from that date.

21. If an employer is paying more than the recommended wages to his workers, the same shall not be reduced.

22. It will be open to the workmen to raise a dispute or demand a revision in their wage structure during the aforesaid period where the recommendations of the Wage Board have not been fully implemented in a unit.

23. The Board recommends that since the recommendations of the Board are unanimous, they may be made statutorily binding.

24. If an employee in an undertaking was getting any allowance, benefit, concession or fringe benefits of any kind whatsoever other than basic wage, dearness allowance and house rent allowance, the allowance, benefit, concession or fringe benefits will not be curtailed in any manner on the ground that his basic wages, dearness allowance or house rent allowance has been increased as a result of the recommendations of the Wage Board, provided, however, that the daily *batta* and night-out allowance would be decided on the basis of bi-partite agreement by the parties in each unit.

25. Incentive schemes and efficiency schemes may be introduced in the public sector where they do not exist at present on the basis of bi-partite agreement at the unit level; in the case of private sector the question of introduction and implementation of incentive schemes should be left to the parties.

26. The Board recommends compulsory introduction in the industry of gratuity scheme as in Annexure III. Where there are already gratuity schemes in force the workers should be given the option whether to continue under the old scheme or to opt for the new one.

ANNEXURE I

(Reference Para 19 of the Summary)

Recommended Wage Structure

(Extracts of Paras 8.13 to 8.20 of the Board's report)

8.13. The Board after taking all the relevant facts into consideration has come to the conclusion that the following pay-scales be recommended for the six

categories into which the workers in the Road Transport Industry have been classified as in Annexure II.

Category of employees	Pay Scale	Dearness Allowance	House Rent Allowance for all workers	Additional House Rent Allowance to be paid in cities declared* as A, B1 and B2†
1	2	3	4	5
	Rs.	Rs.	Rs.	Rs.
<i>Class of employers—I (Employers owning 5 or less than 5 vehicles)</i>				
I.	55—2—65—3—80—4—100	65	5	5
II.	65—3—80—4—100—5—125	65	5	5
III. (A)	80—4—100—5—125—6—155	65	5	5
III. (B)	85—4—105—5—130—6—160	65	5	5
IV.	100—5—125—6—155—7—190	70	5	5
V.	125—6—155—7—190—EB—10—240	70	5	5
VI.	140—7—175—8—215—EB—12—275	70	5	5
<i>Class of employers—II (Employers owning more than 5 but less than 26 vehicles)</i>				
I.	55—2—65—3—80—4—100	70	5	5
II.	65—3—80—4—100—5—125	70	5	5
III. (A)	80—4—100—5—125—6—155	70	5	5
III. (B)	85—4—105—5—130—6—160	70	5	5
IV.	100—5—125—6—155—7—190	75	5	5
V.	125—6—155—7—190—EB—10—240	75	5	5
VI.	140—7—175—8—215—EB—12—275	75	5	5

I	2	3	4	5
	Rs.	Rs.	Rs.	Rs.
<i>Class of employers—III (Employers owning 26 or more vehicles)</i>				
I.	55—2—65—3—80—4—100	75	5	5
II.	65—3—80—4—100—5—125	75	5	5
III. (A)	80—4—100—5—125—6—155	75	5	5
III. (B)	85—4—105—5—130—6—160	75	5	5
IV.	100—5—125—6—155—7—190	80	5	5
V.	125—6—155—7—190—EB—10—240	80	5	5
VI.	140—7—175—8—215—EB—12—275	80	5	5

*By the Ministry of Finance, Govt. of India for Central Govt. employees.

†Class A : Bombay, Calcutta, Delhi and Madras.

Class B1 : Ahmedabad, Bangalore, Hyderabad, Kanpur and Poona.

Class B2 : Agra, Aliahabad, Banaras (Varanasi), Jaipur, Lucknow, Madurai and Nagpur.

