



090

LABOUR GAZETTE

VOL LXII

No. 10

JUNE 1983

SINGLE COPY Rs. 1.25

ANNUAL SUBSCRIPTION Rs. 12

ISSUED MONTHLY BY

THE OFFICE OF THE COMMISSIONER OF LABOUR
GOVERNMENT OF MAHARASHTRA

BOMBAY : PRINTED AT THE GOVERNMENT CENTRAL PRESS

24 MAY 1983 Maharashtra
Dist

3638



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, labour etc. are published from time to time.

Annual subscription for the year Sept. 1982—Aug. 1983 is being accepted at Rs. 12.

All amounts are payable in advance in Bombay, in full, either by M.O. or Cheque/Debit drawn on Bombay Banks.

ALL CORRESPONDENCE AND REMITTANCES SHOULD BE ADDRESSED TO:
The Commissioner of Labour,

"Commerce Centre", Tardeo, Bombay 400 014
Tel. No. 25084

LABOUR GAZETTE

Advertisement Rates

Position	Full Page		Half Page	
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1st Page	Rs. 540.00	Rs. 324.00	Rs. 30.00	Rs. 324.00
2nd Page	65.00	702.00	*	*
3rd Page	60.00	648.00	*	*
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The Month in Brief

Consumer Price Index Numbers for Working Class

The Bombay, Solapur and Nagpur Consumer Price Index Number for Working Class for the month of April 1983, with average Prices for the year ended December 1960 equal to 100 were 532, 522, and 515 respectively. The Pune, Jalgaon, Nanded and Aurangabad Consumer Price Index Number for working class for the month of April, 1983 with the average prices for the year ended December 1961 equal to 100 were 494, 519, 547 and 534 respectively.

All India Average Consumer Price Index Number for Industrial Workers

All India average Consumer Price Index Numbers for Industrial Workers (General) base 1960 = 100 for April 1983 was 508 as compared to 502 in March 1983. The Index Number for the month of April 1983, on base 1949 = 100 derived from 1960 based Index worked out to 617 as against 610 for the month of March 1983.

Industrial Disputes in Maharashtra State

During the month of March 1983, there were 79 disputes involving 94,808 workmen and time loss of 22,68,966 working days as compared to 79 disputes in February 1983, involving 1,08,612 workmen and time loss of 25,55,032 mandays.

Further Particulars of Industrial Disputes are given at pages 664 to 670 of this issue.

Benefits under the Employees State Insurance Scheme

During the month of April 1983, 10,338 Insured persons received Rs. 30,63,254.63 cash Benefit due to employment injuries. This includes 4,779 persons who were in receipt of pension for permanent disablement benefit and 1,738 persons who were in receipt of Dependants Benefits as dependants of deceased Insured Persons. During the month 3,531 accidents were reported against 3,561 during the preceding month.

Current Notes

Link Wages with Productivity

The Estimates Committee of Parliament has proposed that wages of industrial employees "should without any further delay", be linked with productivity. This linkage, according to it, would be in the interest of workers as well as of the economy. The report of the Committee pertained to productivity in industry. The Committee observed that in respect of 48 industries, for which data was provided, capacity utilisation was less than 70 per cent in 20 industries during 1982, against 19 industries during 1981. What concerned the committee was the unsatisfactory or poor performance in the basic and machinery industries which had a vital bearing on the economy of the country. The Committee, therefore, urged the government to look into the demand and production constraints in regard to fuller utilisation of capacities in these industries and initiate measures to at least halt the downward trend.

It was concerned that the power situation continued to be critical. According to the Committee, the loss in industrial production owing to power shortage in 1980-81 is estimated to be Rs. 2,500 crores as against Rs. 400 crores in 1978-79 and Rs. 2,000 crores in 1979-80. It therefore, observes: "Nothing short of a total re-orientation of the policies and programmes aimed at optimal utilisation of capacity of power plants and exploitation of alternative sources of energy would help improve our economy".

—*The Times of India*

(*E. F. I. Bulletin, dated 1st May 1983*)

Family Pension Scheme liberalised

The Employees' Family Pension Scheme has been further liberalised. The minimum and maximum family pensions have been raised from April 1, 1983 and are Rs. 60 and Rs. 320 per month as against Rs. 60 and Rs. 158.

(*E. F. I. Bulletin, dated 1st May 1983*)

Workers Participation in Management in public undertakings

According to a reply given by the Union Minister of Finance in the Lok Sabha on April 8, 1983, 124 central public enterprises had so far reported some arrangement for workers' participation in management of the organisations.

(*E. F. I. Bulletin, dated 1st May 1983*)

The Bane of Overtime

In numerous developing countries overtime has become a "veritable institution" used to avoid engaging extra hands, and in certain cases reach the point of being harmful, according to a study by the International Labour Organisation. The ILO study states that workers in these countries were themselves often eager for overtime since wages were too low to enable them to satisfy their

basic needs for food and shelter. In the construction industry and agriculture, where the activity is governed by the season and weather, workers try to work as long as possible while they can in order to increase their earnings.

The study reported that where governments had declared maximum working weeks, the means of control were often practically non-existent or ineffective. Trained personnel were scarce, transport was a problem and inspections were conducted only when a complaint was lodged. The weakness of the trade union movement in many developing countries constituted another drawback in efforts to reduce the working week, according to the study.

Even when the workers were organised the main concern of the trade unions was with employment and wages rather than hours of work and holidays, it pointed out. The low productivity of many small and medium sized business in the third world was also a reason for the excessively long hours which workers were asked to put in to compensate for the relative inefficiency of the enterprise. Citing instances, the study points out to some small restaurants of South East Asia where the working day was 15 to 16 hours, seven days a week. It has been estimated that workers in the sector put an average of 84 to 98 hours each week through out the year.

The study noted that public utility cabs in Southern Asia often had drivers who work up to 16 hours a day, 365 days a year, and "Constitute a veritable hazards to road safety." While no comprehensive figures existed of the total number of workers forced to put in long hours the study pinpointed agriculture construction industry, transport small business and domestic work as the sectors where working hours were usually the longest.

According to the ILO study, the industries employing high proportions of foreign and migrants workers were often those where long hours of overtime were common.

—*Economic Times*.

(*E. F. I. Bulletin, dated 1st May 1983*)

Amendment to the Mines Act.

Replying to questions in the Lok Sabha whether Government intended amending the Mines Act, 1952 to provide for alternative employment to persons who suffer disability during employment in mines, the Union Minister of Labour stated that Government had a proposal and an amending Bill was likely to be introduced soon, which will inter alia deal with provisions for alternative employment in certain circumstances. It was not possible to give further details of the proposed Bill at this stage, he said.

(*E. F. I. Bulletin, dated 1st May 1983*)

States differ on I. R. Commissions.

At a meeting of State Labour Secretaries convened in New Delhi on April 16, 1983, by the Union Labour Secretary, the recommendations made by the Sanat Mehta Committee for a statutory provisions to have a collective bargaining agent at each unit or industry level, and for a code of conduct for both employ-

ers and employees found general acceptance. According to official sources opinion was divided on the recommendation for setting up an Industrial Relations Commission in each State to function as an independent body for settlement of industrial disputes and certification of unions as recognised representative unions.

(E. F. I. Bulletin, dated 1st May 1983)

Scheme to help strike-bound textile mills

According to Mr. Pranab Mukherjee, Union Minister of Finance, Government had worked out a scheme to help the strike-bound textile mills of Bombay. The Minister who gave the above information in the Lok Sabha on April 15, 1983, said that in consultation with the Minister of Commerce who is in charge of textiles and the Reserve Bank of India the scheme would extend financial assistance to them. However, the Finance Minister pointed out that no straightjacket schemes of assistance could apply to the variety of problems faced by the textile mills in Bombay.

(E. F. I. Bulletin, dated 1st May 1983)

Employment of Casual Labour in Government Offices

The Union Minister of Labour said in the Lok Sabha on April 5, 1983 that according to available information there are about 2,08,662 casual labour employed by the various Ministries of the Government of India. Some of them are paid on a daily basis, some on a weekly basis and the others on a monthly basis. The rate of wages is to be fixed for casual labour in unscheduled employments are fixed for comparable scheduled employments by the Central Government under the Minimum Wages Act. If it is considered that the rates should bear some relationship with the local rates, they may be fixed with reference to the minimum rates prescribed by the State Governments for comparable scheduled employments.

(E. F. I. Bulletin, dated 1st May 1983)

Prime Minister in Favour of Overhauling I.D. Act

The Prime Minister, Mrs. Indira Gandhi, has said that the government was keen to rationalise the industrial relations law with a view to resolving differences in a peaceful manner. Asked in an interview about the "British disease" of in-built antagonism between management and labour in industrial relations in India, Mrs. Gandhi conceded that the "disease" existed.

"It was worsened by the Indian disease of multiplicity of unions each trying to serve the purpose of a particular political party or faction. Over and above this there is casteism".

Mrs. Gandhi said the government was keen to resolve most of the important controversial issues like machinery for the settlement of industrial disputes, systems of verification of the strength of trade unions, recognition of "a negotiating collective bargaining agent" and strike ballots. Recently there was

an increasing trend towards confrontation between the employers and the employees, she said.

