

Labour Bulletin

MONTHLY PUBLICATION OF THE LABOUR DEPARTMENT
UTTAR PRADESH, INDIA

Special features of the Bulletin : (1) Publication of up-to-date Statistical and other information pertaining to Labour ; (2) Special articles on Labour problems ; (3) Reports on the administration of Labour Acts ; (4) Reports on statistical enquiries conducted by the Department ; (5) Important Decisions of High Court and Supreme Court, State Industrial Tribunal, Adjudications and Conciliation Boards.

Rates of Subscription

Annual (Inland Rs. 24-00) Single Copy : Rs. 2-00.
Foreign Rs.

Copies can be had from the Superintendent, Printing and Stationery, U. P., Allahabad, India.

Advertisements : For rates please apply to the Editor, Labour Bulletin, P. O. Box No. 220, Kanpur, India.

THOZHIL RANGAM

PUBLISHED MONTHLY
BY
THE LABOUR COMMISSIONER

GOVERNMENT OF KERALA

TRIVANDRUM

Annual subscription : Rs. 5-00

Single Copy : Re. 0-50



सत्यमेव जयते

374

LABOUR GAZETTE

VOL. LXI

No. 2

OCTOBER 1981

SINGLE COPY Rs. 1-25

ANNUAL SUBSCRIPTION Rs. 12

ISSUED MONTHLY BY

THE OFFICE OF THE COMMISSIONER OF LABOUR
GOVERNMENT OF MAHARASHTRA

13 SEP 1982
X 2428

LABOUR GAZETTE

Started in 1921, the *Labour Gazette*, issued monthly, is a journal for the use of all interested in obtaining prompt and accurate information on matters specially affecting labour in India and abroad. It contains statistical and other information on consumer price index, numbers for working class, industrial disputes, industrial relations, cases under labour laws, labour legislation, etc. Special articles on labour etc., are published from time to time.

Annual subscription for the year Sept. 1981 - Aug. 1982 is being accepted at Rs. 12.

All orders are payable in advance in Bombay, in full, either by A/c or Cheque/Drafts drawn on Bombay Banks.

ALL CORRESPONDENCE AND REMITTANCES SHOULD BE ADDRESSED TO

The Commissioner of Labour
"Commerce Centre", Tardeo, Bombay 400 034
Tel No. 393631

LABOUR GAZETTE Advertisement Rates

Position	Full Page		Half Page	
	Per one insertion	Per twelve insertions	Per one insertion	Per twelve insertions
Inside page	Rs. P. 50-00	Rs. P. 540-00	Rs. P. 30-00	Rs. P. 324-00
2nd Cover	65-00	702-00	•	•
3rd Cover	60-00	648-00	•	•
4th Cover	75-00	810-00	•	•

*Advertisements for 1/2 pages in the 2nd, 3rd and 4th covers are not accepted.

Advertisements, which are restricted to commercial and business products and services, banking, printing, publishing, etc. are accepted direct or through recognised advertising agents.

Editorial Board

Editor :

Shri M. V. Nikumbh M.A., LL.M.
Deputy Commissioner of Labour,
Maharashtra State, Bombay (Ex-Officio)

MEMBER OF THE EDITORIAL BOARD

1. Shri M. V. Beedkar, B.A. LL.B.,
Registrar, Industrial Court,
Bombay.
2. Shri R. N. Kalwankar, B.A., LL.B.,
Assistant Commissioner of Labour,
Bombay.
3. Shri S. M. Bhade, B.A.,
Office of the Commissioner of Labour,
Bombay.

LABOUR GAZETTE

"Labour Gazette" is a journal for the use of all interested in obtaining prompt and accurate information on matters specially affecting labour.

VOL. LXI

OCTOBER 1981

No. 2

CONTENTS

	PAGES
THE MONTH IN BRIEF	113
CURRENT NOTES—	
Legislation on Child Labour Mooted	114
National Income Rise by 7 Per cent	114
Industrial Disputes Act may cover salesmen	114
Panel to study Gratuity and Unemployment constituted	114
Parliament passes ESM Bill	115
PF Scheme Decentralisation on trial Basis	116
States asked to expedite disposal of Labour Cases	119
The Essential Services Maintenance Act, 1981	119
LABOUR LEGISLATIONS	
Maharashtra Ordinance No. V of 1981	120
Maharashtra Ordinance No. 12 of 1981	132
L. A. Bill No. LII of 1981	133
L. A. Bill No. LXV of 1981	136
OTHER LEGISLATION	
Maharashtra Private Security Guards Ordinance, 1981	160
ARTICLES, REPORTS, ENQUIRIES, ETC.	
The Changing concept of Industry—By L. C. Dhingra	165
GIST OF IMPORTANT NOTIFICATIONS UNDER LABOUR LAWS	
179	
CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS IN MAHARASHTRA STATE	
Bombay	185
Solapur	194
Nagpur	202
Aurangabad	211
Nanded	222
Jalgaon	234
Pune	245

STATEMENT SHOWING THE CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS BY GROUPS FOR SEVEN CENTRES OF MAHARASHTRA STATE.

ALL INDIA AVERAGE CONSUMER PRICE INDEX NUMBERS FOR INDUSTRIAL WORKERS

LABOUR INTELLIGENCE

Industrial Relations in Maharashtra State

Industrial Disputes in Maharashtra State

Benefits under the Employees State Insurance Scheme

254
259
260
263
266

The Month in Brief

LABOUR LEGISLATIONS

Maharashtra Ordinance No. V of 1981

Maharashtra Ordinance No. 12 of 1981

L. A. Bill No. LII of 1981

L. A. Bill No. LXV of 1981

OTHER LEGISLATION

Maharashtra Private Security Guards Ordinance, 1981

Consumer Price Index Numbers for Working Class

The Bombay, Solapur and Nagpur Consumer Price Index Numbers for Working Class for the month of August 1981, with the average Prices for the year ended December 1960 equal to 100 were 462, 504 and 466 respectively. The Pune, Jalgaon, Nanded and Aurangabad Consumer Price Index Numbers for Working Class for the month of August 1981 with the average Prices for the year ended December 1961 equal to 100 were 434, 472, 532 and 498 respectively.

All India average Consumer Price Index Numbers for Industrial Workers

All India average Consumer Price Index Numbers for Industrial Workers (General) on base 1960—100 for August 1981 was 454 as compared to 447 in July 1981. The Index Number for August 1981 on base 1949—100 derived from 1960 based Index Worked out to 552 as against 543 for July 1981.

Industrial Disputes in Maharashtra State

During July 1981, there were 93 disputes involving 34,897 workmen and time loss of 4,26,495 working days as compared to 78 disputes in June 81 involving 37,547 workmen and time loss of 2,22,624 mandays. Further particulars of Industrial Disputes are given at pages 264 and 265 of this issue.

Benefits under the Employees State Insurance Scheme

During the month of August 1981, 20,660 Insured Persons received Rs. 42,07,980 05 as Cash Benefits due to Employment Injuries. This includes 5,095 persons who were in receipt of Pension for Permanent Disablement Benefit and 2,169 persons who were in receipt of Dependants Benefit as dependants of deceased Insured Persons. During the month 12,130 accidents were reported as against 13,150 during the preceding month.

Current Notes

Legislation on Child Labour Mooted

The sub-group on the employment of child labour under the chairmanship of Mrs. Ram Dulari Sinha, Union Minister of State for Labour, has suggested that the Union Government should enact a legislation with a view to bringing uniformity to the expression 'child' and adolescent. The Child Committee headed by Mr. M. S. Gurupadswami, had recommended that 15 year should be the age for children and 15 to 18 years for adolescent before they can be employed. At present, there are 12 legislations, which cover child labour. The Committee also suggested that there should be prescribed 'conditions of work' and also 'hours of work'. Such a legislation can be an improvement upon the existing laws.

(E. F. I. Bulletin, dated 1st September 1981)

National Income Rise by 7 per cent.

The national income has increased by about 7 per cent during 1981, according to official sources. The 7 per cent growth, however, includes the decline in national income of 5 per cent recorded in 1979-80. The estimate of 7 per cent increase has been made by the National Sample Survey Organisation (NSSO) on the basis of an exercise undertaken with the limited data on agricultural and industrial production and mathematical model which divides the economy into three sectors—primary, secondary and tertiary.

(E. F. I. Bulletin, dated 1st September 1981)

ID Act may cover salesmen

The Government is considering legislation to bring persons engaged in sales promotion within the scope of the Industrial Disputes Act.

An amendment of the definition of the term "workmen" in the Act so as to include sales promotion employees is in the offing, according to a note of the ministry of labour presented to the Lok Sabha Committee on Petitions here on September 3.

The ministry's note said that it was proposed to introduce a bill in this regard as soon as a final decision was taken about the amendment as well as other changes in the Industrial Disputes Act being considered by Government.

Once the amendment was made, all sales promotion employees would have the benefit of the provisions of the Act, irrespective of their wages or commission.

(Indian Worker, dated 14th September 1981)

Panel to Study Gratuity and Unemployment Constituted

A high-level six-members committee has been appointed by the Government to examine in depth the constitution of a gratuity fund and the introduction of unemployment insurance scheme.

These suggestions were made by the State Labour Ministers at their two-days conference held here on August 4th and 5th.

The committee, headed by Smt. Ramdulari Sinha, Minister of State for Labour, will also examine the proposal for the setting up of a fund to revive sick units.

The other members of the committee, who are Labour Ministers of various states, are : Shri Sanat Mehta (Gujarat), Shri N. M. Tidke, (Maharashtra), Shri S. Raghavanandani (Tamil Nadu) and Shri K. P. Ghosh (West Bengal).

Shri R. K. A. Subrahmanya, Additional Secretary in the Union Ministry of Labour is the convener.

(Indian Worker, dated 14th September 1981)

Futile Opposition Bid—Parliament Passes ESM Bill

Both Houses of Parliament have given their approval to the Essential Services Maintenance Bill after the Opposition had fought a futile battle against its introduction.

In the Lok Sabha, the Home Minister, Giani Zail Singh introduced the Bill at the fag-end of the day's session on September 10 in the face of still resistance and walkout by the Opposition and after a marathon session that continued till the early hours on September 16, the Bill was unanimously passed when the entire opposition members, barring a lone DMK member, staged a walk-out of the House raising slogans against the Bill.

The Bill was later brought before the Rajya Sabha on September 17 when the Opposition made a vain bid to prevent its introduction and a statutory resolution by 33 members disapproving the legislation was lost by 115 votes to 57 at the end of a seven hour heated debate. The Home Minister gave a fitting reply to the Opposition's criticisms and bluntly warned,

"Political parties will give political challenge. If you want to fight you can fight, but we will also hit back."

The clause by clause consideration of the Bill was taken up at 1 in the night with about 195 amendments tabled by the Opposition and the endorsement to the decision of the Lok Sabha was given by 116 to 59 votes. The Bill will become an Act after securing the Presidential assent.

Justifying the legislation, the Home Minister said that the Government would use its powers provided by the Bill to deal with the rise in violent trends. The powers under the Industrial Disputes Act were not adequate for the purpose. In this context, he referred to the loco workers' agitation of January-February and the Bangalore-based public sector workers' strike for 77 days causing a loss of 7 million mandays. He also pointed out that but for the Essential Services Ordinance which was being replaced by this Bill, the situation would have taken a turn for the worse.

The Bill provides for punishing strikers with a maximum of six months' imprisonment and Rs. 1,000 fine. The punishment prescribed for the organisers of a strike is a minimum of one year's imprisonment and a fine of

Rs. 2,000. The same penalty will be for any one giving financial aid to strikes declared illegal.

The July Ordinance made no mention of the large scale indulgence in lock-outs and lay-offs by recalcitrant managements. *The credit for the inclusion of lay-offs and lock-outs in the present Bill to replace the ordinance goes entirely to the INTUC. Soon after the promulgation of the Ordinance, it was the INTUC that brought this injustice to the notice of the Prime Minister who hastened to assure that the wrong would be undone when the Bill was brought before the Lok Sabha and the Prime Minister has indeed honoured her commitment to the INTUC.*

The punishment specified for the employer resorting to an illegal lock-out or lay-off is six months' imprisonment or a fine of Rs. 1,000 or both. However, there is general feeling that this punishment to the delinquent employer is not deterrent enough.

Specified as 'essential services' are railways, post and telegraphs, telephones, ports, aerodromes, airports, banking, production and refining of petroleum, supply and distribution of petroleum, products, public conservancy and sanitation, hospitals under the Central Government and defence undertakings.

The Bill also empowers the Central Government to declare any service connected with matters with respect to which Parliament has power to make laws, an essential service. The offences under the Bill are cognisable and are liable to be subjected to summary trials. (Full text of the Bill will be published as a document in the next issue of the Indian Worker.

In the INTUC circles, there is a widespread feeling that the Bill is basically negative in approach without providing alternatives to the grieved workers. Pointing out that the strike is only one of the means for resolving disputes, it is suggested that the Government take steps to evolve an industrial relations system with in-built provision for voluntary arbitration. It is also pointed out that the prolonged and abortive strike in the Bangalore based public sector units, that was responsible for a loss of 7 million mandays considerable loss to the workers and a huge loss in production to the detriment of the national economy, could have been avoided if only the INTUC's proposal for voluntary arbitration would have been accepted.

The INTUC has also demanded the revival of the National Apex body to provide for a forum for a dialogue between the representatives of the employees and the employers. Unlike the earlier apex body which was bipartite, this new apex body is sought to be tripartite in character. It is suggested that there should be two separate apex bodies—one for the private sector and the other for the public sector. There is also the suggestion for tripartite industrial committees for major industries.

(Indian Worker, dated 21st September 1981)

Ramanujam Panel Report Accepted PF Scheme Decentralisation on Trial Basis

Accepting the recommendation of the Ramanujam Committee of decentralising the provident fund scheme, the Union government has decided to give the

option to establishments with 5006 or more employees of maintaining their own provident fund accounts and to make payments on an experimental basis.

The Employees Provident Fund Organisation will take adequate safeguards while implementing this decision, while ensuring that the implementation will not lead to any retrenchment of the staff strength of the organisation.

The EPF organisation will, however, continue to retain its authority on payment of Family Pension and Employees Deposit Linked Insurance.

The Government has taken a decision to put into action several other recommendations of the Ramanujam Committee report which do not call for an immediate amendment of the Employees Provident Fund Act and the EPF organisation has been asked to initiate action for implementation of these decisions. Recommendations necessitating amendments to the Employees Provident Fund Act are, however, under active consideration.

It has been decided that full payment of the current dues, including the employers' contributions should be the criteria for the grant of instalment facilities and payment of arrears. The workers may also be enabled to take non-refundable advance to the tune of 75 per cent of the amount to his credit by way of his share and interest.

It may be recalled that the Union Ministry of Labour had set up a high level committee, headed by the INTUC General Secretary, Shri G. Ramanujam in April last year to review the working of the Employees Provident Fund Organisation with special reference to the problem of mounting arrears of provident fund contributions. The Committee was also to go into the adequacies of the existing regulatory and penal provisions of the Employees Provident Fund and Miscellaneous Act of 1952 and recommend necessary amendments for the smooth and orderly functioning of the EPF Scheme.

The Committee submitted its 150 page unanimous Report to the Union Labour Minister in January this year.

Special courts for trial of provident fund cases may be set up in states where the volume of work justifies and the courts may also deal with cases that come under other Social Security Acts like the ESI Act of 1948.

It has been decided that the present practice of paying interest on opening balance, being simple, should continue. It is felt that so long as the amount credited to the accounts of the subscribers is related to the amount of interest earned on the investments it makes little difference whether the interest is credited to the account on opening balance or monthly balances.

The recommendations relating to working of exempted establishments have also been accepted. The position of an establishment during the period of relaxation may be clarified in the scheme to remove any confusion.

Whenever the provident fund rules of the exempted establishments confirm to the statutory scheme under the Employees Provident Fund Act, it should be deemed to be recognised by the income tax authorities in cases, however, where the rules are at variance with the statutory scheme, being more liberal the income-tax authorities cannot be denied the opportunity to go into these rules on merits from the point of view of the Income Tax Act.

Boards of trustees should be set up by exempted establishments in accordance with the provisions of the scheme and they should be required to meet at least once every quarter and if there is a failure in observing this condition, a serious view should be taken.

The conditions of exemption should provide for compulsory annual audit of provident fund accounts by an independent chartered accountant and copies of such audited statement of accounts should be sent to the Regional Provident Fund Commissioner within a specified date and failure in this regard shall be an offence under the Act.

Provision should be made for submission of audited balance sheets of companies to the Regional Provident Fund Commissioners by the prescribed date and non-submission of the audited balance sheet by due date, may be deemed to be an offence.

The recommendation relating to preventive measures suggested by Ramanujam Committee has also been accepted.

Defaulters may be brought to the notice of the employers and workers organisation by the Regional Provident Fund Commissioners as soon as possible. Similarly, the trade unions may also bring cases of default to the notice of provident fund authorities.

The unexempted establishments should also display on their notice boards the amounts collected as provident fund contributions and whether they have been remitted for investment every month before a specified date.

A monitoring cell may be set up in each regional office to keep a watch on payment of provident fund dues by all establishments, particularly the marginal units and necessary action may be initiated by the enforcement authorities as soon as a default comes to their notice.

In the case of exempted establishments, exemption may be cancelled if the default persists beyond three months and income-tax authorities be informed of such cancellation immediately for appropriate action at their end.

Default in payment of provident fund dues is in the first sign of sickness of the establishment and, therefore, the cases of default may be brought to the notice of the other concerned authorities ministries for necessary action.

Public sector units should set an example in the matter of implementation of the Employees Provident Fund and Miscellaneous Provision Act, 1952. Any violation by them should be dealt with in the same manner as in the case of private sector establishments.

A legal cell may be set by the organisation in the central office. Standing counsels may be appointed for regional offices. Enforcement machinery should be strengthened in respect of all units and more frequent inspections should be carried out particularly in exempted units.

(Indian Worker, dated 28th September 1981)

Asked to expedite Disposal of Labour Cases

The Union Labour Ministry has asked the States to ensure that the cases in labour courts and tribunals are disposed off expeditiously so that the labour situation could be improved considerably.

The ministry has identified the unduly long time taken for disposal of cases referred to the various courts and tribunals under Section 10(1) of the Industrial Disputes Act, 1947 as one of the important cause of labour unrest in the country.

Effective measures should, therefore, be taken to expedite disposal of such cases otherwise a sense of grievance would continue to permeate the labour situation providing a nucleus around which develop unhealthy labour trends.

The ministry on its part is looking into the provisions of the Industrial Disputes Act to ensure quicker disposal of cases in labour courts and tribunals.

Following is a statement showing cases pending under Section 10(1) of the Industrial Disputes Act, 1947 with labour courts or industrial tribunals.

Andhra Pradesh 410 ; Assam 410 ; Bihar 505 ; Gujarat 4997 ; Haryana 1043 ; Himachal Pradesh 19 ; Madhya Pradesh 198 ; Karnataka 1185 ; Kerala 595 ; Maharashtra 4779 ; Manipur 3 ; Meghalaya 1 ; Orissa 283 ; Punjab 3464 ; Rajasthan 668 ; Tripura 1 ; Tamilnadu 586 ; Uttar Pradesh 1356 ; and West Bengal 1469.

The total is 21,563 cases.

(Indian Worker, dated 28th September 1981)

Labour Legislation

INDUSTRIES, ENERGY AND LABOUR DEPARTMENT

Mantralaya, Bombay 400 032, dated the 28th June 1981

MAHARASHTRA ORDINANCE No. V OF 1981

AN ORDINANCE

For regulating the employment of private Security Guards employed in factories and establishments in the State of Maharashtra and for making better provisions for their terms and conditions of employment and welfare, through the establishment of a Board therefore, and for matters connected therewith.

WHEREAS both Houses of the State Legislature are not in session ;

AND WHEREAS the Governor of Maharashtra is satisfied that circumstances exist which render it necessary for him to take immediate action to make a law for regulating the employment of private Security Guards employed in factories and establishments in the State of Maharashtra and for making better provisions for their terms and conditions of employment and welfare, through the establishment of a board therefor, and for a matters connected therewith ;

AND WHEREAS the instructions of the president under the proviso to clause (1) of Article 213 of the Constitution of India, have been obtained ;

NOW THEREFORE, in exercise of the powers conferred by clause (1) of Article 213 of the Constitution of India, the Governor of Maharashtra is hereby pleased to promulgate the following Ordinance, namely

1. *Short title, extent, commencement and application.*—(1) This Ordinance may be called the Maharashtra Private Security Guards (Regulation of Employment and Welfare Ordinance), 1981.

(2) It extends to the whole of the State of Maharashtra.

(3) It shall come into force at once.

(4) It applies to persons who work as Security Guards in any factory or establishment, but who are not direct and regular employees of the factory or the establishment, as the case may be.

2. *Definitions.*—In this Ordinance, unless the context otherwise requires,

(1) "agency" or "agent" in relation to a Security Guard, means an individual or body of individuals or a body Corporate who undertakes to execute any security work or Watch and Ward for any factory or establishment by engaging such Security Guard on hire or otherwise, or who supplies such Security Guards either in groups or as an individual, and includes a sub-agency or a sub-agent ;

(2) "Board" means a Board established under this Ordinance ;

(3) "employer" in relation to a Security Guard engaged by or through an agency or agent, means the principal employer and in relation to any other Security Guard, the person who has ultimate control over the official

of the factory or establishment and includes any other person to whom the affairs of such factory or establishment are entrusted, whether such person is called an Agent, Manager or by any other are entrusted, whether such person is called an Agent, Manager or by any other name prevailing in the factory or establishment ;

(4) "establishment" means an establishment as defined in clause (8) of section 2 of the Bombay Shops and Establishments Act, 1948. (Bom. LXXX of 1948) ;

(5) "factory" means a factory as defined in clause (m) of the Factories Act, 1948 ; (LXIII of 1948) ;

(6) "prescribed" means prescribed by rules made under this Ordinance ;

(7) "principal employer" means an employer who has engaged Security Guards through an agency or agent ;

(8) "Scheme" means a Scheme made under this Ordinance ;

(9) "Security Guard" or "private Security Guard" means a person who is engaged or is to be engaged through any agency or an agent, whether for wages or not, to do security work or watch and ward work in any factory or establishment and, includes any person not employed by any employer or agency or agent, but working with the permission of, or under an agreement with, the employer or agency or agent, but does not include the members of any employer's family or any person who is a direct and regular employee of the principal employer ;

(10) "Inspector" means an inspector appointed under section 16 ;

(11) "wages" means all remunerations expressed in terms of money or capable of being so expressed, which would, if the terms of contract of employment, express or implied, were fulfilled, be payable to a Security Guard in respect of security work or watch and ward work done in any factory or establishment, but does not include—

(i) the value of any house accommodation, supply of light, water medical attendance, or any other amenity or any service excluded from the computation of wages by general or special order of the State Government ;

(ii) any contribution paid by the employer to any pension fund or provident fund or under any scheme of social insurance and the interest which may have accrued thereon.

(iii) any travelling allowance or the value of any travelling concession ;

(iv) any sum paid to the Security Guard to defray special expenses entailed on him by the nature of this employment, or

(v) any gratuity payable on discharge.

3. *Scheme for ensuring regular employment of Security Guards.*—(1) For the purpose of ensuring an adequate supply and full and proper utilisation of Security Guards in factories and establishments, and generally for making better provision for the terms and conditions of employment of such workers, the State Government may by means of one or more Schemes provide for the registration of employer and Security Guards in any factory or establishments

and provide for the terms and conditions of employment of registered Security Guards and make provision for the general welfare of such Security Guards.

(2) In particular, a Scheme may provide for all or any of the following matters, that is to say—

(a) for the application of the scheme to such classes of registered Security Guards and employers, as may be specified therein ;

(b) for defining the obligations of registered Security Guards and employers subject to the fulfilment of which the Scheme may apply to them ;

(c) for regulating the recruitment and entry into the Scheme of Security Guards and the registration of Security Guards and employers, including the maintenance of registers, removal or restoration, either temporarily or permanently, of the names from the registers, and the imposition of fees for registration ;

(d) for regulating the employment of registered Security Guards and the terms and conditions of such employment, including the rates of wages, hours of work, maternity benefit, overtime payment, leave with wages, provision for gratuity and conditions as to weekly and other holiday and pay in respect thereof ;

(e) for providing the time within which registered employers should remit to the Board the amount of wages payable to the registered Security Guards for the work done by such workers ; for requiring such employers who, in the opinion of the Board make default in remitting the amount of wages in time as aforesaid, to deposit with the Board, an amount equal to the monthly average of the wages to be remitted as aforesaid if at any time the amount of such deposit falls short of such average for requiring such employer who persistently make default in making such remittances in time to pay also by way of penalty a surcharge of such amount not exceeding 10 percent of the amount to be remitted as the Board may determine ;

(f) for securing that, in respect of a period during which employment is not available to registered Security Guards, though they are available for work, such Security Guards shall, subject to the conditions of the scheme receive a minimum guaranteed wage ;

(g) for prohibiting, restricting or otherwise controlling the employment of, Security Guards to whom the Scheme does not apply, and the employment of Security Guards by employers to whom the Scheme does not apply.

(h) for the welfare of registered Security Guards covered by the Scheme, in so far as satisfactory provision therefor does not exist apart from the Scheme ;

(i) for health and safety measures in place where the registered Security Guards are engaged, in so far as satisfactory provision therefor is required, but does not exist, apart from the Scheme ;

(j) for the constitution of any fund or funds, including provident fund for the benefits of registered Security Guards, the vesting of such funds, the payment and contributions to be made to such funds, provision for provident fund and rates of contribution being made after taking into consideration the

provisions of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952, (XIX of 1952) and the Scheme framed thereunder, with suitable modifications, where necessary to suit the conditions of work of such registered Security Guards and all matters relating there to ;

(k) for the manner in which, to day from which (either prospective or retrospective) and the persons by whom, the cost of operating the Scheme is to be defrayed ;

(l) for constituting the persons or authorities who are to be responsible for the administration of the Scheme, and the administration of funds constituted for the purposes aforesaid ;

(m) for specifying the powers and duties, which the persons or authorities referred to in clause (i) may exercise or perform, for providing appeals and revision applications against the decisions orders of such persons and authorities ; and for deciding such appeals and applications and for matters incidental thereto ;

(n) for such other incidental and supplementary matters as may be necessary or expedient for giving effect to the purposes of the Scheme.

(3) The Scheme may further Provide that a contravention of any provision thereof shall on conviction, be punished with imprisonment for such term as may be specified (but in no case exceeding three months in respect of a first contravention or six months in respect of any subsequent contravention) or with fine which may extend to such amount as may be specified (but in no case exceeding five hundred rupees in respect of the first contravention or one thousand rupees in respect of any subsequent contravention), or with both imprisonment and fine ; and if the contravention is continued after conviction, with a further fine which may extend to one hundred rupees for each day on which the contravention is so continued.

4. *Making, variation and revocation of Scheme.*—(1) The State Government may, after consultation with the Advisory Committee, and subject to the condition of previous publication by notification in the *Official Gazette*, make one or more Schemes for Security Guards, class or classes of Security Guards in one or more areas specified in the notification ; and in like manner add to, amend, vary or substitute another Scheme for any Scheme made by it.

Provided that, no such notification shall come into force, unless a period of one month has expired from the date of its publication in the *Official Gazette*.

(2) The provision of section 24 of the Bombay General Clauses Act, 1904, (Bom. I of 1904) shall apply to the exercise of the powers given by sub-section (1) as they apply to the exercise of the power given by Maharashtra Act to make rules subject to the condition of previous publication.

5. *Dispute regarding application of Scheme*—If any question arises whether any Scheme applies to any class of Security Guards or employers, the matter shall be referred to the State Government, and the decision of the State government on the question, which shall be taken after consulting the Advisory Committee constituted under section 15, shall be final.

6. *Constitution of Board.*—(1) The State Government may, by notification in the *Official Gazette*, establish a Board to be known by such name as may be specified in the notification for any Security Guards in any area. One or more Boards may be established for one or more classes of Security Guards or for one or more areas.

(2) Every such Board shall be a body corporate with the name aforesaid, having perpetual succession and common seal, with power to acquire, hold and dispose of property and to contract and may, by that name sue or be sued.

(3) The Board shall consist of members nominated, from time to time, by the State Government representing the employers, and the Security Guards and the State Government.

(4) The members representing employers and the Security Guards shall be equal in number, and the members representing the State Government shall not exceed one-third of the total number of members representing employers Security Guards.

(5) The Chairman of the Board shall be one of the members appointed to represent the State Government, nominated in this behalf by the State Government.

(6) After nomination of all the members of the Board including the Chairman, the State Government shall, by notification in the *Official Gazette*, publish the names of all the members of the Board.

(7) The term of office of members of the Board shall be such as may be prescribed.

(8) There shall be paid to every member (not being a member representing the State Government) from the fund of the Board, travelling and daily allowances attending meetings of the Board at such rates as may be prescribed.

(9) The meetings of the Board and procedure to be followed for the purpose and all matters supplementary or ancillary thereto shall subject to the approval of the State Government, be regulated by the Board itself.

7. *Power of State Government to appoint Board consisting of one person.*

(1) Where by reason of the employers or the Security Guards refusing to recommend persons for representing them on the Board or for any reasons whatsoever, it appears to the State Government that it is unable to constitute a Board for Security Guards in accordance with the provisions of section 6, the State Government may by notification in the *Official Gazette*, appoint suitable person who shall hold office until a Board is duly constituted under section 6 for such Security Guards.

(2) The person so appointed shall be deemed to constitute the Board for the time being, and shall exercise all the powers and perform and discharge all the duties and functions conferred and imposed upon the Board by or under this Ordinance and the Scheme made thereunder. He shall continue in office until the day immediately preceding the date of the first meeting of the Board constituted under section 6.

(3) The person constituting the Board shall receive such remuneration from the fund of the Board, and the terms and other conditions of his service shall be such as the State Government may determine.

8. *Powers and duties of Board.* (1) The Board shall be responsible for administering every Scheme and shall exercise such powers and perform and discharge such duties and functions as may be conferred on it by the Scheme.

(2) The Board may take such measures as it may deem fit for administering the Scheme.

(3) The Board shall submit to the State Government, as soon as may be after the 1st day of April every year, and not later than the 31st day of October an annual report on the working of the Scheme during the preceding year ending on the 31st day of March of that year. Every report so received shall be laid, as soon as may be after it is received, before each House of the State Legislature if it is in session, or in the session immediately following the date of receipt of the report.

(4) In exercise of the powers and performance and discharge of its duties and functions, the Board shall be bound by such directions as the State Government may for reasons to be stated in writing, give to it, from time to time.

9. *Account and audit.* (1) The Board shall maintain proper accounts and other relevant record and prepare an annual statement of accounts, including a balance sheet in such form as may be prescribed.

(2) The accounts of the Board shall be audited annually by such qualified person as the State Government may appoint in this behalf.

(3) The auditor shall at all reasonable time have access to the books of accounts and other documents of the Board, and may for the purposes of the audit, call for such explanation and information as he may require or examine any member or officer of the Board.

(4) The accounts of the Board certified by the auditor, together with, the audited report thereon, shall be forwarded annually to the State Government before such date as the State Government may specify in this behalf.

(5) The Board shall comply with such directions as the State Government may, after perusal of the report of the auditor, think fit to issue.

(6) The cost of audit, as determined by the State Government, shall be paid out of the funds of the Board.

10. *Disqualification and removal.* (1) No person shall be chosen as, or continue to be, a member of the Board who,

(a) is a salaried officer of the Board ; or

(b) is an undischarged insolvent ; or

(c) is found to be a lunatic or become of unsound mind ; or

(d) is or has been convicted of any offence involving moral turpitude, unless a period of five years has elapsed since the date of his convictions,

The State Government may remove from office any member who—
 is absent without leave of the board for more than three consecutive months of the Board.

Resignation of office by Member.—Any member of the Board may at any time resign his office by writing under his hand addressed to the State Government, and his office shall, on receipt of such resignation, become vacant.

12. *Vacancy to be filled as early as possible.*—In the event of any vacancy occurring on account of the death, resignation, disqualification or removal or otherwise, the Board shall forthwith communicate the occurrence to the State Government, and the vacancy shall be filled as far as possible, within ninety days from the date of the occurrence of the vacancy, and the person nominated to fill in the vacancy shall hold office so long only as the member in whose place he is nominated to fill in the vacancy shall hold office so long only as the member in whose place he is nominated would have held it if the vacancy had not occurred:

Provided that during any such vacancy, the continuing members may act as if no vacancy has occurred.

13. *Proceedings presumed to be good and valid.*—No act or proceeding of the Board shall be questioned or invalidated merely by reason of any vacancy in its membership or by reason of any defect in the constitution thereof.

14. *Determination of moneys due from employers and Security Guards.*—
 (1) The Board, or such officer as may be specified by it in this behalf, may, by order, determine any sum due from any employer or Security Guard under this Ordinance or any Scheme made thereunder and for this purpose may conduct such inquiry as the Board or such officer may think to be necessary.

(2) The Board or such officer conducting the inquiry under sub-section (1) shall, for the purposes of such inquiry, have the same powers as are vested in a Court under the Code of Civil Procedure, 1908, (V of 1908) for trying a suit in respect of the following matters, namely—

- (a) enforcing the attendance of any person or examining him on oath;
- (b) requiring the discovery and production of documents;
- (c) receiving evidence on affidavit;
- (d) issuing commissions for the examination of witnesses;

and any such inquiry shall be deemed to be a judicial proceeding within the sections 193 and 228, and for the purpose of section 196, of the Indian Penal Code. (XLV of 1860).

(3) No order determining the sum due from any employer or Security Guard shall be made under sub-section (1) unless the employer or Security Guard, as the case may be, is given reasonable opportunity of representing his case.

(4) An order made under this section shall be final and shall not be questioned in any Court.

Any sum determined under this section may, if such sum is in arrears, be recovered as an arrear of land revenue.

Advisory Committee. (1) The State Government may constitute an Advisory Committee to advise it upon such matters arising out of the administration of this Ordinance or any Scheme made under this Ordinance or relating to the application of the provisions of this Ordinance to any particular class of Security Guards and employers, as the Advisory Committee may itself consider to be necessary or as the State Government may refer to it for advice.

(2) The members of the Advisory Committee shall be appointed by the State Government and shall be of such number and chosen in such manner as may be prescribed.

Provided that the Advisory Committee shall include an equal number of members representing the employers, the security Guards and equal number of members representing the employers, the Security Guards and the Legislature and the members representing the State Government not exceeding one-third of the total number of members.

(3) The Chairman of the Advisory Committee shall be one of the members appointed to represent the State Government nominated in this behalf by the State Government.

(4) The State Government shall publish in the *Official Gazette* the names of all the members of the Advisory Committee.

(5) The meetings of the Advisory Committee and procedure to be followed for the purpose shall be regulated according to the rules made under this Ordinance.

(6) The term of office of members of the Advisory Committee shall be such as may be prescribed.

(7) A member of the Advisory Committee (not being a member representing the State Government) shall receive travelling and daily allowances for attending meeting of the Committee at such rate as may be prescribed.

16. *Inspectors and their powers.*—(1) The Board may appoint such persons as it thinks fit to be Inspectors possessing the prescribed qualifications for the purposes of this Ordinance for of any Scheme and may define the limits of their jurisdiction.

(2) Subject to any rules made by the State Government in this behalf an Inspector may,—

- (a) enter and search at all reasonable hours, with such assistants as he thinks fit, any premises or place, where Security Guards are employed, or work is given out to Security Guards in any factory or establishment, for the purpose of examining any register, record of wages or notices required to be kept or exhibited under any scheme, and require in the production thereof, for inspection,

(b) examine any person whom he finds in any such premises or place and who, he has reasonable cause to believe, is a Security Guard to employed therein or a Security Guard to whom work is given out there in ;

(c) require any person giving any work to a Security Guard or to a groups of Security Guards to give any information, which is in his power to give in respect of the names and addresses of the persons to whom the work is given, and in respect of payments made, or to be made, for the said work ;

(d) seize or take copies of such registers, records of wages or notices or portions thereof, as he may consider relevant, in respect of an offence under this Ordinance or any Scheme, which he has reason to believe has been committed by an employer ; and

(e) exercise such other powers as may be prescribed :

Provided that, no one shall be required under the provisions of this section to answer any question or make any statement tending to incriminate himself.

