

WAGE BOARD FOR WORKING JOURNALISTS

1. In the 1950s and 60s, when the organized labour sector was at a nascent stage of its development without adequate unionization or with trade unions without adequate bargaining power, Government in realization of the problems which arise in the arena of wage fixation due to absence of such bargaining power, constituted various Wage Boards. The Wage Boards are tripartite in character in which representatives of workers, employers and independent members participate and finalise the recommendations. Except for the Wage Boards for journalists and non-journalists newspaper and news-agency employees, which are statutory Wage Board, all other Wage Boards are non-statutory in nature. Therefore, recommendations made by these Wage Boards are not enforceable under the law.
2. The importance of the non-statutory Wage Boards has consequently declined over a period of time and no non-statutory Wage Board has been set up after 1966, except for sugar industry, where last such Wage Board was constituted in 1985. The trade unions, having grown in strength in these industries, are themselves able to negotiate their wages with the management.
3. The Working Journalists and other Newspaper Employees (Conditions of Service) and Miscellaneous Provisions Act, 1955 (45 of 1955) (in short, the Act) provides for regulation of conditions of service of working journalists and non-journalists newspaper employees. The Section 9 and 13 C of the Act, inter-alia, provide for constitution of two Wage Boards for fixing or revising rates of wages in respect of working journalists and non-journalists newspaper employees, respectively. The Central Government shall, as and when necessary, constitute Wage Boards, which shall consist of
 1. Three persons representing employers in relation to Newspaper Establishments;
 2. Three persons representing working journalists for Wage Board under Section 9 and three persons representing non-Journalist newspaper employees for Wage Board under Section 13 C of the Act.
 3. Four independent persons, one of whom shall be a person who is, or has been a judge of High Court or the Supreme Court, and who shall be appointed by the Government as the Chairman thereof.
4. Since 1955, the government has constituted 6 wage boards at regular intervals for the working journalists and non-journalist newspaper employees. The following table gives the details of the constitution of wage boards and other relevant details:

Details of the constitution of wage boards and other relevant details:

S. No	Name Of The Industry	Date Of Appointment Of Wage Boards	Date On Which Final Report Was Submitted To Govt.	Date Of Acceptance Of Recommendation By Govt.	Remarks
1.	2.	3.	4.	5.	6.
(I)	Wage Board for Working Journalists	02-05-1956	NA	11-05-1957	
(II)	(a) Wage Board for Working Journalists	12-11-1963	17-07-1967	27-10-1967	
	(b) Wage Board for Non-Journalists Newspaper Employees	25-02-1964	17-07-1967	18-11-1967	
(III)	(a) Wage Board for Working Journalists	11-06-1975	13-08-1980	26-12-1980	Converted into one man Tribunal on 9th Feb,1979 (Palekar Wage Boards)
	(b) Wage Board for Non-Journalists Newspaper Employees	06-02-1976	13-08-1980	20-07-1981	
(IV)	Wage Boards for Working Journalists and Non-Journalists Newspaper Employees	17-07-1985	30-05-1989	31-08-1989	Bachawat Wage Board
(V)	Wage Boards for Working Journalists and Non-Journalists Newspaper Employees	02-09-1994	25-07-2000	05-12-2000 and 15-12-2000	Manisana Wage Board
(VI)	Wage Board for Working Journalists & Non-Journalists Newspaper Employees	24-05-2007	31-12-2010	11-11-2011	Majithia Wage Board

