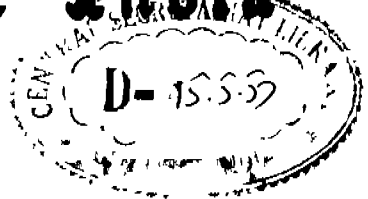


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EXTRAORDINARY
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MINISTRY OF LABOUR & EMPLOYMENT
NOTIFICATION

New Delhi, the 10th May, 1957

S.R.O. 1514.—In pursuance of sub-section (1) of section 10 of the Working Journalists (Conditions of Service) and Miscellaneous Provisions Act, 1955 (45 of 1955) read with rule 16 of the Working Journalists Wage Board Rules, 1956, the Central Government hereby publishes the following decision of the Wage Board constituted under section 8 of the said Act.

DECISIONS OF THE WAGE BOARD FOR WORKING JOURNALISTS

CHAPTER I

Introductory

In exercise of the powers conferred by Section 8 of the Working Journalists (Conditions of Service) and Miscellaneous Provisions Act, 1955, the Wage Board for Working Journalists was appointed by the Government of India, Ministry of Labour, under Notification No. LWI(1)-46 (6)/56, dated 2nd May, 1956, for fixing rates of wages in respect of Working Journalists. The Board consisted of the following:

Chairman

1. Shri H. V. Divatia, Retired Judge of the High Court of Judicature at Bombay.

Representatives of employers

2. Shri G. Narasimhan, Manager, Hindu, Madras and President, Indian and Eastern Newspaper Society.
3. Shri A. R. Bhat, M.L.C. President, Indian Languages Newspapers' Association.
4. *Shri K. P. Kesava Menon, Editor, Mathrubhumi, Calcutt.

Representatives of Working Journalists

5. Shri R. Venkataraman, M.P.
6. Shri C. Raghavan, Secretary General, Indian Federation of Working Journalists.
7. Shri G. N. Acharya, Asstt. Editor, Bombay Chronicle.

*On the resignation of Shri K. P. Kesava Menon from the membership of the Wage Board, Shri K. M. Cherian, Chief Editor, Malayala Manorama, Kottayam, was appointed as a member of the Board with effect from 14th July, 1956 (*vide* Government of India Notification No. LWJ/IV/12/56, dated 14th July, 1956).

Shri S. C. Gupta was appointed as Secretary to the Board,

Section 9 of the Working Journalists (Conditions of Service) and Miscellaneous Provisions Act, 1955, lays down that in fixing rates of wages, which may be "for time-work or piece-work", in respect of Working Journalists, the Board shall have regard "to the cost of living, the prevalent rates of wages for comparable employments, the circumstances relating to the newspaper industry in different regions of the country and to any other circumstances which to the Board may seem relevant".

Sittings of the Wage Board.—The first meeting of the Board was held at Bombay on 28th May, 1956. At this and the next meeting the Board considered the procedure to be followed for the collection of the information required for the fixation of wages; it decided to issue a detailed questionnaire and also record evidence at certain specified centres.

The Board examined witnesses and recorded oral evidence at its sittings held at Trivandrum (from 7-9-1956 to 10-9-1956), Madras (from 15-9-1956 to 20-9-1956), New Delhi (from 19-10-1956 to 26-10-1956), Calcutta (from 25-11-1956 to 4-12-1956) and at Bombay (from 4-1-1957 to 10-1-1957) and (from 20-1-1957 to 6-2-1957). A list of witnesses who appeared before the Board is given in Appendix I.

At the last two meetings held at Bombay from 25-3-1957 to 31-3-1957, and from 22-4-1957 to 24-4-1957 the Board discussed the various points and arrived at its final decisions. The minutes of these meetings of the Board are given in Appendix II.

Procedure adopted by the Board.—In July 1956, a detailed questionnaire was issued to employers' and employees' Associations in the newspaper industry as well as all newspapers—daily, weekly, fortnightly and monthly; it was also sent to Universities, Government etc. and to several other Organisations and individuals who may be interested in the enquiry by the Board. Replies were called for by the 4th August, but the date was subsequently extended upto 20th August, 1956. About 325 newspapers, including 138 dailies, submitted their replies. Two Organisations of employers and 42 organisations of Journalists and some individuals also submitted their replies. Full opportunity was given to parties to submit their representations to the Board and several reminders calling for information required were sent from time to time.