(3) Every Inspector appointed under this section shall be deemed to be a public servant within the meaning of section 21 of the Indian Penal Code.

17. *Cognizance of offences.*—(1) No court shall take cognizance of any offence made punishable by a scheme or of any abetment thereof except on a complaint in writing made by an Inspector or by a person specially authorised in this behalf by the Board or the State Government.

(2) Notwithstanding anything contained in the Code of Criminal Procedure 1973, (II of 1974) an offence made punishable by a Scheme or an abetment thereof shall be triable only by a Metropolitan Magistrate or a Magistrate or Magistrate of the First class.

18. *Prohibition of employment of children.*—No child shall be required or allowed to work as a Security Guard.

Explanation.—“Child” means a person who has not completed fourteen years of age.

19. *Application of Workmen's Compensation Act to Security Guards.*—The provisions of the Workmen's Compensation Act, 1923, (VIII of 1923) and the rules made thereunder, shall mutatis mutandis apply to the registered Security Guards employed in any factory or establishment ; and for that purpose they shall be deemed to be workmen within the meaning of that Act ; and in relation to such workmen, employer shall mean where a Board makes payment of Wages to any such workmen, the Board and in any other case, the employer as defined in this Ordinance.

20. *Application of the Payment of Wages Act to Security Guards.*—(1) Notwithstanding anything contained in the Payment of Wages Act, 1936 (IV of 1936) (hereinafter referred to in this section as “ the said Act ”), the State Government may, by notification in the *Official Gazette*, direct that all or any of the provisions of the said Act and the rules made thereunder shall apply to all or any class of registered Security Guards employed in any factory or establishment, with

the modification that, in relation to registered Security Guards, employer shall mean, where a Board makes payment of wages to any such Guards, the Board ; and in any other case the employer as defined in this Ordinance ; and on such application of the provisions of the said Act. An Inspector appointed under this Ordinance shall be deemed to be the Inspector for the purpose of the enforcement of such provisions of the said Act within the local limits of his jurisdiction.

(2) The State Government may, only if the Advisory Committee so advises by like notification, cancel or vary any notification issued under sub-section (1).

21. *Application of Maternity Benefit Act to women Security Guards.*—Notwithstanding anything contained in the Maternity Benefit Act, 1961 (hereinafter referred to in this section as “ the said ”) Act the State, Government may, by notification in the *Official Gazette*, direct that all or any of the provisions of the said Act and the rules made thereunder shall apply to registered women Security Guards employed in any factory or establishment ; and for that purpose they shall be deemed to be women within the meaning of the said Act ; and in relation to such women employer shall mean, where a Board makes payment of wages to such women, the Board, and in any other case, the employer as defined in this Ordinance ; and on such application of the provisions of the said Act, an Inspector appointed under this Ordinance shall be deemed to be the Inspector for the purposes of enforcement of such provisions of the said Act within the local limits of his jurisdiction.

22. *Rights and privileges under other laws not affected in certain cases.*—Nothing contained in this Ordinance shall affect any rights or privileges, which any registered Security Guard employed in any factory or establishment is entitled to, on the date on which this Ordinance comes into force, under any other law, contract, custom or usage applicable to such Security Guard, if such rights or privileges are more favourable to him than those to which he would be entitled to under this Ordinance and the Scheme :

Provided that, such Security Guard will not be entitled to receive any corresponding benefit under the provisions of this Ordinance and the Scheme.

23. *Exemptions.*—The State Government may, after consulting the Advisory Committee, by notification in the *Official Gazette*, and subject to such conditions and for such period as may be specified in the notification, exempt from the operation all any of the provisions of this Ordinance or any Scheme made thereunder, all or any class or classes of Security Guards employed in any factory or establishment or in any class or classes of factories or establishment, if in the opinion of the State Government, all Sub Security Guards or such class or classes of Security Guards are in the enjoyment of benefits, which are on the whole not less favourable to such Security Guards than the benefits provided by or under this Ordinance or any Scheme made there under :

Provided that, before any such notification is issued, the State Government shall publish a notice of its intention to issue such notification, and invite objections and suggestions in respect there to and no such notification shall be issued until the Objections and suggestions have been considered and a period

of one month has elapsed from the date of first publication of the notice in the *Official Gazette* :

Provided further that, the State Government may, by notification in the *Official Gazette*, at any time, for reasons to be specified, rescind the aforesaid notification.

24. *Inquiry into working of the Board.*—(1) The State Government may, at any time, appoint any person to investigate or inquire into the working of any Board or Scheme and submit a report to the State Government in that behalf.

(2) The Board shall give to the person so appointed all facilities for the proper conduct of the investigation or inquiry, and furnish to him such documents, accounts or information in possession of the Board as he may require.

(3) Any person so appointed to investigate or inquire into the working of any Board or Scheme may exercise all the powers of an Inspector appointed under this Ordinance.

25. *Supersession of the Board.*—(1) If the State Government, on consideration of the report referred to in sub-section (1) of section 24 or otherwise, is of the opinion,—

(a) that the Board is unable to perform and discharge its duties and functions ; or

(b) that the Board has persistently made default in the performance and discharge of its duties and functions or has exceeded or abused its powers, the State Government may, by notification in the *Official Gazette*, supersede the Board and reconstitute it in the prescribed manner, within a period of twelve months from the date of supersession. The period of supersession may be extended by the State Government for sufficient reasons by a like notification by not more than six months :

Provided that, before issuing a notification under this sub-section on any of the grounds mentioned in clause (B), the State Government shall give a reasonable opportunity to the Board to show cause why it should not be superseded, and shall consider the explanations and objections, if any, of the Board.

(2) After the supersession of the Board and until it is reconstituted the powers, duties and functions of the Board under this Ordinance and any Scheme shall be exercised, performed and discharged by the State Government, or by such officer or officers as to State Government or by such officer or officers as the State Government may appoint for this purpose.

(3) When the Board is superseded the following consequences shall ensue, that is to say,—

(a) all the members of the Board shall, as from the date of publication of the notification under sub-section (1) vacate their office ;

(b) all the powers, duties and functions, which may be exercised, performed or discharged by the Board shall, during the period of supersession, be exercised, performed or discharged by such person or persons as may be specified in the notification ;

(c) all funds and other property vesting in the Board shall, during, the period of supersession, vest in the State Government, and on the reconstitution of the Board, such funds and property shall revert in the Board.

26. *Contracting out.*—Any contract or agreement, whether made before or after the commencement of this Ordinance, whereby a registered Security Guard relinquishes any right conferred by, or any privilege or concession according to him under this Ordinance or any Scheme, shall be void and of no effect, in so far as it purports to deprive him of such right or privilege or concession.

27. *General penalty for offences.*—Save as otherwise expressly provided in this Ordinance any person, who contravenes any of the Provision of this Ordinance, or any rule made there under, shall, on conviction, be punished with fine, which may extend to five hundred rupees, and in case of continued contravention thereof, with an additional fine which may extend to one hundred rupees per day for every day during which such contravention continues.

28. *Protection of action taken under this Ordinance.*—No suit, prosecution or other legal proceedings shall lie against the State Government or the Board or the Chairman, Secretary, or any member of the Board or the Advisory Committee, or any Inspector or any other officer of the Board for anything which is in good faith done or intended to be done in pursuance of this Ordinance or any Scheme or any rule or order made there under.

29. *Power to make rules.*—(1) The power to make rules under this Ordinance shall be exercised by the State Government, subject to the condition of previous publication and by notification in the *Official Gazette*.

(2) Without prejudice to any power to make rules contained elsewhere in this Ordinance, the State Government may make rules, consistent with this Ordinance generally to carry out the purposes of this Ordinance.

30. *Scheme and rules to be laid before State Legislature.*—Every scheme and every rule made under this Ordinance shall be laid, as soon as may be after it is made, before each House of the State Legislature, while it is in session, for a total period of thirty days, which may be comprised in one session or two successive sessions, and if, before the expiry of the session in which it is so laid or the session immediately following, both Houses agree in making any modification in the Scheme or the rule, or both Houses agree that the Scheme or the rule should not be made and notify such decision in the *Official Gazette*, the Scheme or the rule, as the case may be, shall there after from the date of publication of such notification, have effect only in such modified form or be of no effect, as the case may be ; so, however, that any such modified form or be of no effect, as the case may be ; so, however, that any such modification or annulment shall be without prejudice to the validity of anything previously done or omitted to be done under that scheme or rule.

STATEMENT

It has represented to Government that at present about 70,000 persons are working as Security Guards in various factories and establishments in Greater Bombay and in Thane Industrial Complex. Majority of them are provided by about 250 flourishing Agencies operating in these areas. The service conditions of these Security Guards are, however, not satisfactory. Their services depend merely on the whim and sweet will of the Agencies supplying them, and they are being exploited and even removed arbitrarily from service on some flimsy grounds. In many cases the Security Guards receive a small portion of the amounts recovered from the employers as their wages and the balance is pocketed by the Agencies.

2. Government recently conducted a survey and the findings of the survey confirmed that there is substantial truth in the position as re-presented to Government. It is also noticed that the Security Guards are required to do not only the usual petrolling and watch and ward work of a factory or an establishment, but occasionally they are even compelled to fight situations like thefts assaults and fire. Under the present system in which they work, they are not entitled to any protection of the Labour Laws available to the other workers.

3. In order to ensure that Security Guards in factories and establishments are not exploited and for making better provisions for their terms and conditions of employment and welfare, through the establishment of a separate representative Board therefore, it is considered necessary to enact a special law immediately, on the lines of Maharashtra Mathadi, Hamal and other Manual Workers (Regulation of Employment and Welfare) Act, 1969. It would then be possible in due course to make recruitment of these Security Guards through the Board only.

4. As both Houses of the State Legislature are not in session and it is considered necessary to take immediate action to enact a special law for the purposes aforesaid, this Ordinance is promulgated.

(Published in M.G.G., Part IV, dated 20th August 1981, Pages 246-257).

MINISTRY OF LAW JUSTICE AND COMPANY AFFAIRS
(LEGISLATIVE DEPARTMENT)

New Delhi, the 26th July 1981/Sravana 4, 1903 (Saka).

THE WORKING JOURNALISTS AND OTHER NEWSPAPER
EMPLOYEES (CONDITIONS OF SERVICE) AND MISCELLANEOUS
PROVISIONS (AMENDMENT) ORDINANCE, 1981.

No. 12 of 1981

Promulgated by the President in the Thirty-second Years of the Republic of India.

An Ordinance further to amend the Working Journalists and Other Newspaper Employees (Conditions of Service) and Miscellaneous Provisions Act, 1955.

WHEREAS Parliament is not in session and the President is satisfied that circumstances exist which render it necessary for him to take immediate action;

Now, THEREFORE, in exercise of the powers conferred by clause (1) of article 123 of the Constitution the President is pleased to promulgate the following Ordinance :

1. *Short title and commencement.*—(1) This Ordinance may be called the Working Journalists and Other Newspaper Employees (Conditions of Service) and Miscellaneous Provisions (Amendment) Ordinance, 1981.

(2) It shall be deemed to have come into force on the 13th day of August 1980.

2. *Amendment of section 2.*—In section 2 of the Working Journalists and Other Newspaper Employees (Conditions of Service) and Miscellaneous Provisions Act, 1955 (45 of 1955), (hereinafter referred to as the Principal Act,) in clause (f), for the words "who is employed as such in, or in relation to any newspaper establishment", the words "who is employed as such, either whole time or part time, in or in relation to, one or more newspaper establishments" shall be substituted.

3. *Insertion of new section 16A.*—After section 16 of the principal Act, the following section shall be inserted namely :—

"16A. *Employer not to dismiss, discharge, etc. newspaper employees.*—No employer in relation to a newspaper establishment shall, by reason of his liability for payment of wages to newspaper employees at the rates specified in an order of the Central Government under section 12, or under section 12 read with section 13 AA or section 13DD, dismiss, discharge or retrench any newspaper employee."

(Published in M.G.G., Part VI, dated 27th August 1981, Page No. 313)

L. A. BILL No. LII OF 1981.

BILL

Further to amend the Maharashtra Mathadi, Hamal and other Manual Workers (Regulation of Employment and Welfare) Act 1969

WHEREAS it is expedient further to amend the Maharashtra Mathadi, Hamal and other Manual Workers (Regulation of Employment and Welfare) Act, 1969, Mah. XXX of 1969, for the purposes hereinafter appearing, it is hereby enacted in the Thirty second year of the Republic of India as follows:—

1. *Short title and Amendment.*—(1) This Act may be called the Maharashtra Mathadi, Hamal and other Manual Workers (Regulation of Employment and Welfare) (Amendment) Act, and commencement.

2. It shall come into force on such date as the State Government may, by notification in the Official Gazette, appoint.

2. *Substitution of section 17 by section 17 to 17G in Mah. XXX of 1969.*—In the Maharashtra Mathadi, Hamal and other Manual Workers (Regulation of Employment and Welfare) Act, 1969 Mah. XXX of 1969, (hereinafter referred to as "the principal Act"), For section 17, the following sections shall be substituted, namely—

17. *Offences to be tried by Labour Court.*—Every offence punishable by or under this Act (including any offence made punishable by a scheme made under this Act) shall be tried by the Labour Court, within the local limits of whose jurisdiction the offence was committed.

17A. *Labour Court under Bombay Industrial Relations Act to be Labour Court under This Act Also.*—A Labour Court constituted under the Bombay Industrial Relations Act, 1946, Bom. XI of 1947, for any local area, shall also be a Labour Court constituted for that area for the purposes of this Act; and accordingly shall have the same powers to try any offence made punishable by or under this Act, as it has to try any offence punishable by or under that Act.

17B. *Cognizance of offence on Complaint.*—No Labour Court shall take cognizance of any offence punishable by or under this Act, except on a complaint in writing made by an Inspector or by a person specially authorised in this behalf by the Board or the State Government.

17C. *Appeal from Labour Court to Industrial Court.*—(1) Notwithstanding anything contained in this Act, an appeal shall lie to the Industrial Court,—

- (a) against a conviction by a Labour Court, by the person convicted;
- (b) against an acquittal by a Labour Court, by the complainant;
- (c) for enhancement of a sentence awarded by the Labour Court by the State Government.

(2) Every appeal shall be made within thirty days from the date of the conviction, acquittal or sentence, as the case may be:

Provided that, the Industrial Court may, for sufficient reasons to be recorded in writing, allow an appeal after the expiry of the said period.

17D. *Industrial Court under Bombay Industrial relations Act to be Industrial Court Under this Act also.*—The Industrial Court constituted under the Bombay Industrial Relations Act, 1946, Bom. XI of 1947, shall also be the Industrial Court constituted for the purposes of this Act; and accordingly shall have the same powers to entertain any appeals or references against or in any proceeding, decision, conviction, acquittal, sentence or order by or of the Labour Court, as it has in these matters under that Act.

17E. *Decision of Labour Court and Industrial Court not to be questioned in any Civil or Criminal Court.*—(1) Save as provided in the last preceding section no decision, conviction, acquittal, sentence or order by or of a Labour Court shall be called in question in any Civil or Criminal Court.

(2) No decision given or order passed by the Industrial Court shall be called in question in any Civil or Criminal Court.

17F. *Cases to be disposed of by Labour Court and Industrial Court within three Months.*—(1) An endeavour shall be made by the Labour Court to hear and dispose of complaint of an offence punishable by or under the Act, as far as possible, within three months from the date the complaint is made to it.

(2) An endeavour shall be made by the Industrial Court to hear and dispose of any appeal or reference made to it under this Act, as far as possible, within three months from the date such appeal or reference is made to it.

17G. *Other relevant provisions of Bombay Industrial Relations Act to Apply and to be followed.*—Except as otherwise provided in this Act, in the trial of an offence punishable by or under this Act by the Labour Court, for hearing and disposal of any appeal or reference by the Industrial Court, and in other respects, the provisions of sections 85, 85A and 118B and other relevant provisions of the Bombay Industrial Relations Act, 1946, shall, so far as may be, apply, and be followed by these Courts and the parties concerned.

3. *Amendment of section 27 of Mah. XXX of 1969.*—In section 27 of the principal Act, after the words "on conviction," the words "by a Labour Court," shall be inserted.

4. The amendments made by this Act in the principal Act shall not have any effect and shall not apply to any complaints, appeals, references, applications or other proceedings filed and pending before any Court on the date of commencement of this Act, and such complaints, appeals, references, applications or proceedings shall be continued and disposed of by that Court, as if this Act had not been passed, and any appeal, reference, application or other proceedings in respect of any conviction, acquittal, sentence or any other decision or order passed by any Court before the date of commencement of this Act shall be filed before and heard and disposed of by the Court competent to entertain such appeal, reference, application or other proceedings before such commencement, as if this Act had not been passed.

STATEMENT OF OBJECTS AND REASONS

Under sub-section (2) of section 17 of the Maharashtra Mathadi Hamal and other Manual Workers (Regulation of Employment and Welfare) Act, 1969 an offence made punishable by a scheme under that Act is triable only by Metropolitan Magistrate or a Magistrate of the first class. The appeal lies to the higher Criminal Courts as provided in the Code of Criminal procedure, 1973. It is experienced that as these ordinary Criminal Courts have to deal with a number of cases under various laws, it takes considerable long time before the cases and appeals under the Mathadi Act are taken up and disposed of by these Courts.

2. Under the Bombay Industrial Relations Act, 1946, the offences punishable under that Act: re triable by special Courts called the Labour Courts constituted under that Act and appeals from the decisions of the Labour Courts lie to the Industrial Court also constituted under that Act.

3. To expedite trial of cases under the Mathadi Act, it is necessary to amend that Act, so as to entrust the work of trial of offences and hearing of appeals, etc., to the Labour Courts and the Industrial Court, which are special Courts for labour disputes, constituted under the Bombay Industrial Relations Act. It is also necessary to prescribe some reasonable time-limit within which these Courts should dispose of the cases under the Mathadi Act.

4. At present a number of cases of offence under the Mathadi Act are pending before the Criminal Courts for a long time with the result that the implementation of the schemes with reference to the employers to whom the Act applies is delayed and the workers concerned are deprived of the various benefits provided by the Mathadi Board. There is, therefore, unrest and dissatisfaction among the workers.

5. With a view to ameliorating the procedure and availability of speedy relief and benefits to the workers, it is proposed to confer the jurisdiction on the Labour and Industrial Courts to try offences, etc. under the Mathadi Act hence forward. However, while doing so, to avoid unnecessary expenditure to the parties, dislocation of work and legal complications, it is proposed that, notwithstanding the amendments to the Mathadi Act, all pending matters shall be disposed of by the ordinary Criminal Courts with whom they may be pending at the commencement of this Act, and the amendments should apply to new matters which may be filed hereafter.

6. The Bill is intended to achieve the above objects.

(Published in M.G.G., Part V, dated 13th August 1981, pages 377-80)

MAHARASHTRA LEGISLATURE SECRETARIAT

The following Bill was introduced in the Maharashtra Legislative Assembly 21st August, 1981.

L. A. BILL No. LXV OF 1981

A BILL

to amend the Bombay Industrial Relations Act, 1946

WHEREAS it is expedient Further to amend the Bombay Industrial Relations Act, Bom. XI of 1946-1947, for the purposes hereinafter appearing It is hereby enacted in the Thirty Second year of the Republic of India as follows:

1. *Short title.* This Act may be called the Bombay Industrial Relations (Amendment) Act, 1981.

2. *Amendment of Section 79 of Bom. XI of 1947.* In section 79 of the principal Act,—

(a) in sub-section (4), the words “ or of the making of the illegal change, ” shall be deleted ;

(b) after sub-section (4) and before the two provisos to this sub-section, the following new sub-section shall be inserted, namely:

“(5) An application in respect of a continuing illegal change, shall be made during the continuance of the illegal change or within three months of the last act of the illegal change.”

3. *Amendment of section 79 of Bom. XI of 1947.* In section 97 of the principal Act,—

(a) in sub-section (1) in paragraph (c), the words “ or has made an illegal change ” shall be deleted ;

(b) after sub-section (3), the following new sub-section shall be inserted namely :—

“(4) Nothing in this section shall apply to a strike which had commenced or continued for the reason that the employer has made an illegal change ”.

4. *Amendment of section 106 of Bom. XI of 1947.* In section 106 of the principal Act,

(a) in sub-section (1), for the words and figures, “ fine which may extend to Rs. 5,000 ,” the words and figure “ imprisonment which may extend to three months, subject to a minimum of one week, or with fine which may extend to Rs. 5,000 ” shall be inserted ;

(b) in sub-section (2) after the words “ three months ” , “but subject to a minimum of one month ,” shall be inserted.

STATEMENT OF OBJECT AND REASONS}

The object of this Bill is to carry out certain amendment to the Bombay Industrial Relations Act, 1946 (Bom. XI of 1947) which have been found necessary due to efflux of time and changed situation, for the purposes briefly explained below :—

Clause 2. The present wording of sub-section (4) of section 79 leaves scope for interpretation that an application to Labour Court must be made within three months from the starting point of the illegal change even when the said illegal change is continued by the employer for a longer time. The addition of sub-section (5) to section 79 is proposed with a view to clearly legalise an application to the Labour Court if made within three months from any time during the continuation of the illegal change. The further amendment regarding the deletion of certain words from the sub-section (4) of section 79 is a logical consequence of the main amendment.

Clause 3.—Making an illegal change by an employer is as serious and damaging the objects of the Act as the workers going on illegal strike.

However, the declaration of illegal change by Labour Court takes much more time than declaration of an illegal strike. Hence legalising a strike as a counter-action on illegal change should be allowed under the provisions of the Act. This will have much effective check on the employer's habit of resorting to arbitrary changes in an illegal manner.

Clause 4. For the same reasons as, given in respect of clause 3 above, a minimum punishment of imprisonment ought to be provided in respect of offence of making an illegal change and still graver act of continuing an illegal change even after it is directed to be withdrawn by the Labour Court. At present the Labour Courts give a very light treatment to the applications for the declaration of an illegal change and complaints regarding non-compliance of the order of withdrawing an illegal change by the employer. Even after such applications are found to be genuine, that Labour Courts brush them aside by mere formal declarations without awarding any punishment to the guilty employers. Hence the need for amendment for provision of minimum punishment of imprisonment which shall be obligatory on the Labour Courts to award, if the guilt of the employer is proved.

(Published in M. G. G., Part V, dated 27th August 1981, Pages 520 to 522).

Labour Laws

INDUSTRIES, ENERGY AND LABOUR DEPARTMENT

Mantralaya, Bombay 400 032, dated the 13th July 1981.

MAHARASHTRA PRIVATE SECURITY GUARDS (REGULATION OF EMPLOYMENT AND WELFARE) ORDINANCE 1981.

No. SGS. 1081/CR-130/LAB-12.—The following draft of the Scheme for the employment of Security Guards in factories and establishments which the Government of Maharashtra (after consultation with the Advisory Committee) proposes to make in exercise of the powers conferred by subsection (1) of section 4 of the Maharashtra Private Security Guards (Regulation of Employment and Welfare) Ordinance, 1981, (Mah. Ord. V of 1981) and of all other powers enabling it in that behalf, is hereby published as required by sub-section (1) of the said section 4 for the information of all persons likely to be affected thereby; and notice is hereby given that the said draft will be taken into consideration by the Government of Maharashtra on or after the 31st July 1981.

2. Any objections or suggestions which may be received by the Commissioner of Labour, Commerce Centre, Tardeo, Bombay, from any person with respect to the said draft before the date above said will be considered by Government.

DRAFT SCHEME

No. SGS. 1081/CR-130/LAB-12.—In exercise of the powers conferred by sub-section (1) of section 4 of the Maharashtra Private Security Guards (Regulation of Employment and Welfare) Ordinance, 1981, (Mah. Ord. V of 1981) (hereinafter referred to as "the said Ordinance") and of all other powers enabling it in this behalf, the Government of Maharashtra, after consultation with the Advisory Committee, hereby makes the following Scheme for the employment of Private Security Guards employed in factories and establishments in the areas specified in the Schedule appended to this Scheme, the same having been previously Published as required by in sub-section (1) of section 4 of the said Ordinance, namely —

THE PRIVATE SECURITY GUARDS (REGULATION OF EMPLOYMENT AND WELFARE) SCHEME, 1981.

1. *Title.*—This Scheme may be called the Private Security Guards (Regulation of Employment and Welfare) Scheme, 1981.

2. *Objects and Application.*—(1) *Objects.*—The Objects of this Scheme are to regulate employment of private security Guards employed in factories and establishments and to make better provisions for their terms and conditions of employment and welfare, through the establishment of a Board therefore, and for matters connected therewith.

(2) *Application.*—This Scheme shall apply to the registered Security Guards employed by the registered employers in any factory of establishment in the areas specified in the Schedule hereto.

3. *Commencement.*—(i) Clauses 14 and 15 of the Scheme shall come into force from 1st September 1981.

(ii) The remaining clauses of this Scheme shall come into force from 1st October 1981.

4. *Interpretation.*—(1) In this Scheme, unless the context otherwise requires,—

(a) "Board" means the greater Bombay, Thane District, Board constituted under section 6 of the Ordinance for the areas specified in the schedule ;

(b) "Chairman" means the Chairman of the Board ;

(c) "Ordinance" means the Maharashtra Private Security Guards (Regulation of Employment and Welfare) Ordinance, 1981. (Mah. Ord. V of 1981) ;

(d) "Pool" means a list of Security Guards maintained by the Board but which does not include monthly Security Guards ;

(e) "Pool Security Guard" means a Security Guard whose name is entered in the Pool ;

(f) "Registered Employer" means the employer whose name is for the time being entered in the register of employer ;

(g) "Registered Security Guards" or "registered private Security Guard" means a person whose name is for the time being entered in the registered or Pool security guards ;

(h) "register of employers" means the register of employers maintained under the Scheme ;

(i) "register of security guards" means the register of security guards maintained under the Scheme ;

(j) "Secretary" means the Secretary of the Board ;

(k) "personnel Officer" means the Personnel Officer appointed by the Board under Clause 5 ;

(l) "rules" means the Maharashtra Private Security Guards (Regulation of Employment and Welfare) Rules, 1981 ;

(m) Words and expressions used but not defined in the Scheme shall have the meaning assigned to them in the Ordinance.

5. *Secretary, Personnel Officer and other Servants of the Board.*—The Board may appoint a Secretary, a Personnel Officer and such other Officers and Servants on such terms and conditions of service as it deems it fit ;

Provided that, no post, the maximum salary of which exclusive of allowances is Rs. 1,000 and above per month shall be created, and no appointment to such post shall be made, by the Board except with the previous approval of the State Government.

Provided further that the previous approval of the State Government shall not be necessary to any appointment in a leave vacancy of a duration of not more than three months.

Functions of the Board.—(1) The Board may take such measures as it may consider desirable for carrying out the objective of administering the Scheme set out in clause 2 including measures for—

(i) ensuring the adequate supply and the full and proper utilisation of registered Security Guard for the purpose of facilitating and doing security work or watch and ward work in any factory or establishment ;

(ii) regulating the recruitment and entry into, and the discharge from the Scheme of Security Guards and allotment of registered Security Guards in the Pool to registered employers.

(iii) determining and keeping under review the number of registered Security Guards from time to time, on the registers or records and the increase or reduction to be made in the number of registered Security Guards ;

(iv) keeping, adjusting and maintaining the employers registers, entering therein the name of any employer in accordance with the provisions of this Scheme ;

(v) keeping, adjusting and maintaining from time to time, such registers or records, as may be necessary of Security Guards including any registers, or records, of Security Guards who are temporarily not available for work and whose absence has been approved by the Board ; and where circumstances so require, removing from any register or record the name of any registered Security Guard either at his own request or in accordance with the provisions of this Scheme ;

(vi) grouping or re-grouping of all registered Security Guards into such groups as may be determined by the Board, and reviewing the grouping of any registered Security Guards on the application of a Registered Security Guard ;

(vii) Making provision, subject to availability of funds, for welfare of registered Security Guards including medical services in so far as such provision does not exist apart from this Scheme ;

(viii) recovering from registered employers contribution in respect of the expenses of this Scheme, wages levy and any other contributions under this Scheme ;

(ix) making provision subject to availability of funds, for the health and safety measures in places where Security Guards are employed in so far as such provision does not exist apart from the Scheme ;

(x) maintaining and administering the Security Guards Welfare Fund, recovering from all the registered employers contribution towards the fund when such fund is constituted in accordance with the rules of the fund ;

(xi) maintaining and administering provident fund and gratuity fund for registered Security Guards in the pool when such funds are constituted.

(2) The property, fund and other assets vesting in the Board shall be held and applied by it, subject to the provisions and for the purposes of this Scheme.

(3) The Board shall have and maintain its own fund to which shall be credited,—

(a) all monies received by the Board from the State Government ;

(b) all fees, wages and levies received by the Board under this Scheme ;

(c) all monies received by the Board by way of sale and disposal of properties and other assets ;

(d) interest on investment in securities and deposits, rents and monies received by the Board in any other manner or from any other source.

(4) All monies forming part of the funds shall be kept in current or deposit account with the State Bank of India or the Reserve Bank of India or in any nationalised Scheduled Bank or any Co-operative Bank or any Scheduled bank or invested in such securities as may be approved by the Board. Such accounts shall be operated by such officers of the Board as may be authorised by it ;

Provided that, the Board may keep on hand such sum not exceeding to Rs. 1,000 as the Board may consider necessary.

Explanation.—For the purpose of this sub-clause “Nationalised Bank” means a bank specified in column 2 of the First Schedule to the Banking Companies (Acquisition and Transfer of undertakings) Act, 1970. (5 of 1970).

(5) The Board may with the previous permission of the State Government borrow money from open market or otherwise with a view to provide itself with adequate resources.

(6) The Board may accept deposits on such conditions as it deems fit from persons, authorities or establishments with whom it has to transact any business.

(7) The Board shall make provision for such reserve and other denominated funds as may be provided in this Scheme.

(8) The Board shall have the authority to spend such sums as it thinks fit for the purposes authorised under this Scheme from and out of the general fund of the Board or from the reserve and other funds as the case may be.

(9) The Board shall cause the proper account to be kept of the cost of operating this Scheme and of all receipts and expenses under this Scheme.

(10) The Board shall submit to the State Government.—

(a) as soon as may be after the first day of April, in every year and not later than the 31st day of October, an annual report on the working of the Scheme during the preceding year ending the 31st of March, together with an audited balance-sheet ; and

(b) copies of proceedings of the meeting of the Board.

(11) The Board may,—

(i) fix the number of Security Guards to be registered under the various categories ;

(ii) increase or decrease the number of Security Guards in any category on the register from time to time as may be necessary after a periodical review of the register and anticipated requirements ;

(iii) sanction the temporary registration of a specified number of Security Guards in any category for specific periods ;

(iv) devise forms, records, registers, statements and the like required for administration of the Scheme ;

(v) determine the wages, allowances and other conditions of service including age of retirement of registered security Guards ;

(vi) fix the rate of levy under clause 37 ;

(vii) sanction the annual budget ;

(viii) subject to the provisions of clause 5, appoint a Secretary the Personnel Officer and other staff of the Board ;

(ix) make recommendation to the State Government about any modification in the Scheme ;

(x) settle disputes between registered employers and registered security Guards ;

(xi) subject to such conditions as it thinks fit, delegate in writing to the Chairman, Secretary or to any other Officer of the Board any of its functions under this Scheme.

7. *Annual estimates.*—The Chairman shall at a special meeting to be held before the end of February in each year lay before the Board, the annual budget of Scheme for the year commencing on the first day of April then next ensuing in such details and forms as the Board may from time to time specify. The Board shall consider the estimate so presented to it and shall within four weeks of its presentation sanction the same either unilaterally or subject to such alteration as it may deem fit.

8. *Responsibilities and duties of Chairman.*—Without prejudice to the powers and functions of the Board, the Chairman shall be generally responsible for satisfactory execution of this Scheme and shall have powers to execute the decisions of the Board subject to its directions and in particular,—

(a) to ensure that the decisions of the Board in regard to the adjustment of the registers of Security Guards are carried out expeditiously ;

(b) to ensure that the sanctions for temporary registration of Security Guards are carried out without delay ;

(c) to supervise and control the working of this Scheme ;

(d) to take suitable steps, if any irregularities are detected by him or brought to his notice ;

(e) to ensure that the provisions of this Scheme in regard to transfer and promotion of Security Guards are carried out ;

(f) to constitute medical boards when required ;

(g) to ensure that conditions laid down in this Scheme for the registration of employers are complied with by them ;

(h) to ensure that all forms, registers, returns and documents, devised by the Board are properly maintained ;

(i) (A) to sanction the creation of posts the maximum salary of which exclusive of allowances is below Rs. 1,000 per month and to make appointment to such posts ;

(B) to make appointments to posts, the maximum salary of which exclusive of allowances is below Rs. 1,000 per month ;

(j) to take disciplinary action against registered Security Guards and registered employers in accordance with the provisions of this Scheme ;

(k) to deal with appeals from registered Security Guards and registered employers under clauses 33 and 34 ;

(l) discharge all functions relating to disciplinary action against registered employers and registered Security Guards to the extent permitted under clause 31.

9. *Functions of secretary.*—Without prejudice to the powers and functions of the Board and the Chairman, the Secretary, shall perform duties imposed on him by this Scheme in discharge of his duties and in particular be responsible for,—

(a) keeping, adjusting and maintaining the register of employers entering therein the name of any employers ;

(b) keeping, adjusting and maintaining from time to time, such registers or records, as may be necessary, of Security Guards including any registers or records of Security Guards who are temporarily not available for work and whose absence has been approved by the board and where the circumstances require removing from any registers or records the name of any registered Security Guard either at his request or in accordance with the provisions of this Scheme ;

(c) The employment and control of registered Security Guards who are available for work, when they are not otherwise employed in accordance with this Scheme ;

(d) The grouping or re-grouping of registered Security Guard in suitable pool in accordance with the instructions received from the Board in such group as be determined by the Board ;

(e) the allotment of registered Security Guards in the pool who are available for work to registered employers and for this purpose the secretary shall,—

(i) make the fullest possible use of registered Security Guards in the pool ;

(ii) Provide for the maintenance of records of employment and earnings of registered Security Guards.

(f) (i) the collection of levy or any other contribution from the employers under this Scheme ;

(ii) the collection from registered Security Guards of contribution to the Provident Fund, Insurance Fund or any other fund which may be constituted under the Scheme ;

(iii) the payment to each registered Security Guards of all earnings lawfully due to him from the registered employer and the payment to such Security Guard of all monies payable by the Board in accordance with the provisions of this Scheme ;

(g) appointing, subject to budget provisions, such officers and servants from time to time as may be authorised by the Board or the Chairman appoint ;

(h) the keeping of proper accounts of the cost of operating this Scheme and of all receipts and expenses under it and making and submitting to the Board an Annual Report and Audited Balance Sheet and profit and loss accounts statements ;

(i) framing budget annually for submission to the Board on or before the 15th day of February each year ;

(j) maintaining complete service records of all registered Security Guards and record sheets of all registered employers ;

(k) authorising the employment of unregistered Security Guards in case registered Security Guards are not available for work in the pool or in such other circumstances as the Chairman may approve ; and

(l) such other functions as may, from time to time, subject to the provision of this Scheme, be assigned to him by the Board or the Chairman.

10. *Function of Personnel Officer.*—The Personnel Officer shall assist the Secretary in the discharge of his duties and shall in particular carry out the functions assigned to him by clause 31 of this Scheme.