In implementing these pay scales, it is recommended that the existing total emoluments of the workmen be made the basis. In cases where total emoluments are lower than those recommended by this Board, the above pay scales shall be made applicable and suitable adjustments will be made in the Dearness Allowance and/or House Rent Allowance provided that in making such adjustments the rate of House Rent Allowance will not be less than the rates recommended by the Board. In making such adjustments, care should be taken that no workman is affected adversely by the revision of the pay scale so far as his total emoluments are concerned. In cases where existing emoluments are higher than those recommended by the Board but the pay scales are lower, the workmen will have the option of continuing in the existing pay scale and rates of Dearness Allowance and House Rent Allowance or for the one proposed by this Board. If by placing a workman in the new pay scale recommended by the Board, the total pay packet works out higher than the one proposed by the Board for that category of workers the employer shall be free to make adjustments in the rates of Dearness Allowance and House Rent Allowance and bring their rates in line with those recommended by the Board. The adjustments would not debar a worker who has opted for the Wage Scale recommended by the Wage Board from getting any monetary benefits in future as a result of any future award or settlement.

Fitment

8.14. In regard to fitment of workers into the new pay scales recommended by the Wage Board, the Board recommends that the existing incumbents be given one increment for every five years of service to fit an employee into the new scales. This recommendation will not apply to those employees who are already getting more emoluments than those recommended by the Wage Board and the fitment will be done only in those cases where the existing total emoluments (Basic+Dearness Allowance+House Rent Allowance)* are less than those recommended by the Wage Board.

While fixing the workers in the Wage Scales prescribed by the Wage Board, a worker will be fixed at the corresponding stage in the scales recom-

*Daily batta and night-out allowance that are to be paid to the workers would not be included in the wage structure fixed by the Board; and the amount of daily batta and night out allowance would be fixed on the basis of bi-partite agreement by the parties in each unit.

mended by the Board or the next higher stage in it, as the case may be. A few concrete cases may be cited to illustrate the point :

- (1) Supposing a worker in the lowest category is at present getting a basic pay of Rs. 60 and Dearness Allowance of Rs. 40 making a total pay packet of Rs. 100; suppose further that he has put in 10 years of service already with his present employer who belongs to the third class of employers; under the present recommendations of the Board, this worker will get two increments (*i.e.* one increment for every five years of service) taking him to Rs. 64. Since Rs. 64 is not a stage in the pay scale recommended by the Board, he will be fixed at the next higher point *i.e.* Rs. 65. His rate of Dearness Allowance will also simultaneously rise to Rs. 75 as per the recommendations of the Board, so that he will be entitled to pay packet of Rs. 140.
- (2) Supposing in the case of a worker who is employed under a third class of employer and who lives in a big city (A, B. or B.) the pay scale is Rs. 30 1-40-2-50 and D.A. is Rs. 110 making the total pay packet for a new entrant Rs. 140. Under the recommendations of the Board this worker who obviously had no previous service and is a fresh recruit (since he is at the starting point of the existing pay scale) will be entitled to a basic salary of Rs. 55 and the Dearness Allowance of Rs. 75 and House Rent Allowance of Rs. 10 so that the total pay packet still remains Rs. 140 though the pay scale will be higher and Dearness Allowance will be adjusted downward proportionately.

The worker will be entitled to opt for his existing wage pattern or that recommended by the Wage Board.

8.15. The above emoluments would take effect from the 1st April, 1969 when the All-India Average Consumer Price Index of Working Class published by the Labour Bureau, Simla for April, 1969 stood at 171 with 1960=100.

8.16. The Dearness Allowance mentioned in the table above would be linked to the aforesaid index number and for every rise or fall per point an adjustment of 75 paise would be made in it. The

revision will be effective prospectively from 1st April every year on the basis of the average of the indices for the earlier 12 months from January to December. The Dearness Allowance as fixed by the Board will not be reduced even if the index figure goes below 171. The first adjustment would thus be effective from 1st April, 1970 based on the average of the Consumer Price Index Number from January 1969 to December, 1969.

8.17. The arrears that may become payable as a result of the implementation of the recommendations of the Wage Board with effect from 1st April, 1969 would be paid in two equal instalments, the first as soon as the recommendations are accepted and the second within a period of one year from the date of the payment of the first instalment. The House Rent Allowance will not however be subject to this phasing and would be payable as soon as the recommendations are accepted.