The Board decided to supplement the data thus obtained by recording the oral evidence of important organisations and newspapers who had submitted their replies to the questionnaire. For this purpose, the country was divided into 5 zones, with their centres at Trivandrum, Madras, Delhi, Calcutta and Bombay. Starting early in September 1956, the recording of evidence was completed by the first week of February, 1957. Thereafter, factual data and other information contained in the replies were analysed and tabulated by the Research Section of the Board's office and circulated to the members.

At the commencement of deliberations on 25-3-1957, the Board framed the following points for determination.

I. Classification of Newspapers

- (a) Dailies
- (b) Weeklies, Fortnightlies and Monthlies
- (c) News Agencies.

II. Classification of Centres

- (a) Population basis
- (b) Metropolitan Centres
- (c) State Capitals.

III. Classification of Employees

- (a) Whole time employees
- (b) Part-time employees.

Whole time employees

- (i) Proof readers and categories not enumerated.
- (ii) Reporter, staff correspondent, sub-Editor, Chief Sub-editor, Photographer and artist.
- (iii) News editor, Chief reporter, Assistant Editor, Special Correspondent, Leader Writer and Cartoonist,
- (iv) Editor

Part-time employees

- (i) Mofussil Correspondents.
- (ii) Special contributors.

IV. *Scales of Pay*

- (i) Minimum basic wage for each category of employees.
- (ii) Scales and grades of pay.
- (iii) Efficiency Bar and promotions.

V. *Part-time Employees*

- (a) Retainer
- (b) Method of remuneration.

VI. *Allowances*

- (i) Dearness allowance and basis of fixation.
- (ii) Metropolitan allowance.
- (iii) Conveyance, dress or other allowances for special categories.

VII. *Fitment of Employees*

- (a) Point to point adjustment of slab system.
- (b) Service in unit or service in Newspaper Industry.

VIII. *Date of operation of the Award*

The Board also decided that the representatives of the newspaper establishments and working journalists should meet informally and try to agree amongst themselves on each one of the points at issue. It was decided that unanimous decisions of both the parties would be recorded as the decisions of the Board at a formal meeting and that the points of difference should be debated at a formal meeting of the Board and decisions taken thereon according to the Rules.

The Board next considered the question of the nature of the report it should submit to the Government. Being the first statutory Wage Board of its kind, the Board debated the question whether detailed reasons should be given for each one of its decisions as a judgment or whether only the decisions should be recorded. It was unanimously resolved that only the decisions should be embodied in the Report.

The Board having deliberated on the points for determination between the 25th to 31st March and again between 22nd April to 24th April now proceeds to record its decisions.

CHAPTER II

Decisions of the Board

1. For the purpose of fixation of wages of Working Journalists, Newspaper Establishments should be grouped under different classes.

2. Except in the case of weeklies and other periodicals expressly provided for hereinafter, Newspaper Establishments should be classified on the basis of their gross revenue.

3. *Classification of Newspaper Establishments.*—For the purpose of classification, revenue from all sources of a Newspaper Establishment shall be taken for ascertaining Gross Revenue.

4. Newspaper Establishments should be classified under the following five classes:

<i>Class</i>	<i>Gross Revenue</i>
'A'	Over Rs. 25 lakhs
'B'	" Rs. 12½ lakhs to 25 lakhs
'C'	" Rs. 5 lakhs to Rs. 12½ lakhs
'D'	" Rs. 2½ lakhs to Rs. 5 lakhs
'E'	Rs. 2½ lakhs and below.

5. Classification of Newspaper Establishments should be based on the average gross revenue of the three years period—1952, 1953 and 1954.

6. It shall be open to the parties to seek re-classification of the Newspaper Establishments on the basis of the average of every three years commencing from the year 1955.

7. In the case of a newspaper started after 1952, and which had completed two calendar years, the average gross revenue for those two years should determine the class in which it should be put.

8. In the case of a newspaper which had completed only one calendar year, its gross revenue of that particular year should determine the class in which it should be put.