11. *Maintenance of registers.*—The following registers shall be maintained by the Board, namely :—

(1) *Register of employers.*—There shall be a register of employers in the form devised by the Board wherein the names, addresses and other details of the employers, registered under the Scheme shall be entered.

(2) *Pool Register.*—There shall be a register of Security Guards, known as pool Security Guards, in the form devised by the Board wherein the names, addresses and other details of the Security Guards registered under the Scheme shall be entered.

12. *Classification of workers.*—The Board shall arrange for the classification of Security Guards in suitable categories as may be determined by it from time to time.

13. *Fixation of number of Security Guards on the Registers.*—Before the commencement of registration in any category, the Board shall determine the number of Security Guards required in that category in consultation with the registered employers.

14. *Registration of employer.*—Every employer to whom this Scheme applies shall get himself registered with the Board by applying in the form devised by the Board within fifteen days from the date of coming into force of this clause :

Provided that an employer of any establishment coming into existence after the commencement of the Scheme shall apply for registration simultaneously on the commencement of his business.

15. *Registration of existing and new Security Guards.* (1) (a) Any security guard who on the date of enforcement of this Scheme is already working in the employment in the area to which the Scheme applies shall apply to the Board in the form devised by it for registration within one month from the date of coming into force of this clause :

Provided that, the Board may, if it is satisfied that the delay in making the application was for valid reasons, entertain the application for registration under

the Scheme within a period not exceeding two months from the coming into force of this clause ;

(b) The qualifications for new registration shall be such as may be specified by the Board having regard to local conditions, physical fitness, capacity or experience. No person other than a citizen of India shall be eligible for registration.

(2) Notwithstanding any provisions of this Scheme, where the Board is of opinion that a security guard has secured his registration by furnishing false information in his application or by withholding any information required therein or where it appears that a security guard has been registered improperly or incorrectly, the Board may direct the removal of his name from the register.

Provided that, before giving any such direction, the Board shall give such security guard an opportunity of showing cause why the proposed direction should not be issued.

16. *Promotion and transfer of security guards.*—A vacancy (other than a casual vacancy) in any category or security guard in a pool register shall ordinarily be filled by promotion of a security guard from the next lower category.

Explanation.—The criteria for promotion shall ordinarily be—

- (a) Seniority ;
- (b) Merit and fitness for the category to which promotion is to be made ;
- (c) record of past service.

17. *Medical examination.*—(1) If the Board considers it to be necessary so to do, it may require a new security guard before registration to undergo, free of charge, a medical examination for physical fitness by a Medical Officer nominated by the Chairman for this purpose. A security guard found medically unfit by a Medical Officer may apply in writing to the Chairman and simultaneously deposit with him such fees as may be specified in this behalf for examination by a Medical Board. On receipt of such a request, the Chairman shall set up a Medical Board. The decision of the Medical Board shall be final and a security guard who is medically unfit shall not be entitled to registration.

(2) If the Chairman deems it necessary so to do, he may require a security guard to undergo, free of charge, a medical examination by a Medical Board to be constituted by the Chairman. The decision of the Medical Board, the Chairman shall terminate his services forthwith.

18. *Registration fee.*—(1) A registration fee of rupee one shall be paid to the Board by each Security Guard at the time of registration under this Scheme.

(2) A registration fee of rupees twenty-five shall be paid by each employer at the time of registration under this Scheme.

19. *Supply of cards.*—(1) Every registered Security Guard shall be supplied with an identity card by the Board and an attendance card and wage slips by the registered employer in the forms devised by the Board.

(2) In case of loss of identity card, a fresh identity card will be issued to the Security Guard concerned on payment of such amount as may be fixed by the Board.

20. *Service record for registered Security Guards.*—A service record for every Security Guard shall be maintained in a form to be specified by the Board which shall contain among other things, a complete record of disciplinary actions taken against the Security Guard promotions, commendations for good work, etc. and such other matters as the Board may think fit.

21. *Record sheets for registered employers.*—The Personnel Officer shall maintain a record sheet in respect of each registered employer in a form to be devised by the Board which shall contain, among other things, a complete record of disciplinary action taken against the registered employer.

22. *Surrender of identity cards.*—A Security Guard's identity card shall be surrendered to the Board in the following circumstances, namely—

- (a) when proceeding on leave for seven days or more ;
- (b) when retiring from service ;
- (c) when temporarily suspended ; or
- (d) on death.

23. *Disappointment money.*—When a Security Guard in the pool presents himself for work and for any reason the work cannot commence or proceed and he is relieved within two hours of his attending for work, he shall be entitled to disappointment money from the employer at a rate as may be fixed by the Board as appropriate to the category to which he belongs. A Security Guard detained for more than two hours shall be paid full wages inclusive of dearness allowance.

24. *Holidays.*—Each Security Guard shall be entitled in year to four holidays with pay at such rates as may be specified by the Board under clause 29. Out of the four holidays, three holidays will be on (i) 26th January (Republic Day), (ii) 1st May (Maharashtra Day) and (iii) 15th August (Independence Day). The fourth holiday shall be decided by the Board.

Provided that the employer may require any Security Guard to work factory of establishment on all or any of these days, subject to the conditions that for such work the Security Guard shall be paid at the overtime rate as may be specified by the Board under clause 29.

25. *Obligations of registered Security Guards.*—(1) Every registered Security Guard shall be deemed to have accepted the obligations of this scheme.

(2) A registered Security Guard in the pool who is available for work shall not engage himself for employment under registered employer, unless he is allotted to that employer by the Secretary.

(3) A registered Security Guard in the pool who is available for work shall carry out directions of the Board and shall accept employment under any registered employer for which he is considered suitable by the Board.

(4) A registered Security Guard who is available for work when allotted by the Board for employment under a registered employer shall carry out his duties in accordance with the directions of such registered employer or his authorised representative or supervisor and the rules of the employment or place where he is working.

26. *Obligations of registered employers.*—(1) Every registered employer shall accept the obligations of this scheme.

(2) A registered employer shall not employ a Security Guard other than a Security Guard who has been allotted to him by the Secretary in accordance with provisions of clause 9(c).

(3) A registered employer shall, in accordance with instructions as may be given by the Board, submit all available information of his current and future requirements of Security Guards.

(4) A registered employer shall disburse to the Security Guard the wages and other allowances directly, if so directed by the Board and send to the Board a statement of such payment within such time and in such form as may be specified by the Board :

Provided that, if so directed by the Board, a registered employer shall remit to the Board the amount of wages and other allowances payable to the Security Guard within such time and in such manner as may be specified by the Board.

(5) A registered employer shall pay to the Board in such manner and at such times as the Board may direct, the levy payable under clause 37(1) and the gross wages due to Security Guard and any other amount due to Security Guards.

(6) A registered employer who makes default in remitting the amount of wages of Security Guards within the time limit specified by the Board, shall, if so required by the Board deposit with the Board an amount equal to the monthly average of the wages credited by him in the Board during the previous twelve calendar months in order to enable the Board to make payment of wages to Security Guards in time. The said amount shall be deposited with the Board within ten days from the date of order of the Secretary of the Board to that effect. If at any time the amount of such deposit falls short of the average of wages for twelve previous calendar months then the employer shall make good the deficit amount.

(7) A registered employer, who persistently makes default in remitting the amount of wages of Security Guards within the time limit specified by the Board, shall further pay by way of penalty a surcharge of such amount not exceeding ten per cent of the amount to be remitted as may be determined by the Board. The said surcharge shall be credited to the Board within ten days from the date of the order of the Secretary of the Board to that effect.

(8) If a registered employer fails to make the payment of any amount due from him to the Board under aforesaid clauses within the time specified by the Board the Secretary of the Board shall without prejudice to the right of the Board to take any other action under the scheme to which the employer may be liable for the said default, serve a notice on the employer to the effect that unless he

pays his dues within three days from the date of receipt of the notice the supply of registered Security Guards to him shall be suspended. On the expiry to the defaulting employer until he pays all the dues.

(9) A registered employer shall keep such records as the Board may require and shall produce before the Board or such person as may be designated by the Board upon reasonable notice all such records and any other documents of any kind relating to registered Security Guards and to the work upon which they have been employed and furnish such information relating thereto as may be set out in any notice or directions issued by or on behalf of the Board.

27. *Restriction on employment.*—(1) No employer shall engage for employment Security Guards unless that Security Guard is a registered Security Guard.

(2) Notwithstanding the provisions of this clause (1)—

(a) where the Secretary is satisfied that—

(i) the work is emergently required to be done ; and

(ii) it is not reasonably practicable to obtain registered Security Guard for that work.

the Secretary may, subject to any limitation imposed by the Board, allow a registered employer to employ a Security Guard who is not a registered Security Guard ;

Provided that, whenever unregistered Security Guards have to be employed, the Secretary shall obtain, if possible, the prior approval of the Chairman to the employment of such Security Guards and where this is not possible shall report to the Chairman, within 24 hours, the full circumstances under which such Security Guards were employed and the Chairman shall duly inform the Board of such employment at its next meeting ;

(b) the Board may, subject to such conditions as it may specify permit employment of unregistered Security Guards on a holiday, if work is required to be done on that day, to the extent registered Security Guards are not available for work ;

(c) in the cases referred to in items (a) and (b), the person so employed as aforesaid by a registered employer shall, for the purposes of sub-clauses (4), (5) and (6) of clause 26 and clause 29 be treated in respect of that work as if he were a registered Security Guards.

(3) A registered Security Guard in the Pool may, provided he fulfils fully his obligations under clause 25, take an employment elsewhere on those days on which he is not allotted for work by the Board.

28. *Circumstances in which this Scheme ceases to apply*—(1) This Scheme shall cease to apply to a registered Security Guard when his name has been removed from the register or record in accordance with the provisions of this Scheme.

(2) Nothing in this clause shall affect any obligation incurred or right accrued during any time where a person was a registered Security Guard.

29 *Wages, allowances and other conditions of service of Security Guards.*—

(1) Without prejudice to the provision of any award it shall be unless otherwise specifically provided for in this Scheme, an implied conditions of the contract between a registered Security Guard and registered employer that the rates, allowances and overtime, hours of work, rest intervals, leave with wages and other conditions of service shall be subject to the provisions of sub-clauses (2), (3), (4), (5) and (6) of this clause be such as may be fixed by the Board for each category of Security Guards;

(2) For the purpose of fixing rates of wages, allowances and overtime, hours of work, rest intervals, leave with wages and other conditions of service (hereinafter collectively referred to as "the conditions of service") for the registered Security Guards or for revising or modifying the same, the Board shall call upon the Association of Employers and Associations or Trade Unions of Security Guards covered by this Scheme to make such representations as they may think fit, as respects the conditions of service which may be fixed or revised or modified under this scheme in respect of registered Security Guards. If there is no such Association of Employers and Association or Union of Security Guards then such representations from registered employers and Security Guards may be invited on a notice published in such manner as the Board may think fit;

(3) Every such representation shall be in writing and shall be made within the such period as the Board may specify and shall state the conditions of service which in the opinion of the person making the representation would be reasonable having regard to the capacity of the employers to pay the same or comply with or to any other circumstances which may seem relevant to the person making the representation;

(4) The Board shall take into account the representations aforesaid, if any, and after examining all the material placed before it, shall fix or revise or, as the case may be, modify the relevant conditions of service of registered Security Guards;

(5) In fixing or revising or, as the case may be, modifying the conditions of service of the registered Security Guards, the Board shall have regard to the cost of living, the prevalent conditions of service in comparable employments in the local area, the capacity of the registered employers to pay and any other circumstances which may seem relevant to the Board;

(6) The conditions of service fixed, revised or as the case may be modified by the Board shall take effect prospectively or retrospectively from such date as the Board may decide. The decision of the Board shall be communicated to the registered Security Guards and the registered employers in such manner as the Board thinks fit.

30. *Disbursement of wages and other allowances to Security Guards.*—The wages and other allowances payable to the Security Guards every month by the registered employers shall be remitted by the registered employers by cheque to Secretary of the Board, within such time after the end of the month, as may be specified by the Board. The Secretary thereupon shall arrange to disburse the wages and other dues, if any, to the registered Security Guards on specified

days every month subject to deductions, if any, recoverable from them under the Scheme :

Provided that the Board may, if it thinks fit, and subject to such conditions as may be laid down by it allow a registered employer to pay directly to the Security Guards the wages and other allowances after making such deductions as may be authorised and recoverable from them under the Scheme, within such time and in such a manner as may be specified by the Board.

31. *Disciplinary Procedure.*—(1) (i) On receipt of the information, whether on a complaint or otherwise, that a registered employer has failed to carry out the provisions of this Scheme the Personnel Officer shall investigate the matter and on being satisfied in that behalf give him a warning in writing, or

(ii) Where in his opinion, a higher penalty is merited, the Personnel Officer shall report the case to the Chairman who may then cause further investigation to be made as he may deem fit and censure the employer and record the censure in his record sheet.

(2) A registered Security Guards in the pool who fails to comply with any of the provisions of this Scheme or commits any act of indiscipline or misconduct may be reported in writing to the Personnel Officer who may after investigating the matter give him a warning in writing.

(3) Where in the opinion of the Personnel Officer, a higher punishment than that provided in sub-clause (2) is merited he shall report the case to the Chairman.

(4) On receipt of the written report from the Personnel Officer under sub-clause (3) or from employer or any other person that a registered Security Guard in the pool has failed to comply with any of the provisions of this Scheme or has committed an act of indiscipline or misconduct or has been inefficient in any other manner, the Chairman may make or cause to be made such further investigation as he may deem fit and thereafter take any of the following steps as regards the Security Guard concerned, that is to say he may impose any of the following penalties:—

(a) give him a warning in writing ;

(b) suspend him for a period not exceeding four days ;

(c) terminate his services after giving one month's notice or one month's wages inclusive of dearness allowance in lieu thereof ; or

(d) dismiss him.

(5) Before any action is taken under this clause, the person concerned shall be given an opportunity to show cause why the proposed action should not be taken against him.

(6) During the pendency of investigations under sub-clauses (2) and (4) above, the Security Guards concerned may be suspended by the Chairman.

32. *Termination of employment.*—(1) The employment of registered Security Guard in the pool shall not be terminated except in accordance with the provisions of this Scheme.

(2) A registered Security Guard in the pool shall not leave his employment in the pool with the Board except by giving fourteen days notice in writing to the Board or forfeiting fourteen days' wages inclusive of dearness allowance in lieu thereof.

(3) When the employment of a registered Security Guard in the pool with the Board has been terminated under sub-clauses (1) and (2), his name shall forthwith be removed from the register or record by the Board.

33. *Appeals by Security Guards.*—(1) Save as otherwise provided in this clause, a Security Guard in the pool who is aggrieved by an order passed by an authority under clause 31 may prefer an appeal against the order of the Personnel Officer to the Chairman and against the order of the Chairman to the State Government.

(2) A Security Guard who is aggrieved by an order of the Secretary —

- (i) placing him in a particular category ; or
- (ii) refusing registration under clause 15 ; or
- (iii) requiring him under clause 25(4) to undertake any work which is not of the same category to which he belongs may prefer an appeal to the Chairman.

(3) Any Security Guard who is aggrieved by an order under clause 16 may prefer an appeal to the Chairman.

(4) No appeal shall lie where due notice has been given of the removal of the name of a registered Security Guard from the register or record in accordance with the instructions of the Board if the ground of removal in that the registered Security Guard falls within a class of description of Security Guard whose names are to be removed from the register or record in order to reduce the size thereof :

Provided that an appeal shall lie to the Chairman where the registered Security Guard alleges that does not belong to the class of description of Security Guards referred to in the instruction of the Board.

(5) Every appeal referred to in sub-clause (1), (3) or (4) shall be in writing and preferred within fourteen days of the date of receipt of the order appealed against :

Provided that the Appellate Authority may, for reasons to be recorded, admit an appeal preferred after the expiry of fourteen days.

34. *Appeals by employers.*—(1) A registered employer who is aggrieved by an order of the Personnel Officer under clause 3 (1) (i) may appeal to the Chairman.

(2) Every appeal referred to in sub-clause (1) shall be in writing and preferred within fourteen days of the receipt of the order appealed against :

Provided that the Appellate Authority may, for reasons to be recorded, admit an appeal preferred after the expiry of fourteen days.

35. *Power of revision of the Chairman.*—Notwithstanding anything contained in this Scheme, the Chairman in case of an order passed by the Personnel Officer under clause 31 may at any time call for the record of any proceeding

in which the Personnel Officer has passed the order for the purpose of satisfying himself as to the legality or propriety thereof and may pass such order in relation thereto as he may think fit :

Provided that, the Chairman shall not pass any order under this clause which may prejudicially effect the interests of any person without giving such person a reasonable opportunity of being heard.

36. *Stay of order in case of certain appeals.*—Where an appeal is made by a Security Guard in accordance with the provisions of clause 33 against an order of termination of service on one month's notice, the Appellate Authority may suspend the operation of the order appealed from pending the hearing and disposal of the appeal.

37. *Cost of operating the Scheme and provision for amenities and benefits to the registered Security Guards.*—(1) The cost of operating this scheme and for providing different benefits, facilities and amenities to the registered Security Guards as provided in the Ordinance and under this Scheme, shall be defrayed by payments made by the registered employers to the Board. Every registered employer shall pay to the Board such amount by way of levy in respect of registered Security Guards allotted to and engaged by him as the Board may, from time to time, specify by public notice or written order to the registered employers and in such manner and at such time as the Board may direct. The Board may require the registered employers to pay the levy retrospectively or prospectively as it may deem fit.

(2) An employer to whom this Scheme applied shall pay the levy as specified by the Board, from time to time, from the date from which the Scheme applies to him irrespective whether he gets himself registered within the time limit laid down in clause 14 of this scheme or any time thereafter.

(3) In determining what payments are to be made by the registered employers under sub-clause (1), the Board may fix different rates of levy for different categories of Security Guards provided that, the levy shall be so fixed that the same rate of levy will apply to all registered employers who are in like circumstances.

(4) The Board shall not sanction any levy exceeding fifty per cent of the total wage bill without the prior approval of the State Government.

(5) A registered employer shall on demand make a payment to the Board by way of deposit or provide such other security for the due payment of the amount referred to in sub-clause (1) as the Board may consider necessary.

(6) The Secretary shall furnish, from time to time, to the Board such statistics and other information as may reasonably be required in connection with the operation and financing of this Scheme.

(7) If a registered employer fails to make the payment due from him under sub-clause (1) within the time specified by the Board the Secretary shall serve a notice on the employer to the effect that unless he pays his dues within three days from the date of receipt of the notice, the supply of registered Security Guards to him shall be suspended on the expiry of the notice period the Secretary until he pays him dues.

(2) A registered Security Guard in the pool shall not leave his employment in the pool with the Board except by giving fourteen days notice in writing to the Board or forfeiting fourteen days' wages inclusive of dearness allowance in lieu thereof.

(3) When the employment of a registered Security Guard in the pool with the Board has been terminated under sub-clauses (1) and (2), his name shall forthwith be removed from the register or record by the Board.

33. *Appeals by Security Guards.*—(1) Save as otherwise provided in this clause, a Security Guard in the pool who is aggrieved by an order passed by an authority under clause 31 may prefer an appeal against the order of the Personnel Officer to the Chairman and against the order of the Chairman to the State Government.

(2) A Security Guard who is aggrieved by an order of the Secretary —

- (i) placing him in a particular category ; or
- (ii) refusing registration under clause 15 ; or
- (iii) requiring him under clause 25(4) to undertake any work which is not of the same category to which he belongs may prefer an appeal to the Chairman.

(3) Any Security Guard who is aggrieved by an order under clause 16 may prefer an appeal to the Chairman.

(4) No appeal shall lie where due notice has been given of the removal of the name of a registered Security Guard from the register or record in accordance with the instructions of the Board if the ground of removal in that the registered Security Guard falls within a class of description of Security Guard whose names are to be removed from the register or record in order to reduce the size thereof :

Provided that an appeal shall lie to the Chairman where the registered Security Guard alleges that does not belong to the class of description of Security Guards referred to in the instruction of the Board.

(5) Every appeal referred to in sub-clause (1), (3) or (4) shall be in writing and preferred within fourteen days of the date of receipt of the order appealed against :

Provided that the Appellate Authority may, for reasons to be recorded, admit an appeal preferred after the expiry of fourteen days.

34. *Appeals by employers.*—(1) A registered employer who is aggrieved by an order of the Personnel Officer under clause 3 (1) (i) may appeal to the Chairman.

(2) Every appeal referred to in sub-clause (1) shall be in writing and preferred within fourteen days of the receipt of the order appealed against :

Provided that the Appellate Authority may, for reasons to be recorded, admit an appeal preferred after the expiry of fourteen days.

35. *Power of revision of the Chairman.*—Notwithstanding anything contained in this Scheme, the Chairman in case of an order passed by the Personnel Officer under clause 31 may at any time call for the record of any proceeding

in which the Personnel Officer has passed the order for the purpose of satisfying himself as to the legality or propriety thereof and may pass such order in relation thereto as he may think fit :

Provided that, the Chairman shall not pass any order under this clause which may prejudicially effect the interests of any person without giving such person a reasonable opportunity of being heard.

36. *Stay of order in case of certain appeals.*—Where an appeal is made by a Security Guard in accordance with the provisions of clause 33 against a order of termination of service on one month's notice, the Appellate Authority may suspend the operation of the order appealed from pending the hearing and disposal of the appeal.

37. *Cost of operating the Scheme and provision for amenities and benefits to the registered Security Guards.*—(1) The cost of operating this scheme and for providing different benefits, facilities and amenities to the registered Security Guards as provided in the Ordinance and under this Scheme, shall be defrayed by payments made by the registered employers to the Board. Every registered employer shall pay to the Board such amount by way of levy in respect of registered Security Guards allotted to and engaged by him as the Board may, from time to time, specify by public notice or written order to the registered employers and in such manner and at such time as the Board may direct. The Board may require the registered employers to pay the levy retrospectively or prospectively as it may deem fit.

(2) An employer to whom this Scheme applied shall pay the levy as specified by the Board, from time to time, from the date from which the Scheme applies to him irrespective whether he gets himself registered within the time limit laid down in clause 14 of this scheme or any time thereafter.

(3) In determining what payments are to be made by the registered employers under sub-clause (1), the Board may fix different rates of levy for different categories of Security Guards provided that, the levy shall be so fixed that the same rate of levy will apply to all registered employers who are in like circumstances.

(4) The Board shall not sanction any levy exceeding fifty per cent of the total wage bill without the prior approval of the State Government.

(5) A registered employer shall on demand make a payment to the Board by way of deposit or provide such other security for the due payment of the amount referred to in sub-clause (1) as the Board may consider necessary.

(6) The Secretary shall furnish, from time to time, to the Board such statistics and other information as may reasonably be required in connection with the operation and financing of this Scheme.

(7) If a registered employer fails to make the payment due from him under sub-clause (1) within the time specified by the Board the Secretary shall serve a notice on the employer to the effect that unless he pays his dues within three days from the date of receipt of the notice, the supply of registered Security Guards to him shall be suspended on the expiry of the notice period the Secretary until he pays him dues.

38. *Provident Fund and Gratuity.*—(1) The Board shall frame and operate rules providing for Contributory Provident Fund, for registered Security Guards. The rules shall provide for the rate of contribution, the manner and method of payment and such other matters as may be considered necessary so however, that the rate of contribution is not less than the rate specified under the Employees Provident Funds and Miscellaneous Provisions Act, 1952 (XIX of 1952)

Provided that, pending the framing of the rules, it shall be lawful for the Board to fix the rate of contribution and the manner and method of payment thereof.

(2) In framing rules for the contributory provident fund, the Board shall take into consideration the provisions of the Employees Provident Funds and Miscellaneous Provisions Act, 1952 (XIX of 1952), as amended from time to time and the schemes made thereunder for any establishment.

(3) The Board shall frame rules for payment of gratuity to registered Security Guards.

(4) In framing rules for the payment of gratuity to registered Security Guards the Board shall take into consideration the provisions of the Payment of Gratuity Act, 1972 (XXXIX of 1972), as amended from time to time.

(5) The rules for Provident Fund and Gratuity framed by the Board shall be subject to the previous approval of the State Government.

39. *Punishment.*—Whoever contravenes the provisions of clauses 14, 26 or 27 shall, on conviction be punished with imprisonment for a term of three months or with fine which may extend to rupees five hundred or with both, where such contravention is a first contravention; and with imprisonment for a term of six months or with fine which may extend to rupees one thousand or with both, where such contravention is any subsequent contravention. If the contravention is continued further after conviction, he shall be punished with a further fine which may extend to one hundred rupees for each day on which the contravention is so continued.

SCHEDULE

1. Greater Bombay.
2. Thane District.

(Published in M.G.G., Part I-L, dated 20th August 1981, pages 4430 to 4444)

INDUSTRIES ENERGY AND LABOUR DEPARTMENT

Mantralaya, Bombay 400 032, dated the 15th July 1981

MAHARASHTRA PRIVATE SECURITY GUARDS (REGULATION OF EMPLOYMENT AND WELFARE) ORDINANCE, 1981.

No. SGO. 1081-(147)-LAB-12.—The following draft of rules which the Government of Maharashtra proposes to make in exercise of the powers

conferred by sub-sections (1) and (2) of section 29 of the Maharashtra Private Security Guards (Regulation of Employment and Welfare) Ordinance, 1981 (Mah. Ord. No. V of 1981), and of all other powers enabling it in this behalf, is hereby published as required by sub-section (1) of the said section 29 for the information of all persons likely to be affected thereby; and notice is hereby given that the said draft will be taken into consideration by the Government of Maharashtra after the 31st day of July 1981.

2. Any objections or suggestions which may be received by the Commissioner of Labour, Commerce Centre, Tardeo, Bombay 400 034, from any person with respect to the said draft before the aforesaid date will be considered by Government.

Draft Rules

1. *Short title.*—These rules may be called the Maharashtra Private Security Guards (Regulation of Employment and Welfare) Rules, 1981.

2. *Definitions.*—(1) In these rules, unless the context otherwise requires,—

- (a) “Chairman” means the Chairman of the Board;
- (b) “Form” means a form appended to these rules;
- (c) “Member” means a member of the Board;
- (d) “Ordinance” means the Maharashtra Private Security Guards (Regulation of Employment and Welfare) Ordinance, 1981;
- (e) “Section” means the section of the Ordinance;

(2) Words and expression used but not defined in these rules shall have the meanings respectively assigned to them in the Ordinance.

3. *Term of Office.*—(1) Members of the Board other than the members representing the State Government shall ordinarily hold office for a period of three years from the date of the notification published under sub-section (6) of section 6 of the Ordinance, appointing them as members, and they shall be eligible for re-appointment on the same terms and conditions on which they are first appointed:

Provided that, the State Government may by Order curtail the term of office of any such member or members for reasons to be recorded in writing:

Provided further that a member shall continue in office even after the expiry of the term of three years until another person is appointed in his place.

(2) A member appointed to fill a casual vacancy shall hold office so long only as the member in whose place he is appointed would have held it, if the vacancy had not occurred.

(3) A member representing the State Government including the Chairman may be appointed either by name or by virtue of his office. The appointment of a member representing the State Government may be terminated by Government regard being had to the circumstances or exigencies of service in the State Government.

(4) All appointment of members to fill in vacancies shall also be notified in the *Official Gazette*.

(5) A member other than a member representing the State Government may resign his office by a letter under his hand addressed to the Chairman.

4. *Maintenance of Accounts, Records, Annual Statement of Accounts including balance-sheet.*—The annual statement of accounts of the Board and its records shall be maintained in Forms I, II and III and the budget shall be prepared in Form IV. The accounts shall be audited annually by a qualified person appointed by the State Government.

5. *Allowance for non-official members.*—(1) The non-official members of the Board shall be eligible to draw travelling allowance and daily allowance for any journey performed by them in connection with the work of the Board in accordance with Scale I specified in the rule (1)(d) of Appendix XLIIA to Section I of the Bombay Civil Services Rules, 1959, as amended from time to time, read with Government Resolution, Finance department, No. TRA. 1477/1032/SER-5, dated the 23rd September 1977. The non-official members who are local persons, residing within a distance of 8 kilometres shall be eligible to draw actual conveyance charges limited to Rs. 10 incurred by them from their place of residence to the place of meeting and back, per sitting for everyday of the meeting of the Board, which they attend.

(2) The non-official members of the Board, who are members of the State Legislature or of the Parliament shall be entitled to draw travelling and daily allowance in accordance with the law relating to allowances of members of the State Legislature, or as the case may be, of the Parliament.

(3) The Secretary of the Board shall be the Controlling Authority in respect of travelling allowance bills of the non-official members.

6. *Qualifications of Inspector.*—(1) No person shall be appointed to be an Inspector under the Ordinance unless he is a graduate of a statutory University or holds any other qualification recognised as equivalent thereto by the State Government and is able to speak, read and write Marathi :

Provided that, a person who is not a graduate, but who has passed the Secondary School Certificate Examination or any other equivalent examination of a recognised Board or University may be appointed to be an Inspector with the previous sanction of the State Government, regard being had to his previous experience, if any, or his connection with or experience of Security functions.

(2) No person shall be appointed to be an Inspector under the Ordinance or having been so appointed, shall continue to hold office if he has or acquires, directly or indirectly by himself or by any partner, any share or interest in any establishment or factory within the limits of his jurisdiction to which the Ordinance applies :

Provided that, nothing in this sub-rule shall apply,—

(i) to any person who has been permitted by the Board to hold or acquire directly or indirectly by himself or in the name of any member of his family living with him or dependent on him, any share or interest in any co-operative Bank or Co-operative Society registered under any law relating to Co-operative Societies ;

(ii) to any person who acquires by inheritance any share or interest in any establishment or factory but who is not a working partner therein.

7. *Duties of Inspector.*—The Inspector shall, subject to any direction of the Board, make such examination of establishments or factories to which the Ordinance applies as may appear to him to be necessary for the purpose of satisfying himself that the provisions of the Ordinance and the Scheme in relation to such establishments or factories are duly observed.

8. *Reconstitution of Board.*—On supersession of a Board the State Government may reconstitute the Board within the period specified in sub-section (1) of section 25 in the manner in which the Board is constituted by the State Government under section 6 ; and thereupon the provisions or rule 3 shall apply in relation to the members of the Board reconstituted under that section.

(Notification No. IDA. 1181/5658/Lab-9, dated 1st July 1981, published in M.G.G., Part I-L, dated 20th August 1981, pages 4449 to 4453).

INDUSTRIES, ENERGY AND LABOUR DEPARTMENT

Maitralaya, Bombay 400 032, dated the 15th July 1981

MAHARASHTRA PRIVATE SECURITY GUARDS (REGULATION OF EMPLOYMENT AND WELFARE) ORDINANCE, 1981.

No. SGO-1081/(149)/LAB-12.—The following draft of rules which the Government of Maharashtra proposes to make in exercise of the powers conferred by sub-sections (1) and (2) of section 29 of the Maharashtra Private Security Guards (Regulation of Employment and Welfare) Ordinance, 1981 (Mah. Ord. V of 1981), and of all other powers enabling it in this behalf, is hereby published as required by sub-section (1) of the said section 29 for the information of all persons likely to be affected thereby; and notice is hereby given that the said draft will be taken into consideration by the Government of Maharashtra after the 31st day of July 1981.

2. Any objections or suggestions which may be received by the Commissioner of Labour, Commerce Centre, Tardeo, Bombay 400 034 from any person with respect to the said draft before the aforesaid date will be considered by Government.

DRAFT RULES

1. *Short title.*—These rules may be called the Maharashtra Private Security Guards (Advisory Committee) Rules, 1981.

2. *Definitions.*—(1) In these rules, unless the context to otherwise requires,—

(a) "Chairman" means the Chairman of the Advisory Committee;

(b) "Committee" means Advisory Committee constituted under section 15 of the Ordinance;

(c) "Member" means a member of the Advisory Committee;

(d) "Ordinance" means the Maharashtra Private Security Guards (Regulation of Employment and Welfare) Ordinance, 1981 (Mah. Ord. V of 1981).

(2) Words and expressions used but not defined in these rules shall have the meanings respectively assigned to them in the Ordinance.

3. *Composition of Advisory Committee.*—The Committee shall consist of not more than twenty three members to be appointed by the State Government representing the State Government, the employers, the Security Guards and the Legislature of the State as required by the proviso to sub-section (2) of section 15.

4. *Secretary of the Committee.*—The State Government shall appoint Secretary to the Committee.

Term of Office.—(1) Members other than the members representing the State Government shall ordinarily hold office for a period of three years from the date of the notification published under sub-section (4) of section 15 of the Ordinance appointing them as members, and they shall be eligible for re-appointment on the same terms and conditions on which they are first appointed.

Provided that the State Government may by order curtail the term of office of any such member or members for reasons to be recorded in writing:

Provided further that a member shall continue in office even after the expiry of the term of three years until another person is appointed in his place.

A member appointed to fill a casual vacancy shall hold office so long only as the member in whose place he is appointed would have held, it, if the vacancy had not occurred.

(3) A member representing the State Government including the Chairman may be appointed either by name or by virtue of his office. The appointment of a member representing the State Government may be terminated regard being to the circumstances or exigencies of service in the State Government.

(4) A member appointed to represent the Legislature of the State shall be deemed to have vacated his office as such as he ceases to be a member of the Legislature of the State.

(5) All appointments of members to fill in vacancies shall also be notified in the *Official Gazette*.

(6) A member other than a member representing the State Government may resign his office by a letter under his hand addressed to the Chairman.

6. *Allowances for non-official members.*—(1) The non-official members of the Committee shall be eligible to draw travelling allowance and daily allowance for any journey performed by them in connection with the work of the Committee in accordance with Scale I specified in the Rule 1(1)(b) of Appendix No. XLI-A to section I of the Bombay Civil Services Rules, 1959, as amended from time to time read with G. R., F. D., TRN. 1477/1032-C/SER-5, dated 23rd September 1977. The non-official members who are local persons, residing within a distance of 8 kilometres shall be eligible to draw actual conveyance charges limited to Rs. 10 incurred by them from their place of residence to the place of the meeting and back per sitting for every day of the meeting of the Committee which they attend.

(2) The non-official members of the Committee who are members of the State Legislature or of the Parliament shall be entitled to draw travelling and daily allowances in accordance with the law relating to allowances of Members of the State Legislature, or as the case may be, of the Parliament.

(3) The Secretary of the Committee shall be the Controlling Authority in respect of travelling allowance bills of the non-official members.

7. *Conduct of business of the Committee meeting.*—(1) Every matter referred to the Committee for advice shall be considered either at a meeting of the

Committee or if the Chairman so directs, by circulation of the necessary papers for opinion to every member:

Provided that any member may request that the matter be considered at a meeting of the Committee, and thereupon, the Chairman, may, and if the request is made by three or more members, shall, direct that it be so considered.

(2) The Committee shall meet at such place and time as may be appointed by the Chairman.

(3) The Chairman shall preside over every meeting of the Committee at which he is present, and in his absence, the members present shall elect one of them to preside over the meeting, and the member so elected shall exercise all the powers of the Chairman at that meeting.

(4) No business shall be transacted at a meeting of the Committee unless at least one-third members are present:

Provided that if at any meeting less than one-third members are present, the Chairman may, adjourn the meeting to a date not less than seven days later, informing the members present and giving notice to other members that he proposes to dispose of the business at the adjourned meeting whether there is a quorum or not and it shall thereupon be lawful for him to dispose of the business at the adjourned meeting irrespective of the number of members attending.

(5) Every question at a meeting of the Committee shall be decided by a majority of votes of the members present and voting:

Provided that, a member shall in all cases have the right to have his vote of dissent recorded.

(6) Every matter referred by circulation to the Committee for opinion under sub-rule (1) shall, unless the Chairman in pursuance of the proviso to that sub-rule reserves it for consideration at a meeting, be decided in accordance with the opinion of the majority of the members recording opinion.

(7) In the case of an equality of votes the Chairman shall have a second or casting vote.