8.18. In order to arrive at the difference between the wages to which a worker is entitled under the recommendations of the Wage Board and his existing wages, the existing wages would be inclusive of interim relief recommended by the Board earlier wherever such relief is paid.

8.19. In the case of an employee leaving service on or after 1st April 1969 on account of resignation, retirement, dismissal or for any other cause, he would be entitled to receive at the time of such resignation, etc. full payment of arrears which he is entitled to for the period he has served after 1st April 1969.

8.20. In the case of casual or daily rated workers the minimum emoluments recommended by the Board for unskilled workers (*viz.* Rs. 125, Rs. 130 and Rs. 135 as the case may be) should be divided by 26 to arrive at the daily rate of wages.

ANNEXURE II

Classification of Workers

Category I—Unskilled

1. Cleaner
2. Helper
3. Loadman
4. Porter
5. Flagman
6. Pump Attendant
7. Attendant/Attender
8. Warner
9. Mazdoor
10. Warner attendant
11. Hammerman
12. Mate
13. Packer
14. Sweeper
15. Watchman/ Chowkidar/Gate-keeper/Sepoy/
Armed Guard
16. Peon
17. Khalasi
18. Tapali
19. Naik
20. Liftman
21. Guest Room Attendant
22. Sanitary Worker
23. Water Carrier
24. Cycle orderly

25. Chaser
26. Jamadar orderly
27. Orderly
28. Farash
29. Boy
30. Ronco Duplicator/Duplicating operator
31. Sorter
32. Record Supplier
33. Daftary
34. Adrema Operator
35. Nursing Orderly
36. Any other employees doing work of similar nature.

Category II—Semi-Skilled

1. Conductor
2. Booking Delivery and other clerks in goods transport
3. Load Reporter
4. Time-keeper (working at places other than workshops depots and offices)
5. Assistant Fitter
6. Assistant Electrician
7. Assistant Carpenter
8. Assistant Blacksmith
9. Assistant Welder
10. Assistant Turner
11. Assistant Tyre-man
12. Assistant Greaser
13. Assistant Battery-man
14. Assistant Painter
15. Assistant Liner
16. Assistant Artisan
17. Artisan B
18. Assistant Binder
19. Assistant Compositor
20. Stitching man
21. Cutting man
22. Jr. Clerk
23. Typist
24. Telephone Operator
25. Compounder/Dresser
26. Store man
27. Store Assistant A & B
28. Tracer
29. Assistant Draughtsman
30. Assistant Warden
31. Telephone Assistant
32. Assistant Cashier
33. Steno-typist
34. Assistant Store-keeper
35. Gardener
36. Watch and Ward Inspector
37. Record Assistant
38. Selfman
39. Shroff
40. Security Havildar
41. Assistant Fire Warden
42. Record keeper-cum-Librarian
43. Inquiry Clerk
44. Estimator

45. Work Assistant
46. Blue printer
47. School Master (Untrained Matric)
48. Any other employees doing work of similar nature.

Category III—Skilled A.

1. Checking Supervisor
2. Planning Inspector
3. Parking/Traffic Controller
4. Checking Inspector
5. Timekeeper in workshops, offices and depots
6. Senior Clerk
7. Stenographer
8. Storekeeper
9. Advertisement Assistant
10. Art Executive
11. Purchase Assistant
12. Store Verifier
13. Draughtsman
14. Statistical Clerk
15. Receptionist
16. Binder
17. Fire Warden
18. Any other employees doing work of similar nature.

Category III—Skilled B

1. Driver
2. Technical Inspector
3. Chief Road Patrol
4. Route Inspector
5. Tyre examiner
6. Crane Operator
7. Driving Inspector
8. Assistant Traffic Inspector (In public sector)
9. Fitter
10. Electrician
11. Carpenter
12. Blacksmith
13. Welder
14. Turner
15. Tyreman
16. Greaser
17. Batteryman
18. Painter
19. Tinsmith
20. Assistant Mechanic
21. Plumber
22. Tinker
23. Liner
24. Boilerman
25. Bunch Fitter
26. Machinist
27. Pump tender
28. Vulcaniser
29. Artisan
30. Artisan A
31. Assistant Electric Supervisor
32. Overseer
33. Nurse
34. Comptist

35. Cashier
36. Junior Assistant
37. Assistant Storekeeper Working in Divisional and Central Store
38. Divisional Security Inspector
39. Senior Security Inspector
40. Junior Accountant
41. Head Masters of Primary Schools
42. Teachers of Primary Schools (Trained Matric)
43. Any other employees doing work of similar nature.