9. In the first year of its existence a newspaper establishment should pay not less than the minimum prescribed for the lowest category of newspapers.

10. In the case of a tri-weekly, its gross revenue for the purpose of classification as per para 4 supra shall be deemed to be twice its actual gross revenue and in the case of a biweekly three times its actual gross revenue.

11. *Groups, Multiple units and Chains should be classified on the basis of the total gross revenue of all the constituent units.

12. A Newspaper Establishment will be classified as:

- (i) A Group, if it publishes more than one Newspaper from one centre;
- (ii) A multiple unit, if it publishes the same newspaper from more than one centre;
- (iii) A Chain, if it publishes more than one Newspaper from more than one Centre.

13. Weeklies published by Newspaper Establishments which also publish dailies shall be classified in the same category as daily newspapers.

14. Other weeklies and periodicals shall be grouped as follows on the basis of their average circulation for the years 1952, 1953 and 1954.

Class	Circulation
'A'	Over 25,000
'B'	From 10,000 to 25,000
'C'	„ 5,000 to 10,000
'D'	„ 3,000 to 5,000
'E'	„ Below 3,000

15. In such of the weeklies whose circulation is less than 5,000, but whose gross revenue is over Rs. 1 lakh (e.g. Capital, Commerce, Eastern Economist etc.) the pay scales may be fixed on the basis of collective bargaining, subject to the minimum hereinafter prescribed.

16. In view of the paucity of evidence in respect of fortnightlies and monthlies, the Board refrains from taking any decision regarding salaries, scales and grades of working journalists in these establishments but decides that the wages paid to the working journalists in these establishments shall not be less than those payable by the weeklies in that class.

17. (i) Regional News Agencies should be treated as Class 'C' daily newspapers.

(ii) National News Agencies and Foreign News Agencies should be treated as Class 'A' daily newspapers:

Provided that the United Press of India and the Hindustan Samachar shall, for a period of three years from the date of publication of the Decisions of the Board, be treated as a Class 'B' daily Newspaper; and any national news agency which may be started hereafter shall for a period of 3 years from the date of starting be treated as a class 'B' daily newspaper.

Explanation—Regional News Agency means a News Agency which has its headquarters and offices within one State.

National News Agency means a News Agency which operates in more than one State of India.

A Foreign News Agency means a News Agency which operates in India but whose principal office is situate outside India.

18. *Classification of areas.*—For purposes of payment of allowances to working Journalists, cities and towns shall be classified into the following areas:

- Area I—Cities with a population above 10 lakhs.
- Area II—Towns with a population from 5,00,001 to 10,00,000.
- Area III—Towns with a population from 3,00,001 to 5,00,000.
- Area IV—Towns with a population from 1,00,001 to 3,00,000.
- Area V—Towns with a population below one lakh.

19. State Capitals which do not fall under Area I shall be classified in Area II; the State Capital of Hyderabad includes Secunderabad; Ambala, Cuttack and Gauhati shall be classified in Area III.

20. *Classification of Working Journalists.*—Working Journalists employed in Newspaper Establishments shall be grouped as follows:

(a) *Full time employees:*

- Group I—Editor.
 - Group II—Assistant Editor, Leader Writer, News Editor, Commercial Editor, Sports Editor, Film or Art Editor, Feature Editor, Literary Editor, Special Correspondent, Chief Reporter and Chief Sub Editor.
 - Group III—Sub editors and reporters of all kinds and full time correspondents not included in category two; news photographers and other journalists not covered in the groups.
 - Group IV—Proof readers.
- (For functional definitions of the various categories of working journalists, please see Schedule I.)

(b) *Part time employees.*—Correspondents who are part-time employees of a newspaper establishment and whose principal avocation is that of journalism.

An employee shall be deemed to be a full time employee if under the conditions of service such employee is not allowed to work for any other newspaper establishment.

21. It is not obligatory for newspaper establishments to employ any or all those categories of employees. Some of the functions may be combined.

22. The principal duties performed by the employee should determine the category of such an employee; neither designation nor casual or occasional work should be taken into account for such categorisation.