8. *Notice of meeting and list of business.*—(1) Notice shall be given to every member of the time and place fixed for each meeting of the Committee at least, fifteen days before the date of such meeting and each member shall be furnished with a list of business to be considered and disposed of at the meeting:

Provided that, when an emergent meeting is called by the Chairman, it shall not be necessary to give more than three days' notice.

(2) The notice of meeting and list of business shall be sent by hand or under a certificate of posting; and the certificate of posting shall be sufficient evidence of the despatch for the purposes of this rule.

(3) No business which is not on the list of business shall be considered at meeting without the permission of the Chairman.

9. *Minutes of the meetings.*—The Minutes of each meeting of the Committee shall be circulated to all members as soon as possible after the meeting. They shall be confirmed at the next meeting of the Committee, shall be signed by the Chairman or the member presiding, as the case may be, and shall thereafter be recorded in the minute book maintained for the purpose.

(Notification No. SGO.1081/149-Lab-12, dated 15th July 1981, published in M.G.G., Part I-L, dated 20th August, 1981, pages 4454-56).

INDUSTRIES, ENERGY AND LABOUR DEPARTMENT

Mantralaya, Bombay 400 032, dated 16th July 1981

MAHARASHTRA PRIVATE SECURITY GUARDS (REGULATION OF EMPLOYMENT AND WELFARE) ORDINANCE, 1981.

No. SGA. 1081-(154)-Lab-12.—In exercise of the powers conferred by sub-sections (1), (3), (5) and (6) of section 6 of the Maharashtra Private Security Guards (Regulation of Employment and Welfare) Ordinance, 1981 (Mah. Ord. V of 1981), the Government of Maharashtra hereby—

(a) establishes a Board for Security Guards in the areas of Greater Bombay and Thane Districts, to be known by the name of the Security Guards Board for Greater Bombay and Thane Districts;

(b) nominates the following persons to be members of the Board (Being members representing the employers, the Security Guards and the State Government) namely:—

Members representing the State Government

1. Shri S. D. Mokashi, Chairman, Assistant Commissioner of Labour, Bombay.
2. Shri M. V. Rajadhyaksha, Member, Assistant Commissioner of Police (Special Branch), Headquarters, Bombay.

Members representing Employers

1. Shri N. M. Vakil, Secretary, Employers Federation of India, Army and Navy Building, 148, M. G. Road, Bombay 400 023.
2. Shri Ramu Pandit, Secretary, Indian Merchants' Chamber, W.I.A.A. Building, Opp. Churchgate Railway Station, Bombay 400 020.
3. Shri D. C. Sindhkar, Vice-Chairman, Thane Manufacturers' Association, Sixth Main Road, Wagle Industrial Estate, Thane.

Members representing Security Guards

1. Shri Madhavrao Tukaram Bhosale, General Secretary, Maharashtra Rajya Suraksha Rakshak Ani General Kamgar Union (Regd.), Manohar Chawl, Above Shop No. 2, Sarvodaya Nagar, J. M. Road, Bhandup (West), Bombay 400 078.

2. Shri Ganpatrao Raoji Humne, Joint General Secretary, Maharashtra Rajya Suraksha Rakshak Ani General Kamgar Union (Regd.), Manohar Chawl, Above Shop No. 2, Sarvodaya Nagar, J. M. Road, Bhandup (West), Bombay 400 078.

3. Shri Ambadas Vitthal Talekar, Private Security Guard, C/o. Maharashtra Rajya Suraksha Rakshak Ani General Kamgar Union (Regd.), Manohar Chawl, Above Shop No. 2, Sarvodaya Nagar, J. M. Road, Bhandup (West), Bombay 400 078.

(c) nominates Shri S. D. Mokashi to be the Chairman of the Board; and

(d) publishes the names of all Members of the Board including the Chairman, as follows, namely—

Shri S. D. Mokashi,

Shri M. V. Rajadhyaksha,

Shri N. M. Vakil,

Shri Ramu Pandit,

Shri D. C. Sindhkar,

Shri Madhavrao Tukaram Bhosale,

Shri Ganpatrao Raoji Humne,

Shri Ambadas Vitthal Talekar.

(Notification No. SGA.1081/154-Lab-12, dated 16th July 1981, published in M.G.G., Part I-L, dated 20th August 1981, pages-4458-59).

Articles, Reports, Enquiries, etc.

(The views expressed in signed Articles appearing in this section carry weight in as much as they are expressed by the persons who know their subjects well. They, however, do not necessarily reflect the views of Government. All rights concerning these Articles are reserved.)

THE CHANGING CONCEPT OF INDUSTRY

BY

L. C. DHINGRA*

I

The concept of 'Industry' has far-reaching implications in the field of industrial relations. Its existence is absolutely necessary in characterising a dispute as an industrial dispute and thereby enabling the working class to have the legitimate claims for the protection and benefits provided under the Industrial Disputes Act, 1947.

By industry, generally speaking, we mean production of goods and wealth with the co-operation of labour and capital for making profits. But this is not so under the Act. The concept of industry, as defined in Section 2(J) of the I. D. Act, is as follows:—

“Industry means any business, trade, undertaking, manufacture or calling of employers and includes any calling, service, employment, handicraft, or industrial occupation or a vocation of workmen”.

Whether a given activity, trade or business is an industry or not is to be ascertained after testing it on the touchstone of this definition. However, the statutory definition of the term 'industry' is such that one can easily brand any business activity or trade as an 'industry' in order to attract the provisions of the Act. The Courts in India have given different meanings to this concept at different times and the tests laid down in order to find out whether a particular activity was an industry or not are not uniform. The interpretation of this concept has always depended upon the predilections of individual judges. A scrutiny of some significant decisions in the field indicates that the tests laid down have not been uniform and the approach of the Courts while developing these tests has been more “empirical than analytical”. Sometimes these tests have been liberally conceived and sometimes narrowly because the Courts have always been confronted with the problem as to how to apply the definition of industry to a complex socio-economic structure especially in the absence of any guidelines from the legislature in this behalf.

It is, no doubt, true that the meaning should be ascertained only from the words employed in the definition, but the set-up and context are also relevant for ascertaining what exactly was meant to be conveyed by the terminology employed. If the words are capable of one meaning alone, then it must be adopted, but if they are susceptible of wider import, we will have to pay

*M.A., M.Com., LL.M. (Delhi), Lecturer in Law, M. D. University, Rohtak-124 001 (Haryana).

regard to what the statute or the particular piece of legislation had in view. Though the definition may be more or less the same in two different statutes, till the objects to be achieved not only as set out in the preamble but also as gatherable from the antecedent history of the legislation may be widely different. The same words may mean one thing in one context and another in a different context. This is the reason why decision on the meaning of particular words or collection of words found in other statutes are scarcely of much value when we have to deal with a specific statute; they may be helpful but cannot be taken as guides or precedents. Thus, it is evident that in considering the meaning of the term, 'industry' background of social structure in industrial evolution will have to be taken into account.

The High Courts and the Supreme Court of India have spared no efforts to examine its meaning at length and scrutinise its reflections on the industrial relations in particular. There has been no consistency in the approach of the courts towards the interpretation of the term 'industry'. The pell-mell resulting out of the inconsistency bewildered the Courts and the Supreme Court about it expressed the view that the situation has continually 'baffled' and 'perplexed' the courts in our country. It was suggested in a perfervid tone that there should be a comprehensive, clear and conclusive declaration by the Parliament as to what is an 'industry'.

Since the concept of 'industry' is too wide and disjointed as various conflicting tests propounded by the Courts in different situations to ascertain whether or not a particular establishment falls within the scope of 'industry', the law is in trauma necessitating a fresh look at the problem.

II

It would appear from the judicial decisions noted in this article that the Courts in their maiden attempts have given widest connotation to the concept of industry comprehending not only such things as it signifies according to its natural import but also those things the definition declares that it should include. The Supreme Court in its anxiety to provide "working principle" has rotated the 'wheel' in its historic judgement in *Bangalore Water Supply V. A. Rajappa* and exhumed the law stated in *D. N. Banerjee v. P. R. Mukherjee* and *State of Bombay v. Hospital Mazdoor Sabha*. The most of the decisions have centered around the expression 'undertaking' used in the definition. In *D. N. Banerjee v. P. R. Mukherjee*, the Supreme Court had to deal with the question whether the activity of a Municipal Corporation would fall within the ambit of the definition of 'industry'. The Court held that though municipal activity could not be truly regarded as 'business or trade' but it would fall within the scope of the expression 'undertaking' and hence industry. The Supreme Court in this case has made an attempt to expend the scope of the word 'industry' by holding that undertaking is something different from trade or business. This Court observed: —

"Though the word 'undertaking' in the definition of 'industry' is wedged in between business and trade on one hand and manufacture on the

other hand, and though therefore it might mean only a business or trade undertaking, still it must be remembered that if that were so, there was no need to use the word separately from business or trade. The wider import is attracted even more clearly when we look at the later part of the definition which refers to "calling, service, employment, or industrial occupation or a vocation of workmen". "Undertaking" in the first part of the definitions and 'industrial occupation or avocation' in the second part obviously mean much more than what is ordinarily understood by trade or business.

Obviously, the Court intended to include within its scope what might not strictly be called a trade or business venture. The word 'undertaking' also came up for consideration before the Supreme Court in *State of Bombay v. Hospital Mazdoor Sabha*. The Court held that it is difficult to state these possible attributes the presence of which makes an activity undertaking within Section 2(i) of the Act on the ground that it is analogous to trade or business, definitely or exhaustively. As a working principle it may be stated that an activity systematically or habitually undertaken for the production or distribution of goods or for the rendering of material services to the community at large or a part of such community with the help of employees is an undertaking. Such an activity generally involves the cooperation of the employers and the employees; and its object is the satisfaction of material human needs. It must be organised in a manner in which trade or business is generally organised or arranged. It must not be casual nor must it be for oneself nor for pleasure.

The manner in which the activity in question is organised or arranged, the condition of the cooperation between the employer and the employees necessary for its success and its object to render material service to the community can be regarded as some of the features which are distinctive of activities to which Section 2(J) applies. The nature of activity test was recognised by the Supreme Court for the first time in this case. This Court also recognised the limitations on the scope of definition and observed that though Section 2(J) uses words of very wide denotation; a line would have to be drawn in a fair and just manner, so as to exclude some callings, service or undertaking. The 'regal' and 'sovereign' activities of the Government were held outside the scope of industry because these are functions which a constitutional Government undertakes and which no private citizens can undertake. But activities undertaken by the Government in the interest of socio-economic progress of the Country as beneficial measures were held to be within the scope of section 2(J) of the Act.

Thus, an activity systematically or habitually undertaken for the production or distribution of goods or the rendering of material services to the community at large or part of such community with the help of employees will be an undertaking within the meaning of section 2(J) of the Act. Neither the investment of any capital nor the profit earning motive is a *sine qua non* in the modern concept of industry. The broad test for determining when an undertaking can be said to be analogous to trade or business was summarised by the Supreme Court in *Safdarjung Hospital v. K. S. Sethi*. The common question of law involved in this case was whether the hospitals can be regarded as 'industries' within the meaning of Section 2(J) of the Industrial Disputes Act, 1947? The Supreme Court in this case overruled its earlier decision in *Hospital Mazdoor Sabha* case by holding that hospital is not an industry under the provisions of

the Act. Hidayatullah, C. J., speaking for the Court, laid down the law as follows :

(1) The definition read as a whole denotes a collective enterprise in which employers and employees are associated. It does not exist either by employers alone or by employees alone. It exists only when there is a relationship between employers and employees, the former engaged in business, trade, undertaking, manufacture or calling of employees and the latter engaged in any calling, service, employment, industrial occupation or avocation.

(2) Before the work engaged it can be described as an industry, it must bear the definite character of trade or business or manufacture or calling must be capable of being described as an undertaking resulting in material goods or material services.

(3) But every case of employment is not necessarily productive of an industry. Domestic employment, administrative services of public officials, services in aid of occupation of professional men also disclose relationship of employers and employees but they cannot be regarded as in the course of industry.

(4) When hospital, nursing home or dispensary is run as business in a commercial way there may be found elements of industry there. But when a hospital is run for charitable purposes or as a part of the functions of the Government, it cannot be said to be industry.

Following the above lines of reasoning, it was held by the Supreme Court in *Management of Hospitals, Orissa versus Their Workmen*, that hospitals run by the state of Orissa as a part of its functions is not an industry. In the light of the analysis of the above cases it can be said that such hospitals as are run by Government as a part of its functions with the object of rendering free services to the patients are not industries within section 2(j) of the Act. Similarly, hospitals run by private institutions for charitable purposes are not covered under the definition of industry. But if a hospital is run as a business in a commercial way then it may be an industry. On this analogy, the Supreme Court in *Dhanrajgirgi Hospital versus Its Workmen* held that Dhanrajgirgi Hospital, Sholapur, was not an industry as it was not carrying on any economic activity in the nature of trade or business. The Supreme Court by its recent decision in *Bangalore water Supply versus A. Rajappa* has overruled its decision in *Management of Safdurjung Hospital versus K. S. Sethi* by holding that hospitals are industries within the meaning of Section 2(j) of the Act and thus the law laid down by it in *State of Bombay versus Hospital Mazdoor Sabha* wherein it was held that hospitals are industries has once again been restored as the sound proposition of law on the subject. Commenting upon this aspect the Supreme Court observed :

"Even a cursory glance makes it plain that the learned judge took the view that a place of treatment of patients run as a department of the Government was not an industry because it was a part of the functions of the Government. We cannot possibly agree that running a hospital which is a Welfare activity and not sovereign function, cannot be industry.....Hospital

facility, research products and training services are surely services and hence industry. It is difficult to agree that a hospital is not an industry."

The Supreme Court came to this conclusion that there is difference between welfare activities undertaken by the Government and the sovereign functions discharged by the Government. The Government department while undertaking welfare activities cannot be said to be engaged in discharging sovereign function and hence outside the ambit of Section 2(j) of the Act.

The Supreme Court also scrutinised the definition of 'industry' in the *Corporation of the city of Nagpur versus its Employes* 21 and ruled as follows :

"The true meaning of Section 2(j) of the Industrial Disputes Act must be gathered from the expressed intention of the legislature. The section is in two parts. Clause (a) defines 'industry' with reference to employers and clause (b) defines it to employees. Clause (c) extends the definition to any branch of industry or group of industries coming within the definition of clauses (a) and (b)".

It is clear that the words used in the first part of clause (b) are unqualified, and the qualification is intended only in the later part. If the words 'calling, service, employment, handicraft', are really intended to be qualified by the adjective 'industrial' one expected the legislature to have affixed the adjective to the first word 'calling' rather than to the last word 'occupation'. So construed, every calling, service, employment of an employee or any business, trade or calling of an employer will be an 'industry' But such a wide and unlimited meaning given to the concept of industry appears to over-reach the objects for which the I.D. Act was passed. It is, inevitable to limit its scope on permissible grounds, having regard to the aim, scope and object of the whole Act.

A controversy had also arisen in the past whether persons employed in Solicitor's firm are engaged in the work in the nature of industry as defined in Section 2(j) of the Act? This question arose in the case of *National Union of Commercial Employees versus M. R. Mehar*, 22. *Industrial Tribunal* before the Supreme Court. The Court held that the work of an attorney's firm is not covered under the definition of industry because there is no direct or essential nexus or connection with the advice which it is the duty of the solicitor to give to his clients. The emphasis was laid on the test of direct co-operation in relation to professional service between solicitors and his employees for rendering services to the clients. Hon'ble Justice Gajendragadkar in this case clarified his thesis laid down in *Hospital Mazdoor Sabha* case and held follows 23 :

It would be realised that the concept of industry postulates partnership between capital and labour or between employer and his employees. It is under this partnership that the employer contributes his capital and the employees their labour and the joint contribution of capital and labour leads directly to the production which the industry has in view. In other words, the co-operation between capital and labour or between employer and his employees which is treated as working test in determining whether any activity amounts to an industry is the co-operation which is directly involved

in the production of goods or in rendering of service. It cannot be suggested that every form or aspect of human activity in which capital and labour co-operate or employers and employees assist each other in an industry. The distinguishing feature of an industry is that for the production of goods or for rendering of service, co-operation between capital and labour or between employer and employees must be direct and essential.

The next in order is the case of *Ahmedabad Textile Industry's Research Association versus State of Bombay*²⁴. The question to be answered by the court in this case was whether association for research maintained by the Textile Industry and employing technical and other staff was an industry? The Supreme Court held it to be an industry and said that though the association was established for the purpose of research, its main object was the benefit of the members of the Association, the Association is organized and arranged in the manner in which trade or business is generally organised, it postulates Cooperation between employer and employees; moreover the personnel who carry on research have no right in the result of research²⁵. The Court recognised the test of direct co-operation between the employers and employees as the criteria for bringing any activity to fall within the definition of 'industry.'

In *Brahmo Samaj Education Society versus West Bengal College Employer Association*²⁶, a dispute arose between the society which owned and controlled two colleges and their non-teaching staff. The Calcutta High Court while holding that the society was purely educational institution and not an industry observed as follows :²⁷

"An undertaking which depends on the intelligence or capacity of an individual does not become an industry simply because it has large establishment."

Similarly, in *Osmania University versus Industrial Tribunal, Hyderabad*²⁸, it was observed by the Andhra Pradesh High Court that Osmania University is not an industry and observed that "the co-operation between labour and capital being the significant and distinctive test, it follows that any educational institution where the co-operation does not exist would not be covered by the definition of industry."

The most important case on this point is *University of Delhi versus Ram Nath*²⁹, having far-reaching consequences. The University of Delhi had appealed to the Supreme Court against the decision of Labour Court that University is an industry. The Supreme Court held that University is not an industry within the meaning of section 2(j) of the Act as the teachers are not workmen within the meaning of Section 2(s) of the Act and process of imparting education cannot be deemed to be industrial in nature. Commenting upon this aspect Gajendragadkar J., who delivered the judgement, observed :³⁰

"It seems very difficult to postulate that in the work of imparting education, the University of Delhi contributes any capital as such. This work is carried on by the University with the co-operation of all teachers and it would sound inappropriate to hold that this work is in the nature of trade or business, or that it amounts to a rendering of service which can be treated as an industry under the Act."

Disagreeing with the above proposition of law, the majority decision in the Bangalore Water Supply case has held that if the triple tests of systematic activity, co-operation between employer and employee and production of goods and services were alone to be applied, a University, a College, a Research Institute or teaching Institute will be an industry. The test of predominant nature of the activity was applied by the Supreme Court in order to arrive at the conclusion that University is industry even though the benefit of the Act may be restricted to that category of employees who are workmen within the definition of Section 2(s) of the Act.

Let us now take up the cases relating to club activity which have been another area of judicial controversy. The simple question is whether a club is an industry or not? Tracing the judicial trend it can be said that the opinions are not uniform. In *Province of Bombay versus Western India Automobile Association*³¹, the Bombay High Court had held that a club existed for purpose of rendering services to its members would not fall within the definition of industry even if it was a non-profit making institution. The Calcutta High Court took a different view in *Bengal Club versus Santi Ranjan*³² and held that the incorporated companies running clubs for business and profit motive would fall with the definition of industry. In *Cricket Club of India versus Bombay Labour Union*³³, the question before the Supreme Court was whether the Cricket Club of India, Bombay which was a member club and not a proprietary club, although incorporated as a company under the companies Act, was an industry or not? The Supreme Court held the club not to be an industry on the ground that (1) catering facilities provided by the club to its members or their guests could not be equated with hotel; (2) the admission to the club was not by purchasing of shares but by payment of admission fee, and (3) the membership was not transferable as the right of the share-holder in the incorporated company.

The controversy was again set at rest by the Supreme Court in its earlier decision in the *Secretary, Madras Gymkhana Club Employees' Union versus Management of Gymkhana Club*³⁴, by holding that the club is not an industry within the meaning of section 2(j) of the Act. The Supreme Court laid much stress upon the relationship which exists between master and the servant and held³⁵.

"Every human activity in which enters the relationship of employers and employees, is not necessarily creative of an industry. Personal services rendered by domestic and other servants, administrative services of public officials, service in aid of occupation of professional men, such as, doctors lawyers, etc., employment of teachers and so on may result in relationship in which there are employers on the one side and employees on the other must be excluded because they do not come within the denotation of the term 'industry.'"

After having stated the above view, the Supreme Court hastened to add that "before the work engaged in can be described as an industry it must bear the definite character of trade or business of manufacture or calling must be capable of being described as an undertaking in material goods or material services."

The Supreme Court came to this conclusion that if a club is a members' self-serving institution it cannot be held to be an industry. Thus, the Madras Gymkhana Club was held not to be an industry. On this basis the Supreme Court had held that the Cricket Club of India was not an industry within the meaning of Section 2(j). On the basis of above two decided cases, the following tests laid down by the Supreme Court must be satisfied before an activity could be described as industry and they are :

(1) The activity undertaken must rest upon the co-operation between employers and employees with a view to production and distribution of material goods or material services.

(2) The activity must bear the definite character of trade or business or manufacture or calling or must be capable of being described as an undertaking analogous to business or trade resulting in material goods or material services.

(3) The work for which labour of workman is required must be productive and workman must be following an employment, calling or industrial avocation.

(4) The activity to be considered as an industry must not be casual but must be distinctly systematic.

(5) The activity undertaken by private individuals as the employers should be with a view to earn profits.

The Supreme Court by its decision in Bangalore Water Supply case overruled the decisions given in Madras Gymkhana Club and the Cricket Club of India cases and held that these cases were wrongly decided. After looking into the nature and character of the activities in which the above organisations engaged themselves, the Court came to this conclusion that there was an element of 'industry' present and hence clubs fell within the definition of industry as given in section 2(j) of the Act.

In *Management of Federation of the Indian Chamber of Commerce and Industry versus R. K. Mittal* 36, the Supreme Court restated the test as to the concept of industry with precision in these words :

"In our view, the linchpin of the definition of industry is to ascertain the systematic activity, which the organisation is discharging, namely, it partakes the nature of business or trade, or is an undertaking or manufacture or calling of employers. If it is that there is co-operation of employer and employees resulting in the production of material services, it is an industry notwithstanding that its objectives are charitable or that it does not make profit or even where profits are made, they are not distributed among the members."

In the case of the *Workmen of Indian Standards Institution v. Management of I. S. I.*, the controversy again revolved around the word 'undertaking' and whether it is analogous to trade or business in economic terms? An objection was raised by the management that institution was not an industry. The

contention of the workers was that the management of the institution was carrying on an undertaking within the meaning of section 2(j) and hence it was an industry. The Supreme Court, while upholding the contention of the workers that the institution was an undertaking and hence industry, laid down the following tests in the light of the case law to arrive at this conclusion

(1) An activity can be regarded as an 'industry' if there is relationship of employer and employee and the former is engaged in business, trade, undertaking, manufacture or calling of employers and latter, in any calling, service, employment, handicraft or industrial occupation or avocation.

(2) Though undertaking is a word of large import and it means anything undertaken or any project or enterprise, in the context in which it occurs, it must be read as meaning an undertaking analogous to trade or business.

(3) In order that an activity may be regarded as an undertaking analogous to trade or business, it must be :—

(a) Organised or arranged in a manner in which trade or business is generally organised.

(b) It must not be casual nor must it be for oneself nor for pleasure.

(c) It must rest on cooperation between employer and employees who associate together with a view to production, sale or distribution of material goods or material services.

The carrying of an activity in the public interest was held not to be the deciding test in these cases.

III

We may now turn to the latest judgment of the Supreme Court in *Bangalore Water Supply Board v. A. Rajappa*, in which after reviewing its earlier decisions this court has given a wide amplitude to the term 'industry' so as to bring within its scope clubs, educational research institutes and charitable organisations. The issue before this court was whether activities of the institutions regarding from Bangalore Water Supply and Sewerage Board to Gandhi Ashram fall within the scope of the concept of the Industry? The seven judge Bench of the Supreme Court in this case set right the traumatic situation prevailing over the concept of industry in the judicial work by overruling the *Saldajung*, solicitors, Gymkhana, Delhi University, Dhanrajgiri Hospital cases cited earlier and rehabilitated the *Hospital Mazdoor Sabha* case. The pertinent questions involved in the definition gave rise to conflicting decisions by the courts especially on the following :—

(1) The true import of the words, business, trade, undertaking and calling of employers as used in the definition, whether the existence of the relationship of employer and employee is necessary in order to constitute an industry?

(2) Whether the investment of capital or profit earning motive are necessary elements in the modern concept of industry?

(3) Whether production of material goods or rendering of material services are necessary ingredient of the term 'industry'

(4) Whether any activity run with the cooperation of employees engaged in liberal arts or intellectual professions such as educational institutions are industries?

(5) Whether Government departments and statutory bodies when engaged in activities of commercial nature are industries.

The interpretation of the term 'industry' put forward by the Supreme Court in the Madras Gymkhana Club case is slightly different from what it has been understood to mean in the Hospital Mazdoor Sabha case. The Supreme Court had attempted to keep the parts of section 2(J) separately which seeks to define industry and on this basis it was held that the definition of industry is to be found in the first part and not in the second part of the Section which is merely an inclusive one. It means that for the existence of industry the first part is necessary. This was corrected by the Supreme Court in Safdarjung Hospital case in which it was held that both parts of Section 2(J) must be read jointly and not separately, and independently. An attempt was also made by the Supreme Court that an undertaking to fall within the definition of industry must be read subject to restriction, i.e., it must be analogous to trade or business. This was a considered opinion expressed in the Hospital Mazdoor Sabha case and was continually reiterated in its subsequent decisions by the Supreme Court. Surprisingly, the Supreme Court also made a distinction between the members club and proprietary club on the ground that the members clubs are not industry because they lack the element of entrepreneurship and profitability. It may be submitted that the Supreme Court did not give due weight to the amount of wealth acquired by the members club out of the profits so made in ordinary course of their activities. The activities of these clubs are run like an industry. The facts that the profits are shared by one or by the club as a unit is immaterial.

The Supreme Court once again reaffirmed its earlier view relying upon the principles laid down in Madras Gymkhana club case in its decision in the case of Indian Standard Institution. The Supreme Court by over-ruling the Safdarjung Hospital confused the whole issue. Now, almost every systematic activity wherein economic relations between employer and employees are involved is an industry, whatever may be its objects. The Supreme Court rejected the principle in Safdarjung Hospital case on this very ground that the enterprise must be analogous to trade or business in the commercial sense. On this ground Dhanrajgiri Hospital case was also over-ruled. Justice Gajendragadkar had relied upon the majority judgement of *Federation School, Employees Union Case (1929) 41 (C.L.R.)* in holding the University not an industry in the Delhi University case.

But Krishna Aiyer, J. heavily relied upon the minority opinion expressed by Issacs, J. in the Bangalore Water Supply Case and held that University should have been treated as industry in the Delhi University Case. The Supreme Court, after reviewing its earlier decisions with respect of the concept of industry, arrived at the following conclusions :

1. "Industry" as defined in section 2(J) has a wide import.

(a) Where (i) systematic activity (ii) organised by co-operation between employer and employee (direct and substantial element is chimerical), (iii) for the production and distribution of goods and services calculated to satisfy human wants and wishes (not spiritual or religious but inclusive of material things or services geared to celestial bliss, i.e., making on a large scale, prasad or food), prima facie, there is a n 'industry' in the enterprise.

(b) Absence of profit motive or gainful objective is irrelevant, be the venture is the public, joint, private or other sector.

(c) The true focus is functional and the decisive test is the nature of the activity with special emphasis on the employer-employee relations.

(d) If the organisation is a trade or business, it does not cease to be one because of philanthropy animating the undertaking.

2. Although Section 2(J) uses words of the widest amplitude in its two limbs, their meaning cannot be magnified to over-reach itself. Undertaking must suffer a contextual and associational shrinkage, so also, service, calling and the like. This yields the inference that all organised activity possessing the triple elements mentioned above, although no trade or business, may still be an 'industry' provided the nature of the activity, viz., employer-employees basis bears resemblance to what we find in trade or business. This takes into the fold of 'industry' undertaking, callings and services adventures analogous to the carrying on of trade or business. All features, other than the methodology of carrying on the activity, viz., in organising the cooperation between employer and employees, may be dissimilar. It does not matter, if on the employment terms there is analogy.

3. The application of the aforesaid guidelines should not step short of the logical reach by invocation of creeds, cults or inner sense of incongruity or outer sense of motivation for resultant economic operations. The ideology of the Act being industrial peace, regulation and resolution of industrial disputes between employer and workmen, the range of this statutory ideology must inform the reach of the statutory definition.

(a) The consequences are : (i) professions, (ii) club, (iii) educational institutions, (iv) cooperatives, (v) research institutes, (vi) Charitable projects, and (vii) other kindred adventures, if they fulfil the triple test listed above, cannot be exempted from the scope of section 2(J) of the Act.

(b) A restricted category of professions, clubs, co-operatives and oven gurukulas and little research labs may qualify for exemption, if in simple ventures, substantially and going by the dominant nature criterion, substantially no employees are entertained but in minimal matters, marginal employees are hired without destroying the non-employee character of the unit.

(c) If in a pious or altruistic missions many employ themselves, free or for small honorarium or like return, mainly drawn by sharing in the purpose or cause, such as lawyers volunteering to run a free legal services

clinic or doctors serving in their spare homes in a free medical or ashramites working at the bidding of the holiness, divinity or like central personality, and the services are supplied free or at nominal cost and those who serve are not engaged for remuneration or on the basis of master and servant relationship, then the institution is not an industry even if stray servants, manual or technical, are hired.

4. *Dominant Nature Test.*—(a) Where a complex of activities, some of which qualify for exemption, others not, involve employees of the total undertaking, some of whom are not workmen or some departments are not productive of goods and services if isolated, even then, the predominant nature of the services and the integrated nature of the departments will be the true test. The whole undertaking will be industry although those who are not 'workmen' by the definition may not benefit by the statute.

(b) Notwithstanding the previous classes, sovereign functions, strictly understood, alone qualify for exemption, not the welfare activities or, economic adventures undertaken by the Government or statutory bodies.

(c) Even in departments discharging sovereign functions, if there are units which are industries and they are substantially severable, then they can be considered to come within section 2(J).

IV

Conclusion.—It can be concluded from the above discussion that there is no unanimity and uniformity as to the interpretation of the concept of 'industry' as defined in Section 2(j) of the Act. The triple test evolved by the Supreme Court in the Bangalore Water Supply case has given very wide scope to the definition of industry so as to include not only the activities engaged in production of material goods and services but also those activities in which employers and employees co-operate not to produce goods or services but to achieve certain results. It is submitted with all respect to learned judge that with all its sophisticated terminology and shrewd analysis the definition still gives scope for doubt. By evolving the several afore-said tests, the supreme Court has shaken the foundation laid in Budge Municipality Case (1953-I LLJ 195) and also the principles of law laid down in Hospital Mazdoor Sabha Case and corporation of city of Nagpur case. The court by imposing unduly restriction on the scope of the definition of industry in Safdurjung Hospital case by holding that a hospital which is run and administered by the Government is a part of its function and hence cannot be industry, has confused once the whole issue. Similarly, bringing the work of imparting education within the ambit of industry would also assume a highly artificial meaning which does not appear to have been the intention of the legislature when it passed the Industrial Disputes Act, 1947.

One thing certainly can be said that the law relating to club is also not uniform and needs a reappraisal of the entire case law in this regard. It seems that the Supreme Court did not follow the pragmatic and dynamic approach in the cases relating to hospitals and club activities etc. and allowed itself to be guided by the old and archaic rigid doctoranaire approach and thus based

its decisions on free enterprise and private initiative. It is respectfully submitted that in adopting this approach the supreme Court did not keep in its mind that ours is a mixed economy with welfare state. Thus, it is evident that judicial response in the decided cases cited reveals conflicting views. This court had suggested that there should be a conclusive and clear definition by the Parliament as to the concept of industry. One should have thought that an activist Parliament by taking quick 40 policy decisions and by resorting to amendatory processes would have simplified, clarified and delimited the definition of the term 'industry'. Had this been done with aware and alert speed by the legislature, litigation which is the besetting sin of industrial life could well have been avoided to a considerable degree. It is indisputable that this is the area of law which affects a vital, vast and expanding segment of economic activity and concerns considerable numbers of workers for whom the Constitution of India shows special care. It is an unhappy state of affairs if the law on this matter should remain in the penumbra of uncertainty and result in adhoc adjudication of labour disputes in particular situations.

So what is necessary is to maintain industrial peace and close co-operation between the management and the employees. The time has come when Parliament must eliminate this 'befailing' and 'perplexing state of law' by enacting a clear, simple and comprehensive definition of industry applicable to the modern conditions of industries.

References

1. Act No. XIV of 1947. It will hereinafter be referred to as the Act.
2. Workmen of I. S. I. v. Management of I. S. T. 1976-I—LLJ 33 S. C. at 39. (Per Bhagwati, J.).
3. Dr. Anand Parkash, Annual Survey of Indian Law, 1970 at p. 370.
4. Workmen of Indian Standard Institution vs. Management of Indian Standard Institution, A. I. R. 1976 S. C. 145 at 146 (Per Bhagwati, J.).
5. Bangalore Water Supply and Sewerage Board vs. A. Rajappa, 1978-I LLJ 349 S. C. Also see Indian Express, dated January 23, 1976.
6. Supra Note 5.
7. A. I. R. 1953 S. C. 58.
8. (1960) 2 S. C. R. 866.
9. Supra Note 7.
10. *Ibid.* at p. 61.
11. Supra note 8.
12. A. I. R. 1960 S. C. 610 at p. 616 (per Gajendragadkar, J.).
13. (1971) 1 S. C. R. 177.
14. *Ibid.*
15. A. I. R. 1971 S. C. 1259.
16. A. I. R. 1975 S. C. 2032.
17. Supra Note 5.
18. Supra Note 13.
19. Supra Note 8.
20. Supra Note 5 at 401.
21. (1960) 2 S. C. R. 942 at 950.
22. A. I. R. 1962 s. S. C. 1080.
23. *Ibid.* at p. 1083.

24. (1961) 2 S. C. R. 480.
25. *Ibid.* at p. 487.
26. 1960-11 LLJ 472 Cal.
27. *Ibid.*
28. A. I. R. 1960 A. P. 388.
29. (1964) 2 S. C. R. 703.
30. *Ibid.* at 712.
31. A. I. R. 1949 Bom. 141 (D. B.).
32. A. I. R. 1956 Cal. 545.
33. A. I. R. 1969 S. C. 276.
34. A. I. R. 1968 S. C. 554.
35. *Ibid.*
36. 1971-11 LLJ 630 S. C.
37. *Supra* Note 4.
38. *Supra* Note 5.
39. *Supra* Note 5 at 350-52.

40. Justice Jaswant Singh on behalf of Tulzapurkar, J. and himself observed: "In the difficulty experienced by all of us in defining the true derivation of the term 'Saw Mill' and divergence of opinion in regard thereto as has been the case with this Bench also, I think, it is high time that the legislature steps in with a comprehensive bill to clear up the and remove the doubts and set at rest once for all the controversy which crops up from time to time in relation to the meaning of the aforesaid term rendering it necessary for law benches of this court to be constituted which are driven to the necessity of evolving a working formula to cover the particular cases. (A. I. R. 1978 S. C. 548 at pp. 575-76).

Gist of Important Notifications Under Labour Laws

FACTORIES ACT, 1948

The Government of Maharashtra has declared that all the provisions of the said Act shall apply to a 'Saw Mill' or wood work-shop wherein the manufacturing process is carried on with the aid of power or is so ordinarily carried on, notwithstanding that—

- (i) the number of persons employed therein is less than ten or ;
- (ii) the persons working therein are not employed by the owner thereof but are working with the permission of or under agreement with such owner :

Provided that the manufacturing process is not being carried on by the owner only with the aid of his family.

Explanation.—For the purpose of this notification—

(i) 'Saw Mill' or 'Wood Work-shop' means any place or premises including the precincts thereof, wherein wood, in any form, is used in the manufacturing process, and the manufacturing process is carried on with the aid of power operated wood working machinery.