Asked about the textile strike in Bombay, the Prime Minister said that various people did intervene at various stages but with little useful results.

—Times of India

(E. F. I. Bulletin, dated 15th May 1983)

President Zail Singh advocates "one union for one industry"

President Zail Singh, while inaugurating the Institute of Economic Studies at New Delhi on May 7, 1983, called for due profit-sharing as an integral part of industrial relations, and lashed out at the multiplicity of unions and insisted on 'one union for one industry' while opining that the politicisation of unions has to be stopped. "The Government must change the law to ensure profit-sharing and a single union," President Zail Singh asserted.

(E.F.I. Bulletin, dated 15th May 1983)

Code of discipline to have statutory backing

The Union Labour Minister, Mr. Veerendra Patil, informed the Rajya Sabha on May 4, 1983, that the Government had decided to give statutory backing to the code of discipline in industrial and labour relations. The recognition of trade unions would also come under the code of discipline. Unless this was done, he added, it would not be possible to deal with the ever-growing problems in industry.

(E.F.I. Bulletin, dated 15th May 1983)

Centre for I. R. Commissions

The Union Labour Minister, Mr. Veerendra Patil on April 30, 1983 said that the Centre will soon introduce a bill in Parliament seeking to set up industrial relations commissions in states to tackle labour disputes. He said the commissions, autonomous in character, would be headed by retired high court judges. They would act as mediator in employee-employer disputes.

(E.F.I. Bulletin, dated 15th May 1983)

ESI cover likely for building labour

Mr. Veerendra Patil, Union Minister for Labour, said on April 27, 1983 that plans were afoot to extend the Employees' State Insurance Scheme to building construction workers and to bidi factories employing ten or more workers under the ESI Act.

(E.F.I. Bulletin, dated 15th May 1983)

State-owned textile units to have Worker Participation

The Union Commerce Minister, Mr. V. P. Singh said on May 2, 1983 that the scope of workers participation needed to be enlarged for optimising production.

He added that two NTC mills in Gujarat and Maharashtra have been chosen to test and enlarge this concept. Shop councils having workers representation in purchase, sales and management have been constituted in these mills. If found suitable, more mills in the public sector would be asked to implement such schemes on an experimental basis.

(E.F.I. Bulletin, dated 15th May 1983).

PM's May Day message—Workers, creator of wealth and agents of change

May Day greetings to all my working class brothers and sisters. The day underlines the role of workers as creators of wealth and as agents of social change, and their right to an equitable share of welfare.

Our workers have played a notable part in our freedom struggle and have an equally vital contribution to make towards the building of a new India, in which harmony rather than conflict is the ruling principle. Our country is surrounded by perils of many kinds. Only through unity and unremitting toil can we face these challenges.

(Indian Worker, dated 2nd May 1983).

Bill to promote workers welfare

A legislation to promote the health and safety of more than 2.2 million building construction workers in the country is to be brought forward shortly.

The proposed legislation will cover building and construction workers employed on roads, dams, irrigation projects and thermal stations, according to details given by Minister of State for Labour and Rehabilitation, Dharma Vir in the Lok Sabha on April 19.

Shri Dharma Vir confirmed that two inter-state study groups had been set up to visit the states where migrant workers were employed. These would look into their working and living conditions, he added.

He said five committees had been set up to go into the question of abolition of contract labour system in various establishments covered by the concerned act.

Changes in law, if any, could be made only after due consideration of the reports of these committees, he added.

(Indian Worker, dated 2nd May 1983).

Bill to amend Bonus Act soon

A bill to amend the payment of Bonus Act would be brought before Parliament during the monsoon session, Union Labour Minister Veerendra Patil disclosed here recently.

I am not in a position to say straightway what are the amendments contemplated. We are thinking of some amendments he said when reporters drew his attention to certain 'irrelevant' sections in the act like fixing the minimum bonus and the salary ceiling for eligibility to bonus.

The minister agreed with a questioner that the value of rupee had gone down considerably since the enactment of the bonus law in 1965. "Don't you think that the minimum bonds of Rs. 750 fixed under the act needs an upward revision?" a reporter asked him. The minister did not reveal what the Government would do in this matter. It would be his endeavour to have the amendments enacted before the next puja season.

On the Bombay textile strike Shri Patil claimed that there was no strike now. Over one lakh workers had now returned to work. But the problem now was that the managements were asking the employees wanting to join to go back. The managements said they were faced with problems of finance and equipment and machinery. A tripartite committee had been constituted by the Maharashtra Government to help these workers get back to work.

Shri Patil said legislation would soon be formulated to implement recommendations of the Sanath Mehta Committee and of the last tripartite meeting held in 1982.

Shri Patil, who was addressing the 63rd annual general meeting of the Employees' Federation of South India, said one of the recommendations of the committee was the constitution of autonomous industrial relations commissions at the state level with power to decide on recognition of unions, reference to adjudication etc.

Shri Patil regretted that some of the unions, after having been a party to the unanimous recommendations of the tripartite committee, wanted to go back on their stand. Some of the state governments were also opposed to the constitution of industrial relations commission. Why should there be any reservation when the commission would be headed by a person from the judiciary, preferably a retired high court judge, he asked.

The minister said though by and large there was industrial peace in the country a lot more needed to be done to set things right in certain directions. The Indian Labour Conference had its last meeting in 1972, and since then there had been no move to convene it. This was due to the difficulty in deciding about representations to be given to various unions.

One of the serious problems faced now was identification of the bargaining agent. There were multiplicity of unions. Trade union activity was politicised. There was no party without its own labour wing, he said.

Employees were losing faith in the adjudication machinery for resolving the disputes since it was time consuming. Unless this was set right, there could not be industrial peace, he said.

The minister said trade unions were divided even on the question of verification of membership to grant recognition. While some preferred secret ballot others wanted the "check-off" system. There was no meeting point, and the Government did not know what to do.

Both managements and employees feel the recommendations of the Mehta Committee and the tripartite committee should be implemented. The Govern-

ment had already started processing their recommendations. He would see that an appropriate bill was introduced in Parliament without further delay.

On bonus, the minister advised industries to adhere strictly to the present provision of the Payment of Bonus Act. For maintaining peace, some industries paid more than the prescribed quantum which led to serious problems. Notifications under the Industrial Disputes Act as recently amended would be issued to industries.

In his address, Shri N. Venkataramani, Chairman of the Federation, urged the Centre to persuade the dissenting state governments to accept the constitution of Central and state-level industrial relations commissions for the speedy and effective disposal of labour disputes. Tripartite bodies like the Indian Labour Conference and the Standing Labour Committee should be revived.

He depreciated the tendency towards finding shot-sighted solutions to various bonus disputes by conveniently skirting the provisions of the Bonus Act.

(Indian Worker, dated 9th May 1983).

Mining Act obsolete—minister Salve

The Indian Mining Act of 1948 has now become "obsolete and needs to be replaced by a new enactment," observed Union Minister of State for Steel and Mines N.K.P. Salve here on April 24.

Laying the foundation stone of the Rs. 4.78 crores complex for the Indian Bureau of Mines headquarters building, the Central Ore Dressing Laboratory and pilot plant here, the Minister said that the provisions in the Mining Act were very complicated and did not suit the present circumstances in which raw mineral deposits needed to be exploited.

Shri Salve said the Bureau officials had greater responsibilities as they were entrusted with exploitation of all the mineral deposits in the country.

Unless the economy of the masses was improved, the economic disparities now prevailing could not be reduced, Shri Salve pointed out and said that this could be done only if those entrusted with the task of unearthing the country's natural resources worked with dedication, keeping in view the national interests.

The complex, taken up with the assistance of the United Nations Development Project, is to be completed in two phases which includes a Rs. 6 crores plan for the ore dressing pilot plant at the industrial estate at Hingna.

(Indian Worker, dated 9th May 1983).

Three shifts for more employment in Bombay's textile units

A five-member high-level INTUC delegation headed by its President, Shri N. K. Bhatt, who is also the President of Rashtriya Mill Mazdoor Sangh, called on the Union Commerce Minister, Shri V. P. Singh, on April 29, and impressed

upon him the need to direct the units of the National Textile Corporation in Bombay, for the immediate disbursement of the advance of Rs. 1500, announced long back, to all the workers.

The delegation also sought the extension of assistance to those textile units facing financial constraints for the resumption of production.

Besides Shri Bhatt, the other members in the delegation were Indian National Textile Federation President M. S. Ramachandran, R.M.M.S. Advisers Haribhau Naik and Manohar Phalke and RMMS Treasurer Miss E. D'Souza.

With regard to the present situation, the delegation informed the Minister that there was practically no strike atmosphere in the industry and the average daily attendance was about 1,29,000. However, it voiced its concern over the refusal of the managements to allow resumption of work by a large number of workers.

The delegation put forward several suggestions to expedite the resumption of work, including giving permission to units operating one or two shifts, to operate three shifts. Such a scheme could absorb about 25,000 workers.

They also suggested the introduction of seven-day-a-week work, and the taking over of efficient mills afflicted with paucity of funds.

The delegation also wanted the Government to take an early decision on the recommendation of the Deshpande Committee on the issue of badli workers.