5. The Government of India constituted two wage boards (Majithia Wage Boards), one for working journalists and other for non-journalists newspaper employees in 2007 as sixth Wage Board under the Chairmanship of Justice Majithia as per the provisions of The Working Journalists and Other Newspaper Employees (Conditions of Service) and Miscellaneous Provisions Act, 1955. The Majithia Wage Boards submitted their final report to the Government of India on 31st Dec., 2010.
6. The Government accepted the recommendations of the Majithia Wage Boards and accordingly notified it vide S.O. No. 2532(E) dated 11/11/2011. The recommendations have been uploaded in the Ministry's web-site and in public domain. The notification is subject to the outcome of the Writ Petition (Civil) No. 246, of 2011 in the matter of ABP Pvt. Ltd. & ANR Vs. Union of India & others. In addition 11 other Writ Petitions have also been filed upto Sept., 2012 before the Hon'ble Supreme Court by the different employers of newspaper industry regarding constitutional validity of the Wage Boards and not to implement the recommendations of the Majithia Wage Boards. There was no stay ordered by the Hon'ble Supreme Court on the implementation of the recommendations of the Majithia Wage Boards. The hearing in all the writ petitions commenced on 5/2/2013 and case came up for hearing from time to time till 9 Jan. 2014 when the Hon'ble Supreme Court reserved the judgment. The Hon'ble Supreme Court has delivered the judgment on 7.2.2014 in the WP No. 246 of 2011 and others tagged Court Cases with the directions that:

“all the writ petitions have been dismissed and the wages as revised / determined shall be payable from 11.11.2011 when the Government of India notified the recommendations of the Majithia Wage Boards. All the arrears up to March, 2014 shall be paid to all the eligible persons in four equal instalments within a period of one year from 7.2.2014 and continue to pay the revised wages from April, 2014 onwards.”

The above decision of the Hon'ble Supreme Court has been conveyed to all the State Governments/UTs in March 2014.

7. Since the primary responsibility for implementation of the recommendations lies with the State Governments / UTs., a copy of the notification (both Hindi & English) was forwarded to all the State Governments / UTs vide this Ministry's letter dated 24/11/2011. In order to monitor the implementation of the notification, a Central Level Monitoring Committee has been set up under the Chairmanship of Principal Labour and Employment Adviser with Joint Secretary, Ministry of Information and Broadcasting & Chief Labour Commissioner (Central) as Members and Dy. Director General as Member Secretary. An Order dated 24.4.2012 of Ministry of Labour & Employment regarding constitution of Tripartite Monitoring Committee has been sent to all the Members of the Committee with a copy to all Labour Secretaries of States / UTs.

The first meeting of the Central level Monitoring Committee was held on 24/9/2012 at Hyderabad. The meeting was attended by the officers from the States of Tamil Nadu, Karnataka, Kerala and Andhra Pradesh. The second meeting of the Central Level Monitoring committee was held on 13/9/2013 at Bhubaneswar to review the status of implementation of the Wage Board Awards in respect of 5 Eastern States, namely Bihar, Chhattisgarh, West Bengal, Jharkhand and Odisha. The third meeting was held at Mumbai (Maharashtra) on 21.4.2014 for Western Region covering 7 States/ UTs viz. Rajasthan, Gujarat, Maharashtra, Madhya Pradesh, Goa, Dadra & Nagar Haveli and Daman & Diu. The 4th meeting of CLMC was held in Delhi (Shram Shakti Bhawan) on 10.6.2014 in respect of 8 Northern States/ UTs. Viz. Jammu & Kashmir, Himachal Pradesh, Uttarakhand, Uttar Pradesh, Haryana, Punjab, Chandigarh and NCT of Delhi. The 5th meeting of CLMC was held in Guwahati on 2nd July, 2014 in respect of Northern Eastern States/ UTs. Viz. Sikkim, Arunachal Pradesh, Assam, Manipur, Meghalaya, Mizoram, Nagaland and Tripura. The 6th meeting of CLMC was held in Raipur, Chhattisgarh on 27th August, 2014 covering the States of Bihar, Chhattisgarh, Jharkhand, Madhya Pradesh and Odisha. The 7th meeting of CLMC was held in Delhi on 16.10.2015 in respect of all the States/UTs (attended by the representatives of the States/UTs of Delhi, Chhattisgarh, Jharkhand, Uttar Pradesh, Tamil Nadu, Himachal Pradesh, Rajasthan, Punjab, Maharashtra , Meghalaya, Assam, Uttarakhand, Telangana, Goa, Kerala, Haryana, Madhya Pradesh, Karnataka, Bihar, Gujarat) to expedite the implementation of the recommendations of the Wage Boards for working journalists and other newspaper employees working in the country.