(ii) 'Wood-working machinery' means a circular saw, hand saw, leg saw, resawing hand saw, planning machine, chain mortising machine, vertical spindle moulding machine and includes any other kind of machine operating on wood or work by power (Notification No. FAC/1680/6765/Lab-4, dated 6th July 1981, published in *M. G. G. Part I-L*, dated 6th August 1981. at page 4283).

II. MAHARASHTRA MATHADI, HAMAL AND OTHER MANUAL WORKERS (REGULATION OF EMPLOYMENT AND WELFARE) ACT, 1969

In exercise of the powers conferred by section 11 read with section 6 of the Maharashtra, Mathadi, Hamal and other Manual Workers (Regulation of Employment and Welfare) Act, 1969. (Mah. XXX of 1969) the Government of Maharashtra has nominated Pandharinath Shankar Saste, Bhausaheb, Shinde, Patra Chawl, Room No. 10, Plot No. 168, opposite Kohinoor Mills Chawls, Jyotiba Phule Marg, Naigaum, Bombay-400 014, to fill in the vacancy ; and for that purpose amends Government Notification, Industries, Energy and Labour Department, No. UWA. 1378/CR-2143/Lab-5, dated 15th February 1979 as follows, namely :—

(i) in clause (a) under the heading "Members representing unprotected workers" after entry 3, the following entry shall be inserted, namely :—

"4. Shri Pandharinath Shankar Saste, Bhausaheb Shinde, Patra Chawl, Room No. 10, Plot No. 168, opposite Kohinoor Mills Chawl, Jyotiba Phule Marg, Naigaum Bombay-400 014.

(ii) in clause (c) after the words "Shri Govind Krishna Pawar" the words Shri Pandharinath Shankar Saste shall be inserted.

(Notification No. UWA/1580/CR-3718(r) Lab-5, dated 6th July 1981, published in *M.G.G. Part I-L*, dated 6th August 1981, page No. 4284.)

III. INDIAN BOILERS ACT, 1923

In exercise of the powers conferred by section 20 of the Indian Boilers Act, 1923 (V of 1923) read with rule 63 of the Maharashtra Boiler Rules, 1962, the Government of Maharashtra has appointed —

(i) Shri S. V. Desai, B. E. (Elec.) (Hons.), B. E. (Mech) (Hons.) M. I. I. Ch. E., F.I.W.M. (UK), Works Manager, Herdillia Chemicals Ltd., Thane-Belapur Road, Thane to be the assessor *vice* Shri M. M. Ali, of the Appellate Authority constituted by the Government under Industries, Energy and Labour Department, order No. IBA. 1073/18873-Lab-III-B,

dated the 20th September 1973, and for that purpose amends the said order as follows namely

In the said order —

(a) Under the heading "President" for entry 1, the following entry shall be substituted namely

"1. Shri S. U. Kotnis, Judge, 2nd Labour Court, Bombay", and

(b) Under the heading "Assessors", for entry 5 the following entry shall be substituted, namely

"5. Shri R. B. Desai, B. E. (Elec.) (Hons.) B. E. (Mech.) (Hons.) M.I.I. C.H. E.F.I.W.M. (U.K.) Works Manager, Herdillia Chemicals Ltd., Thane-Belapur Road Thane".

(Notification No. IBA.1081/CR-3902/Lab-5, dated 7th July 1981 published in *M.G.G.* Part-I-L, dated 6th August, 1981, page No. 4285).

2. In exercise of the powers conferred by sub-section (2) of section 34 of the Indian Boilers Act, 1923 (V of 1923) the Government of Maharashtra has exempted the Boiler bearing No. MP. 2169 belonging to the Shree Balaji Spg. and Wvg. Mills, Sheth Jayanarayan Ladda Road, Sangli, from the operation of Clause (c) of section 6 of the said Act, for the period of three months from the 9th June 1981 to 8th September 1981 (both days inclusive).

(Notification No. IBA./1081/CR-4031/Lab-5, dated 6th June 1981, published in *M.G.G.* Part I-L, dated 27th August 1981, page No. 4541).

3. In exercise of the powers conferred by sub-section 34 of the Indian Boilers Act, 1923 (V of 1923), the Government of Maharashtra has exempted the boiler bearing No. MR10296, belonging to the Hindustan Petroleum Corporation Ltd., Corridor Road, Mahul, Bombay-400 074, from the operation of clause (c) of section 6 of the said Act, for the period of one year from the 12th June 1981 to 11th June 1982 (both days inclusive).

(Notification No. IBA.CR-4035/Lab-5, dated 11th June 1981 published in *M.G.G.* Part I,L, dated 27th August 1981, page No. 4541).

4. In exercise of the powers conferred by sub-section (2) of section 34 of the Indian Boilers Act, 1923 (V of 1923) the Government of Maharashtra has exempted the boiler bearing No. MR/8597, belonging to the Maharashtra State Electricity Board, Paras Power Station, Paras, district Akola from the operation of clause (c) of section 6 of the said Act, for the period of four months from the 18th June 1981 to 17th October 1981 (both days inclusive).

(Notification No. IBA.1081/CR-4038/Lab-5, dated 15th June 1981, published in *Maharashtra Government Gazette*, Part I-L, dated 27th August 1981, page No. 4541).

IV. BOMBAY INDUSTRIAL RELATIONS ACT, 1946.

1. In exercise of the power conferred by section 9 of the Bombay Industrial Relations Act, 1946 (11 of 1947) the Government of Maharashtra has appointed from the date of taking over charge Shri S. C. Deshmukh, Civil Judge (Senior Division), Dhule (having the prescribed qualifications as laid down in that section) to be the Presiding Officer of the said Labour Court, Bombay till the vacancy aforesaid and for that purpose amends the said notifications as follows, namely:—

In the Schedule to the Said Notification, in column 3 against the entry (5) relating to the Fifth Labour Court, Bombay, for the words and letters "Shri P. Bafna" the words and letters "Shri S. C. Deshmukh" shall be substituted.

(Notification No. BIR.5643-Lab-9, dated 10th July 1981, published in *Maharashtra Government Gazette*, Part I-L, dated 6th August 1981, page No 4286)

2. In exercise of the powers conferred by section 10 of the Bombay Industrial Relations Act, 1946 (11 of 1947) the Government of Maharashtra has appointed with effect from the taking over charge, Shri P. W. Kenkare, Retired Judge, City Civil Court, Bombay and Shri B. D. Borude, Retired Member, Industrial Court, Thane, to be members of the Court of Industrial Arbitration constituted under Government Notification, Industries and Labour Department, No.BIR.1065(II)-Lab-I, dated the 2nd May 1965 as amended from time to time and for that purpose amends that notification, as follows namely:—

In the said notification in clause 2 for the existing entries (9) and (14), the following shall be substituted, namely:—

(9) "Shri P. W. Kenkare",

(14) "Shri B. D. Borude".

(Notification No. BIR.1081/5644-Lab-9, dated 10th July 1981, published in *Maharashtra Government Gazette*, Part I-L, dated 6th August 1981, page No. 4287).

The Government of Maharashtra has appointed from the date of taking over charge Shri H. H. Kantharia, Member, Industrial Court, Bombay, to be the President of the Court of Industrial Arbitration.

In the said notification:—

(i) in clause 2 for the words and letters "Shri M. S. Apte," the words and letters "Shri H. H. Kantharia" shall be substituted, and

(ii) in clause 3 for the words and letters "Shri M. S. Apte," the words and letters "Shri H. H. Kantharia" shall be substituted.

(Notification No. 1081/5677-Lab-9, dated 14th July 1981, published in *Maharashtra Government Gazette*, Part I-L, dated 20th August 1981, page No. 4446).

V. MAHARASHTRA RECOGNITION OF TRADE UNIONS AND PREVENTION OF UNFAIR LABOUR PRACTICES ACT, 1971.

1. The Government of Maharashtra has appointed with effect from the date of taking over charge Shri S. C. Deshmukh, in place of Shri P. P. Bafna, to preside over as a Presiding Officer of the fifth Labour Court, Bombay.

In the said notification in column 3 for entry (5) the following shall be substituted namely —

"(5) Shri S. C. Deshmukh".

(Notification No. ULP.1081/5645-Lab-9, dated 10th July 1981, published in *Maharashtra Government Gazette*, Part I-L, dated 6th August 1981, page No. 4287)

2. The Government of Maharashtra has appointed with effect from the date of taking over, Shri P. W. Kenkare and B. D. Borude in place of Shri M. A. Deshpande and M. B. Mujumdar respectively to be members of the Industrial Court.

In the said notification in column No. 1, for entries (9) and (14) the following shall be substituted namely —

“(9) Shri P. W. Kenkare”.

“(14) Shri B. D. Borude”.

(Notification No. ULP.1081/5646-Lab-9, dated 10th July 1981, published in *Maharashtra Government Gazette*, Part I-L, dated 6th August 1981, page No. 4288).

3. In exercise of the powers conferred by section 4 of the Maharashtra Recognition of Trade Unions and Prevention of Unfair Labour Practices Act, 1971 (Mah. I of 1972), the Government of Maharashtra has appointed from the date of taking over charge Shri H. H. Kantharia to be the President of the aforesaid Industrial Court, Bombay and for that purpose amends the said notification as follows namely —

In the said notification for the words and letters “Shri M. S. Apte” appearing against entry No. (1), the words and letters “Shri H. H. Kantharia” shall be substituted.

(Notification No. ULP.1081/5659-Lab-9, dated 15th July 1981, published in *Maharashtra Government Gazette*, Part I-L, dated 20th August 1981, page No. 4448).

VI. MINIMUM WAGES ACT, 1948.

In exercise of the Powers conferred by section 27 of the Minimum Wages Act, 1948 (XI of 1948), the Government of Maharashtra has given notice of its intention to all to Part 1 of the Schedule to the said Act with effect from 1st December 1981, the following employment in respect of which it is of the opinion that the minimum rates of wages should be fixed under the said Act, Viz :—

“Employment in Handmade Paper and Handmade Paper Board Manufactory”.

(Notification No. MWA.5681/3055/Lab-7, dated 16th July 1981, published in *Maharashtra Government Gazette*, Part I-L, dated 20th August 1981, page No. 4457).

VII. BONDED LABOUR SYSTEM (ABOLITION) ACT, 1976.

In exercise of the powers conferred by sub-sections (1) and (2) of section 13 of the Bonded Labour System (Abolition) Act, 1976 (19 of 1976), the Government of Maharashtra has constituted the vigilance Committee for the District of Akola consisting of the Chairman and the following Members, namely —

- | | |
|---|---|
| (1) The District Magistrate, Akola | Chairman, under clause (a) of sub-section (2) of section 13. |
| (2) Shri Chandrakant Itwa of Shrawangi Plot, Akola, District Akola. | } Members, nominated under clause (b) of sub-section (2) of section 13. |
| (3) Shri Nana Rahate of Ashok Nagar, Akola, District Akola. | |
| (4) Shri Madhukar Kisan Kamble of Malepure, Akola, District Akola. | |

- | | |
|---|--|
| (5) Shri Janardhan Bansi Ambhore, Jathar Peth, Akola, District Akola. | } Members nominated under Clause (c) of sub-section (2) of section 13. |
| (6) Shri Manik Tiwari, Jawahar Nagar, Akola, District Akola. | |

(Notification No. BLA.1080/2808(78)Lab-12, dated 20th July 1981, published in *Maharashtra Government Gazette*, Part I-L, dated 20th August 1981, Page No. 4460).

VIII. MAHARATRA UNEMPLOYMENT ALLOWANCE PAYMENT TO WORKMEN IN FACTORIES (FOR TEMPORARY PERIOD) ACT, 1976.

In exercise of the powers conferred by clause (e) of section 2 of the Maharashtra Unemployment Allowance Payment to workmen in Factories (for Temporary Period) Act, 1976 (Mah. XIV of 1976) the Government of Maharashtra has specified the period commencing on the 1st day of July 1981 and ending on the 31st December 1981 to be the temporary period for the whole of the State.

(Notification No. IDA.1381/4090/Lab-7, dated 14th July 1981 ; Published in *Maharashtra Government Gazette*, Part I-L, dated 20th August 1981, Page No. 4445).

IX. INDUSTRIAL DISPUTES ACT, 1947.

1. In exercise of the Powers conferred by section 8 of the said Act, the Government of Maharashtra has appointed from the date of taking over charge, Shri S. C. Deshmukh Civil Judge (Senior Division), Dhule, to be Presiding Officer of that Court, as follows namely —

In the Schedule to the said notification for the words and letters “Shri P. P. Bafna”, the words the letters “Shri S. C. Deshmukh” shall be substituted.

(Notification No. IDA.1181/5647/Lab-9, dated 10th July, 1981, published in *Maharashtra Government Gazette*, Part I-L, dated 6th August 1981, Page No. 4288).

2. In exercise of the Powers conferred by section 8 of the said Act, the Government of Maharashtra has appointed from the date of taking over charge Shri P. W. Kenkare, retired Judge, City Civil Court, Bombay, to be the Presiding Officer of the Industrial Tribunal, Bombay.

In the said notification for the words and letters “Shri M. A. Deshpande” the words and letters “Shri P. W. Kenkare” shall be substituted.

(Notification No. IDA.1181/5648/Lab-9, dated 10th July 1981, published in *Maharashtra Government Gazette*, Part I-L, dated 6th August 1981, Page No. 4289).

3. In exercise of the Powers conferred by section 8 of the said Act, the Government of Maharashtra has appointed the date of taking over charge, Shri B. D. Borude, retired Member, Industrial Court, Bombay, to be the Presiding Officer of the Industrial Tribunal, Bombay.

In the said notification for the words and letters "Shri M. B. Mujumdar" the words and letters "Shri B. D. Borude" shall be substituted.

(Notification No. IDA.1181/5649/Lab-9, dated 10th July 1981, published in *Maharashtra Government Gazette*, Part I-L, dated 6th August 1981, page No. 4289).

4. In exercise of the Powers conferred by section 8 of the said Act, the Government of Maharashtra has appointed from the date of taking over charge, Shri H. H. Kantharia, Member, Industrial Court, Bombay to fill the vacancy aforesaid, for the purpose amends the notification, as follows, namely —

In the said notification, for the words and letters "Shri M. S. Apte, retired Judge of the High Court, of Bombay" the words and letters "Shri H. H. Kantharia, Member, Industrial Court, Bombay, shall be substituted.

(Notification No. IDA.1181/5658/Lab-9, dated 15th July 1981, published in *Maharashtra Government Gazette*, Part I-L, dated 20th August 1981, page No. 4447).

Consumer Price Index Numbers for Working Class for August 1981

BOMBAY*

462—A rise of 3 points

In August 1981, the Consumer Price Index Number for Working Class (New Series) for the Bombay Centre with base January to December 1960 equal to 100 was 462 being 3 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at the Bombay Centre.

The index number for the food group increased by 3 points to 515 due to a rise in the average prices of rice, jowar, bajra, bread, arhaldal, gramdal, masurdal, uriddal, vanaspati (loose), edible oils, milk pure, milk aarey, goat meat, eggs, chillies dry, onion, bhajia, jalebi, tea-ready-made and lemonade.

The index number for the pan, supari, tobacco etc. group decreased by 5 points to 479 due to a fall in the average prices of pan-leaf and supari.

The index number for the fuel and light group increased by 12 points to 547 due to a rise in the average prices of kerosene oil, Electric charges coal and match box.

The index number for housing remained steady at 159 being a six monthly item.

The index number for the clothing, bedding and footwear group increased by 8 points to 456 due to a rise in the average prices of dhoti, saree, shirting, long-cloth, trouser's cloth, bush-shirt, full pant and shoes gents.

The index number for the miscellaneous group increased by 2 points to 351 due to a rise in the average prices of hair oil, toilet soap, umbrella, utencils brass and bucket.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS (NEW SERIES) FOR BOMBAY CITY (Average prices for the calendar year 1960 = 100)

Group	Weight proportional to the total expenditure.	Group Index Numbers	
		July 1981	August 1981
I-A. Food	57.1	512	515
I-B. Pan, Supari, Tobacco, etc.	4.9	484	479
II. Fuel and Light	5.0	535	547
III. Housing	4.6	159	159
IV. Clothing, Bedding and Foot-Wear	9.4	448	456
V. Miscellaneous	19.0	349	351
Total	100.0	..	..
Consumer Price Index Number ..	..	459	462

* *Details regarding the scope and method of compilation of the index will be found on pages 598 to 605 of December 1965 issue of *Labour Gazette*, For Errata (see) page 867 of January 1966 issue.

Note.—To obtain equivalent old index number on base 1933-34=100, the general index number on base 1960=100 should be multiplied by the linking factor viz., 4.44.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS (NEW SERIES) FOR
BOMBAY CENTRE—*contd.*

186

Articles 1	Unit of Quantity 2	Weight propor- tional to total ex- penditure 3	Price per unit of quantity			Index Number	
			Year ended December 1960 4	July 1981 5	August 1981 6	July 1981 7	August 1981 8
I.A. Food—							
<i>(a) Cereals and Cereal Products—</i>							
(1) Rice	kg.	59.23	0.70	2.21	2.30	316	329
(2) Wheat	"	25.05	0.41	1.79	1.78	437	434
(3) Jowar	"	9.42	0.53	2.52	2.54	475	479
(4) Bajra	"	3.22	0.55	2.36	2.42	429	440
(5) Bread	125 kg.	0.92	0.12	0.53	0.54	442	450
(6) Grinding charges	3 kg.	2.16	0.09	0.57	0.57	633	633
Total		100.00					
<i>Sub-group Index I-A(a)</i>						373	380
<i>(b) Pulses and pulse products—</i>							
(1) Arhar Dal	kg.	63.78	0.78	5.46	5.69	700	729
(2) Gram Dal	"	12.99	0.60	5.36	5.68	893	947
(3) Moong Dal	"	12.21	0.90	6.46	6.48	718	720
(4) Masur Dal	"	7.87	0.78	5.55	5.70	712	731
(5) Urid Dal	"	3.15	0.88	5.22	5.27	593	599
Total		100.00					
<i>Sub-group Index I-A(b)</i>						725	753

LABOUR GAZETTE—OCTOBER 1981

<i>(c) Oils and Fats—</i>							
(1) Palm Oil	Kg.	9.55	1.36	8.25	8.25	552	573
(2) Coconut Oil	500 ml.	71.05	1.00	8.79	7.71		
(3) Groundnut Oil	"	19.40	1.75	7.26	7.71	470	487
(4) Vanaspati (loose)	500 g.			8.23	8.52		
Total		100.00					
<i>Sub-group Index I-A (c)</i>						536	556
<i>(d) Meat, Fish and Eggs—</i>							
(1) Goat's Meat	100 g.	52.54	1.48	9.90	10.12	669	684
(2) Fish fresh—							
(i) Bumblews	Dozen	38.41	0.44	3.88	2.69	908	744
(ii) Pamfret	Each		1.23	11.50	10.79		
(3) Fish dry bombil*	Dozen	3.97	0.25	1.98	1.97	792	788
(4) Eggs	"	5.08	1.93	6.45	6.30	334	326
Total		100.00					
<i>Sub-group Index I-A(d)</i>						749	693
<i>(e) Milk and Milk Produce—</i>							
(1) Milk—							
(i) Pure	"	86.87	1.15	5.34	5.75	441	493
(ii) Aarey ..	"		1.03	4.30	5.00		
(2) Curd	kg.	1.31	1.57	7.78	8.21	496	523
(3) Ghee	"	11.82	7.50	36.85	40.67	491	542
Total		100.00					
<i>Sub-group Index I-A (e)</i>						448	499

*Edible Oil distributed through Fair Price Shops has been taken into consideration with due weight while working out the price relative of Oils (excluding vanaspati).

187

LABOUR GAZETTE—OCTOBER 1981

Articles	Unit of quantity	Weight proportional to total expenditure	Price per unit of quantity			Index Number	
			Year ended December 1960	July 1981	August 1981	July 1981	August 1981
1	2	3	4	5	6	7	8
			Rs. P.	Rs. P.	Rs. P.		
<i>(f) Condiments and Spices—</i>							
(1) Salt	kg.	5.40	0.13	0.57	0.57	438	438
(2) Turmeric	500 g.	5.40	0.72	3.92	3.95	544	549
(3) Chillies (dry) ..	"	28.42	1.35	6.02	6.47	446	479
(4) Chillies (green) ..	"	6.83	0.41	2.49	1.98	607	483
(5) Onion	"	19.42	0.15	0.77	0.80	513	533
(6) Garlic	"	4.67	0.60	2.73	2.74	455	457
(7) Coconut	Each (500 g.)	12.95	0.33	2.15	2.18	652	661
<i>Other Spices</i>							
(8) Pepper	300 g.	16.91	3.69	12.10	12.11	502	506
(9) Jeera	"	"	1.80	9.07	9.10		
(10) Lavang	10 g.	"	0.31	2.09	2.12		
Total		100.00					
<i>Sub-group Index I-A (f)—</i>						511	518
<i>(g) Vegetables and Fruits—</i>							
(1) Potatoes	1/2 kg.	20.68	0.25	..	1.03	..	412
(2) Muli	Judi	2.05	0.06	..	0.43	..	717
(3) Brinjals	1/2 kg.	8.63	0.26	..	1.46	..	562
(4) Cauliflower	"	4.55	0.35	..	2.39	..	683
(5) Cabbage	"	6.36	0.26	..	1.99	..	765
(6) Bhendi	"	4.55	0.42	..	1.78	..	424
(7) Tomato Ripe	"	10.23	0.38	..	2.06	..	543
(8) Tomato Raw	"	..	0.25	..	1.36	..	
(9) Pumpkin White	"	0.68	0.23	..	1.21	..	526
(10) Pumpkin Red	"	2.27	0.20	..	0.96	..	480
(11) Karela	"	1.59	0.42	..	1.72	..	410
(12) Peas	"	0.68	0.48	..	2.37	..	767
(13) Palak	Judi	1.36	0.06	..	0.46	..	646
(14) Methi	"	3.18	0.06	..	0.52	..	433
(15) Tondli	1/2 kg.	7.73	0.26	..	1.68	..	610
(16) Alu Leaves	Judi	5.00	0.06	..	0.26	..	470
(17) Banana	Doz.	14.77	0.48	..	2.93	..	402
(18) Orange	"	3.64	2.10	..	9.87	..	
(19) Lemon	"	2.05	0.48	..	1.93	..	
Total		100.00					
<i>Index Number Sub-Group—I (g)</i>						631	552
<i>(h) Other Food—</i>							
(1) Sugar (Crystal) ..	500 g.	29.57	0.60	2.65	2.59	442	432
(2) Tea Leaf	50 g.	12.52	0.39	1.22	1.23	313	315
(3) Snacks (Bhajiya) ..	Plate of 8 pieces	15.01	0.11	0.81	0.84	736	764
(4) Snacks (Jalebi) ..	kg.	7.11	1.90	13.88	13.98	731	736
(5) Tea Readymade ..	Cup	34.55	0.07	0.42	0.47	600	671
(6) Cold Drink	Bottle of 340 ml.	1.24	0.12	1.73	1.75	1442	1458
Total		100.00					
<i>Sub-group Index I-A (h)</i>						584	
<i>I-A. Food Group—</i>							
(a) Cereals and Cereals Products		35.29	..	..	..	373	380
(b) Pulses and Products		4.79	..	..	..	725	556
(c) Oils and Fats		5.78	..	..	..	536	693
(d) Meat, Fish and Eggs		10.62	..	..	..	749	499
(e) Milk and Milk Products		9.53	..	..	..	448	518
(f) Condiments and Spices		8.76	..	..	..	511	552
(g) Vegetables and Fruits		4.24	..	..	..	631	584
(h) Other Food		16.99	..	..	..	557	
Total		100.00					
<i>Index Number for Group I-A Food</i>						512	515

LABOUR GAZETTE—OCTOBER 1981

LABOUR GAZETTE—OCTOBER 1981

RA 463/—6

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS (NEW SERIES) FOR BOMBAY CENTRE—contd.

190

Articles 1	Unit of quantity 2	Weight proportional to total expenditure 3	Price per unit of quantity			Index Number	
			Year ended December 1960 4	July 1981 5	August 1981 6	July 1981 7	August 1981 8
			Rs. P.	Rs. P.	Rs. P.		
<i>I-B, Pan, Supari, Tobacco, etc.</i>							
(1) Pan (leaf) ..	100 leaves ..	18.55	0.52	2.87	2.74	552	527
(2) Pan (finished) ..	Each ..	9.89	0.04	0.28	0.28	700	700
(3) Supari ..	500 g. ..	19.44	3.42	13.69	13.59	400	397
(4) Katha ..	" ..	3.53	4.76	38.96	38.96	818	818
(5) Bidi ..	Katta of 25 ..	28.80	0.16	0.70	0.70	438	438
(6) Cigarette ..	Pkt. of 10 ..	6.54	0.14	1.10	1.10	786	786
(7) Chewing Tobacco ..	Kg. ..	13.25	4.16	8.96	8.98	215	216
Total		100.00					
<i>Sub-Group I-B-Index</i>						484	479
<i>II Fuel and Lighting—</i>							
(1) Firewood ..	40 kg. ..	11.51	3.39	23.14	23.14	683	683
(2) Kerosene Oil ..	Litre ..	42.64	0.28	1.61	1.61	575	593
(3) Electricity charges ..	Unit ..	9.81	0.22	0.49	0.50	223	227
(4) Charcoal ..	40 kg. ..	28.30	7.36	40.88	40.90	555	556
(5) Match box ..	Each (50 sticks) ..	7.74	0.05	0.21	0.21	420	460
Total		100.00					
<i>Fuel and Light Group-II</i>						535	547

LABOUR GAZETTE—OCTOBER 1981

III Housing—
(I) Residential House

RA 4637—6a

			159	158
Total				
<i>Group III. Index</i>			159	159
<i>IV. Clothing Bedding and Footwear—</i>				
(1) Dhoti Bleached ..	Pair ..	10.72	9.90	53.86
(2) Dhoti Unbleached ..	" ..	8.80	8.80	535
(3) Saree Ichalkarnji ..	Each ..	26.14	11.74	39.54
(4) Saree Malegaon ..	" ..	10.72	44.71	39.79
(5) Shirting Shorrock ..	" ..	24.87	1.68	45.05
(6) Shirting Mafatal ..	" ..	1.65	6.83	7.52
(7) Longcloth ..	" ..	5.95	1.60	7.09
(8) Trouser's Cloth ..	" ..	2.76	1.80	8.33
(9) Mulmul ..	" ..	8.54	2.23	8.37
(10) Markin ..	" ..	1.09	5.41	11.09
(11) Bush Shirt ..	Each ..	3.94	4.20	5.41
(12) Full Pant ..	" ..	3.77	5.45	19.92
(13) Vest ..	" ..	2.18	1.18	25.86
(14) Shoes Gents ..	Pair ..	3.10	16.75	25.91
(15) Chappal Ladies ..	" ..	6.03	6.57	78.92
Total		100.00		15.23
<i>Index Number for Group IV</i>			448	456
<i>V. Miscellaneous—</i>				
<i>(a) Medical Care—</i>				
(1) Doctor's Fee ..	Per Visit	19.78	2.58	6.46
(2) Medicine ..	4 Doses	32.46	0.76	1.84
(3) E. S. I. Premium ..	" ..	47.76	0.69	0.70
Total		100.00		
<i>Sub-group Index-v(a)—</i>			177	177

LABOUR GAZETTE—OCTOBER 1981

191

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS (NEW SERIES)
FOR BOMBAY CENTRE -contd.

Articles	Unit of quantity -	Weight proportional to total expenditure	Price per unit of quantity			Index Number	
			Year ended December 1960	July 1981	August 1981	July 1981	August 1981
	2	3	4	5	6	7	8
			Rs. P.	Rs. P.	Rs. P.		
(b) Education Recreation and Amusements—							
(1) School Fee	Per Student	22.54	6.75	8.00	8.00	119	119
(2) School Book	Each	7.64	2.47	5.20	3.20	130	130
(3) Stationary—							
(i) Exercise Book	"	4.73	0.12	0.63	0.63	462	462
(ii) Pencil	"	"	0.12	0.48	0.48	"	"
(4) News paper	Per Copy	7.64	0.07	0.50	0.50	714	714
(5) Cinema	Adult	57.45	0.48	2.51	2.51	523	523
Total		100.00					
Sub-Group Index V (b)						413	413
(c) Transport and Communications—							
(1) Railway fare for 80 km.	Per passenger	51.13	1.61	3.45	3.45	214	214
(2) Bus fare	Per Adult	38.60	0.15	0.50	0.50	333	333
(3) Postage	Per Card	10.27	0.05	0.15	0.15	300	300
Total		100.00					
Sub-group Index V(c)						269	269

(d) Personal Care and Effects—							
(1) Hair Oil	Bottle (114 ml.)	24.00	1.36	7.13	7.37	524	542
(2) Barber Charges	Per head	42.50	0.94	3.41	3.41	363	363
(3) Toilet Soap	Cake	14.81	0.44	1.98	1.99	450	452
(4) Tooth Powder	Small Bottle	7.21	0.50	1.45	1.45	290	290
(5) Blade	No. 3	0.96	0.27	0.58	0.58	215	215
(6) Umbrella	Pkt. of 5	5.77	5.55	29.32	29.50	528	532
Total		100.00					
Sub-group Index V(d)						422	422
(e) Others—							
(1) Durrrie	Each	2.66	4.93	27.13	27.66	550	561
(2) Trunk	"	2.66	5.82	27.83	27.76	478	477
(3) Utensils (Brass)	500 g.	7.99	2.84	21.31	21.56	750	759
(4) Bucket	Each	2.16	2.96	13.36	13.57	451	458
(5) Laundry Charges	Per Piece	25.29	0.15	0.71	0.71	473	473
(6) Washing Soap	Bar	35.28	1.28	5.97	5.97	466	466
(7) Tailoring charges of Shirt	Each	23.96	1.19	6.42	6.42	497	497
(8) Tailoring charges of Blouse	"	"	0.89	4.04	4.04	"	"
Total		100.00					
Sub-group V(e)						500	501
V Miscellaneous Group—							
(a) Medical Care		28.27				177	177
(b) Education Recreation and Amusement.		11.94				413	413
(c) Transport and Communicaiton		14.81				269	269
(d) Personal Care and Effect		18.89				422	427
(e) Others		26.09				500	501
Total		100.00					
Miscellaneous Group Index V						351	351

SOLAPUR

504-A rise of 14 points

In August 1981, the Consumer Price Index Number for Working Class (New Series) for the Solapur Centre with base year January to December 1960 equal to 100 was 504 being 14 points higher than that in the preceding month. The index relates to the standard of life ascertained during the 1958-59 family living survey in Solapur City.

The index number for the food group increased by 20 points to 557 due to a rise in the average prices of jowar, grinding charges, arhaldal, masurdal, oils, fish dry, milk, ghee, turmeric, dry chillies, tamarind, onions, garlic and vegetables and fruits.

The index number for the pan supari, tobacco etc. group decreased by 22 points to 412 due to a fall in the average prices of pan leaf and supari.

The index number for the fuel and light group increased by 24 points to 542 due to a rise in the average prices of firewood, coal, dunny coke and kerosene.

The index number for the housing remained steady at 222 being six monthly item.

The index number for the clothing bedding and footwear group increased by 1 point to 494 due to a rise in the average prices of shirting and markin.

The index number for the miscellaneous group increased by 1 point to 363 due to a rise in the average prices of ex-tuck and toilet soap.

CONSUMER PRICE INDEX NUMBERS (NEW SERIES) FOR WORKING CLASS FOR SOLAPUR CENTRE

(Average prices for the calendar year 1960 = 100)

Groups	Weight proportional to the total expenditure	Group Index Numbers	
		July 1981	Aug. 1981
I-A. Food	63.0	537	557
I-B. Pan, Supari, Tobacco, etc.	3.4	434	412
II. Fuel and Light	7.1	518	542
III. Housing	5.2	222	222
IV. Clothing, Bedding and Footwear	9.0	493	494
V. Miscellaneous	12.3	362	363
Total	100.0		
Consumer Price Index Number		480	504

*Details regarding the scope and method of composition of the index may be seen in pages 607 to 613 December 1965 issue of Labour Gazette. For Errors see page 697 of January 1966 issue.

Note—For arriving at the equivalent of the old index number 1927-28=100, the new index number should be multiplied by the linking factor of 1.22.

CONSUMER PRICE INDEX NUMBER (NEW SERIES) FOR WORKING CLASS FOR SOLAPUR CENTRE—contd.

Articles	Unit of Quantity	Weight proportional to total expenditure.	Price per unit of quantity		Index Number	
			July 1981	Aug. 1981	July 1981	Aug. 1981
I-A. Food—						
(1) Rice	kg.	26.98	2.22	2.12	404	385
(2) Wheat	"	13.53	1.62	1.61	395	395
(3) Jowar	"	56.97	2.25	2.28	489	496
(4) Grinding Charges	"	2.52	0.30	0.60	600	1200
Total		100.00			450	470
Sub-group Index I-A(a)						
(b) Pulses and Products—						
(1) Arhar dal	kg.	16.17	5.30	5.45	707	727
(2) Gram dal	"	18.22	5.08	5.32	907	950
(3) Masur dal	"	5.61	5.16	5.28	707	721
Total		100.00			743	767
Sub-group Index I-A(b)						
(c) Oils and Fats—						
(1) Groundnut oil	kg.	98.91	15.30	(6.33)	782	827
(2) Palm oil	"	1.09	8.25	8.25	476	486
(3) Vanaspathi (coconut)	500 g.	100.00	8.85	9.23	779	829
Sub-group Index I-A(c)						

CONSUMER PRICE INDEX NUMBER (NEW SERIES) FOR WORKING CLASS FOR
SOLAPUR CENTRE— contd.

Articles 1	Unit of quantity 2	Weight proportional to Total expenditure 3	Price per unit of quantity			Index Number	
			Basic price 4	July 1981 5	Aug. 1981 6	July 1981 7	Aug. 1981 8
(d) Meat, Fish and Eggs—							
(1) Goat meat	Kg.	72.32	2.45	16.00	16.00	653	653
(2) Beef	"	21.00	0.66	8.00	8.00	1212	1212
(3) Fish (fresh) Rahu	"	1.50	1.46	7.00	7.00	479	479
(4) Fish (dry) Zinga	"	2.49	2.14	8.31	8.38	388	392
Total		100.00					
Sub-group Index I-A(d)						776	776
(e) Milk and Milk Products—							
(1) Milk	L.	89.79	0.67	3.50	4.00	522	597
(2) Ghee	kg.	10.21	6.19	34.08	36.13	551	584
Total		100.00					
Sub-group Index I-A(e)						525	596
(f) Condiments and spices—							
(1) Salt	kg.	4.71	0.09	0.43	0.44	478	489
(2) Turmeric	"	0.23	1.11	5.25	5.44	473	490
(3) Chillies (green)	300 gm.	4.98	0.23	0.71	0.53	309	230
(4) Chillies (dry)	"	59.43	0.65	3.75	4.06	577	625
(5) Tamarind	kg.	7.59	1.20	7.00	7.40	583	617
(6) Onions	"	10.73	0.23	1.34	1.50	583	652

(7) Garlic	300 gm. Each	7.85	0.24	1.33	1.46	554	608
(8) Coconut	"	1.31	0.27	1.46	1.48	541	548
Total		100.00					
Sub-group Index I-A(f)						554	594
(g) Vegetables and Fruits—							
Potatoes	Kg.	13.51	0.46	..	2.31	..	483
Brinjals	300 gms.	16.67	0.11	..	0.61	..	555
Tomato	..	14.87	0.25	..	1.02	..	408
Dodka	300 gms.	12.16	0.13	..	0.49	..	377
Ambadi	200 gms.	28.33	0.09	..	0.22	..	244
Banana	Dozn	12.16	0.51	..	2.50	..	490
Lemon	..	0.45	0.28	..	1.16	..	414
Muli	300 gms.	0.90	0.09	..	0.56	..	622
Ladis Finger	300 gms.	0.90	0.21	..	0.49	..	233
Total		100.00					
Number Sub-group Index I (g)						382	403
Index Number for sub-group I-A (g)							
(h) Other food—							
(1) Sugar (Crystal)	kg.	47.31	1.16	4.56	4.42	393	381
(2) Gur	..	7.97	0.64	4.70	4.67	734	730
(3) Tea (leaf)	Pkt. of 50 g.	21.56	0.39	1.04	1.04	267	267
(4) Tea (readymade)	Cup.	20.74	0.07	0.80	0.80	1143	1143
(5) Snack saltish (Bhajia)	kg.	1.10	1.60	15.50	15.90	969	994
(6) Snack sweet (Jalebi)	"	1.10	2.17	13.50	13.50	622	622
Total		100.00					
Sub-group Index I-A(h)						557	552

CONSUMER PRICE INDEX NUMBER (NEW SERIES) FOR WORKING CLASS FOR SOLAPUR CENTRE -contd.