23. **Wages, scales and grades.*—Working Journalists of different groups employed in different classes of newspaper establishments shall be paid the following basic wages per mensem.

I—*Dailies.*

Class of Newspapers	Group of Employees	Starting Pay	Scale
E	IV	90	No Scale
	III		
	II	150	No Scale.
	I		
D	IV	100	100—5—165 (13 Yrs.) EB—7—200 (5 Yrs.)
	III	115	115—7 1/2—205 (12 Yrs.) EB—12 1/2—320 (6 Yrs.)
	II	200	200—20—400 (10 Yrs.)
	I		
C	IV	100	100—5—165 (13 Yrs.) EB—7—200 (5 Yrs.)
	III	125	125—10—245 (12 Yrs.) EB—12 1/2—320 (6 Yrs.)
	II	225	225—20—385—(8 Yrs.) EB—30—445 (2 Yrs.)
	I	350	350—25—550 (8 Yrs.)—40—630 (2 Yrs.)

Class of Newspapers	Group of Employees	Starting Pay	Scale
B	IV	100	100—5—165 (13 Yrs.) EB—7—200 (5 Yrs.)
	III	150	150—12 1/2—300 (12 Yrs.) EB—20—420 (6 Yrs.)
	II	350	350—20—510 (8 Yrs.) EB—30—570 (2 Yrs.)
	I	500	500—30—740 (8 Yrs.)—40—820 (2 Yrs.)
A	IV	125	125—7 1/2—215 (12 Yrs.) EB—10—275 (6 Yrs.)
	III	175	175—20—415 (12 Yrs.) EB—25—515 (4 Yrs.) —42 1/2—600 (2 Yrs.)
	II	500	500—40—820 (8 Yrs.) EB—50—920 (2 Yrs.)
	I	1000	1000—50—1300 (6 Yrs.) —75—1600 (4 Yrs.)
11—Weeklies.			
E	IV	90	No Scale.
	III		
	II		
	I		
D	IV	90	No Scale.
	III		
	II		
	I		
C	IV	100	100—5—165 (13 Yrs.)—EB—7—200 (5 Yrs.)
	III	125	125—5—185 (12 Yrs.)—EB—7 1/2—230 (6 Yrs.)
	II	150	150—15—270 (8 Yrs.)—EB—15—300 (2 Yrs.)
	I	250	250—20—450 (10 Yrs.)
B	IV	100	100—5—165 (13 Yrs.)—EB—7—200 (5 Yrs.)
	III	150	150—7 1/2—240 (12 Yrs.) —EB—10—300 (6 Yrs.)
	II	250	250—20—410 (8 Yrs.)—EB—20—450 (2 Yrs.)
	I	400	400—30—700 (10 Yrs.)
A	IV	100	100—5—165 (13 Yrs.)—EB—7—200 (5 Yrs.)
	III	175	175—15—355 (12 Yrs.) —EB—20—475 (6 Yrs.)
	II	350	350—25—550 (8 Yrs.)—EB—35—620 (2 Yrs.)
	I	500	500—50—1000 (10 Yrs.)

24. *Dearness Allowance.—Dearness Allowance shall be paid on a basis linked to the All India cost of living index number published by the Labour Bureau of the Government of India on Base 1944=100; at the following rates:

Salary group	Rate of dearness allowance for every rise or fall of 10 points in the All India cost of living index—Base 1944 : 100.
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Upto Rs. 200	7 1/4 %	} Subject to a minimum of Rs. 30 p.m. and a maximum of Rs. 200 p.m.
Rs. 201—500	6 1/4 %	
Rs. 501 and above	5 %	

25. *Dearness allowance shall be calculated at the above rates, provided that an employee in any salary will get dearness allowance according to the rate applicable to that group or the maximum amount payable to an employee in the next lower group whichever is higher.

26. *Location allowance.*—*Location allowance: Location allowance shall be paid to working journalists according to the following rates:

Area	Location allowance for salary upto	
	Rs. 150	Rs. 150 and above
I	30/-	Rs. 50
II	22/8	Rs. 30/-
III	15/-	Rs. 20/-
IV	7/8	Rs. 10/-
V	Nil.	Nil.