(Indian worker, dated 9th May 1983)

Minimum wage committee for laundry workers

Maharashtra Government has appointed a minimum wages committee for the employment in laundry industry, the chairman of which is Shri M. B. Tayadi, MLA.

The committee, on which Shri Vinod Joshi, Treasurer of the INTUC-led Bombay General Employees Association is a member, will study and recommend to the State Government revision of the existing minimum wages and other benefits.

The committee will visit various establishments to record the view of managements and workers.

(Indian worker, dated 9th May 1983)

No Employment of minors under amended Mines Act

The Government on May 10 introduced in the Lok Sabha a comprehensive amendment Bill to modify the Mines Act, 1952, which, among other things, seeks to ban the employment of adolescents in mines.

The amendment introduced by the Minister of State for Science and Technology, Shri Shivraj Patil, on behalf of the Labour Minister, Shri Veerendra Patil, says "no person below 18 years of age shall be allowed to work in any mine or part thereof".

The other amendments mainly relate to removal of certain practical difficulties experienced in its enforcement provision for additional safety regulations, closure, association of workers with safety measures, provision for minimum penalty in case of gross negligence or recklessness and increase in the levy of cess for the administration of Central Rescue Station.

The amending Bill proposes the establishment of a standing committee for the entire country with power to appoint one or more ad hoc committees to deal with specific questions relating to mines or groups of mines.

Its functions include . drafting of rules and regulations under the Act and enquire into such accidents as may be referred to by the Central Government and hear and decide appeals or objections against the Act.

In view of the greater hazards to which under ground workers are exposed, It is proposed to increase their leave from one day for every 16 days of work to one day for every 15 days work.

A new provision comes into existence for granting proportionate leave or wages in lieu of leave, to persons whose services are terminated or who quite employment voluntarily or die during the course of the year before they put in the required number of attendance.

It is proposed to introduce a new provision to enable the chief inspector of mines or any other authorised officer to undertake a safety and occupational health survey in mines.

The Bill also makes it clear that no fee or charge shall be realised from any person employed in a mine in respect of any protective arrangement or facilities to be provided or any equipment or appliance to be supplied under the provisions of the Act.

It empowers the Chief Inspector of Mines to prohibit employment of persons in cases where, in spite of warnings, the management fails to comply with safety requirements expressly provided for by or under the Act.

(Indian worker' dated 16th May 1983)

Millowners told to take back textile workers : CM

Shri Vasant Rao Dada Patil, Chief Minister of Maharashtra has sought that the Bombay's textile millowners and workers to adopt an attitude to "forgive and forget" the past and appealed to the managements to take back returning textile workers and resume full production soon "in a spirit of mutual understanding and goodwill".

Shri Patil said that the Government was faced with the problem of rehabilitating the mill workers who were affected by the strike.

He said this while addressing a meeting of the members of the Indian Merchants' Chamber here on May 11.

The Chief Minister said that many workers had realised their mistake of supporting the irresponsible trade union leader Dr. Datta Samant and going on strike. They had now resumed work almost in full complement. Thus the strike had almost become a "non-issue", he added.

Shri Patil said, "They are willing to return in large numbers but the employers are not taking them back. You may have fulfilled all legal obligations, but even during the freedom struggle the attitude of 'forgive and forget' was adopted at various phases of the struggle. Then why not here?" he asked.

While asserting that the textile workers expectations had "soared high-unrealistically" because of Dr. Samant's "misguidance", he also urged employers to resolve the genuine grievances of the workers and meet their legitimate demands.

Shri Patil insisted that the mill workers must be taken back with their rights preserved.

The Chief Minister assured full protection against the coercive methods adopted by the irresponsible trade unions for forcing a settlement of industrial disputes on their terms but added that the workers are entitled to a fair deal.

(Indian worker, dated 16th May 1983)

Bonded labour

The total number of bonded labourers identified and freed in the country so far is 1,52,401 and out of them 1,11,808 have been rehabilitated, the Deputy Minister for Labour and Rehabilitation, Shri Dharma Vir said in a written reply in the Rajya Sabha on May 9.

(Indian worker, dated 16th May 1983)

Gratuity ceiling limit to be raised

The Minister of State in the Ministry of Finance, Shri Pattabhi Rama Rao on May 10 told the Rajya Sabha that Clause 5 (B) of the Finance Bill, 1983 seeks, to raise the ceiling limit in respect of tax exempt gratuity to Rs. 36,000. The Central Government is also being empowered to further raise this ceiling, having regard to the maximum amount payable by way of gratuity to Government employees.

(Indian worker, dated 16th May 1983)

Rs. 4.5 crore scheme for bonded labour

In a bid to speed up rehabilitation of bonded labour, the interdepartmental group of the Union Labour Ministry, headed by Labour Secretary B. G. Deshmukh, on May 17 decided to ask the State Government to give their proposals soon for achieving the annual target of rehabilitating 31,150 bonded labourers in the current year.

Last year, the target of rehabilitating 35,138 bonded labours was completed. The Government had set apart Rs. 4.5 crore for this scheme on a matching

grant basis. The Centre would also make available funds from the Integrated Rural Development Programme (IRDP) for rehabilitation work like providing technical training.

The bonded labour rehabilitation programme is part of the 20-point programme of the Prime Minister.

The bonded labourers to be rehabilitated in Andhra are 3,500, Bihar 2,000, Karnataka 10,000, Kerala 350, M-P 1,500, Orissa 7,500, TN 1,300 and UP 5,000.

The inter-departmental group also considered the States request for broadening the functions of the organisers for rural workers appointed under the centrally sponsored scheme.

These organisers would be told to keep in touch with rural development agencies for enabling the weaker sections of rural areas to make use of the various Government schemes like IRDP and NREP.

The group also suggested that the rural workers organisers could also be used to identify bonded labourers where ever they existed and bring it to the notice of district authorities to secure their release from bondage.

The group also initiated action to monitor implementation of minimum wages in agriculture and its impact on existing bondage practices.

The study would be conducted in UP and Orissa.

(Indian worker, dated 23rd May 1983)

Naik General Secretary, Phalke Joint Secretary of RMMS

Shri N. K. Bhatt, President, Rashtriya Mill Mazdoor Sangh (RMMS), Bombay has nominated the present advisors Shri Haribhau Naik, MLC, and Shri Manohar Phalke as General Secretary and Joint General Secretary respectively of the RMMS.

This change in designation, Shri Bhatt said, will enable them to work more effectively. They have done excellent work during the short span as advisors and hoped that the change in designation would help RMMS to further consolidate and prove an even more effective instrument in the service of Bombay textile workers, Shri Bhatt added.

(Indian worker, dated 23rd May 1983)

Consumer price index at new high

Continuing its climb for the 13th month, the consumer price index for urban non-manual employees base 1960 touched a record 462 in March, 1983.

The index for March last year was 423.

On this basis urbanites suffered an inflation of 9.2 per cent and the purchasing power of the rupee went down to 21.6 paise.

The index was 458 for February 1983.

(Indian Worker, dated 30th May 1983)

Labour Legislations

Amendments made and pending and proposed new legislations

During the financial year 1982-83 the Parliament passed Bills amending eight Central legislations concerning labour, the important ones being The Industrial Disputes (Amendment) Act, 1982, The Industrial Employment (Standing Orders) (Amendment) Act, 1982, and the Payment of Wages (Amendment) Act, 1982.

While there are two amending Bills and one new legislation pending in Parliament, viz. The Payment of Gratuity (Amendment) Bill, Trade Unions (Amendment) Bill and The Hospitals and other Institutions Settlement of Disputes Bill, 1982, the Government has proposals to introduce three more Bills amending the Employees Provident Funds and Miscellaneous Provisions Act, the Employees State Insurance Act and the Workmen's Compensation Act.

The following are the Bills already passed and pending to be passed as well as the new amending Bills proposed to be introduced in Parliament during the current year:

The Iron Ore Mines and Manganese Ore Mines Labour Welfare Fund Act, 1976 and Iron Ore Mines and Manganese Ore Mines Labour Welfare Cess Act, 1976 have been amended with a view to covering under them the workers employed in Chrome Ore Mines. The existing Iron Ore Mines and Manganese Ore Mines Labour Welfare Fund will be converted into a joint fund i.e. the Iron Ore Mines, Manganese Ore Mines and Chrome Ore Mines Labour Welfare Fund. For this purpose, cess will be levied and collected on Chrome Ore at a rate of Rs. 3 per metric tonne of Chrome Ore. There will be an income to the tune of Rs. 9 lakhs per year. The welfare facilities as are being enjoyed by the workers in Iron Ore and Manganese Ore Mines will be extended also to the workers employed in Chrome Ore Mines. There are about 6,000 workers in the Chrome Ore Mines.

The Limestone and Dolomite Mines Labour Welfare Fund Act, 1972 has been amended with a view to removing ambiguities and to enlarging the scope whereby more revenue will be realised and large number of workers will be covered under the welfare measures.

The Lime Stone and Dolomite Mines Labour Welfare Fund (Amendment) Act, 1982 Amendments relating to Lime Stone and Dolomite Mines Labour Welfare Fund Act, 1972 have been discussed in para 8.35.