Articles	Unit of quantity	Weight proportional to Total expenditure	Price per unit of quantity			Index Number	
			Basic Price	July 1981	Aug. 1981	July 1981	Aug. 1981
1	2	3	4	5	6	7	8
I-A. Food—			Rs. P.				
(a) Cereals and cereals Products		48.79	..	..	..	456	470
(b) Pulses and Products		7.28	..	..	..	743	767
(c) Oils and Fats		4.99	..	..	..	779	824
(d) Meat, Fish and Eggs		6.79	..	..	..	776	776
(e) Milk and products		7.37	..	..	..	525	596
(f) Condiments and Spices		8.25	..	..	..	554	594
(g) Vegetables and Fruits		4.29	..	..	..	382	403
(n) Other Food		12.24	..	..	..	557	552
Total		100.00					
Group Index I-A						537	557
I-B. Pan, Supari, Tobacco, etc.—							
(1) Pan (leaf)	100 leaves	10.22	0.19	1.13	0.83	595	437
(2) Pan finished	Each	6.07	0.04	0.28	0.26	700	650
(3) Supari	300 g.	19.49	1.77	7.15	6.92	404	391
(4) Katha	50 g.	3.84	0.51	4.10	4.12	804	808
(5) Bidi	Katta of 25	37.06	0.19	0.62	0.62	326	326
(6) Cigarette	Pkt. of 10	5.43	0.15	1.11	1.11	740	740
(7) Chewing tobacco	50 g.	17.89	0.21	0.70	0.70	333	333
Total		100.00					
Group Index I-B						434	412

II. Fuel and Light—							
(1) Firewood	100 kg.	62.01	3.57	18.84	18.84	528	537
(2) Coal	100 kgs.	13.81	6.99	38.25	39.53	547	566
(3) Dung cake	100 cakes	7.06	0.85	3.38	4.88	398	574
(4) Match Box	Each (50 sticks)	4.06	0.05	0.15	0.15	300	300
(5) Kerosene Oil	100 ml.	13.06	0.15	0.86	0.90	573	600
Total		100.00					
Group Index II						518	542
III. Housing—							
(1) House rent	P.M.	100.00	..	..	..	222	222
Total		100.00					
Group Index III						222	222
IV. Clothing, Bedding and Footwear							
Dhoti—							
(i) Laxmi Mills	Pair	8.53	10.69	46.56	46.56	468	468
(ii) Vishnu Mills	"		10.47	52.38	52.38		
Saree	Each	29.79	10.05	48.08	48.08	478	478
Shirt	"	2.92	3.41	14.54	14.54	426	426
Long cloth	M.	7.48	1.39	8.20	8.20	590	590
Shirting—							
(i) Ahmadabad Mills	M	25.70	1.61	6.66	6.74	435	437
(ii) Century Mills	"		1.49	6.79	6.79		
Markin	"	17.41	1.28	7.73	7.77	604	607
Trousers cloth	"	2.57	1.47	8.38	8.38	570	570
Chappal (lady's)	Pair	4.67	6.40	24.79	24.79	387	387
Shoes (Gent's)	"	0.93	15.98	78.35	78.35	490	490
Total		100.00					
Group Index IV						493	494

Articles 1	Unit of quantity 2	Weight proportional to total expenditure 3	Price per unit of quantity		Index Number		
			Year ended 4	July 1981 5	Aug. 1981 6	July 1981 7	Aug. 1981 8
V. Miscellaneous—			Rs. P.				
(a) Medical Care—							
(1) Doctor's fee	Per Visit Phial of 3 doses.	29.23	4.33	5.67	5.67	171	131
(2) Medicine		70.77	0.71	1.33	1.33	187	187
Total		100.00					
Sub-group Index V(a)						171	177
(b) Education, Recreation and Amusement—							
(1) School fee	Per student Each	33.15	6.00	7.00	7.00	117	117
(2) School book		22.65	2.50	3.20	3.20	128	128
(3) Stationery—	"						
(i) Exercise book ..		5.53	0.12	0.55	0.61	404	429
(ii) Pencil		0.12	0.42	0.42			
(4) Cinema	Per Adult	38.67	0.31	1.12	1.12	361	361
Total		100.00					
Sub-group Index V(b)						230	241
(c) Transport and Communication—							
(1) Railway fare (from Solapur to Pune.)	Per Passenger	67.41	5.22	11.20	11.20	215	215
(2) Bus fare	Per Adult	32.59	0.15	0.88	0.88	587	587
Total		100.00					
Sub-group Index V(c)						336	336

(d) Personal care and Effects—							
(1) Hair Oil	Bottle of 250 Per adult	39.28	3.90	12.21	12.21	610	610
(2) Barber charges		49.11	0.63	3.00	3.00	484	484
(3) Toilet Soap	Each	8.93	0.44	2.01	2.05	457	466
(4) Ornaments (glass)	Per dozen	2.68	0.71	3.88	3.88	517	517
Total		100.00					
Sub-group Index V(d)						532	533
(e) Others—							
(1) Utensils (Copper)	500 g.	6.07	3.25	40.00	40.00	1231	1231
(2) Laundry Charges	Per Piece	9.64	0.11	0.56	0.56	509	509
(3) Washing Soap	Bar of 12 Pieces.	44.64	1.31	6.11	6.11	466	466
(4) Tailoring Charges—	Each						
(i) Shirt		36.43	0.80	4.12	4.12	472	472
(ii) Blouse			0.70	3.00	3.00	408	408
(5) Durrvie	"	3.22	3.80	15.52	15.52		
Total		100.00					
Sub-group Index V(e)						517	517
V. Miscellaneous Group—							
(a) Medical care		25.86				171	171
(b) Education, Recreation and Amusement.		15.92				230	231
(c) Transport and Communication.		12.49				336	336
(d) Personal care and Effects		21.02				532	533
(e) Others		24.71				517	517
Total		100.00					
Group Index V						362	363

NAGPUR*

466—A rise of 7 points

In August 1981, the Consumer Price Index Number for Working Class (New Series) for the Nagpur Centre with a base year January to December 1960 equal to 100 was 466 being 7 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey in Nagpur City.

The index number for the food group increased by 10 points to 505 due to rise in the average prices of rice, wheat, arhar dal, gram dal, moong dal, pulses, vanaspati, milk, ghee, dry chillies, garlic, coriander and ginger.

The index number for the pan supari tobacco etc. decreased by 12 points to 463 due to a fall in the average price of pan leaf only.

The index number for the fuel and light group increased by 6 points to 505 due to a rise in the average prices of firewood, kerosene oil, and coal.

The index number for the clothing bedding and footwear group increased by 5 points to 546 due to a rise in the average prices of dhoti, shirting, trousers, cloth, markon, shirt, ganji, bed-sheet, and shoes.

The index number for the miscellaneous group and housing remained steady at 359 and 215.

CONSUMER PRICE INDEX NUMBER (NEW SERIES) FOR WORKING CLASS FOR NAGPUR CENTRE

(Average prices for the calendar year 1960—100)

Groups	Weights proportional to total expenditure	Group Index Numbers	
		July 1981	August 1981
I-A. Food	57.2	495	505
I-B. Pan, Supari, Tobacco, etc.	3.8	475	463
II. Fuel and Light	5.7	499	505
III. Housing	6.6	215	215
IV. Clothing, Bedding and Footwear	10.9	541	546
V. Miscellaneous	15.8	359	359
Total	100.0		
Consumer Price Index Number	....	459	466

*Details regarding the scope and method of compilation of the index may be seen on page 731 in 77th January 1981 issue of Labour Gazette.

Note.—For arriving at the equivalent of the old Index Number (1939=100), the new Index Number should be multiplied by the linking factor viz. 5.22.

CONSUMER PRICE INDEX NUMBER (NEW SERIES) FOR WORKING CLASS FOR NAGPUR CENTRE—contd.

Articles	Unit of Quantity	Weight proportional to total expenditure	Price per unit of quantity		Index Number
			July 1981	Aug. 1981	
I-A. Food—					
(a) Cereals and Cereal Products—					
(1) Rice	Kg.	63.60	1.94	2.02	316
(2) Wheat (O.S.)	"	35.69	2.11	2.16	527
(3) Jowar	"	8.72	1.92	1.87	456
(4) Grinding charges	3 Kg.	1.99	0.35	0.38	475
Total		100.00			406
Sub-group I-A(a) Index					
(b) Pulses and Pulse Products—					
(1) Arhar dal	Kg.	68.17	4.83	5.24	737
(2) Gram dal	"	28.12	4.84	5.24	1010
(3) Moong dal	"	3.71	4.76	4.81	876
Total		100.00			819
Sub-group I-A(b) Index					
(c) Oils and fats—					
(1) Palm Oil	Kg.	4.84	15.82	16.35	594
(2) Gingelli Oil	"	7.91	15.98	16.32	860
(3) Groundnut Oil	"	77.28	13.24	14.34	925
(4) Vanaspati	"	9.67	7.49	8.28	463
Total		100.00			804
Sub-group I-A(c) Index					

CONSUMER PRICE INDEX NUMBER (NEW SERIES) FOR WORKING CLASS FOR NAIPUR
 (1971=100) contd.

Articles 1	Unit of quantity 2	Weight proportional to total expenditure 3	Price per unit of quantity			Index Number	
			Base Price 4	July 1981 5	Aug. 1981 6	July 1981 7	Aug. 1981 8
<i>(d) Meat, Fish and Eggs—</i>							
(1) Goat-meat	Kg.	90.16	2.68	16.00	16.00	597	597
(2) Fish (fresh)	"						
(i) Rahu	"	5.32	3.22	12.50	12.50	481	481
(ii) Mangur	"		3.22	18.50	18.50		
(3) Eggs	Dozen	4.52	2.06	5.85	5.52	284	268
Total		100.00					
<i>Sub-group I-A (d) Index</i>						577	576
<i>(e) Milk and Milk Products :—</i>							
(1) Milk	Ltr.	71.96	0.80	3.50	4.00	438	500
(2) Curd	Kg.	3.57	2.14	7.50	7.50	350	350
(3) Ghee	"	24.47	8.85	33.00	38.33	373	411
Total		100.00					
<i>Sub-group Index I-A (e)</i>						419	478

<i>(f) Condiments and Spices—</i>							
(1) Salt	Kg.	5.59	0.13	0.54	0.54	415	415
(2) Turmeric	"	7.69	1.63	8.95	8.68	549	533
(3) Chillies (dry)	"	49.65	2.88	13.25	13.42	460	466
(4) Onion	"	18.65	0.27	1.01	1.01	374	374
(5) Garlic	"	6.53	1.06	4.38	4.45	413	420
(6) Corriander	"	2.33	1.16	7.88	8.65	679	746
(7) Ginger	"	3.50	2.96	14.75	15.05	498	508
(8) Zeera	"	6.06	3.49	16.50	16.35	473	468
Total		100.00					
<i>Sub-group I-A (f) Index</i>						453	456
<i>(g) Vegetable and fruits—</i>							
Potatoes	Kg.	48.33	0.39		1.58		405
Brinjals	"		0.41		1.05		256
Lady's Finges	"	28.89					308
Tondli	"	5.00	0.60		1.89		
Palak	"	5.56	0.44		1.02		232
Chaulisag	"	5.56	0.31		2.02		652
Banana	Doz.	0.55	0.38		1.52		400
		6.11	0.39		1.96		503
Total		100.00					
<i>Index number sub-group I-A (g)–</i>						490	367
<i>(h) Other Food –</i>							
(1) Sugar	Kg.	44.71	1.22	4.20	4.14	344	339
(2) Gur	"	2.40	0.72	5.03	4.97	699	690
(3) Tea (leaf)	Pkt. of 50 g.	13.26	0.19	0.55	0.55	289	289
(4) Bhaji	Kg.	8.46	2.14	14.50	14.80	678	692
(5) Jalebi	"	1.97	1.61	11.50	11.80	714	733
(6) Tea (ready made)	Cup	29.20	0.06	0.70	0.70	1167	1167
Total		100.00					
<i>Sub-group I-A (h) Index</i>						621	620

Articles	Unit of quantity	Weight proportional to total expenditure	Price per unit of quantity			Index Number	
			Base Price	May 1981	June 1981	May 1981	June 1981
1	2	3	4	5	6	7	8
			Rs. P.	Rs. P.	Rs. P.		
I-A Food—							
(a) Cereals and Cereal Products ..		49.53	..	..	..	396	406
(b) Pulses and Pulse Products ..		8.83	..	..	..	758	819
(c) Oils and Fats ..		6.05	..	..	..	801	859
(d) Meat, Fish and Eggs ..		5.00	..	..	..	577	576
(e) Milk and Milk Products ..		7.51	..	..	..	419	478
(f) Condiments and Spices ..		6.95	..	..	..	453	456
(g) Vegetables and Fruits ..		6.67	..	..	..	490	367
(h) Other Food ..		9.46	..	..	..	621	620
Total		100.00					
						495	505
I-B. Pan, Supari, Tobacco, etc.—							
(1) Pan-leaf ..	100 leaves ..	14.85	0.29	1.88	1.61	648	555
(2) Pan (ready-made) ..	Each ..	13.61	0.03	0.15	0.15	500	500
(3) Supari ..	kg. ..	26.60	6.71	26.00	26.30	547	392
(4) Katha ..	..	5.36	8.57	60.00	60.00	700	700
(5) Bidi ..	Katta of 25 ..	21.44	0.16	0.68	0.68	425	425
(6) Cigarettes ..	Pkt. of 10 ..	8.04	0.15	1.10	1.10	733	733
(7) Chewing and leaf tobacco ..	kg. ..	10.10	5.00	10.00	10.00	200	200
Total		100.00					
						475	463

II. Fuel and Light—							
(1) Fire-wood ..	40 kg. ..	74.89	2.88	N.A.	12.33	515	518
(2) Coke ..	Litre ..	14.49	0.34	1.11	1.35	529	544
(3) Kerosene Oil ..	Unit ..	2.74	0.29	0.37	0.37	128	128
(4) Electricity Charges ..	40 kg. ..	2.81	6.38	30.50	32.05	478	502
(5) Coal ..	Each (50 sticks)	5.07	0.05	0.20	0.20	400	400
Total		100.00					
Group II Index for Fuel and Light						499	505
III. Housing—							
Residential House ..		100.00	..	..	..	215	215
Total		100.00					
Group III Index for Housing.						215	215
IV—Clothing, Bedding and Footwear							
Dhoti Emp. Mill ..	..	9.87	12.10	62.75	63.40	493	488
Dhoti Model Mill ..	..	..	10.68	49.88	48.20		
Saree ..	..	36.48	8.09	37.31	37.31	461	461
Shirting Emp. Mill ..	..	18.35	1.21	7.08	7.22	623	637
Shirting Model Mill ..	..	..	1.05	6.94	7.12		
Trouser cloth ..	..	3.34	1.43	9.49	9.85	664	689
Long cloth ..	..	3.06	1.14	8.46	8.35	742	732
Markin Emp. Mill ..	..	13.06	1.04	7.82	8.01	635	644
Markin Model Mill ..	..	..	1.09	5.65	5.65		
Pajama ..	..	1.60	4.25	17.06	17.06	401	401
Ganji ..	..	1.25	1.23	5.50	5.62	447	457
Shirt ..	..	1.60	3.75	18.06	18.50	482	493
Bed sheet ..	..	2.01	8.50	31.40	31.75	359	374
Shoes gents. ..	..	4.17	16.00	79.05	79.47	495	497
Chappals gents ..	..	4.17	4.96	35.52	35.39	716	714
Sandel ladies ..	..	1.04	6.40	29.46	29.19	460	456
Total		100.00					
Index number for group IV—						541	546

Coke is not available since last three months (April May June 81) hence its weight has been imputed to Firewood, Coal & Kerosene Oil.

CONSUMER PRICE INDEX NUMBER (NEW SERIES) FOR WORKING CLASS FOR NAGPUR CENTRE -contd.

Articles 1	Unit of quantity 2	Weight proportional to total expenditure 3	Price per unit of quantity			Index Number	
			Base price 4	July 1981 5	Aug. 1981 6	July 1981 7	Aug. 1981 8
4. Miscellaneous—							
(a) Medical care—							
(1) Doctor's fee	per visit	22.98	3.00	10.00	10.00	333	333
(2) Medicine	Phial of 3 doses.	88.00	0.75	2.00	2.00	267	267
(3) E. S. I. Premium	....	31.96	0.69	0.70	0.70	101	101
Total		100.00					
Sub-group V(a) Index						229	229
(b) Personal care and effect—							
(1) Hair oil	Bottle of 114 ml.	24.01	1.37	6.89	6.85	503	500
(2) Barber charges ..	Per Adult	38.30	0.50	2.50	2.50	500	500
(3) Toilet Soap	Per Cake	15.80	0.46	2.01	2.01	437	437
(4) Tooth powder (Medium size)	Bottle	2.74	0.87	2.98	3.01	343	346
(5) Ornaments (glass)	Doses	4.25	0.75	2.50	2.50	333	333
(6) Watch	Each	12.16	65.00	101.79	101.79	157	157
(7) Face powder (Small)	Tin	2.74	1.00	5.48	5.48	548	548
Total		100.00					
Sub-group V(b) Index						439	438
(c) Education, Recreation and Amusement—							
(1) School fee	Per student	23.53	5.50	7.00	7.00	127	127
(2) School Book	Each	17.65	2.00	3.20	3.20	160	160
(3) Toy ..	..	1.02	0.24	1.38	1.31	575	546
(4) Stationery (Ex. book)	Mech.(40 pages)	1.79	0.12	0.54	0.54	450	450
(5) Cinema	Per Adult	56.01	0.42	1.68	1.68	400	400
Total		100.00					
Sub-group V(c) Index						296	296
(d) Transport and Communication—							
(1) Railway fare of 80 km.	Per Passenger..	45.49	1.61	3.45	3.45	214	214
(2) Bus fare	Per Adult	29.19	0.15	0.45	0.45	300	300
(3) Post card	Each	3.86	0.05	0.15	0.15	300	300
(4) Rickshaw charges ..	Per Adult	21.46	0.37	2.25	2.25	608	608
Total		100.00					
Sub-group V (d) Index						327	327
(e) Others—							
(1) Cot	Each	5.94	5.50	30.00	30.00	545	545
(2) Trunk /Box	"	2.05	5.01	35.88	35.88	716	716
(3) Earthenware	"	2.05	0.30	4.00	4.00	1333	1333
(4) Utensil Aluminium	Kg.	4.79	8.50	33.33	33.33	392	392
(5) Utensil Brass	"	11.42	7.71	39.67	38.83	515	504
(6) Laundry charges ..	Per piece	9.59	0.12	0.43	0.43	358	358
(7) Washing Soap	Bar	33.11	1.30	6.24	6.19	480	476
(8) Tailoring Charges {	Shirt	31.05	0.88	6.00	6.00	608	608
	{ Blouse	"	0.75	4.00	4.00		
Total		100.00					
Sub-group V (e) Index						534	531

CONSUMER PRICE INDEX NUMBER (NEW SERIES) FOR WORKING CLASS FOR NAGPUR CENTRE—contd.

Articles	Unit of quantity	Weight proportional to Total expenditure	Price per unit of quantity			Index Number	
			Base price	July 1981	Aug. 1981	July 1981	Aug. 1981
1	2	3	4	5	6	7	8
Miscellaneous—			Rs. P.	Rs. P.	Rs. P.		
(a) Medical care		28.00	.. .. .	.. .. .	.. .. .	229	277
(b) Personal care and effects		18.30	.. .. .	.. .. .	.. .. .	439	425
(c) Education, Recreation and amusements		19.55	.. .. .	.. .. .	.. .. .	296	296
(d) Transport and Communication		12.25	.. .. .	.. .. .	.. .. .	327	327
(e) Others		21.90	.. .. .	.. .. .	.. .. .	534	551
Total		100.00					
Miscellaneous group Index.						319	339

AURANGABAD

495—A rise of 3 points

In August 1981, the Consumer Price Index Number for Working Class (New Series) for Aurangabad Centre with base year January to December 1961 equal to 100 was 498 being 3 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Aurangabad Centre.

The index number for the food group increased by 3 points to 551 due to a rise in the average prices of wheat, jowar, turdal, gramdal, moongdal, matsur-dal, groundnut oil, Karad oil, vanaspathi, milk dry chillies, tamarind, jeera, onions and banana.

The index number for the fuel and light group increased by 3 points to 546 due to rise in the average price of kerosene only.

The index number for housing remained steady at 316 being a six monthly item.

The index number for the Clothing and footwear group increased by 4 points to 459 due to rise in the average prices of long cloth, coloured fabrics and flex shoes.

The index number for the miscellaneous group decreased by 1 point to 379 due to a fall in the average prices of pan-leaf and katha.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR AURANGABAD CENTRE

(Average prices for the calendar year 1961=100)

Groups	Weight proportional to total expenditure	Group Index Number	
		July 1981	Aug. 1981
I. Food	60.72	548	551
II. Fuel and Light	7.50	543	546
III. Housing	8.87	316	316
IV. Clothing and Footwear	9.29	455	459
V. Miscellaneous	13.62	380	379
Total	100.00		
Consumer price Index Number		495	498

*Details regarding scope and method of compilation of the index will be found on pages 1129 to 1131 of March 1966 issue of Labour Gazette.

Note.—To obtain the equivalent old index number on base August 1943 to July 1944=100 the new index number on base 1961=100 should be multiplied by the linking factor viz. 2.22.

Articles 1	Unit of quantity 2	Weight proportional to total expenditure 3	Price per unit of quantity			Index Number	
			Base price 4	1981 5	1981 6	July 1981 7	Aug. 1981 8
1. Food Group—							
(a) Cereals and Cereal Products—							
(1) Rice	Kg.	5.40	0.69	1.84	1.84	267	267
(2) Wheat		10.12	0.42	1.61	1.67	348	398
(3) Jowar		30.33	0.38	2.05	2.08	539	547
(4) Grinding charges for cereals		2.35	0.02	0.15	0.15	750	750
Total		48.20					
Index Number sub-group I (a)—						486	494
(b) Pulses and Pulse Products—							
(1) Turdal, without husk		3.96	0.70	5.47	5.49	781	784
(2) Gramdal, Katori		2.05	0.60	5.08	5.45	847	908
(3) Moongdal without husk		1.11	0.71	5.99	6.00	844	845
(4) Masurdal Thick grain		0.74	0.64	5.18	5.49	809	858
Total		7.86					
Index Number sub-group I (b)						810	832
(c) Oils and Fats—							
(1) Groundnut oil Whitish	½ Ltr.	2.00	1.07	6.95	7.46	650	697
(2) Karada oil	"	3.49	1.11	6.81	7.49	614	675
(3) Palm oil	"	"	"	"	"	"	"
(4) Vanaspati Dalda	½ Kg. (loose) ..	0.48	1.58	7.26	7.45	459	472
Total		5.97					
Index Number sub-group I (c)						613	666

(d) Mutton, Fish and Eggs—							
(1) Mutton, Goatmeat	1 Kg.	4.70	1.26	7.75	7.75	615	615
(2) Fish (dry)—	Kg.	0.24	2.90	12.00	12.00	418	418
(c) Bombil	"	"	2.13	9.00	9.00	"	"
(b) Zinga	"	"	1.93	"	"	"	"
(c) Nathmi	"	"	"	"	"	"	"
Total		4.94					
Index Number sub-group I (d)						606	606
(e) Milk and Milk Products—							
Milk— (Buffalo Milk)	200 ml.	0.65	0.16	0.60	0.68	375	425
Total		0.65					
Index Number sub-group I (e)						375	425
(f) Condiments and Spices—							
(1) Salt— White	Kg.	0.35	0.11	0.60	0.60	545	545
(2) Turmeric— Whole	250 gms.	0.31	0.34	1.91	1.84	562	541
(3) Chillies (dry)— Superior quality	1 Kg.	4.62	0.90	6.73	6.80	748	756
(4) Tamarind	"	0.45	0.49	3.25	3.45	663	704
(5) Mixed spices— Bojwar	250 gms.	1.80	0.42	3.00	3.00	714	714
(6) Jira— Thick Blackish (gray)	"	0.30	0.69	4.44	4.47	643	648
Total		7.83					
Index Number sub-group I (f)						715	721

LABOUR GAZETTE—OCTOBER 1981

LABOUR GAZETTE—OCTOBER 1981

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR
AURANGABAD CENTRE -contd.

24

Articles 1	Unit of quantity 2	Weight proportional to total expenditure 3	Price per unit of quantity			Index Number	
			Base Price 4	July 1981 5	Aug. 1981 6	July 1981 7	Aug. 1981 8
			Rs. P.				
Vegetables and Vegetable Products—							
(1) Potatoes— Medium	½ Kg.	1.35	0.30	1.10	1.10	367	367
(2) Onions— Red	Kg.	1.06	0.25	0.79	1.09	316	436
(3) Brinjals— Medium ..	½ Kg.	0.48	0.24	1.42	1.22	592	508
(4) Tomatoes— (1) Red .. (2) Green	"	0.64	0.28 0.18	3.58 1.80	2.30 1.04	1139	700
(5) Garlic— Medium ..	50 gms.	0.68	0.06	0.50	0.50	833	833
Other (Vegetables)—							
Varieties available in the month of July 1981—							
(i) Dilpasand	½ Kg.	1.80	0.17	1.13	..	632	..
(ii) Gawar	"	..	0.18	1.47	..	..	..
(iii) Bhendi	"	..	0.37	1.53	..	..	..
Varieties available in the month of Aug. 1981—							
(i) Bhendi	½ Kg.	..	0.27	..	1.04	..	496
(ii) Gawar	"	..	0.16	..	0.97	..	..
Total							
		6.01					
Index Number sub-group I (g)						590	517

LABOUR GAZETTE—OCTOBER 1981

(h) Fruits and Fruit Products—							
Banana—							
Medium	Doz.	1.14	0.32	2.16	2.29	675	716
Total		1.14					
Index Number sub-group I(h)						675	716
(i) Sugar, Honey and Related Product—							
(1) Sugar—Medium	Kg.	3.45	1.17	3.50	3.50	299	299
(2) Gur—Superior	"	1.81	0.46	4.38	4.38	952	952
Total		5.26					
Index Number Sub-Group I(i)						524	524
(f) Beverages—							
Tea leaf Brooke Bond	50 gms.	1.86	0.41	1.00	1.00	244	244
(2) Prepared Tea—Chalu Chaha	Cup or 3½ Ozs.	4.28	0.08	0.50	0.40	625	500
Total		6.14					
Index Number sub-group I(j)						510	422
Food Group—							
(a) Cereals and cereal products.	....	48.20				486	494
(b) Pulses and pulse products	....	7.86				810	832
(c) Oils and fats	....	5.97				613	666
(d) Mutton, fish and eggs	....	4.94				606	606
(e) Milk and Milk products	....	6.65				375	425
(f) Condiments and spices	....	7.83				715	721
(g) Vegetables and vegetable products.	....	6.01				590	517
(h) Fruits and fruit products.	....	1.14				675	716
(i) Sugar, honey and related products.	....	5.26				524	524
(j) Beverages	....	6.14				510	422
Total		100.00					
Index Number-Food Group I							551

LABOUR GAZETTE—OCTOBER 1981

25

Articles 1	Unit of quantity 2	Weight proportional to total expenditure 3	Price per unit of quantity			Index Number	
			Base Price 4	July 1981 5	Aug. 1981 6	July 1981 7	Aug. 1981 8
II. Fuel and Light—			Rs. P.				
(1) Firewood and chips (i) Mixture (ii) Bahhool	37 kgs.	81.82	2.87				
(2) Kerosene Ordinary	1 Litre	12.44	2.80	14.80	14.80	529	529
(3) Match Box Winico Horse Brand	Box of 50 sticks	5.74	0.22	1.70	1.75	773	795
Total		100.00	0.06	0.15	0.15	250	250
<i>Index Number Group II</i>						543	546
III. Housing—							
<i>Rent—</i>							
House rent for selected tenements ..	P. M.	100.00				316	316
Total		100.00					
<i>Index Number Group III .</i>						316	316
IV. Clothing and Foot-wear							
(1) Dhoti 8.2 mts. length and 119 to 121 cms. width.	Per sq. metre.	6.04	1.07	4.04	4.04	378	378
(2) Saroe 7.3 to 8.2 mts. length and 102 to 132 cms. width.	"	31.57	1.28	5.07	5.04	396	394
(3) Cloth for trousers 89 to 97 cms. width	"	3.31	2.36	10.71	10.71	454	454

(4) Long cloth 89 to 97 cms. width	M	36.63	1.64	8.18	8.28	499	505
(5) Coloured fabric 67 to 69 cms. width	"	18.17	1.86	8.62	8.78	463	472
Total		94.92					
<i>Index Number sub-group IV (a)</i>						449	452
<i>(b) Footwear—</i>							
<i>Shoes—</i>							
(i) Bata Co.	Per pair	5.08	15.08	78.35	78.35	569	580
(ii) Flex Co.	"	"	19.22	118.95			
Total		5.08					
<i>Index Number sub-group IV (b)</i>						569	580
IV. Clothing and Footwear—contd							
(a) Clothing		94.92				448	452
(b) Footwear		5.08				569	580
Total		100.00					
<i>Index Number group IV</i>						455	459
V. Miscellaneous—							
<i>(a) Pan-sapar—</i>							
(1) Pan leaf— Madras I	Bundle of 10C leaves.	3.84	0.50	2.00	1.96	400	392
(2) Pan Finished— With Masala	Vida	2.19	0.04	0.30	0.30	750	750
(3) Supari— Manglori	50 gms.	4.36	0.41	1.50	1.50	366	366
(4) Katha— Kanpur ..	"	1.78	0.72	3.95	3.94	549	547
Total		12.17					
<i>Index Number sub-group V(a)</i>						472	470

Articles	Unit of quantity	Weight proportional to total expenditure	Price per unit of quantity			Index Number	
			Price	July 1981	Aug. 1981	July 1981	Aug. 1981
1	2	3	4	5	6	7	8
			Rs. P.	Rs. P.	Rs. P.		
<i>(b) Tobacco and Tobacco products—</i>							
(1) Bidi—							
Totapuri	Bundle of 25 bidies.	15.38	0.15	0.65	0.65	433	433
(2) Jarda							
Hazivazir	Packet of 25 gms.	3.18	0.19	0.54	0.54	284	284
Total		18.56					
<i>Index Number sub-group V(b)</i>						408	408
<i>(c) Household Utilities—</i>							
<i>Utensils Brass—</i>							
Lota (Poona Market)	Kg.	2.55	7.18	50.00	50.00	696	696
Total		2.55					
<i>Index Number sub-group V(c)</i>						696	696

<i>(d) Washing Soap—</i>							
<i>(1) Laundry—</i>							
Ordinary washing and ironing of cotton shirt.	Per piece	4.86	0.11	0.40	0.40	364	364
(2) Washing Soap—Sunlight	Per Cake	9.27	0.42	1.70	1.70	405	405
Total		14.13					
<i>Index Number Sub-group V(d)</i>						391	391
<i>(e) Medical care—</i>							
(1) Patent Medicine Anacin	Two Tablets	4.67	0.12	0.15	0.15	125	125
(2) Mixture (Daily)	Per day	7.61	0.68	2.00	2.00	294	294
Total		12.28					
<i>Index Number Sub-group V(e)</i>						230	230
<i>(f) Personal Care—</i>							
(1) Hair Oil, Tata Co.	Small bottle	5.82	1.30	6.00	6.00	462	462
<i>(2) Barber Charges—</i>							
(i) Hair cut with shave	Adult	0.50	0.37	2.75	2.75	495	495
(ii) Haircut..	"	0.19	0.19	2.00	0.75		
(iii) Shave	"			2.00	2.00	417	417
<i>(3) Toilet Soap—</i>							
(i) Lifebuoy	Per Cake	2.74	0.48	2.00	2.00	351	351
(ii) Hamam		0.33	0.57	2.00	2.00		
(4) Blade Six morning	2 pkts. of 5 blades each						
Total		17.59				469	
<i>Index Number Sub-group V(f)</i>							

Articles 1	Unit of quantity 2	Weight proportional to total expenditure 3	Price per unit of quantity			Index Number	
			Base Price 4	July 1981 5	Aug. 1981 6	July 1981 7	Aug. 1981 8
			Rs. P.				
(g) Education and Reading— (1) School fees for Std. IX (2) School Books, Prathamik Ganit, (Govt. Publication)	Per Student per month per Copy	1.90	3.01	7.00	7.00	233	233
		1.33	0.62	2.15	2.15	347	347
Total		3.23					
<i>Index Number Sub-group V(g)</i>						280	280
(h) Recreation and Amusement— Cinema Lowest class	Full ticket	6.90	0.44	1.50	1.50	341	341
Total		6.90					
<i>Index Number Sub group V(h)</i>						341	341
(i) Transport and Communication— (1) Rail— Fare for 50 km.	Full ticket	6.19	1.04	2.25	2.25	216	216
(2) Bus— S. T. fare for 30 miles		5.30	1.50	4.00	4.00	267	267
(3) Postage— (1) Post card (2) Money Order		1.10	0.05	0.15	0.15	261	261
Total		12.59	0.45	1.00	1.00		
<i>Index Number Sub-group V(i)</i>						241	241

LABOUR GAZETTE—OCTOBER 1981

V. Miscellaneous Group—							
(a) Pan supari		12.17	..	..	..	472	470
(b) Tobacco and Tobacco Products		18.56	..	..	..	408	408
(c) Household utilities		2.55	..	..	..	696	696
(d) Washing Soap		14.13	..	..	..	391	391
(e) Medical care		12.28	..	..	..	230	230
(f) Personal care		17.59	..	..	..	469	469
(g) Education and Reading		3.23	..	..	..	280	280
(h) Recreation and Amusement		6.90	..	..	..	341	341
(i) Transport and Communication		12.59	..	..	..	241	241
Total		100.00					
<i>Index Number for Miscellaneous group V.</i>						380	379

LABOUR GAZETTE—OCTOBER 1981

NADED

532—A rise of 8 points

In August 1981, the Consumer Price Index Number for Working Class (New Series) for Nanded Centre with base year January to December 1961 equal to 100 was being 8 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Nanded Centre.

The index number for the food group increased by 16 points to 597 due to a rise in the average prices of rice, turdal, gramdal, moongdal, uriddal, masardal, groundnut oil, mutton, ghee and vegetables.

The index number for the fuel and light group increased by 3 points to 637 due to a rise in the average price of kerosene only.

The index number for housing remained steady at 274 being six monthly item.

The index number for the clothing and footwear group remained steady at 456.

The index number for the miscellaneous group decreased by 9 points to 377 due to a fall in the average price of pan-leaf only.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR NADED CITY

(Average prices for the calendar year 1961 = 100)

Groups	Weight proportional to total expenditure	Group Index Numbers	
		July 1981	August 1981
I. Food	61.46	581	597
II. Fuel and Light	5.88	634	637
III. Housing ..	4.62	274	274
IV. Clothing and Footwear	12.22	456	456
V. Miscellaneous	15.82	386	377
Total ..	100.00		
Consumer Price Index Number ..	....	524	532

*Details regarding the scope and method of compilation of the index will be found on pages 1107 to 1112 of the March 1966 issue of Labour Gazette.