27. *Part time employees' remuneration.*—*Part-time employees' Remuneration: Part-time correspondents shall be paid the following retainer and remuneration per mensem:

Class of paper	Area				
	I	II	III	IV	V
A	*100	75	50	30	25
B	75	50	30	20	15
C	50	30	20	15	15
D	25	15	15	15	15
E	25	15	15	15	15

*Such correspondents will be entitled to get, in addition to the above retainers, payment for their news items actually published on a column basis as may be agreed upon between the Employees and Employers, but not any dearness allowance or location allowance.

28. *Other allowances.*—In view of the paucity of evidence on the subject, the Board decided that the fixation of conveyance, entertainment, travelling, overseas and other allowances should be left to collective bargaining between the working journalists and the newspaper establishments concerned.

29. *Fitment.*—Fitment of employees: For fitment of the present employees into the new scales service in a particular grade and category and in the particular newspaper establishment alone shall be taken into account.

30. In no case should the present emoluments of the employees be reduced as a result of the operation of this decision.

31. The adjusted basic pay in the new scales shall not exceed what point to point adjustment would give him or the maximum in the new scales unless the employee is already drawing a higher pay. In such a case he shall continue to draw the higher salary.

32. If on the date of publication of the decision, a consolidated pay and dearness allowance is paid by any newspaper establishment, the employer shall be entitled to split the same, for the purposes of giving effect to this decision, into basic wage and dearness allowance on the basis of a uniform rule applicable to all working journalists in that establishment.

33. In the matter of adjustment all efficiency bars, whether in the previously existing scales or in the new scales fixed, should be ignored.

34. A working Journalists' basic pay in the new scale shall be fixed in the following manner:

- (a) A working journalist shall first be fitted into the new scale by placing him at the stage in the new scale equal to or next above his basic pay as on 2nd May, 1956, in respect of newspaper establishments in classes 'A', 'B' and 'C' and from 1st November, 1956 in respect of newspaper establishments in classes 'D' and 'E'.
- (b) To the basic pay into which he is thus fitted, annual increment or increments in the new scale as from that stage onwards, should be added at the rate of one increment for every completed three years of service in the same group, from the date of appointment or promotion into that group, as on 2nd May 1956 in respect of newspaper establishments in classes 'A', 'B' and 'C' and from 1st November 1956 in respect of newspaper establishments in classes 'D' and 'E'.
- (c) Such increments shall not exceed five.

35. When a newspaper establishment is reclassified as per para 6 *supra*, the existing pay of the staff should be protected. But future increments and scales shall be those applicable to the class of paper into which it falls.

36. An apprentice is a person who is only a learner and not an employee in a newspaper establishment. The period of apprenticeship shall not exceed one year.

37. A working journalist may be employed as a probationer for a period not exceeding one year. On confirmation, the scale of pay would be applicable as from the date of appointment.

38. *Date of Operation.*—*Date of operation: The Board's decision shall be operative from the date of the constitution of the Board (i.e. 2nd May 1956) in respect of newspaper establishments in classes 'A', 'B', and 'C' and from 1st November 1956, in the case of newspaper establishments in classes 'D' and 'E'.

39. Every newspaper establishment shall file with the Labour Commissioner of the appropriate State Government, returns for the years 1952, 1953 and 1954, within a period of one month from the date of publication of the Board's decision; the returns should give details of gross revenue for these three years and also state the classification of newspaper establishment according to para 4 *supra*.

40. Returns for the period 1955, 1956 and 1957, shall be filed before June 1, 1958. Similar returns for the subsequent years shall be filed before June 1 of each succeeding year.

41. *Review.*—The Government of India should constitute a Wage Board under the Act to review the effects of the decisions of the Board on the newspaper establishments and the working journalists after the expiry of 3 years but not later than 5 years from the date of publication of the decisions of the Board.

CHAPTER III

The Board has been handicapped in its work by the absence of any middle class cost of living index numbers prepared on the basis of a scientific study of family budgets of middle class employees. Since disputes of this kind are growing every day, the Board recommends that the Government of India should compile a middle class cost of living index based on a scientific study of the family budgets.

NOTE.—Decisions marked with an asterisk are majority decisions. The rest are unanimous decisions of the Board.