Plantations Labour (Amendment) Act, 1981

In pursuance of sub-section (2) of section 1 of the Plantations Labour (Amendment) Act, 1981 (58 of 1981) the Central Government appointed on 26th January, 1982 as the date on which the Act would come into force. The amendment, *inter alia*, has extended the application of the Act to plantations by lowering their age and employment limit and reduced the weekly working hours for adults and children.

The Sales Promotion Employees (Conditions of Service) (Amendment) Act, 1982
A Bill amending the Sales Promotion Employees (Conditions of Services) Act, 1976 was passed by the Parliament on the 2nd November, 1982. A new Section 11-A was added to the Act to give legislative backing to Rule 3 of the Rules made under the Act so as to protect the interest of the employees. The Bill after receipt of the assent of the President was published in the Gazette of India on the 13th November, 1982.

The Industrial Employment (Standing Orders) (Amendment) Act, 1982

During the year 1982 the Industrial Employment (Standing Orders) Act, 1946 was amended, to provide for payment of subsistence allowance to workmen who are kept under suspension, pending domestic enquiry.

During the year the Act has been extended to industrial establishments employing 50 or more as against 100 workmen in the central sphere.

The Industrial Disputes (Amendment) Act, 1982

The Industrial Disputes Act, 1947 was amended by the Industrial Disputes (Amendment) Act, 1982 which provides for revised definition of the terms 'Industry' and 'workman' a new provision for setting up Grievances Settlement Authorities in industrial establishments employing 50 or more workmen, provision for time limits for decision on cases by Labour Courts and Industrial Tribunals, provision for payment of full wages for workmen in whose favour awards for reinstatement of service exist, irrespective of whether such awards are challenged in appeal, and also listed certain practices as unfair labour practices on the part of employers, trade unions and workmen. This Amendment Act is likely to be brought in force early in 1983.

The Payment of Wages (Amendment) Act, 1982

The Payment of Wages (Amendment) Act, 1982 was passed with a view to widening the coverage of the Act and to enhancing the penalties provided therein. The Amendment Act came into force with effect from the 15th October, 1982 except for Section 25-A which would be enforced as soon as rules are formulated.

(B) Bills pending in Parliament

The Payment of Gratuity (Amendment) Bill, 1982

The Payment of Gratuity (Amendment) Bill, 1982 was introduced in the Lok Sabha on the 9th October, 1982.

Important amendments contained in the Bill are—

(i) The coverage of the Act is proposed to be extended to persons drawing wages upto Rs. 1600 per mensem in view of the rise in the wage levels.

(ii) Persons employed in administrative or managerial capacity on wages not exceeding Rs. 1600 per mensem are also proposed to be brought within the purview of the Act as it would be anomalous to deny them the benefit of gratuity while allowing the same to workmen drawing similar wages.

(iii) It is proposed to treat the employees of seasonal establishments on par with similar employees of non-seasonal establishments and allow gratuity at the rate of 15 days' wages per annum.

(iv) Controlling authorities are being conferred the power to decide a dispute regarding the admissibility of a claim as well as other statutory matters.

(v) Provision is being made for the appointment of Chief Inspectors and Inspectors for the better administration of the Act.

Trade Unions (Amendment) Bill, 1982

Government introduced a Bill in the Lok Sabha on the 30th April, 1982 for amending the Trade Unions Act, 1926, so as to provide, among other matters, a machinery for resolution of inter-union and intra-union disputes, streamlining of procedures for registration and cancellation of registration, reduction of outsiders in the executives of trade unions and certain connected matters.

The Hospitals and other Institutions Settlement of Disputes Bill, 1982.

Government also introduced in the Rajya Sabha on the 6th May, 1982, a new Bill which seeks to provide for a procedure for settlement of disputes in hospitals and other institutions, which have been taken away from the ambit of the Industrial Disputes Act, 1947.

(C) Proposals for new legislation

The Employee's Provident Funds and Miscellaneous Provisions (Amendment) Bill, 1983.

There is a proposal to amend the Employee's Provident Fund and Miscellaneous Provisions Act, 1952 with a view to widening the scope of coverage, simplification of the procedure for assessment of dues, delegation of enhanced powers to the Central Board of Trustees, decentralisation of the work relating to the maintenance of accounts, removing the loopholes in the existing legal and penal provisions of dealing with the defaulters, etc.

The Employees' State Insurance (Amendment) Bill, 1982

There is a proposal to amend the Employees' State Insurance Act, 1948, with a view to widening the scope of coverage, rationalisation, strengthening of the existing legal and penal provisions, delegation of enhanced powers to the ESI Corporation etc.

The Industrial Employment (Standing Orders) (Central) Rules, 1946 is being amended so as to make provisions for additional items on which Standing Orders could be prescribed.

Proposals for comprehensive amendment of the Sales Promotions Employees (Conditions of Service) Act, 1976 are being considered in consultation with concerned interests.

Proposals for amending the Motor Transport Workers Act, 1961 in order to improve its working are under consideration.

To simplify and rationalise the forms, registers and returns to be maintained by small and very small business/industrial establishments, a Bill is under preparation.

A proposal to bring forward a legislative scheme of workers participation in management is under consideration.

An Emigration Bill seeking to replace the existing Emigration Act, 1922 is under consideration. It would, *inter alia*, provide for licensing of recruiting agencies and empower Government to scrutinise the terms and conditions of employment of workers abroad.

(*Indian Worker*, dated 30th May 1983)

Main observations and conclusions of the NPC's study team to Japan

The National Productivity Council (NPC) had recently sent team to Japan for a study of the factors that contribute to the phenomenal rate of economic growth and the high productivity that have enabled the war-ravaged country with no natural resource to emerge as one of the world's highly industrialised country and in affluence, reach far ahead of the USA. This remarkable achievement is universally acknowledged as the post-war Japanese Miracle.

The study team has since returned and submitted its report. Pointing out that labour management relations is one of the key factors for Japanese success, the team has observed that as it proceeded with its study, it became increasingly conscious of the fact that all sections of the people—be it white-collared or blue-collared workers, consumers, trade unions, managements, administrators or politicians—contributed to a climate in which Japanese industry has achieved such stupendous progress in a short span of 30 years.

The second meeting of the Tripartite Committee on Productivity, set up by the Government of India, at its meeting held on December 20 last year decided that the observations of the NPC's study team should be widely circulated.

The following is the full text of the study team's observations and conclusions—

The team observed that there have been many factors responsible for such a fast rate of economic growth and productivity in Japan, but labour management relations is one of the key factors for Japanese success. As the team proceeded with its study, became increasingly conscious of the fact that all sections of people whether in Government, consumer, labour, trade unions, management or politicians, equally contributed to creating a climate in which Japanese industry has achieved such remarkable progress in a short span of about 30 years. There is a strong sense of unity prevailing through out Japan. This unity may be due to common cultural heritage or a calamity which the country faced during the second world war highlighting the common purpose to survive and stay as a strong nation. The workers and the society at large respond with a feeling of respect, sincerity, extreme politeness and courtesy. There appears to be a mutual sense of responsibility, loyalty, trust and confidence on the part of the employers and the workers. During the past two decades or so the terms "retrenchment", "dismissal", "stoppage of annual increment", reduction to lower rank, etc. are almost unheard of.

The Japanese society has, no doubt, seen turmoil, un-employment, a large scale retrenchment, high inflation, worst destruction and miseries in not too distant past and in the living memory of the present generation. The team observed that the period from 1955 and more particularly from 1960 to 1981 has been the best period of labour-management co-operation which has also resulted in the phenomenal growth of the Japanese economy, and high productivity. All the parties have very well recognised this fact and confirmed this during the team's discussions with them. As a result of this co-operation and high degree of understanding, the Japanese economy withstood the two successive high oil crisis in 1973 and 1979 and during this period their growth rate has been the highest. The man-days lost and absenteeism are lowest, whereas the wages are comparable to the highest in the world. Education, state of health, social security, etc., are very well taken care of. Some of the important observations of the team are as follows :

1. Loss of Man-days

The state of industrial relations is normally assessed on the basis of work stoppages. The statistical data shows that in comparison with other developed countries, the number of cases of work stoppages and the resultant man-days lost are very much low in Japan. This is due to the mutual trust and confidence that seems to have prevailed in the industrial sector in Japan, particularly after 1935. There is no atmosphere of suspicion and the employers and trade union organisations have systematically worked for an overall improvement of the economy and the standard of living of the working class.

2. Low Rate of Absenteeism

The team observed that Japanese by nature are hard working and Japan's absenteeism rate is the lowest in comparison with other countries. This very low rate of absenteeism is in spite of the fact that the working week in Japan is comparatively longer than what it is in U.S.A. and Germany.