Note.— To obtain the equivalent old index number on base August 1943 to July 1944=100 a new index number of base 1961 = 100 should be multiplied by the linking factor viz. 2.45.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR NADED CENTRE—contd.

Articles	Unit of quantity	Weight proper-ly unit to total expenditure	Price per unit of quantity		Index Number	
			Year ended Dec. 1961	Rs. P.	July 1981	August 1981
I. Food Group—						
(a) Cereals and Cereal Products—						
(1) Rice	Kg.	13.02	0.64	2.35	367	370
(2) Wheat	"	6.81	0.42	1.84	438	438
(3) Jowar	"	30.64	0.34	2.03	597	597
(4) Grinding charges	5 Kgs	2.82	0.13	0.75	577	577
Total		53.29			520	520
Index Number Sub-group (a)						
(b) Pulses and Pulses Products—						
(1) Turdal—						
(2) Gharan (Medium)	Kg	3.89	0.64	5.10	791	850
(3) Gramdal (medium)	"	1.84	0.57	4.45	868	933
(4) Moongdal—	"	1.55	0.66	5.33	811	848
(5) Masardal—	"	0.54	0.77	4.60	597	629
(6) Medium	"	0.82	0.61	4.80	787	820
Total		8.64				
Index Number Sub group (b)						

Articles	Unit of quantity	proportional to total expenditure	Year ended Dec. 1981	July 1981	August 1981	July 1981	August 1981
1	2	3	4	5	6	7	8
Oil and Fats—							
(1) Groundnut Oil Meetha tel (Raddish in Colour).	Kg.	4.84	2.22	15.22	16.31	686	735
(2) Palm oil	"	"	"				
Total		4.84				686	735
Index Number Sub-group (c).							
Mutton, Fish and Eggs—							
(1) Mutton—							
(i) Goat Meat	½ Kg.	5.62	1.08	7.00	8.00	637	683
(ii) Beef	Kg.	"	0.96	6.00	6.00		
(2) Fish (dry)—							
(i) Bombil	Kg.	0.61	2.46	9.00	9.00	554	600
(ii) Zinga	"	"	2.02	8.00	8.00		
(3) Fish (fresh)—							
Varieties available in July 1981							
(i) Rahu	Kg.	"	1.68	10.00	12.00		
(ii) Katema	"	"	1.40	12.00			

LABOUR GAZETTE—OCTOBER 1981

Varieties available in August 1981.							
(i) Rahu	Kg.	....	1.73	10.00	12.00		518
(ii) Katema	"	....	1.64				
Total		6.23				628	667
Index Number Sub-group I(d).							
(e) Milk and Milk Products—							
(1) Milk (Buffalo)	200 ml.	4.54	0.13	0.60	0.60	462	462
(2) Ghee (Buffalo)	½ Kg.	0.29	3.01	15.75	17.00	523	565
Total		4.83				465	468
Index Number Sub-group I(e).							
(f) Condiments and Spices—							
(1) Salt white	Kg.	0.28	0.12	0.60	0.60	500	500
(2) Turmeric Khandaki	50 gms.	0.24	0.06	0.30	0.30	500	500
(3) Chillies (dry)							
(i) Garwarani (fine)	Kg.	4.22	1.30	12.00	12.00	928	928
(ii) Garwarani (med)	"	"	1.18	11.00	11.00		
(4) Tamarind, Kadiwali	200 gms.	0.77	0.25	2.00	2.00	800	800
(5) Mixed spices, Bojwar	50 gms.	1.61	0.20	2.00	2.00	1000	1000
Total		7.12				899	899
Index Number Sub-group I(f).							

LABOUR GAZETTE—OCTOBER 1981

Articles 1	Unit of quantity 2	Weight proportional to total expenditure 3	Price per unit of quantity			Index Number		
			Year ended Dec. 1961 4	July 1981 5	August 1981 6	July 1981 7	August 1981 8	
(g) Vegetable and Vegetable Products—								
(1) Potatoes—			Rs. P.					
(i) Big size	Kg.	0.69	0.30	0.90	1.00	300	340	
(ii) Small size	"	"	0.26	0.78	0.90			
(2) Onions—								
(i) Red	Kg.	0.97	0.31	1.02	1.36	329	437	
(ii) White	"	"	0.31	1.02	1.35			
(3) Brinjals (Kali)	250 gms.	0.50	0.11	0.75	0.75	682	682	
(4) Tomatoes—								
(i) Red	250 gms.	0.39	0.21	1.50	1.20	742	632	
(ii) Green	"	"	0.13	1.00	0.90			
(5) Garlic Gawathan	50 gms.	0.54	0.05	0.20	0.20	400	400	
Other vegetables—								
Varieties available in the month of July 1981.								
(i) Karela	250 gms.	1.20	0.11	0.75	0.75	504		
(ii) Bhendi	"	"	0.23	0.75				
Varieties available in the month of August 1981.								
(i) Dodka	250 gms.	"	0.06	0.14	0.83	960		
(ii) Bhendi	"	"	"					
Total			4.29			461	609	
<i>Index Number Sub-group I(g).</i>								

LABOUR GAZETTE—OCTOBER 1981

(h) Fruit and Fruits Products—

(1) Banana—								
(i) Big size	Per Dozen	0.87	0.35	3.00	2.76	834	715	
(ii) Medium	"	"	0.29	2.40	2.24			
(iii) Small	"	"	0.22	1.80	1.68			
Total			0.87			834	775	
<i>Index Number Sub-group I(h).</i>								
(i) Sugar, Honey and Related Products								
(1) Sugar—								
(i) D-grade	Kg.	3.57	1.17	3.50	3.50	299	299	
(2) Gur—								
(i) Gawran 1st quality	200 gms.	0.70	0.10	0.90	0.90	850	850	
(ii) Gawaran 2nd quality	"	"	0.10	0.80	0.80			
Total			4.27			389	389	
<i>Index Number Sub-group I(i).</i>								
(f) Averages								
(1) Tea leaf—								
(i) Brooke Bond	Packet of 50 gms.	1.13	0.35	1.00	1.00	300	300	
(ii) Lipton	"	"	0.35	1.10	1.10			
(2) Hot drink								
(i) Chalu Chaha	Per Cup	4.49	0.07	0.50	0.50	657	657	
(ii) Canteen tea	"	"	0.04	0.24	0.24			
Total			5.62			585	585	
<i>Index Number Sub-group I(f).</i>								

LABOUR GAZETTE—OCTOBER 1981

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR
NANDED CENTRE—contd.

228

Articles	Unit of quantity	Weight proportional to total expenditure	Price per unit of quantity			Index Number	
			Year ended Dec. 1961	July 1981	August 1981	July 1981	August 1981
1	2	3	4	5	6	7	8
I. Food group			Rs. P.	Rs. P.	Rs. P.		
(a) Cereals and Cereal Products		53.29	..	..	..	520	520
(b) Pulses and Pulse Products		8.64	..	..	..	801	851
(c) Oils and Fats		4.84	..	..	..	686	735
(d) Mutton, Fish and Eggs		6.23	..	..	..	628	667
(e) Milk and Milk Products		4.83	..	..	..	465	468
(f) Condiments and Spices		7.12	..	..	..	899	899
(g) Vegetable and Vegetable Products.		4.29	..	..	..	461	609
(h) Fruits and Fruit Products		0.87	..	..	..	834	775
(i) Sugar, Honey and Related Products.		4.27	..	..	..	389	389
(ii) Meat		5.62	..	..	..	585	585
Total		100.00					
<i>Index Number for food group I.</i>						581	597
II. Fuel and Light							
(1) Firewood and Chips							
(i) Dhawda (old)	20 kgs.	80.76	1.66	11.00	11.00	650	650
(ii) Gaheri	"		1.57	10.00	10.00		
(2) Kerosene							
(i) Rock oil white in colour	Per litre	13.99	0.26	1.79	1.85	688	712
(3) Match Box							
(i) Wimco, Horse Brand	Per Box (50 sticks).	5.25	0.06	0.15	0.15	250	250
Total		100.00					
<i>Index Number for Group II</i>						634	637

LABOUR GAZETTE—OCTOBER 1981

III. House Rent—							
(1) Rent of selected Tenements	P. M.	100.00	5.47	..	..	274	274
Total		100.00					
<i>Index Number for Group III.</i>						274	274
IV. Clothing and Footwear—							
(a) <i>Clothing—</i>							
(1) Dhoti	Per Sq. Metre	11.53	1.08	4.41	4.41	408	408
(2) Saree	"	19.77	1.24	4.02	4.16	324	335
(3) Cloth for Trousers	"	1.58	2.74	11.03	11.03	403	403
(4) Long Cloth	"	27.48	1.44	7.21	6.80	501	472
(5) Coloured fabrics	"	31.21	1.81	9.69	9.80	535	541
Total		91.57					
<i>Index Number for sub-group IV(a).</i>						461	457
(b) <i>Footwear—</i>							
(1) Shoes							
(i) Bata, Janata	Per Pair	4.89	15.02	78.35	78.35	406	406
(ii) Carona Master Junior	"		18.34	53.15	53.28		
(2) Chappals							
(i) Bata All wear Rubber Sole	"	3.54	4.45	21.55	32.35		
(ii) Panther Bata	"		6.18	22.63	29.11	396	495
(iii) Carona Kolhapur	"		8.35	26.75	28.90		
(iv) Carona Bahadur	"		8.65	35.60	37.80		
Total		8.43					
<i>Index Number for sub-group IV(b).</i>						401	444
IV. Clothing and Footwear—							
(a) Clothing		91.57	..	..	..	461	457
(b) Footwear		8.43	..	..	..	401	444
Total		100.00					
<i>Index Number for Group V.</i>						456	456

LABOUR GAZETTE—OCTOBER 1981

229

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR
NANDED CENTRE—contd.

230

Articles 1	Unit of quantity 2	Weight propor- tional to total expenditure 3	Price per unit of quantity			Index Number	
			Year ended Dec. 1961 4	July 1981 5	August 1981 6	July 1981 7	August 1981 8
V. Miscellaneous—							
(a) Pan supari—							
(1) Pan leaf—							
(i) Local (medium) ..	.. Bundle of 25 leaves.	.. 2.83	0.07	0.58	0.40	1014	661
(ii) Local (inferior) ..	..	..	0.04	0.48	0.30		
(2) Pan finished without masala ..	.. Per Vida	.. 6.61	0.04	0.20	0.20	500	500
(3) Supari Manglori ..	.. 50 grms.	.. 4.22	0.41	1.30	1.30	317	317
Total ..			13.66				
Index Number for Sub-group V(a).						550	477
(b) Tobacco and Tobacco Products—							
(1) Bidi Kalilakali ..	.. Bundle of 25 Bidiies.	.. 9.00	0.13	0.45	0.45	346	346
(2) Cigarettes—							
(i) Golkonda ..	.. Packet of 10 Cigareties.	.. 6.34	0.10	0.70	0.70	773	773
(ii) Charminar ..	..	..	0.13	1.10	1.10		
(3) Jarca Lal Dadhi Brand ..	.. Packet of 25 gms	.. 1.63	0.14	0.42	0.42	300	300
Total ..			16.97				
Index Number for Sub-group V(b).						501	501

LABOUR GAZETTE—OCTOBER 1981

(c) Household Utittles—							
(1) Utensils Brass—							
Lota, Pune ..	.. Kg.	.. 1.90	7.80	43.00	43.00	551	551
(2) Utensils Aluminium Raghuna	.. 100 gms	.. 0.69	0.90	3.50	3.50	389	389
without chhap.							
Total ..			2.59				
Index Number for Sub-group V(c).						508	508
(d) Washing soap—							
(1) Laundry ordinary washing and	Per shirt	.. 3.74	0.12	0.40	0.40	333	333
ironing							
(2) Washing soap Shama ..	.. Per cube	.. 6.52	0.25	0.90	0.90	360	360
Total ..			10.26				
Index Number for Sub-group V(d).						330	350
(e) Medical Care—							
(1) Patent Medicine—							
(i) Anacin ..	.. 2 Tablets	.. 9.36	0.13	0.15	0.15	170	179
(ii) Aspro ..	.. "	..	0.10	0.15	0.15		
(iii) Zinda Tilasmath ..	.. Bottle	..	0.37	0.90	1.00	134	134
(2) Mixture, Doctor's daily Mixture.	Per day	.. 5.47	0.62	0.83	0.83		
Total ..			14.83				
Index Number for sub-group V(e).						156	162

LABOUR GAZETTE—OCTOBER 1981

Articles	Unit of quantity	Weight proportional to total expenditure	Price per unit of quantity			Index Number	
			Year ended Dec. 1961	July 1981	August 1981	July 1981	August 1981
1	2	3	4	5	6	7	8
			Rs. P.	Rs. P.	Rs. P.		
(f) Personal Care—							
(1) Hair Oil—							
(i) Tata Co., Coconut Oil	Small bottle	4.20	1.34	6.10	6.10	455	455
(2) Barber charges—							
(i) Hair cut with shave	Adult	7.20	0.41	2.00	2.00	491	491
(ii) Hair cut	"		0.31	1.50	1.50		
(iii) Shave	"		0.14	0.70	0.70		
(3) Toilet soap—							
(i) Hamam	Cake	1.93	0.48	2.00	2.00	417	417
(ii) Lifebuoy	"		0.48	2.00	2.00		
(4) Blades—							
(i) Bharat	Packet of 10 blades.	0.07	0.47	2.00	2.00	398	398
(ii) 6 morning	2 pkts. of 5 blades each.		0.54	2.00	2.00		
Total		13.40				468	468
Index Number for sub-group V(f).							
(g) Education and Reading—							
(1) School fees for VIII Standard	Per student	3.30	2.14	7.00	7.00	327	327
(2) School Books—							
(i) Marathi Vachan Mala	Per copy	3.43	0.75	2.75	2.75	339	339
(ii) Subodh Ganit	"		0.69	2.15	2.15		
Total		6.73				333	333
Index Number for sub-group V(g).							

LABOUR GAZETTE—OCTOBER 1981

(h) Recreation and Amusement—							
(1) Cinema—							
Lower Class	Full ticket	6.62	0.30	0.80	0.80	267	267
Total		6.62				267	267
Index Number for sub-group V(h).							
(f) Transport and Communications—							
(1) Rail—							
(i) Fare for III Class 50 km.	Per Adult Ticket.	7.94	1.04	2.25	2.25	216	216
(ii) Bus—S. T. Bus fare for 20 miles.	"	3.14	1.00	3.00	3.00	300	300
(2) Postage—							
(i) Card	Single Rs. 30	0.57	0.05	0.15	0.15	261	261
(ii) M. O. Charges for Rs. 30	"		0.45	1.00	1.00		
(3) Rickshaw Fare for 2 miles	One Passanger	3.29	0.22	1.50	1.50	682	682
Total		14.94				338	338
Index Number for Sub-group V(i).							
V. Miscellaneous—							
(a) Pansupari		13.66				550	477
(b) Tobacco and Tobacco Products		16.97				501	501
(c) Household Utilities		2.59				508	508
(d) Washing soap		10.26				350	350
(e) Medical care		14.83				156	162
(f) Personal care		13.40				468	468
(g) Education and Reading		6.73				333	333
(h) Recreation and Amusement		6.62				267	267
(i) Transport and Communication		14.94				338	338
Total		100.00				386	377
Index Number for Group V.							

LABOUR GAZETTE—OCTOBER 1981

JALGAON

472—A rise of 5 points

In August 1981, the Consumer Price Index Number for Working Class (New Series) for Jalgaon Centre with base year January to December, 1961 (New Series) for Jalgaon Centre with base year January to December, 1961 equal to 100 was being 5 points higher than that in the proceeding month. The index relates to the standard of life ascertained during the year 1952-53 family living survey at Jalgaon Centre.

The index number for the food group increase by 8 points to 533 due to a rise in the average prices of wheat, jowar, turdal, uradial, ground nut oil, dry fish, milk, ghee and onions.

The index number for the fuel and light group increased by 1 point to 510 due to a rise in the average price of kerosene only.

The index number for the house rent group has remained steady of 178 being a six monthly item.

The index number for the clothing and footwear group increased by 2 points to 455 due to a rise in the average price of dhoti only.

The index number for the miscellaneous group has remained steady of 343.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR JALGAON CENTRE.

(Average prices for the calendar year 1961 = 100)

Groups	Weight proportional to total expenditure.	Group Index Numbers	
		July 1981	August 1981
I. Food	60.79	525	533
II. Fuel and Light	7.20	509	510
III. Housing	6.11	178	178
IV. Clothing and Footwear	10.29	453	455
V. Miscellaneous	15.61	343	343
Total	100.00		
Consumer Price Index Number		467	472

* Details regarding the base and method of construction of the index will be found in issue 729 to 730 of the Quarterly Index issue of Labour Gazette.
 Note—To obtain the percentage rise or fall in the index number for base August 1961 = 100, the new index number in base 1961 = 100 should be multiplied by the scaling factor viz. 5.24.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR JALGAON CENTRE—contd.

Articles	Unit of quantity	Weight proportional to total expenditure	Price per unit of quantity				Index Number	
			Base Price Dec. 1961	July 1981	Aug. 1981	Rs. P.	July 1981	Aug. 1981
1. Food Group—								
(a) Cereals and Cereal Products—								
(1) Rice ..	Kg.	6.72	0.67	2.07	2.01	309	329	
(2) Wheat ..	"	10.89	0.46	1.9	2.10	474	448	
(3) Jowar ..	"	21.16	0.35	1.93	1.88	471	558	
(4) Grinding charges—	7 kgs.	1.94	0.11	0.45	0.44	375	375	
Total		40.71				472	480	
Index Number for sub-group I(a)								
(b) Pulses and Pulse Products—								
(1) Turdal—								
(i) Jalna ..	Kg.	3.79	0.73	5.85	5.70	791	771	
(ii) Gawran (Bharwa) ..	"	2.13	0.58	5.35	5.00	862	862	
(2) Gramdal ..	"	1.35	0.70	5.40	5.40	747	747	
(3) Moongdal—								
(i) With husk ..	Kg.	..	0.83	6.00	6.00	592	594	
(ii) Without husk ..	"	..	0.65	4.10	4.12	592	594	
(4) Uradial ..								
(1) With husk ..	Kg.	0.86	0.65	4.10	4.12	592	594	
(2) Without husk ..	"	..	0.83	4.60	4.60	770	772	
Total		8.13				770	772	
Index Number for sub-group I(b)								

Articles 1	Unit of Quantity 2	Weight proportional to total ex- penditure 3	Price per unit of quantity			Index Number	
			Base price 4	July 1981 5	Aug. 1981 6	July 1981 7	Aug. 1981 8
(c) Oils and Fats—							
(1) Groundnut oil ..	kg.	7.21	2.28	15.40	16.50	675	724
(2) Vanaspati Dalda (loose)	kg.	1.16	1.99	7.00	7.00	332	352
Total		8.37					
Index Number for sub-group 1(c)						631	672
(d) Mutton, Fish and Eggs—							
(1) Mutton—							
(i) Goat meat	1/2 kg.	4.38	1.45	8.00	8.00	552	552
(2) Fish (dry)—							
(i) Bombil big	kg.	0.91	2.72	16.00	16.00	523	
(ii) Zinga	"		2.70	14.00	14.00		
(3) Fish fresh—							
Varieties selected for July 1981—							
(i) Sandkhol	kg.	2.68		9.00	9.00	533	
(ii) Barik Machhi	"	1.11		9.00			
(iii) Karshi	"	2.50		9.00			
Varieties selected for August 1981—							
(i) Rahu	kg.	3.22			9.00	547	548
(ii) Shingada	"	2.14			9.00		
(iii) Barik Machhi	"	1.05			9.00		
Total		5.29					
Index Number for Sub-group 1(d)						547	548

(e) Milk and Milk Products—							
(1) Milk (Buffalo)	1 litre	8.42	0.77	3.70	3.94	481	512
(2) Ghee	1/2 kg.	1.31	3.71	17.00	18.60	458	501
Total		9.73					
Index Number for Sub-Group 1(e)						478	510
(f) Condiments and Spices—							
(1) Salt—							
(f) White	kg.	0.29	0.13	0.50	0.50	401	401
(b) Black	"	....	0.12	0.50	0.50		
(2) Turmar—							
(i) Sangli (whole)	250 kg.	0.30	0.34	1.25	1.25	368	368
(3) Chillies (dry)—							
(i) Asoda	kg.	4.56	1.65	12.00	12.00	727	727
(4) Corriander	250kg.	0.24	0.31	2.00	2.00	645	645
(5) Mixed spices—							
(i) Garam Massala (whole)	"	1.86	4.95	14.23	14.23	287	287
(ii) Lahoti powder	200g.	....	1.79	....	....	....	....
(6) Jeera	250g.	0.37	0.68	3.50	3.50	515	515
Total		7.02					
Index Number for Sub-group 1(f)						580	580

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR
JALGAON CENTRE—contd.

228

Articles 1	Unit of quantity 2	Weight proportional to total expenditure 3	Price per unit of quantity			Index Number	
			Base price 4	July 1981 5	Aug. 1981 6	July 1981 7	Aug. 1981 8
(g) Vegetable and Vegetable Products—			Rs. P.	Rs. P.	Rs. P.		
(1) Potatoes—							
(i) Big	½ kg.	1.15	0.28	0.90	0.90	327	327
(ii) Small	"	....	0.24	0.80	0.80		
(2) Onions—							
(i) Red	kg.	0.86	0.27	0.95	1.00	352	370
(ii) White	"	....	0.27	0.95	1.00		
(iii) Garlic	250 g.	0.54	0.20	1.00	1.00	500	500
(4) Other Vegetables ..	"	....	....	....	....
Varieties selected for July 1981—							
(i) Chawali	250 g.	2.92	0.04	0.43	....	508	..
(ii) Muli	"	....	0.26	0.33			
(iii) Padwal	"	....	0.13	0.42			
Varieties selected for August 1981—							
(i) Chawli shag	"	....	0.09	0.39	0.30	..	489
(ii) Muli	"	....	0.05				
(iii) padwal	"	....	0.09				
Total ..		5.47				444	437
Index Number for Sub-groups							
(h) Fruits and Fruit Products—							
(1) Banana—							
(i) Big	Dozen	1.61	0.29	1.50	1.50	530	530
(ii) Small	"	....	0.23	1.25			
Total ..		1.61					
Index Number for Sub-group 1(h).						530	530

LABOUR GAZETTE—OCTOBER 1981

(j) Honey and related products—							
(1) Sugar	kg	5.60	1.23	4.96	4.70	403	382
(2) Gur—	"	....	....	....	....	....	....
(i) Kopargaon 1st Quality	"	1.63	0.57	4.90	4.86	860	853
Total ..		7.23				506	488
Index Number or Sub-groups (j)							
(f) Beverages—							
(1) Tea leaf—							
(i) Brook Bond flower brand	Pkt. of 50 g.	2.11	0.40	1.20	1.20	296	296
(ii) Lipton Laojee Lable	"	....	0.41	1.20	1.20		
(2) Hot drink—							
Prepared tea	Cup of 3 1/2 Doz.	3.73	0.12	0.70	0.70	583	583
Total ..		5.84				480	480
Index Number of Sub group I(f)							
1. Food—							
(a) Cereals and Cereal Products		40.71	..	..	..	472	480
(b) Pulses and Pulse Products		8.13	..	..	..	770	772
(c) Oils and Fats		8.37	..	..	..	631	672
(d) Mutton, Fish and Eggs		5.29	..	..	..	547	548
(e) Milk and Milk Products		9.73	..	..	..	478	510
(f) Condiments and Spices		7.62	..	..	..	580	580
(g) Vegetables and Vegetable Products.		5.47	..	..	..	445	437
(h) Fruits and Fruit Products		1.61	..	..	..	530	530
(i) Sugar, Honey and related Products.		7.23	..	..	..	506	488
(j) Beverages		5.84	..	..	..	480	480
Total ..		100.00				525	533
Index Number for all Food Group.							

Ra 4637-9a

LABOUR GAZETTE—OCTOBER 1981

239

Articles 1	Unit of Quantity 2	Weight proportional to total expenditure. 3	Price per unit of quantity			Index Number	
			Base price 4	July 1981 5	Aug. 1981 6	July 1981 7	Aug. 1981 8
II. Fuel and Light—							
(1) Firewood and chips—							
(i) Khair	37 kgs.	78.50	3.39	16.65	16.65	571	571
(ii) Dhawda	"	"	3.15				
(iii) Adjat or Mixed	"	"	2.71				
(2) Kerosene—							
(i) Chakkar Brand	Per Litre	11.40	0.45	1.70	1.75	378	389
(3) Electricity charges	Per unit	6.28	0.50	0.37	0.37	74	74
(4) Match Box Horse head brand	Box of 50 sticks	3.82	0.06	0.20	0.20	333	333
Total		100.00					
Index Number for Group II						509	510
III. Housing—							
(1) Rent							
(1) Rent for selected tenements.	p.m.	100.00	..	..	..	178	178
Total		100.00					
Index Number for Group III						178	178
IV. Clothing and Footwear							
(a) Clothing							
(1) Dhoti	per sq. met.	17.82	1.23	4.32	4.55	351	370
(2) Saree	"	27.15	1.24	3.88	3.88	313	313
(3) Cloth for trouser	"	0.51	2.15	11.81	11.81	549	549
(4) Long cloth	per sq. met.	32.06	1.61	9.94	9.94	617	617
(5) Coloured poplin	"	14.36	2.13	10.48	10.78	492	483
Total		91.90					
Index Number for sub-group IV(a)						456	458
(d) Footwear—							
(1) Shows—							
(i) Bata Co.	per pair	3.53	17.20	78.35	78.35	376	376
(ii) Carona Co.	"	..	18.78	55.70	55.70		
(2) Chappals—							
(i) Bata Co.	"	4.57	6.25	29.11	29.11	466	466
Total		8.10					
Index Number for sub-group IV(b)						427	427
IV. Clothing and Footwear—							
(1) Clothing		91.90				456	458
(2) Foot wear		8.10				427	427
Total		100.00					
Index Number for Group IV—						453	455
V. Miscellaneous—							
(a) Pan Supari							
(1) Panleaf							
(i) Akda pan	Bundle of 100 leaves	2.01	0.55	1.00	1.00	182	182
(2) Pan finished							
With Masala	Vida	5.39	0.04	0.20	0.20	500	500
(3) Supari (Manglori)	50 g.	2.81	2.08	7.00	7.00	337	337
(4) Katha							
(i) Kanpur	250 g.	0.85	0.73	4.00	4.00	548	548
(ii) Belgaum	"	..	0.36	..	..	..	..
Total		11.06					
Index Number for Sub-group V(a)						404	404

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR
JALGAON CENTRE—contd.

242

Articles 1	Unit of quantity 2	Weight proportional to total expenditure 3	Price per unit of quantity			Index Number	
			Base Price 4	July 1981 5	Aug. 1981 6	July 1981 7	Aug. 1981 8
(b) Tobacco and Tobacco Product—			Rs. P.	Rs. P.	Rs. P.		
(1) Bidies—							
(i) Camel brand	Bundle of 25 bidies.	5.80	0.19	0.75	0.75	395	395
(ii) Shiledar	"	..	0.19	0.75	0.75		
(2) Jarda—							
(i) Gangaram Brand	Pkt. of 50 g.	3.54	0.24	0.78	0.78	369	369
(ii) Chandrakant Brand	"	..	0.23	0.95	0.95		
Total		9.34					
Index Number for Sub-group V(b)						385	385
(e) Household utilities—							
(1) Utensils—							
(i) Lota (Pune)	½ Kg.	5.28	3.55	22.00	22.00	620	620
(ii) Lota (Nashik)	"	..	3.45	....	....
Total		5.28					
Index Number for Sub-group V(c)						620	620

LABOUR GAZETTE—OCTOBER 1981

(d) Washing Soap—							
(1) Laundry—							
(i) Ordinary washing and ironings of cotton cloth.	Per pieces	2.54	0.10	0.40	0.40	400	400
(2) Washing Soap—							
(i) 501 Bar Soap	Bar	7.44	1.40	6.20	6.20	409	409
(ii) B. Dhantak Co.	Cake	..	0.40	1.50	1.50		
Total		9.98					
Index Number for Sub-group V(d)						407	407
(e) Medical Care—							
(1) Dr. Vaze's Cough sirup	Small bottle	3.80	1.50	3.62	3.62	241	241
(2) Daily mixture	Per day	11.98	0.58	1.00	1.00	172	172
Total		15.78					
Index Number for Sub-group V(e)						189	189
(f) Personal care							
(1) Hair Oil							
Tata Co.	Small bottle	4.89	1.32	5.72	5.70	433	432
(2) Barber charges—							
(i) Hair cut with shave	Adult	7.32	0.50	2.00	2.00	370	370
(i) Hair cut	"	..	0.40	1.50	1.50		
(ii) Shave	"	..	0.20	0.67	0.67		
(3) Toilet Soap—							
(i) Life Buoy	Cake	3.02	0.48	2.00	2.00	412	412
(ii) Hamam cake	"	..	0.49	2.00	2.00		
(4) Blades							
(i) Bharat Blades	Pkt. of 10 Blades.	0.11	0.44	1.90	1.90	391	391
(ii) Six Morning	2 Pkts. of 5 blades each	..	0.57	2.00	2.00		
Total		15.34					
Index Number for Sub-group V (f)						399	398

LABOUR GAZETTE—OCTOBER 1981

243

Articles 1	Unit of Quantity 2	proportional to total expenditure 3	Base price 4	July 1981 5	Aug. 1981 6	July 1981 7	Aug. 1981 8
				Rs. P.			
(g) Education and Reading—							
(1) Books							
Bal Bharati Chauthe Pustak.	Copy	5.42	0.75	2.75	2.75	267	367
(2) School fees For VIII Std.	Per student per month.	3.46	5.00	6.00	6.00	120	120
Total		8.88					
<i>Index Number for Sub-group V(g)</i>						271	371
(h) Recreation and Amusement—							
(1) Cinema (Lowest Class)							
Total	Adult	6.69	0.32	1.45	1.45	453	453
<i>Index Number for Sub-group V(h)</i>						453	453
(i) Transport and Communication.—							
(1) Rail							
Railway fare 50 km.	Per passenger	12.48	0.98	2.25	2.25	230	230
(2) Bus fare—							
S.T. Bus 32 km. (Full ticket)	"	4.09	1.00	3.00	3.00	300	300
(3) Postage—							
(f) Single Card	Per card for Rs. 30	1.08	0.05	0.15	0.15	261	261
(d) M. O. charges			0.45	1.00	1.00		
Total		17.65					
<i>Index Number for Sub-group V (i)</i>						248	248

V. Miscellaneous

(a) Pan-Supari		11.06	..	..	..	404	404
(b) Tobacco and Tobacco Products		9.34	..	..	..	385	385
(c) Household Utilities		5.28	..	..	..	620	620
(d) Washing Soap		9.98	..	..	..	406	406
(e) Medical Care		15.78	..	..	..	189	189
(f) Personal Care		15.34	..	..	..	399	398
(g) Education and Reading		8.88	..	..	..	271	271
(h) Recreation and Amusement		6.69	..	..	..	453	453
(i) Transport and Communications		17.65	..	..	..	248	248
Total		100.00					
<i>Index Number for Group V</i>						343	343

PUNE*

438—A rise of 6 points

In August 1981 the Consumer Price Index Number for Working Class (New Series) for Pune Centre, with base year January to December 1961 to 100 was 434 being 6 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey in Pune Centre.

The index number for the food group increased by 9 points to 495 due to rise in the average prices of jowar, dal, grinding charges, turdal, gramdal, moongdal, groundnut oil, karee oil, dalia, mutton, milk, Ghee, dry chilies, tamarind and prepared tea.

The index number for the fuel and light group increased by 5 points to 455 due to a rise in the average price of kerosene only.

The index number for housing remained steady at 138 being a six monthly item.

The index number for the clothing and footwear group remained steady at 484.

The index number for the miscellaneous group increased by 5 points to 330 due to a rise in the average prices of utensils, blades and news paper.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR PUNE CENTRE

(Average price for the calendar year 1961 = 100)

Groups	Weight proportional to total expenditure	Group Index Numbers	
		July 1981	August 1981
I. Food	55.85	486	495
II. Fuel and Light	6.89	450	455
III. Housing ..	6.65	138	138
IV. Clothing and Footwear	10.31	484	484
V. Miscellaneous	20.30	325	330
Total ..	100.00	....	....
Consumer Price Index Number ..		428	434

* Details regarding the scope and method of compilation of the Index will be found on page 177 of the August 1965 issue of Labour Gazette. For Erywa there is, JW 217 of September 1965 issue.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR PUNE CENTRE

Articles	Unit of Quantity	Weight proportional to total expenditure	Price per unit of quantity		Index number	
			July 1981	August 1981	July 1981	August 1981
I. Food Group						
(a) Cereals and Cereal Products						
(1) Rice	Kg.	13.81	0.76	0.71	278	
(2) Wheat	"	41.28	0.53	1.62	306	
(3) Jowar	"	8.39	0.45	2.45	491	
(4) Dal	"	3.08	0.51	2.09	342	
(5) Grinding charges for Cereals	4 Hrs.	1.42	0.14	0.80	429	
Total ..		37.98			367	
(b) Pulses and Pulse Products—						
Turdal—Laxmi	Kg.	3.80	0.61	5.52	566	
Chhap or Surti (Fine)	"	1.81	0.40	5.32	441	
Gramdal	"	0.68	0.82	6.11	743	
Mungdal—Without Husk (Mellard)	"	6.29			770	
Total ..					733	

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR PUNE CENTRE—contd.

Articles 1	Unit of Quantity 2	Weight proportional to total expenditure 3	Price per unit of quantity			Index Number	
			Year ended Dec. 1961 4	July 1981 5	August 1981 6	July 1981 7	August 1981 8
(c) Oils and Fats			Rs. P.	Rs. P.	Rs. P.		
Groundnut oil	kg.	1.04	2.32	16.23	16.63	592	611
Karadai oil ..	1/2 kg.	3.94	1.20	8.22	8.58		
• Palm oil ..	1 kg.	..	..	8.25	8.25	440	457
Vanaspati (Dalda) (Loose)	1/2 kg.	1.22	1.66	7.31	7.58		
Total		7.10					
<i>Index Number for Sub-group I(c).</i>						566	585
(d) Mutton, Fish and Eggs—							
Mutton							
(i) Goat Meat	1/2 kg.	3.68	1.51	8.25	8.35	545	551
(ii) Sheep Meat	..	..	1.52	8.25	8.35		
Fish (Dry)							
(i) Bombil (Big)	Kg.	1.01	2.60	12.00	12.00	599	591
(ii) Bombil (Small)	..	..	2.46	12.00	12.00		
(iii) Zinga ..	..	..	2.57	12.00	12.00		
Fresh Fish—							
Varieties selected in the month of July 1981.							
(i) Bombay wamb	kg.	..	2.29	14.00	14.29	599	591
(ii) Butter fish	..	..	2.21	15.40	16.00		
(iii) Amla	..	..	1.21	10.55	15.28		
Varieties selected in the month of Aug. 1981.							
(i) Bombay wamb	kg.	..	2.12	..	14.29		
(ii) Butter fish	..	..	2.01	..	16.00		
(iii) Amla	..	..	2.31	..	15.28		

LABOUR GAZETTE—OCTOBER 1981

• Edible oil :- Edible oil distributed through fair price shop has been taken into account with due weight with the working out the price relative of oils.