Category IV—Highly Skilled

1. Floor Supervisors
2. Traffic Supervisor
3. Traffic Inspector (public sector)
4. Mechanic/Head Mechanic
5. Sr. Vulcaniser
6. Head Painter
7. Head Spray Painter
8. Chief Mechanic
9. Electric Supervisor
10. Leading Hand
11. Head Artisan
12. Head Clerk
13. Statistical Supdt.
14. Legal Assistant
15. Conf. Secy. to Chairman
16. Chief Store Keeper
17. Audit Assistant
18. Head Draughtsman
19. Teachers in Higher Secondary Schools (M.A., B.T.)
20. Trained Graduate Teachers in High Schools and Higher Secondary Schools
21. (a) Head Masters of Middle Schools
(b) Trained Graduate Teachers in Middle Schools
22. Language Teachers, etc. who are not trained Graduates
23. Any other employees doing work of similar nature.

Category V—Jr. Supervisory

1. Zone Inspector
2. Supdt. of Training
3. Assistant Traffic Supdt.
4. Public Complaint officer
5. Dy. Supdt. of Operation
6. Asstt. Foreman
7. Divisional Works Supervisor
8. Asstt. Works Supdt.
9. Asstt. Supdt. of Printing
10. Supdt. (Selection Grade)
11. Store Supervisor
12. Purchase Supervisor
13. Technical Supervisor
14. Spl. Officer Discipline
15. Discipline Officer
16. Inspection and Claim Officer
17. Medical Officer
18. Jr. Accounts Officer
19. Advertisement Officer

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|---|---|
| 20. Accident Officer | 8. Div. Accountant |
| 21. Auditor | 9. Inspector of Accounts |
| 22. Head Master of High Schools | 10. Internal Auditor |
| 23. Any other employees doing work of similar nature. | 11. Office Supdt. |
| Category VI—Senior Supervisory | 12. Supdt. Legal Assistant W.S. |
| 1. Depot Manager | 13. Supervisor Est/Stat/Labour |
| 2. Supdt. of Operation | 14. Statistical Officer |
| 3. Traffic Supdt. | 15. Administrative and Personnel Officer |
| 4. Foreman | 16. Technical Officer |
| 5. Divisional Work Supdt. | 17. Asstt. Manager |
| 6. Printing Press Supdt. | 18. Principals of Higher Secondary Schools |
| 7. Accountants | 19. Any other employees doing work of similar nature. |

ANNEXURE III

(Reference Para 26 of the Summary)

*Scheme of Gratuity**Coverage :*

1. The Gratuity Scheme will cover all regular and permanent employees in an establishment.

- (1) In the case of superannuation or termination of service or discharge or dismissal by the employer for any reason other than one covered by para 5 below 5 years of service.
- (2) Resignation or early retirement 15 years of service.

Entitlement :

2. The minimum qualifying period of service would be as follows :—

Quantum :

3. The quantum of gratuity will be equal to one month's basic wage for each completed year of service with a ceiling of 15 month's basic wages.

However, in the case of death and permanent disability, the quantum of gratuity would be as follows :—

- (a) Before completing 5 years of service 2 months' basic wages for each completed year of service.
- (b) After completing 5 years but before completion of 10 years of service 10 months' basic wages.
- (c) After completing 10 years of service As normally admissible.

4. The term basic wages means the last-drawn rate of basic wage *i.e.* excluding dearness allowance, house rent allowance and other allowances to which the employee is entitled, preceding death, disability, retirement, discharge, resignation, termination of service, etc.

5. In the case of dismissal for misconduct such as theft, fraud, pilferage and violence, no gratuity would be payable; however, in cases of dismissal for misconduct involving financial loss to the employer, gratuity would be payable to the extent it exceeds the loss.