3. Spring Offensive and Wages

One need not be under the impression that the Japanese trade union movement is free from any agitational approach. In 1950s it started with a radical posture. But the era of confrontation gave rise to a period of co-operation after 1955. Due to various factors such as application of most advanced technology, special fiscal policy, powerful state protection for trade expansion low military expenditure, etc. it entered into a "super growth" period which lasted upto 1973. During this period of about 25 years, the monthly average cash paid wage in organised industry has increased from 18,624 yen in 1955 to 1,77,213 yen in 1980. The trade union movement in Japan claims that this improvement in wage rates along with the improvement in other service conditions is a result of the "Spring-offensive" launched every year since 1956, coupled with productivity consciousness cultivated in the minds of the Japanese workers. During the spring-offensive, both the sides go through the stresses and strains, but make utmost efforts to arrive at a consensus with an open mind and thus avoid any disruption. Collective bargaining with a restrained offensive ultimately bring about the desired "adjustment". It may be mentioned that during

negotiations, the minority trade unions and others are also consulted and taken into confidence and during the one year period there are no fresh demands whatsoever. The employees are free to notify their day-to-day grievances which are solved daily by the joint committees at different levels.

4. Seniority Pay System

Japan has a peculiar pay system unlike any other countries, known as "Seniority Pay System". The pay at the start for new recruits, regardless of their scales and qualifications, is more or less common with slight differences, if any. Though there are several grades, the promotions granted to the employees, seems to be on seniority-cum-efficiency basis rather than on occupational basis. In case if any one lags behind in efficiency, the group surrounding him makes him realise his draw-backs. There seems to be an overall satisfaction for this system which has been evolved from a sense of equality coupled with the observance of dignity of labour.

5. Life Long Employment

It was clarified that "Life Long Employment" did not imply any guarantee of employment after retirement. It only provides, guaranteed employment till retirement, meaning thereby that the services of the employees will not be affected even during setbacks, by way of lay offs or retrenchments. This may be an outcome as a logical corollary to a constant effort by the employees to continuously increase productivity and give their very best to the organisation.

6. Six Monthly Bonus

The system of six monthly bonus in Japan is a unique one and the quantum of bonus paid is very high—4 to 6 months salary per year. Earlier, it was the productivity that was the basis for bonus negotiations but now it has come to be considered as deferred wage. The employees from Government as well as public sector also get six monthly bonus. It seems the bonus system has also added to the drive for productivity rise.

7. Labour-Management Consultations

The backbone of cordial atmosphere in the field of industrial relations is constant consultations between labour and management at all levels. The data supplied by management and unions is free from any reservations. The "dignity of labour" is observed throughout the country and a sense of equality with a human approach seems to be a pertinent factor contributing to industrial harmony. The team came across several joint declarations made by labour and the management at the establishment or the industrial level expressing their firm faith in developing trusting relations between labour and management by recognising the fundamental rights and obligations of each other and by approaching all problems to be solved under the co-operative spirit where both sides are on equal footing. During the team's visit to factories; representatives of managements and trade unions presented their views as a common team from the establishment side and spoke with a voice of identity of interests. Many trade union leaders have risen to a level representing managerial cadre and are

now performing managerial jobs, quite a good number sitting on the Board of Directors. The number of board members with union leadership background to total number of board members is 15.7 per cent. The reason may be that most of the firms in Japan are joint stock companies.

8. Accommodative and Considerate Management

The managements in Japanese industries are quite responsive and accommodative and the problems are tackled with an open mind on both sides, with mutual respect and trust. The decisions are taken on the basis of consensus.

9. Role of Government

The Government took the initiative to set up a separate Ministry of Labour in 1947. During the discussions with the Government officials, the team felt that the Government machinery was very much alive and alert in assisting in the prevention and solution of problems in the area of labour management relations. From time to time, they have been enacting various labour laws, depending on the requirement, beginning from 1946 after the democratisation of the country.

10. Ageing Society

The birth rate in Japan has declined from 3.65 in 1950 to average 1.79 in 1978. This changing structure of the labour force, particularly decreasing share of younger workers and the growing proportion of older ones, is generating pressure on industrial field not only for extension of the service period within a firm but also to find out ways and means to make better use of the ageing labour force. The team found keenness to solve this problem by all concerned.

11. High Level of Education

The high level of education in Japan has significantly contributed to a better understanding of labour-management problems.

12. Medium and Small Scale Industries

The total number of workers in Japan is 37,460,000 while the total number of organised workers is 12,43,012 which forms 33.2 per cent of the total labour force. Thus most of the workers in the medium and small scale industries are unorganised. The wages in the medium and small scale industries are comparatively lower than in the organised sector. However, there are no wide disparities.

13. The team observed that the strength of the internal leadership at the unit level in Japan is one of the main reasons for excellent labour-management relations. The unit level unions are very much concerned about company prosperity and growth. This has been the reason why, during the oil crisis their demand for wage and other benefits was kept at a reasonable level. They considered "the capacity of the industry to pay."

14. In conclusion the team would like to emphasise again that one of the reasons for good labour-management relations in Japan is the system of responsible union members rising to managerial positions and functioning as board members.

15. The team observed a total identification and involvement of all employees with the common company objectives.

16. Another significant reason for Japan's economic growth could be due to the land reforms resulting in equitable distribution of resources to rural/urban population and their discarding caste, class and other barriers.

17. The instinct for continuous survival arising out of post war calamity and the realisation and general concern about the lack of basic and other industrial resources such as land, oil, minerals, etc., which may make Japan economically vulnerable to outsiders, have resulted in a continuous drive to become economically strong by adapting and adopting modern technology and concepts of productivity.

18. Both the management and the trade unions, including the national level unions, are totally committed to modernisation and adaptation of latest technology for higher productivity. However, they are equally concerned about unemployment and other social problems arising out of resorting to high automation such as ROBOTS.

19. The team observed that the national character and pride even at the company level with a spirit of sacrifice during the conditions of economic distress and sharing the gains during economic prosperity have been a key factor in Japan's economic growth.

20. The concept of zero defect where each worker is committed to producing with no defects and application of cost reduction and other techniques are very much prevalent in Japan. To a Japanese 'Work is Worship'.

(*Indian Worker, dated 30th May 1983*)

Public Utility Service

The Government of Maharashtra, has declared the industry engaged in the manufacture of basic heavy organic chemicals and employing 20 or more workmen to be a public utility service under the Industrial Disputes Act, 1947, for a period of six months from May 5, 1983.

(*Daily note, dated 11th May 1983*)

Payment to EGS Workers

The Government of Maharashtra has directed the agencies implementing the employment guarantee scheme works in the State to round off fraction of a rupee in the amount payable to a labourer by rounding off the portion not below $2\frac{1}{2}$ paise to 5 paise and ignoring portion below $2\frac{1}{2}$ paise.

Hence rounding off a fraction of a rupee as mentioned above is to be done only after the amount payable to each labourer is worked out and not at the time of working out the wage rate per manday. The officer in charge of the payment will round off the fraction of a rupees in the amount payable to a labourer and then work out the total amount payable and draw that much amount.

(*Daily note, dated 23rd May 1983*)

Articles, Reports, Enquires, 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.*)

LABOUR WELFARE IN INDIA

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The growth of large scale enterprises and consequent concentration of wealth in a few hands have given birth to two explicit classes of the rich and the poor. This has created a wide gulf, and the two fight each other for their own ends. This fighting has given rise to several problems. Some of the problems are so grave and distinct in nature that they cannot be solved through legislations. These problems can be tackled by undertaking constructive works and activities conducive to the well-being of the poor or the labour class. These activities, whether undertaken by the Government or employers, are commonly known as Labour Welfare Activities. These activities are performed by the workers' associations as well.

Meaning and Definition

Labour welfare activities mean work for improving the health, safety, general wellbeing and industrial efficiency of the workers beyond the minimum standard laid down by the Factories Act and other labour legislations. According to the report of ILO, the "Workers' welfare should be understood as meaning such services, facilities and amenities which may be established in or in the vicinity of undertaking to enable the persons employed in them to perform their work in healthy, congenial surroundings and provided with amenities conducive to good health and high morale."

In short, labour welfare includes everything done for the intellectual, physical, moral and economic betterment of workers, whether by Government or by other agencies.

Significance

Labour welfare activities are *sine qua non* for the Government and the employers. Labour constitutes an important constituent in the task of production. But unlike other factors, it has certain obligations to be discharged for himself and his family. Welfare activities help in the creation of healthy atmosphere in

factories and in doing away with confusing atmosphere of distrust and hesitation. These activities bring employees and employers close to each other, present opportunities to understand each other's grievances and help in creating congenial and harmonious atmosphere. Production increases manifold, and the overall economic condition of the country improves. It further results in better educational facilities to the children of the workers. Moreover, welfare work is also important on humanitarian ground for, it enables workers to lead a richer and fuller life by enjoying those amenities and conveniences of life which they themselves cannot manage to secure.

Labour Welfare Activities in India

Welfare work in India was mainly a product of stresses and strains during the First World War. Before this, the welfare work was done on humanitarian grounds by a few agencies. During Second World War, it got further impetus. The establishment of canteens in factories was made compulsory for the first time by the Factories (Amendment) Act, 1947. At present the labour welfare activities in India are undertaken by the following agencies :—

- (1) Central Government.
- (2) State Government.
- (3) Employers and their Organisations.
- (4) Trade Unions.
- (5) Voluntary Organisations.