(iv) Hen's Eggs	Doz.	5.30	0.17	18.80	0.47	294	276
Total		5.30					
<i>Index Number for Sub-group I(d).</i>						326	529
(e) Milk and Milk Products—							
Milk, buffalo	200 ml.	10.66	0.15	0.68	0.82	453	547
Ghee, Amul (tinned) ..	Kg.	0.93	7.88	35.14	42.17	446	535
Total		11.59					
<i>Index Number for Sub-group I(e).</i>						453	546
(f) Condiments and Spices—							
Salt, White (Medium) ..	Kg.	0.16	0.11	0.50	0.50	455	455
Chillies (Dry), Gawaran (Medium).	250 g.	2.04	0.47	2.91	2.98	619	634
Turmeric, Sangli and Akhi (Medium)	..	0.15	0.33	1.91	1.88	579	570
Tamarind-Old Chinch No. I	Kg.	0.24	1.08	9.16	9.85	848	912
Mixed Spices- Garam Masala	50 gms.	3.27	0.84	5.06	5.06	602	602
Total		5.86					
<i>Index Number for Sub-group I(f).</i>						614	621

LABOUR GAZETTE—OCTOBER 1981

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR
PUNE CENTRE—contd.

250

Articles 1	Unit of Quantity 2	Weight Proportional to total expenditure 3	Price per unit of quantity			Index Number	
			Year ended Dec. 1961 4	July 1981 5	August 1981 6	July 1981 7	August 1981 8
(g) Vegetables and Vegetable Products—			Rs. P.	Rs. P.	Rs. P.		
Poratoes—							
(i) Big size	1/2 kg.	1.87	0.29	1.17	1.05	432	381
(ii) Small Size	"	"	0.23	1.06	0.92		
Onions—							
(i) Big size	Kg.	0.92	0.31	1.20	1.36	402	438
(ii) Small Size	"	"	0.24	1.00	1.05		
Brinjals—Big Size	"	0.56	0.49	2.94	2.68	600	547
Tomatoes Medium Red No. 2	"	0.77	0.79	5.68	3.72	719	471
Other Vegetables							
Varieties selected for July 1981							
(i) Bhendi	Kg.	4.42	0.69	2.87		609	545
(ii) Tondli	"	"	0.53	3.85			
(iii) Ghevda	"	"	0.42	2.87			
Varieties selected for Aug. 1981							
(i) Bhendi	Kg.	"	0.52		2.30	627	627
(ii) Walnuts	"	"	0.85		4.85		
(iii) Ghevda	"	"	0.37		2.30		
Total		8.54					
<i>Index Number for Sub group I(g).</i>						557	491
(h) Fruits and Fruit Products—							
Banana—							
Big Size	Doz.	1.23	0.49	3.00	3.00	627	627
Small Size	"	"	0.39	2.50	2.50		
Total		1.23					
<i>Index Number for Sub-group I(h).</i>						627	627

LABOUR GAZETTE—OCTOBER 1981

(i) Sugar, Honey and Related Products—							
Sugar	Kg.	6.29	1.18	5.52	5.28	468	447
Honey	"	1.20	0.58	5.30	5.40	914	931
Total		7.49					
<i>Index Number Sub-group I(i).</i>						539	525
(j) Beverages—							
Tea leaf—							
Brooke Bond (Medium)	Package of 50 gs.	3.43	0.39	1.25	1.25	583	717
Lipton (Medium)	"	"	0.39	1.25	1.25		
Hot drinks—							
Prepared Tea	Cup of 3 1/4 ozs.	5.23	0.06	0.35	0.43		
Total		8.66					
<i>Index Number Sub-group I(j).</i>						481	561
I. Food Sub-groups—							
(a) Cereals and Cereal products	....	37.98	..	..	..	382	367
(b) Pulses and pulse products	....	6.29	..	..	..	753	777
(c) Oils and Fats	....	7.10	..	..	..	566	585
(d) Mutton, Fish and Eggs	....	5.26	..	..	..	528	529
(e) Milk and Milk Products	....	11.59	..	..	..	453	546
(f) Condiments and spices	....	5.86	..	..	..	614	621
(g) Vegetables and Vegetable Products	....	8.54	..	..	..	557	491
(h) Fruits and Fruits products	....	1.23	..	..	..	627	627
(i) Sugar, Honey and Related Products	....	7.49	..	..	..	539	525
(j) Beverages	....	8.66	..	..	..	481	561
Total ..		100.00					
<i>Index Number Group I</i>						486	495

LABOUR GAZETTE—OCTOBER 1981

251

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR
PUNE CENTRE contd.

2

Articles 1	Unit of quantity 2	Weight proportional to total expenditure 3	Price per unit of quantity			Index Number	
			Year ended Dec. 1961 4	July 1981 5	August 1981 6	July 1981 7	August 1981 8
II. Fuel and Light							
(1) Firewood and chips (Raywal/medium)	87 kgs.	30.63	3.08	14.80	14.80	481	481
(2) Kerosene, Chavi Brand	5 litres	24.03	1.54	8.25	8.60	536	558
(3) Electricity charges ..	Per unit	6.45	0.19	0.38	0.38	200	200
(4) Charcoal	37 kgs.	35.36	7.47	35.15	35.15	416	416
(i) Big size	"	"	5.63	20.35	20.35	"	"
(ii) Patti or Raywal ..	"	"	"	"	"	"	"
(5) Match box (Teeka of 50 sticks)	One Box	3.53	0.05	0.20	0.20	400	400
Total		100.00					
<i>Index Number, Group II</i>						450	455
III. Housing							
(2) Rent for selected tenements	Per month	100.00	..	..	..	138	138
Total		100.00					
<i>Index Number, Group III</i>						138	138
IV. Clothing and Footwear							
(a) Clothing							
(1) Dhoti	Per sq. metre ..	3.57	1.28	5.28	5.28	412	412
(2) Saree	" ..	29.86	1.28	5.74	5.74	448	448
(3) Cloth for trousers	" ..	5.25	2.62	13.61	13.61	519	519
(4) Long cloth	" ..	11.76	1.64	9.21	9.21	562	562
(5) Coloured poplin	" ..	40.44	2.25	11.24	11.24	500	500
Total		90.88					
<i>Index Number Sub-group IV(a)</i>						489	489
(b) Footwear—							
(1) Shoes							
(i) Bata Co.	Per Pair	4.37	17.14	81.70	81.70	412	412
(ii) Flex Co.	"	"	19.30	67.20	67.20	"	"
(2) Chappals							
(i) Bata Co.	"	4.85	6.18	36.95	36.95	457	455
(ii) Flex Co.	"	"	8.40	26.60	26.16	"	"
Total		9.12					
<i>Index Number Sub-group IV(b)</i>						436	435
IV. Clothing and Footwear.							
(1) Clothing		90.88				489	489
(2) Footwear		9.12				436	435
Total		100.00					
<i>Index Number Group IV</i>						484	484
V Miscellaneous							
(a) Pan Supari—							
(1) Pan leaf—							
(i) Gawaran Kachhi	Bundle of 100 leaves	1.08	0.33	2.00	1.60	606	485
(2) Pan Finished—							
(i) Poona Masala	Each vida	1.82	0.04	0.25	0.25	625	625
(3) Supari—							
(i) Manglori	50 gs.	1.57	0.45	1.50	1.50	333	333
Total		4.47					
<i>Index Number Sub-group V(a)</i>						518	489

LABOUR GAZETTE—OCTOBER 1981

LABOUR GAZETTE—OCTOBER 1981

Rs 4637-10

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR
PUNE CENTRE—contd.

254

Articles	Unit of Quantity	Weight proportional to total expenditure	Price per unit of quantity			Index Number	
			Year ended Dec. 1961	July 1981	August 1981	July 1981	August 1981
			Rs. P.	Rs. P.	Rs. P.		
(b) Tobacco and Tobacco Product.							
(1) Bidies—							
(i) Charbhai	Bundle of 25 bidies.	2.56	0.15	0.60	0.60	400	400
(ii) Pawar		..	0.15	0.60	0.60		
(2) Cigarettes—							
(i) Charminar	Pkt of 10 Cigarettes	1.94	0.15	1.10	1.10	642	642
(ii) Pila Hathu		..	0.20	1.10	1.10		
(3) Chewing Tobacco—							
(i) Akoli Jarda No. 1	50 gms.	1.92	0.37	0.60	0.60	178	178
(ii) Akoli Jarda No. 2		..	0.28	0.50	0.50		
(iii) Satara Jarda		..	0.31	0.60	0.60		
Total		6.42					
<i>Index Number Sub-group V(b).</i>						407	407
(c) House-hold Utilities Utensils Brass—							
(i) Lota	Kg.	4.76	7.14	40.00	42.00	560	588
Total		4.76					
<i>Index Number Sub-group V(c).</i>						560	588

LABOUR GAZETTE—OCTOBER 1981

(d) Washing Soap—							
(1) Laundry charges (Ordinary, Washing and Ironing).	Per Piece	4.23	0.13	0.60	0.60	462	462
(2) Washing Soap BB Chhap	Per Cake	7.37	0.40	1.55	1.55	388	388
Total		11.60					
<i>Index Number Sub-Group V(d)</i>						414	414
(e) Medical Care—							
(1) Patent Medicine—							
(i) Glycodine Terf Vasaka	Bottle of 70 ml.	17.37	1.89	4.05	4.05	170	190
(ii) Anacin		2 Tablets	..	0.12	0.15			0.20
(2) Mixture, Daily Mixture.	Per day	1.35	0.57	0.96	0.96	168	168
Total		18.72					
<i>Index Number Sub-group V(e)</i>						170	189
(f) Personal Care—							
(1) Hair Oil Tata Co. etc.	Small Bottle	3.37	1.34	6.00	6.00	448	448
(2) Barber charges—							
(a) Haircut with shave	Per Adult	6.52	0.75	3.00	3.00	428	428
(b) Haircut		..	0.65	2.50	2.50		
(c) Shave		..	0.20	1.00	1.00		
(3) Toilet Soap—							
(a) Lifebuoy	Cake	2.29	0.49	2.00	2.00	408	408
(b) Lux		..	0.49	2.00	2.00		
(4) Tooth Powder—							
(a) Bytco (Family size)	Bottle	1.98	1.87	6.95	6.95	376	376
(b) Bytco (Small size)		..	0.46	1.75	1.75		
(5) Blades—							
(a) Bharat	Packet of 10	0.04	0.43	1.10	1.10	328	420
(b) 6 Morning		2 Packets of 5 each.	..	0.60	2.40			3.50
Total		14.20					
<i>Index Number Sub-group V(f)</i>						422	422

LABOUR GAZETTE—OCTOBER 1981

255

Articles 1	Unit of Quantity 2	Weight proportional to total expenditure 3	Price per unit of quantity			Index Number	
			Year ended Dec. 1961 4	July 1981 5	August 1981 6	July 1981 7	August 1981 8
			Rs. P.	Rs. P.	Rs. P.		
Education and Reading—							
School Fees for Std. VIII.	Per Student per month	8.86	4.85	5.50	5.50	113	113
School Books—Std. VIII— Kumar bharti) Ankaganit) Apali Prithwi	Per Copy " " " "	2.55	2.42 1.75 1.88	3.20 7.95 3.70	3.20 7.95 3.70	261	261
News papers— Sakal Daily) Loksatta Daily	" " " "	2.50	0.07 0.07	0.45 0.50	0.50 0.50	679	714
Total		13.91					
Number Sub-group V(g)						242	248
Recreation and Amusement—							
ma— lowest Class	Per Adult	6.74	0.52	1.52	1.52	292	292
Total		6.74					
Number Sub-group V(h)						292	292

LABOUR GAZETTE—OCTOBER 1981

i) Transport and Communication—

1) Railway— (i) Railway Fare for 50 k.m.	Per Passenger	6.46	0.98	2.25	2.25	230	230
2) Bus Fare— (i) P.M.T. Bus fare for 3.22 km. (ii) S. T. Fare 48 k.m.	" " " "	11.43	0.10 1.50	0.40 4.00	0.40 4.00	333	333
3) Postage— (i) Single Card (ii) M. O. Charges	Per Card for Rs. 25	1.29	0.05 0.45	0.15 1.00	0.15 1.00	261	261
Total		19.18					

Index Number Sub-group V (i)

V. Miscellaneous—

(a) Pan, Supari	....	4.47				518	489
(b) Tobacco and Tobacco products	....	6.42				407	407
(c) Household Utilities	....	4.76				560	588
(d) Washing Soap	....	11.60				414	414
(e) Medical Care	....	18.72				170	189
(f) Personal Care	....	14.20				422	422
(g) Education and Reading	....	13.91				242	248
(h) Recreation and Amusement	....	6.74				292	292
(i) Transport and Communication	....	19.18				294	294
Total		100.00					

Index Number Group V

325 330

LABOUR GAZETTE—OCTOBER 1981

STATEMENT SHOWING THE CONSUMER PRICE INDEX NUMBER FOR WORKING CLASS BY GROUPS FOR SEVEN CENTRES OF MAHARASHTRA STATE FOR THE MONTH OF AUGUST, 1981.

Centre	Base	Food	Non-Supari, Tobacco etc.	Fuel and Light	Housing	Clothing, Bedding and Footwear	Miscellaneous	Consumer Price Index Number August 1981	Equivalent Old Index Number	Consumer Price Index Number July 1981	Equivalent Old Index Number
1	2	3	4	5	6	7	8	9	10	11	12
..	1960=100	515	479	547	159	456	351	462	2051	459	2038
..	1960=100	537	412	542	222	494	363	504	1925	490	1872
..	1960=100	505	463	505	215	546	359	466	2433	459	2396
..	1961=100	495	....	455	138	484	330	434	....	428	....
..	1961=100	533	....	510	178	455	343	472	2497	467	2470
..	1961=100	597	....	637	274	456	377	532	1303	524	1284
..	1961=100	551	....	546	316	459	379	498	1106	495	1099

Note.—For arriving at the equivalent old index number the new index numbers may be multiplied by the linking factors mentioned against the respective centres as follows :—

BOMBAY : 4.44, SOLAPUR : 3.82, NAGPUR : 5.22,
ALGAON : 5.29, NANDED : 2.45, AURANGABAD : 2.22

LABOUR GAZETTE—OCTOBER 1981
259
ALL INDIA AVERAGE CONSUMER PRICE INDEX NUMBERS
FOR INDUSTRIAL WORKERS

The statistics for the last 12 calendar months from August 1980 to July 1981 are given in the following table:—

TABLE

Month	Index numbers	
	1	2
September 1980	..	402
October 1980	..	406
November 1980	..	411
December 1980	..	408
January 1981	..	411
February 1981	..	418
March 1981	..	420
April 1981	..	427
May 1981	..	433
June 1981	..	439
July 1981	..	447
August 1981	..	454

*Index numbers under this column are derived from the 1960 based index.

Labour Intelligence

INDUSTRIAL RELATIONS IN MAHARASHTRA REVIEW FOR THE MONTH OF JULY 1981

Industrial Courts, Tribunals and Labour Courts

1730 (24) applications were received by the Industrial Courts, Tribunals and Labour Courts during the month. Their breakdown are as under—

Serial No.	Name of the Industrial Court/Tribunal and Labour Court	No. of applications, etc. received during the month under the—			Total
		B.I.R. Act, 1946	I.D. Act, 1947	Other Acts.	
1	2	3	4	5	
I.	Industrial Courts/Tribunals—				
1	Industrial Court, Bombay	38	52	86	124
2	Industrial Tribunal, Bombay	5		48	53
3	Industrial Court, Nagpur			5	5
4	Industrial Tribunal, Nagpur	31		71	102
5	Industrial Court, Pune		25		25
6	Industrial Tribunal, Pune	4		38	42
7	Industrial Court, Thane				
8	Industrial Tribunal, Thane		11		11
	Total	78	93	243	414

II. Labour Courts—

1	Labour Court, Bombay	45	395	192	632
2	Labour Court, Pune	2	66	66	134
3	Labour Court, Nagpur	13	163	73	249
4	Labour Court, Thane	63	43	68	174
5	Labour Court, Kolhapur	10	234	19	263
6	Labour Court, Solapur	4	92	110	206
7	Labour Court, Akola		82	29	111
8	Labour Court, Nashik	1	23	35	59
9	Labour Court, Aurangabad	3	49	47	99
	Total	141	1,147	639	1927

WAGE BOARDS—

2 references were received by the Wage Board for Cotton Textile Industry during the month under review.

Conciliation
An analysis of disputes handled by the Conciliation machinery in the State during July 1981 under various Acts is given below :—

(a) Cause-wise analysis of the cases received during the month.—

Act	Issues relating to pay, allowances and Bonus	Employment, leave, hours of work and Miscellaneous causes	Total
(1) Industrial Disputes Act, 1947	260	336	596
(2) Bombay Industrial Relations Act, 1946	20	21	41
(3) Bombay Industrial Relations (Extension and Amendment) Act, 1964	..	..	..
Total	280	357	637

(b) Result-wise analysis of the cases dealt with during the month.—

Act	Pending at the beginning of the month	No. of cases received during the month	Settled amicably	Ended in failure	Withdrawn or not pursued by parties	Closed	Total (4 to 7)	Pending at the end of the month
I. D. Act, 1947	2828	596	137	262	84	325	798	2626
B. I. R. Act, 1946	312	41	35	10	18	..	63	290
B. I. R. (Ext. and Amdt.) Act, 1964	..	..	..	..	..	..	..	..
Total	3140	637	162	272	102	325	861	2916

Industry-wise and District-wise analysis of the cases received during the month under Bombay Industrial Relations Act, 1946 and Bombay Industrial Relations (Extension and Amendment) Act, 1964 are given below :—

Act	Cotton Textile	Silk Textile	Wollen Textile	Textile Processing	Hosiery	Banking	Sugar	Misc.	Transport	Total
1	2	3	4	5	6	7	8	9	10	..
B. I. R. Act, 1946	14	8	3	..	4	5	7	..	..	41

Act	Textile Industry	Paper Industry	Printing Industry	Press Industry	Electricity	Banking	Engineering	Local Bodies	Other Misc.	Total
1	2	3	4	5	6	7	8	9	10	11
B. I. R. (Extension and Amendment) Act, 1964	..	..	..	..	..	..	..	..	..	..

District-wise analysis is given below :—

Act	Bombay	Pune	Thane	Nagpur	Nanded	Kolhapur	Ahmadnagar	Total
1	2	3	4	5	6	7	8	9
B. I. R. Act, 1946	18	6	4	13	..	..	..	41

Act	Nagpur	Bombay	Aurangabad	Chandrapur	Akola	Buldhana	Total
1	2	3	4	5	6	7	8
B. I. R. (Extension and Amendment) Act, 1964	..	..	..	..	..	..	..

INDUSTRIAL DISPUTES IN MAHARASHTRA STATE DURING JULY 1981

	June 1981	July 1981	July 1980
Number of Disputes	78	93	44
Number of Workers involved	37,547	34,897	19,375
Number of Man-days lost	2,22,624	4,26,495	4,40,893

Industry-wise classification is given below :—

Name of the Industry Group	Number of disputes in progress			Number of work people involved in all disputes	Aggregate man-days lost in
	Started before beginning of the month i.e. before July 1981	Started during the month i.e. July 1981	Total		
Textile	2	2	4	5,874	13,738
Engineering	34	20	54	15,113	2,42,408
Chemical	11	..	11	4,698	71,128
Miscellaneous	20	4	24	9,212	99,221
July 1981 Total	67	26	93	34,897	4,26,495
June 1981 Total	36	42	78	37,547	2,22,624

Seventeen of the disputes arose over questions of "pay, allowances and bonus issues", 8 related to "Retrenchment and grievances about personnel", while the remaining 66 were due to other causes.

Out of the 46 disputes that terminated during the course of the month, 7 were settled either entirely or partially in favour of the workers, 36 in favour of the employers, while the result of the remaining 3 disputes was indefinite.

*The word "Work stoppages" in the annual returns, which is a term of statistics and it is hereby used in that sense as virtually synonymous with "Strike". In compiling statistics of the industrial disputes, however, disputes in which 10 or more persons are included.

THE FOLLOWING STATEMENT GIVES THE DETAILED INFORMATION OF IMPORTANT INDUSTRIAL DISPUTES
(INCLUDING MORE THAN 10,000 MAN-DAYS LOST DURING THE MONTH OF JULY 1981)

264

Serial No.	Name of the Concern	Sector	S/L	Reason	Date of work-stoppages		No. of Workers Involved	Man-days lost		Result
					Began	Ended		During the month	Till the close of the month	
1	2	3	4	5	6	7	8	9	10	11
1				<i>Other—</i>						
	CIBA GEIGY of India Ltd. Bombay-78.	Pvt.	L	suspension of operation of Bhandup Factory	21-10-1980	31-7-1981	1,010	2,130	2,48,460	Partially successful
2				<i>General Demands—</i>						
	Automatic Electric Naigaum Road, Bombay No. 31.	Ltd. Pvt.	S/L	Wages, D.A. etc.	12-12-1980		136	1,12,320	1,36,472	Continued
3				<i>Other—</i>						
	Teksons Ltd., Thane	Pvt.	S	Reinstatement.	20-4-1981		459	12,367	37,005	Continued.
4	<i>Nashik—</i>			<i>Other—</i>						
	Kirloskar Traders Nashik.	Ltd., Pvt.	L	Go-slow	28-5-1981		632	17,064	36,024	Continued.
5	<i>Bombay —</i>			<i>Other—</i>						
	Consolidated Pneumatic Tool Co. (I.) Ltd.	Pvt.	L	Indiscipline	11-6-1981		608	16,416	27,360	Continued.
6	<i>Bombay—</i>			<i>Other—</i>						
	Carona Sahu Co. Jogeshwari, Bombay-60	Ltd. Pvt.	L	Indiscipline	17-6-1981		2,613	70,551	1,01,907	Continued.
7	<i>Thane—</i>			<i>others—</i>						
	J. K. Chemicals Ltd., Thane 400 606.	Pvt.	S	Withdrawal of suspension order of warning.	27-6-1981		550	14,632	16,832	Continued.
8	<i>Thane—</i>			<i>Other—</i>						
	Voltas Ltd., Thane 400 606	Pvt.	L	Go-slow.	2-7-1981		576	13,200	13,200	Continued.
9	<i>Bombay—</i>			<i>General Demands—</i>						
	Hindustan Ferodo Ghatkopar, Bombay. 86.	Ltd., Pvt.	S.	Wages	17-7-1981		1,970	25,610	25,610	Continued.

LABOUR GAZETTE—OCTOBER 1981

LABOUR GAZETTE—OCTOBER 1981

**EMPLOYEES' STATE INSURANCE CORPORATION
MAHARASHTRA REGION**

Press note showing the progress during the month of August 1981

The Employees' State Insurance Scheme applies to 34 centres in the State of Maharashtra and provides protection to 17,78,738 workers in the event of employment Injury, Sickness and Maternity. This protection is made available in two ways namely by provision of Medical Care and Cash Benefits when needed. During the month of August 1981, 20,660 Insured Persons received Rs. 42,08,980.05 as Cash Benefits due to Employment Injuries. This includes 5,095 persons who were in receipt of pension for permanent Disablement Benefit and 2,169 persons who were in receipt of Dependents Benefit as dependents of deceased Insured Persons. During the month 12,130 accidents were reported against 13,150 during the preceding month.

Comparatively fewer persons need the employment injury benefits, but a fairly large number need Cash Benefit in the event of Sickness. During August 1981, 1,17,432 Claims were received and an amount of Rs. 1,03,08,114.45 was paid as Sickness Benefit. During the preceding month 1,15,183 Claims were received and an amount of Rs. 1,20,76,904.17 was disbursed as Sickness Benefit.

Some Insured Persons suffering from T. B., Mental, Malignant and other long term diseases require more attention and they are being paid additional Benefit called Extended Sickness Benefit. During the month an amount of Rs. 10,03,048.10 was paid towards this benefit.

During the month 317 Insured Women claimed Rs. 4,86,188.80 by way of Maternity Benefit.

The attendance at the dispensaries as per certificates received was 3,00,908 during the month.

During the month Funeral Benefit in 168 cases amounting to Rs. 16,800.00 was paid.

During the month confinement charges in respect of wives of Insured Persons amounting to Rs. 63,960.00 was paid.

During the month an amount of Rs. 21,787.00 was paid as Enhanced Sickness Benefit to 144 Insured Persons who had undergone sterilisation operation for family planning.

For recovery of arrears of contribution under the Scheme, Legal proceedings were initiated in 17 cases against defaulting Employers.

INDIAN LAW REPORTS

INDIAN LAW REPORTS, BOMBAY SERIES 1980

The subscription rates of Indian Law Reports, Bombay series for the year 1980 have been fixed as given below :—

	Rs.
Without postage ..	42.00, per set
Without Inland postage ..	45.00, per set
With foreign Postage ..	60.00, per set
Single issue (without postage).	3.00 per copy
Single issue (inclusive of postage).	3.20, per copy

As limited number of copies are printed, those who wish to subscribe themselves, are requested to send in their remittances without delay.

A few complete sets of 13 issues of Indian Law Reports, Bombay Series are also available for sale at the following prices :—

1974	..	@ Rs. 42.00 each set with postage.
1975	..	@ Rs. 45.00 each set with postage.
1976	..	@ Rs. 45.00 each set with postage.
1977	..	@ Rs. 45.00 each set with postage.
1978	..	@ Rs. 45.00 each set with postage.
1979	..	@ Rs. 45.00 each set with postage.

Please send your orders to—

The Manager, Yeravada Prison Press, Pune 411 006

INDUSTRIAL CHEMICAL LABORATORY

**BOMBAY AND PUNE
GOVERNMENT OF MAHARASHTRA
CHEMICAL ANALYSIS OF**

Minerals and Ores • Nonferrous Alloys • Inorganic Chemicals
Oils and Soaps • Paint and Varnishes • Water • Inks • Carbon
Papers and Allied Products and Several other Products

Accurate analysis of the above and other Similar Products is undertaken on behalf of private parties. Test Reports and Certificates are issued.

For further details and schedule of charges please contact —

**INDUSTRIAL CHEMICAL
LABORATORY
V. N. PURAVE MARG,
BEHIND MEHTA MANSION
CHUNABHATTI,
BOMBAY 400 022.**

**INDUSTRIAL CHEMICAL
LABORATORY
UNIVERSITY COMP
GANESHKHAND
PUNE 411 007.**

Telephone No. 521717.

Leading Marathi Monthly Magazine

ON ALL TYPES OF CENTRAL AND STATE TAXATION LAWS

VYAPARI-MITRA

Started in 1950

*Thirty Years of ceaseless service.

*Subscribers over twenty one thousand throughout Maharashtra, Karnatak & Goa.

*Supplies useful information on all taxation laws including Income-tax, Wealth-tax, Gift-tax, Estate duty, Central Sales-tax, State Sales-tax and more than 50 other laws, and regulations concerning Trade and Industry.

*Most lucrative medium of advertising for traders and industrialists.

Annual Subscriptions:

Rs. 20 (including postage).

Administrative Office

106/99, Parashuram Kuti, Erandawana, PUNE 411 004
Telephone No. 55637, 27200

Editorial Office

393, Mangalwar Peth, Pune-11.

MAHARASHTRA QUARTERLY BULLETIN OF ECONOMICS AND STATISTICS

PUBLISHED BY THE DIRECTORATE OF ECONOMICS AND STATISTICS,
D. D. BUILDING, OLD CUSTOM HOUSE, BOMBAY-400 023.

The Bulletin publishes the results of Socio Economic Surveys and researches of Statistical or Socio-economic interest, carried out by the Directorate or any other Maharashtra Government Departments. It also gives a digest of State Statistics and miscellaneous Statistical Statements of current interest like monthly receipts and expenditure of the State Government, Prices, Index Numbers, Vital Statistics.

Obtainable from the Maharashtra Government Publications, Sales Branch of the Government Book Depot, Charni Road Gardens, Bombay 400 004 (for orders from the mofussil) or through the High Commissioner for India, India House, Aldwych, London W. C. 2 or through any recognised book-seller.

Annual subscription Rs. 13.00

Single copy Rs. 3.50

Postage free (in India)

TAMIL NADU LABOUR JOURNAL

The "Tamilnadu Labour Journal" is a monthly publication aiming to give a brief review of the progress made by the State in the field of industrial relations. It caters to the needs of the employers as well as Labour by supplying statistical and other information on work stoppages, industrial disputes, trade unions, consumer price index number for working class (cost of living index number). Summaries of awards of Industrial Tribunals and Labour Courts, agreements, etc. The publication also includes articles from specialists in the various subjects relating to industrial relations.

ANNUAL SUBSCRIPTION

Inland	Rs. 15 00	Foreign	Rs. 25-00
--------	-----------	---------	-----------

SINGLE COPY

Inland	Rs. 1-50	Foreign	Rs. 2-25
--------	----------	---------	----------

A REMINDER TO SUBSCRIBERS

The Editor, Tamilnadu Labour Journal, Commissioner of labour Teymampet, Madras-6.

Year Book of Labour Statistics, 1979 • Thirty-ninth issue

1979 xxvii + 711 pp. Trilingual E, F, S,
ISBN 92-2-00 2250-8 (hard cover)
Price Rs. 418.00

Since its first appearance in 1935-36, the *Year Book of Labour Statistics* has established itself as the world's foremost statistical reference work for labour questions, bringing together in a systematic and comparable form a mass of data from a vast network of authoritative sources of information in some 180 countries.

The 39th issue incorporates the results of a full year of research, updating and checking by a team of experienced ILO labour statisticians working in co-operation with national statistical offices throughout the world. It presents data for the past ten years and in many cases data are given up to the middle of 1979.

The collection (1935-36 to 1978, 38 volumes) is also available in microfiche form A6 (105 mm x 148 mm ; 20 x reduction).

Publications may be obtained through major booksellers, from ILO Publications, International Labour Office, CH-1211 Geneva, 22 Switzerland or from ILO Area Office, 7 Sardar Patel Marg, New Delhi 21.

PATRONISE
HARYANA LABOUR JOURNAL
(Issued quarterly in January, April, July and October)
By

Subscribing and Advertising Liberally
Subscription Rate

Single copy : Rs. 6.25 Annual subscription: Rs. 25

Special concession for workers—Annual subscription : Rs. 5

Rates of Advertisements can be had on request

18" × 23"

Size of paper

4

- (i) The block may be sent alongwith the Advertisement.
(ii) The subscription and Bank Draft for advertisement may be sent in favour of—

LABOUR COMMISSIONER, HARYANA
30, Bays Building, Sector 17, Chandigarh 160017

**DIGEST OF CURRENT
INDUSTRIAL AND LABOUR LAW**

This is a monthly publication and deals with Industrial and Labour Law. This periodical contains

1. Digest of all the cases decided by Supreme Court and High Courts of all the States and selected cases of the Tribunals and Labour Courts.
2. Articles on complicated points of law.
3. Articles on labour problems, such as wage structure, etc.
4. Price Index.
5. Enactments, Ordinances, Regulations and Notifications of both Centre and the States.
6. "Your Problem".
7. Annual Digest : At the end of the year, consolidated annual digest of all the cases decided by High Courts and Supreme Court (already given in monthly issues) will be supplied free to the subscribers.

Annual Subscription : Rs. 60.

Mail Your Order to :

CURRENT LAW PUBLISHERS
2646, Balliwaran
Post Box No. 1268, G. P. O., DELHI-6

LABOUR BULLETIN
MONTHLY PUBLICATION OF THE LABOUR DEPARTMENT
UTTAR PRADESH, INDIA

Special features of the Bulletin : (1) Publication of up-to-date Statistical and other information pertaining to Labour ; (2) Special Articles on Labour problems ; (3) Reports on the administration of Labour Acts ; (4) Reports on statistical enquiries conducted by the Department ; (5) Important Decisions of High Court and Supreme Court, State Industrial Tribunal, Adjudications and Conciliation Boards.

Rates of Subscription

Annual	{	Internal	Rs. 24.00	Single Copy : Rs. 2 00.
		Foreign	Rs.	

Copies can be had from the Superintendent, Printing and Stationery U. P., Allahabad, India.

Advertisements : For rates please apply to the Editor, Labour Bulletin, P. O. Box No. 220, Kanpur, India.

THOZHIL RANGAM

PUBLISHED MONTHLY

BY

THE LABOUR COMMISSIONER

GOVERNMENT OF KERALA

TRIVANDRUM

Annual Subscription : Rs. 5.00 Single Copy : Re. 0.50

**AGRAWAL'S
SUPREME COURT
SERVICE AND LABOUR DIGEST 1959-79**
(1976 Edition with 1979 Supplement)

1,100 Royal Pages-Deluxe Binding-Price Rs. 100.00

Service cases have increased to such a great extent that the Government had to constitute Service Tribunals to relieve the Superior Courts of the arrears. Even then, the Supreme Court is now full of cases of the Government Servants. This book digests all the cases decided by the Supreme Court relating to the Government servants of all categories, Central and State, including Servants of Public Undertakings.

The book also digests all the Supreme Court Cases of Central and State Laws relating to all Industrial and Non-Industrial Private Undertakings.

Since the Supreme Court judgments are the law of the Land and since the Supreme Court has by its decisions struck every important point of law therefore, all concerned are keen to know to one Supreme Court judgment on a point rather than to hunt for several cases on that point by the different High Courts therefore, this book will be found useful by Bench, Bar, Industrial Tribunals, Labour Courts, Labour officers, Employers and Employees.

Various journals have spoken very highly of this book in their reviews which show the quality and popularity of this book.

This Digest has many salient features.

OTHER GOOD BOOKS ON LABOUR LAW

	Rs.	P.
<i>Service Tribunals: Law of dismissal, etc., 6th Ed. (Dealing with Public and Private Servants)</i>	1980	100.00
<i>Bagga: Labour Manual (containing 70 Labour Acts and Rules) (In 2 Vols.)</i>	1980	140.00
<i>Suranjan Chakravarty: Workmen's Compensation Act. (With State Rules and all allied Laws), 2nd Ed.</i>	1976	60.00
<i>Dhawan: Fatal Accidents Act. (Industrial and non-Industrial), 2nd Ed.</i>	1979	25.00
<i>Ajekar and Renkanna: Motor Transport Workers Act. (With State Rules) (1975 Ed. with 1979 suppl.)</i>	1979	60.00
<i>Mishra: Judicial Decisions (Popularly known as MANUAL OF LAW TERMS & PHRASES) 4th Ed.</i>	1980	120.00
<i>Alfred Avins: Employees' Misconduct. (As cause for discipline and dismissals in India and the Commonwealth) (1968 Ed. with 1978 Suppl.)</i>	1979	60.00
<i>Chaturvedi: Natural and Social Justice. (1975 Ed. with 1979 Suppl.) 2nd Ed.</i>	1979	60.00
<i>Suranjan Chakravarty: Law of Employees' Victimisation. (1966 Ed. with 1978 Suppl.)</i>	1978	40.00
<i>Sengupta and Dwivedi: Factories Act. (1967 Ed. with 1977 Suppl.) 2nd Ed.</i>	1977	40.00
<i>Sengupta and Dwivedi: Employees' State Insurance. (With Rules, Regulations and all allied Laws). (1960 Ed. with 1977 Suppl.) 2nd Ed.</i>	1977	60.00
<i>Umrigar: Journalists and the Law</i>	1969	12.50
<i>Bagga: Coal Mines Legislations. (1967 Ed. with 1977 Suppl.)</i>	1973	35.00
<i>Nathani: Law of Mines and Minerals. (1966 Ed. with 1979 Suppl.)</i>	1979	35.00

Place your orders with the publishers :-
LAW BOOK CO., Sardar Patel Marg, Post Box No. 4, Allahabad-1.

BOMBAY: PRINTED AT THE GOVERNMENT CENTRAL PRESS.



सत्यमेव जयते

557

LABOUR GAZETTE

VOL. LXI

No. 3

NOVEMBER 1981

SINGLE COPY RS. 1.25

ANNUAL SUBSCRIPTION RS. 12

ISSUED MONTHLY BY
THE OFFICE OF THE COMMISSIONER OF LABOUR
GOVERNMENT OF MAHARASHTRA

18. SEP. 1982

* 3438