The Board places on record its appreciation of the services rendered by the Secretary and other Officers and staff of the Board. Special mention should be made of the very valuable help rendered by the Research Officer, Shri M. A. M. Rao in the work of the Board.

Shri H. V. Divatia—*Chairman*.

(Sd.) H. V. DIVATIA.

*Shri A. R. Bhat—*Member*.

(Sd.) A. R. BHAT.

*Shri G. Narasimhan—*Member*.

(Sd.) G. NARASIMHAN.

*Shri K. M. Cherian—*Member*.

(Sd.) K. M. CHERIAN.

Shri R. Venkataraman—*Member*.

(Sd.) R. VENKATARAMAN.

**Shri C. Raghavan—*Member*.

(Sd.) C. RAGHAVAN.

**Shri G. N. Acharya—*Member*.

(Sd.) G. N. ACHARYA.

*Subject to a minute of dissent.

(Sd.) A. R. BHAT.

(Sd.) G. NARASIMHAN.

(Sd.) K. M. CHERIAN.

Attested.

**Subject to a separate Note.

(Sd.) C. RAGHAVAN.

(Sd.) G. N. ACHARYA.

S. C. GUPTA, Secy.

SCHEDULE I

Functional definitions of the various categories of Working Journalists

Group I.

Editor.—is a person, who directs and supervises the work of the editorial side of a newspaper for news agency.

Group II.

Assistant Editor.—is a person who assists the Editor in the discharge of his duties generally in relations to comments and opinions and writes leaders and may also write other copy involving review, comment or criticism.

Leader Writer.—is a person who writes leaders and may also write other copy involving review, comment or criticism.

News Editor.—is a person who is in charge of the News Desk and the production of the newspaper and may also supervise the work of reporters and correspondents and in the case of a news agency includes a person who supervises, guides and directs news services in metropolitan centres—Delhi, Calcutta and Madras.

Chief Sub-Editor.—is a person who assigns and allocates work to Sub-Editors, supervises their work, and in a newspaper, is generally responsible for the determination of news space and the general display of news in the edition.

Chief Reporter.—is in charge of all reporters at the centres of publication of a newspaper or of any office in a news agency, allocates work to them and supervises their work.

Commercial Editor.—is a person who deals with news and views bearing on commerce, finance, trade and industry and is in charge of the commercial section of a newspaper or news agency, and in a newspaper, may be in charge of specified column or page.

Sports Editor.—is a person who deals with news and views bearing on sports and allied activity and is in charge of the sports section of a newspaper or news agency, and in a newspaper, may be in charge of specified column or page.

Film or Art Editor.—is a person who deals with news and views bearing on film or art and is in charge of the film or art section of a newspaper or news agency, and in a newspaper, may be in charge of specified column or page.

Feature Editor.—is a person who is in charge of the writing, obtaining and production of special features and in a newspaper also of editing and display of such articles and may be in charge of specified column or page.

Literary Editor.—is a person who deals with news and views bearing on literary subjects; and is in charge of the literary section of a newspaper or news agency, and in a newspaper, of the display of such matter, and may be in charge of specified column or page.

Special Correspondent.—is a person in charge of reporting news of political and general importance from any station in which he is assigned or accredited to the Union or foreign Government.

Cartoonist.—is a person who comments upon news and events through cartoons or caricatures

Group III.

Sub-Editor.—is a person who receives, selects shortens, summarises, elaborates, translates, edits and headlines news items of all descriptions. He may do some or all of these functions and may in addition read proof.

Reporter.—is a person who gathers and presents news at a particular centre for a newspaper establishment.

Correspondent.—is a person who gathers and dispatches by wire, post or any other means, news from any centre to the newspaper establishment.

News Photographer.—is a person who covers news, events or situations of public interest through photographs for a newspaper establishment.

Group IV.

Proof Reader.—is a person who checks up printed matter or "Proof" with editor copy to ensure strict conformity of the former with the latter. Factual discrepancies, slips of spelling, grammar and syntax may also be discovered by him and either corrected or get them corrected.

[No. WJ/II/21/57.]

P. M. MENON, Jt. Secy.