The details of welfare measures in India are as under :—

Central Government.—The Government of India remained almost indifferent towards the welfare of the workers till the end of First World War. It was in 1922 that an All India Labour Welfare Conference was held to discuss problems related to workers. The ILO was set up in 1919. The Government of India started taking active interest for the welfare of workers only since Second World War. Efforts in this direction were redoubled with the achievement of Independence and the emergence of India as a Republic wedded to the idea of 'Welfare State'. The Government has enacted certain laws and byelaws to provide welfare for workers and uplift their standard of living. Besides, the Government has enacted legislations together with the creation of various welfare funds in different industries.

To enable workers to work in a congenial surroundings, certain amenities such as canteens, rest shelters, medical aid and educational and recreational facilities have been made compulsory in factories, mines and plantations covered by the Factories Act, 1948; the Mines Act, 1952 and the Plantations Labour Act, 1951. Factories employing 500 or more workers have to appoint labour welfare officers to look after the welfare of the workers. The Government has enacted various other Acts and has created various funds providing for labour welfare measures, the important ones being ; (a) The Mica Welfare Fund Act, 1947 ; (b) The Coal Mines Labour Welfare Fund Act, 1947 ; (c) The Plantation Labour Act, 1951 ; (d) The Mines Act, 1952 ; and (e) Iron Ore Mines Labour Welfare Fund Act, 1961, etc.

State Government.—From 1937, the State Governments started taking part in labour welfare schemes. The Governments of Bombay, United Provinces and Bengal took the initiative in the direction. In U. P., 4 labour welfare centres were opened at Kanpur in 1937. At present, almost all the States of the country and the Union Territories are operating a number of labour welfare centres meant for the welfare of the working class. These welfare centres provide facilities for games and sports play-grounds, cinema shows, exhibitions, libraries, medical aid and educational facilities etc.

Employers and their Organisations.—Prior to Independence, the employers had been indifferent towards providing labour welfare activities in their industrial units. However, in the present time they have started taking interest in the field of labour welfare measures. Some of the welfare measures are taken up by the employers statutorily, while some other welfare schemes are being run by them voluntarily. In almost all the organised industries in the country such as cotton textile, jute, iron and steel, sugar and cement, the workers have been provided with the facilities and amenities of canteens, grain shops, dispensaries, consumer co-operative store, recreation centres and entertainment facilities, libraries, schools and co-operative credit societies, etc.

The role of trade unions and labour organisations in the field of labour welfare measures have been insignificant. However, the Textile Labour Association, Ahmedabad, has done marvellous services in the direction. It is providing educational and training facilities, medical aid and entertainment facilities to the workers. Some other trade unions have also done something in the field of labour welfare work.

Voluntary Organisations.—Some social organisations and voluntary agencies such as Bombay Social Service League, Bhartiya League Samaj, Servants of India Society and Seva Sadan Samiti are also providing facilities of libraries, dispensaries, games and sports and services of co-operative societies etc. Besides, some International Agencies like UNO, ILO, and UNICEF are also providing labour welfare activities on a voluntary basis.

Criticism and Suggestions

Although much has been done by the Government, but it is fast a drop in ocean. With the rapid industrialisation of the country, the working conditions have turned from bad to worse in spite of efforts by the Government and the employers. The laws enunciated by the Government are hardly implemented by the managements. Some of the laws do not even apply to many unorganised industries. In order to activate the Government, the employers' and the workers' organisations for the welfare of this vulnerable section, the following suggestions may be offered :—

- (1) Welfare work should be considered the responsibility of the community.
- (2) The activities should be undertaken on joint venture basis.
- (3) A feeling of fraternity should be the basis of relations between employers and employees.

(4) The Factories Act, together with all other acts should be strictly implemented with adequate staff and punishment for isolation of the Acts must be more deterrent ; and

(5) A machinery should be set up to create harmony and mutual understanding between managements and workers.

Conclusions

There is an awareness of beneficial effect on the wellbeing of workers in the country. The provision of welfare measures seems to owe its existence more to the possession of adequate funds rather than to deliberate planning. In industrially advanced countries, the provision of welfare facilities is often the responsibility of the community. But this is not feasible in India, for India is poor and the living standard of workers is low. Hence, the need arises for laying down statutorily some sort of social minima, indicating the responsibility for carrying out of the welfare services offered by the three agencies, i.e., the state, the employers and the workers' organisation.

(*Indian Worker, dated 9th May 1983*)

Gist of Important Notifications Under Various Labour Laws

I. BOMBAY INDUSTRIAL RELATIONS ACT, 1946.

Appointments under the Act.—In exercise of the powers conferred by section 9 of the said Act, the Government of Maharashtra has appointed Shri M. S. Deshpande, Civil Judge, (Senior Division) Bhandara, to preside over the Third Labour Court, Nagpur in place of Shri B. R. Tiwari.

(Notification No. BIR/1183/6710 Lab-9, dated 25th March 1983, published in *M.G.G.*, Part I-L dated 7th April, 1983, Page No. 2279).

II. BOMBAY RELIEF UNDERTAKING (SPECIAL PROVISIONS) ACT, 1958.

(1) *Declaration of Relief Undertakings under the—*In exercise of the powers conferred by Sections 3 and 4 of the said Act, the Government of Maharashtra has declared the relief undertaking named Messrs Vijay Manufacturing Co. (Pvt.) Ltd., Badnera, shall for a further period of one year commencing on the 1st day of March, 1983 and ending on the 29th day of February 1983 (both days inclusive), be conducted to serve as a measure of unemployment subject to the terms and conditions as mentioned in the said notification.

(Notification No. BRU. 1083/9283/IND-10 dated 28th February 1983, published in *M.G.G.*, Part I-L, dated 7th April, 1983, page Nos. 2053-2255).

(2) In exercise of the powers conferred by Sections 3 and 4 of the said Act the Government of Maharashtra has declared the relief undertaking named Messrs Vasant Sahakari Shetkari Soot Wa Kapad Girmi Limited, Pandhar Kawada, District Yeotmal shall for a further period of one year commencing on the 2nd day of March 1983 and ending on the 1st day of March 1984 (both days inclusive) be conducted as measure of unemployment relief subject to the conditions as mentioned in the said notification.

(Notification No. BRU/1083/(9296)/IND-10, dated 28th February, 1983, published in *M.G.G.*, Part I-L, dated 7th April, 1983, Page No. 2255-56).

(3) In exercise of the powers conferred by Section 3 and 4 of the said Act, the Government of Maharashtra has declared the relief undertaking named Messrs Rajen (Textile) Mills Pvt. Ltd., Barsi, (District Solapur) shall for a further period of one year commencing on the 1st day of March 1983 and ending on 29th February, 1984 (both days inclusive), be conducted as a measure of unemployment relief, subject to the conditions as mentioned in the said notification.

(Notification No. BRU. 1083/(9288)/IND-10, dated 1st March, 1983, published in *M.G.G.*, Part I-L, dated 7th April, 1983, Page Nos. 2257-58).

(4) In exercise of the powers conferred by Sections 3 & 4 of the said Act, the Government of Maharashtra has declared the relief undertaking named Messrs Miraj Glass Pvt. Ltd., Miraj, District Sangli shall for a further period of one year commencing on the 9th day of March, 1983 and ending on the 8th day of March 1984 (both days inclusive), be conducted to serve as a measure of unemployment relief subject to the conditions as mentioned in the said notification.

(Notification No. BRU/1083/(9300)/IND-10, dated 8th March, 1983, published in *M.G.G.*, Part I-L, dated 7th April, 1983, page No. 2273-74).

(5) In exercise of the powers conferred by Sections 3 & 4 of the said Act, the Government of Maharashtra has declared the relief undertaking named Kohnoor Mills Co. Pvt. Ltd., Bombay, shall for a further period commencing on the 10th day of March 1983 and ending on 16th day of October 1983 (both days inclusive) be conducted to serve as a measure of an unemployment relief subject to the conditions as mentioned in the said notification.

(Notification No. BRU/1083/(9308)/IND-10, dated 8th March 1983, published in *M.G.G.*, Part I-L, dated 7th April 1983, Page No. 2275-76).

(6) In exercise of the powers conferred by Section 3 & 4 of the said Act, the Government of Maharashtra has declared the relief undertaking named Messrs Centron Industrial Alliances Ltd, Aurangabad shall for a further period of one year commencing on the 1st day of April, 1983 and on 31st day of March 1984 (both days inclusive) be conducted to serve as a measure of unemployment relief subject to the conditions as mentioned in the said notification.

(Notification No. BRU/1083/9314 IND-10, dated 30th March 1983, published in *M.G.G.*, Part I-L, dated 7th April 1983, Page Nos. 2280-2282).

III. BOMBAY SHOPS AND ESTABLISHMENTS ACT, 1948

1. *Appointments under the Act.*—In exercise of the powers conferred by Sub-section (2), of Section 48 of the said Act, as delegated to the Commissioner of Labour *v.de* Government Notification, Industries, Energy and Labour Department No. BSE/1169/119404/Lab-II, dated 6th August, 1969 in accordance with the provisions of Sub-section (3) of the said section 48 of the said Act and in partial modification of the order No. CL/BSE/NFN/2182/H. O. XI, dated the 15th December, 1982, the Commissioner of Labour, Bombay has appointed Shri P. V. Kadam to be Inspector for the purposes of implementation of the provisions of the said Act in the local area of Bhiwandi instead of Aurangabad.

(Notification No. CL/BSE/NFN/2182(ii)/H.O XII dated 24th March, 1983. published in *M.G.G.*, Part I-L, dated 7th April, 1983, Page No. 2278).

IV. INDIAN BOILERS ACT, 1923.

1. *Amendment to the Maharashtra Boilers Rules, 1983.*—The following draft of rules further to amend the Maharashtra Boiler Rules, 1982, with the Government of Maharashtra proposes to make in exercise of the powers conferred by section 29 of the Indian Boilers Act, 1923 (5 of 1923), and of all other powers enabling it in that behalf, is hereby published as required by sub-section (1) of the section 31 of the said Act, for the information of all persons likely to be affected thereby; and notice is hereby given that the said draft will be taken into considerations by the Government of Maharashtra after the 23rd day of March 1983.

2. Any objections or suggestions which may be received by the Chief Inspector of Steam Boilers and Smoke Nuisances, Maharashtra State, Commerce Centre, 3rd Floor, Tardeo Road, Bombay 400 034, from any person with respect to the said draft before the aforesaid date will be considered by Government.

DRAFT RULES

1. These Rules may be called the Maharashtra Boiler (Amendment) Rules, 1983.

2. In rule 72 of the Maharashtra Boiler Rules, 1962 (hereinafter referred to as "the principal rules")—

(a) for sub-rules (1) and (2), the following sub-rules shall be substituted, namely:—

"(1) An Engineer-in-charge of a boiler for which a certificate of Proficiency as engineer is required may be relieved of charge in any one day for not more than two periods, the total of which does not exceed two hours by a person holding a certificate of competency of the first class as Boiler Attendant.

(2) An attendant in charge of a boiler for which a certificate of competency as an attendant of the first class is required may be relieved of charge in any one day for not more than two periods, the total of which does not exceed two hours by a person holding a certificate of competency of the second class as boiler attendant

(3) The holder of a certificate of competency of the first class as Boiler Attendant; with the consent in writing of the Chief Inspector, be relieved by a person holding a certificate of competency of the second class as boiler attendant, for a period which may extend to seven consecutive days, which in special circumstances, the Chief Inspector may extend to any length of time not exceeding 30 days at a time";

(b) the existing sub-rule (3) shall be re-numbered as sub-rule (4) of that rule.

3. In rule 76 of the principal rules,—

(a) in clause (i), after the words "grant of certificates" the words "of proficiency as engineer and" shall be inserted;

(b) in clause (i), after the words "grant certificates of" the words "proficiency as Engineer and" shall be inserted;

(c) in clause (iii), after the words "holding certificates of competency" the words "and the engineer holding certificates of Proficiency" shall be inserted.

4. In rule 80 of the principal rules, after the words "holding certificate of competency" the words "and of engineers holding certificate of Proficiency" shall be inserted.

5. In rule 81 of the principal rules, after the words "for a certificate" the words "of proficiency as an engineer and" shall be inserted.

6. In rule 82 of the principal rules,—

(a) after the words "of competency as a Boiler attendant" the words "and of proficiency as an Engineer" shall be inserted;

(b) after the words "the duties" the words "an Engineer and" shall be inserted.

7. In rule 86 of the principal rules, for the words "fixed for the examination", the words "fixed for the proficiency and competency examinations" shall be substituted.

8. (1) Under Chapter XI of the principal rules, for the heading "CERTIFICATE OF COMPETENCY", the heading "CERTIFICATE OF COMPETENCY AND PROFICIENCY" shall be substituted.

(2) The existing rule 87 of the principal rules, shall be re-numbered as sub-rule (1) of that rule, and after sub-rule (1) so re-numbered, the following sub-rule shall be inserted, namely:—

"(2) The owners of a single boiler or more boilers in a battery or so many separate individual boilers, the heating surface of which, in either case, exceeds 700 sq. metre, shall not use the same or permit the same to be used unless the boiler or boilers are placed in charge of persons possessing the certificate of proficiency as an Engineer of first class of second class and assisted by such number of Boiler Attendants, as are considered necessary by the Chief Inspector:

Provided that, in case of so many separate individual boilers, the boilers shall not be situated beyond the radius of 25 meters."

9. For the existing rule 89 of the principal rules, the following shall be substituted namely —

"89. *Exchange certificate.*—(1) A person holding a certificate of competency as a Boiler Attendant or Proficiency as an Engineer or Boiler Operation Engineer, granted by a Board under the corresponding rules in any other State of India, or the National Apprenticeship Certificate in the trade of Boiler Attendant granted under the Apprenticeship Act, 1961, shall, on application, have the certificate endorsed for validity in this State by the Chairman of the Board.

(2) The National Apprenticeship certificate granted under the Apprentices Act, 1961, shall be endorsed by the Chairman of the Board as equivalent to the second class certificate of competency as Boiler Attendant under these rules".

10. In rule 93 of the principal rules, for the words "not later than one month", the words "not later than forty-five days" shall be substituted.

11. In rule 95 of the principal rules after the words "in which the candidate was employed, whether as" the words "an apprentice Engineer, Assistant Engineer, engineer", shall be inserted.

12. In rule 103 of the principal rules, for the portion beginning with the words "A candidate for a certificate of competency" and ending with the words "and in addition thereto", the following shall be substituted, namely—

"A candidate for a certificate of competency as a Boiler Attendant of the first class, shall not be less than twenty two years of age and shall not be admitted to the examination unless he has passed the Secondary School Certificate Examination of the recognised Board and possesses a certificate of competency of the second class and in addition thereto".

13. In rule 109 of the principal rules, for the figures and letters "11-00 a.m." the figures and letters "10-00 a.m." shall be substituted.

14. In rule 110 of the principal rules, for the words "after the close of the examination", the words "after the publication of the result in the Official Gazette" shall be substituted.

15. In rule 119 of the principal rules in sub-rule (1),—

(a) after the words "an attendant holding certificate of competency" the words "and an engineer holding certificate of proficiency" shall be inserted ;

(b) for the words "Chief Inspector and Inspector of Boilers", the words "Chief Inspector may depute the Deputy Chief Inspector or the Inspector of Boilers" shall be substituted.

16. In rule 126 of the principal rules for the words "Only service as an engineer, or engine fitter on steam machinery" the following shall be substituted, namely. —

"Only Service as an engineer on steam machinery".

17. In rule 127 of the principal rules,—

(1) for the words and figures "must not be under 21 years of age" the words and figures "must not be under 21 years and above 40 years of age" shall be substituted;

(2) for the existing clause (a), the following shall be substituted, namely —

"(a) has passed the Higher Secondary School Certificate Examination (Twelfth Standard Examination), of the recognised Board with science subjects, and in addition, has served as a full time apprentice engineer in a suitable workshop manufacturing boilers and auxiliaries machineries or maintenance, repairs and operation thereof";

(3) in clause (c) for the words and figures "not less than 45 square metres", the words and figures "not less than 90 sq. metres" shall be substituted.

18. For the existing rule 128 of the principal rules, the following shall be substituted, namely :—

"128. *Exemptions.*—(1) candidates who have attended courses of instructions from such engineering colleges or technical institutes as are recognised by the State Government and have obtained diploma in Mechanical and/or Electrical Engineering, showing that they have passed appropriate examination at the termination of the course, shall be granted exemption from appearing in the paper in drawing.

(2) Candidates who have attended courses of instructions from such engineering colleges or technical institutes as are recognised by the State Government and have obtained Degree in Mechanical and/or Electrical Engineering, showing that they have passed appropriate examination at the termination of the course, shall be granted exemption from appearing in papers in Applied Engineering Science and Drawing.

(3) Candidates who have attended courses of instruction from such engineering colleges or technical institutes as are recognised the State Government and have obtained Degree in Mechanical Engineering in the final year, with elective subjects such as steam and power plant and internal combustion engine, showing that they have passed appropriate examination at the termination of the course, shall be granted exemption from appearing in papers in Power Plant Engineering, Applied Engineering, Science and Drawing .".

19. Rule 132 of the principal rule, shall be deleted.

20. In rule 133 of the principal rules, the words "or fitter" shall be deleted.

21. In rule 135 of the principal rules, for the words "as an engineer on steam engines, boilers and steam plant" the words "as an engineer on boilers, turbines, I. C. Engines, steam Plant and other machineries using steam" shall be substituted.

22. In rule 136 of the principal rules—

(1) in the opening paragraph for the portion beginning with the words "Subject to provisos below" and ending with the words and figures "Not less than 45 square metres heating surface" the following shall be substituted namely

"Subject to the following provision, a candidate for a certificate of proficiency of the first class must not be under twentytwo years and above forty years of age and shall not be admitted to the examination unless he proves to the satisfaction of the Board that he possesses a certificate of the second class proficiency and in addition thereto has served after having obtained such certificate, for not less than one year as engineer or assistant engineer in-charge of steam plant, the boilers being not less than two in number and each of not less than 90 square metres heating surface";

"(2) The portion beginning with the brackets figures and words '(i) Proviso to direct admission' and ending with the words "of the lower grade" shall be deleted.

(3) In Sub-rule (ii), or the words 'Provided further that' the words "Provided that" shall be substituted."

23. For the existing rule 137 of the principal rules, the following shall be substituted, namely —

"137. *Exemptions.*—(1) Candidates who have attended courses of instructions from such engineering colleges or technical institutes as are recognised by the State Government and have obtained Degree in Mechanical and/or Electrical Engineering showing that they have passed appropriate examination at the termination of the course shall be granted exemption from appearing in papers in Applied Engineering Science.

(2) Candidates who have attended courses of instructions from such engineering colleges or technical institutes as are recognised by the State Government and have obtained Degree in Mechanical Engineering in the final year, with elective subjects such as steam and power plant and Internal Combustion Engine showing that they have passed appropriate examination at the termination of the course shall be granted exemption from appearing in papers in Power Plant Engineering and Applied Engineering Science."

24. For rule 138 of the principal rules the following rule shall be substituted namely —

"138. *Subjects of Second Class.*—To satisfy the Board in examination and be entitled to a certificate of proficiency of the Second Class, a candidate must write a legible hand and show proficiency in the following subjects—

(a) APPLIED ENGINEERING SCIENCES

Section I

(i) *Basic Mathematics.*—Mensuration formulae as applicable to surface area and volume measurements in Boiler Practice. Application of simple and simultaneous equations. Application of Logarithms.

(ii) *Basic physics and chemistry.*—Newtons Laws of Motion and equations of motions. Heat Temperature, Specific heat Pressure, Barometer, Horse Power Energy, Evaporation Boiling Humidity, Chemical Oxidation of combustible material like, Carbon, Hydrogen, Sulphur, Basic equations commonly occurring acids, bases, salts, Significance of PH Value Properties of O₂, N₂ and CO₂, Action of Acid and base on ferrous and non-ferrous metals. Elementary theory of corrosion. Elementary chemistry of calcium, magnesium and sodium salts as are found dissolved in water. Effect of heat on dissolved salt in water.

(iii) *Basic Applied Mechanics*.—Principles of Simple Machines, Wheel and Axle Screw jack, system of pulleys, Simple and compound gearing, Mechanical Advantage, Horse-Power absorbed by Machine, Safe Torque for machine, Jib crane and other lifting tackles. Their use and limitations.

Section II

(iv) *Basic Fluid Mechanics*.—Application of basic equations of flow through orific pipes and channels. Factors affecting resistance of passage against fluid flow, measurement of pressure drop and draft. Study of straight and inclined manometers.

(v) *Basic Elementary Engineering*.—Ohms Law, Measurement of Resistance, Simple D. C. Circuits, Study of A. C. Circuits, Inductance, Impedance, Capacitance, Power Factor, Principles of measuring instruments, Ammeter, Voltmeter, Energy meter, Power meter, Energy consumed by an appliances, Principles of transformers. Methods of stock ignition device using D. C. and A. C. supply.

(b) POWER PLANT ENGINEERING

(i) *Internal Combustion Plant*.—Principles of working of Petrol and Diesel Engines. Type and Cylinder arrangements of I. C. Engines, Air and Water Cooling, Estimation of Horse Power, torque and thermal efficiency of engines. Suitability and applications of I. C. Engines in Industry, Railway and automobile fields. Principles of operation of steam engine, Rankine Cycle and its theoretical efficiency. Practically achieved efficiency. Types of Steam Engines, Estimating horse power, torque and efficiency of steam engine. Application and suitability of steam engine in Industry, Railway and automobile fields.

(ii) *Auxiliary Plant*.—Principle of operation of Air Compressor and Lowers, P. V. Diagram of single and Multistage compressor. H. P. and efficiency of compressor, application of compressed air in Industry.

(iii) *Electric Motor Plant*.—Principles of Electric generators and Motors, Speed Torque Characteristics of D. C. and A. C. Motors, Speed variation methods in D. C. and A. C. Motors, Motor starters, Application and suitability of D. C. and A. C. motors in Industry Conversion of A. C. to D. C. study of Relays, Maintenance of motors.

(c) BOILER TECHNOLOGY

Section I

Theory of Steam generation and utilisation

(i) *Properties of Steam*.—Sensible and Latent heat, Effect of pressure on boiling point, Latent heat and specific volume of steam, Critical Pressure and Temperature Dryness Fraction. Superheating, Total Enthalpy of Steam, Effect of compression and Expansion on steam parameters.

(ii) *Steam Generators*.—Types of boilers, Flue tube Water tube, Coil Type, Natural Convection and Forced convection, Boilers Heating surface, Methods of expressing steam output capacity of boilers, Equivalent and actual evaporation, Efficiency of boiler, Evaporation per unit heating surface and per unit weight of fuel. Heat flux and Heat release, Elementary principles of heat transfer of boiler. Effect of Natural convection and forced convection boilers on the design and performance. High Pressure boilers, Super critical pressure boilers, Study of configuration of water, steam and furnace location in different types of boilers, convection, circulation in drum type boilers.

(iii) *Steam Distribution*.—Steam flow in main steam piping, optimum diameter, condensation problems, Optimum Lagging of steam pipes, influence of tagging in Heat economy, Location of steam traps. Layout of piping system, Expansion Joints and their optimum location.

(iv) *Exhausting of steam*.—Methods of condensing steam, surface and jet condensers, Preservation of heat of condensate, Collecting condensate from appliances, Economics of condensate return systems to be used for a plant, calculation of fuel economy.

(v) *Thermic Fluid Boilers*.—Properties of thermic fluid, type of thermic fluid available in the country, construction and working of thermic fluid Boiler system, Precautions to be taken with thermic fluid systems, Application of Thermic fluid in Industry.

Section II

Fuels and their combustion in boiler

(vi) *Fuels used in Boiler*.—Origin of Petroleum fuels and classification, Properties of liquid fuels, suitable for Boilers, L.S.H.S. fuel and its properties, Fuel composition and their consistency, Determination of calorific value and stoichiometric air fuel ratio, Actual air fuel ratio, Origin of solid fuel coal, Classification of coals, Proximate and ultimate analysis of lignite and Bituminous coals available. Consistency of their composition, Calorific value and stoichiometric air fuel ratio, Effect of Ash content on calorific and stoichiometric air fuel ratio, Actual air fuel ratio, Non-conventional fuels like wood, saw dust, rice husk, ground nut husk, their calorific value and limitations of use.

(vii) *Combustion of fuels*.—Combustion of fuel oil and coal with air, products of combustion, excess air and its effects, variation of CO with excess air factor, General relation between them, Ignition methods used for oil and coal, caking and coking property of coal, effects of burning caking coal and low ash fusion coal, on boiler grate, Temperature reached by grate bars and methods of controlling it, Problems of fines in coal, Conversion of Boiler from oil to coal, Merits and demerits, Extent of derating of boilers due to conversion.

(viii) *Storage of fuel*.—Storage of fuel oils, fire hazards, Precautions, Extent of storage quantity. Storage of coal, fire hazards. The optimum height and surface area of coal stock. Precautions extent of storage of coal.

Section III

The Boiler Systems

(ix) *Fuel system*.—Fuel storage near boiler Storage tank and service tank location for oil, Filtration of fuel oil in oil feed circuit, Preheating and its extent, Tracer heating for L.S.H.S. in all seasons, and for fuel oil in cold season. Fuel oil pumps and their pressure discharge characteristics, Modulation of discharge, Fuel system with coal, Hand firing and mechanical firing, coal handling equipment.

(x) *Air Feed System*.—Natural and Mechanical air feed systems, theory of Chimney, Chimney draft and its relation to height and gas temperature, Mechanical air feed system. I. D. and F. D. fan draft system, their choice considerations. Characteristics of fans, H. P. consumed by fans, system characteristics. The optimum operating parameters of fan.

(xi) *Water feed system*.—Water feed circuit, Sizing of service tank, Preheating arrangement, Choice of water pumping unit, Reciprocating and centrifugal type, steam ejector pump characteristics. The necessary of water treatment, Choice between water softening and de-mineraliser processes considerations, softening equipment, lime Precipitation and Ion-exchange processes, Study of the equipments used. Chemical dosing for O and PH Choice of deaeration system and preheating system for CO removal, Study of de-mineraliser Plant.

(xii) *The Flue Gas System*.—Path of flue gases through boiler unit. Single and Multipass systems, and their significance. Study of factors affecting Heat Transfer from flue gases to water side. Cleanliness of Heating surface from inside and outside, Soot blowers, study of system resistance to flow of flue gases, Pressure drop across heating surface, Significance of exhaust temperature of gases at boiler outlet.

Section IV

Boiler accessories, fittings and instrumentation

(xiii) *Boiler Accessories*.—Study of boiler accessories such as fuel pump, water pump, blowers, steam injectors pumps, steam trap, steam separator, superheaters, Economisers etc.

(xiv) *Boiler fittings*.—Study of construction of boiler fittings such as steam stop valve, feed chalk valve, water level gauge, scum valve, blow down valves, safety valves etc.

(xv) *Boiler Instrumentation*.—Elements of control and control engineering, Study of construction of steam combistat, pressure guage, water level indicator, thermostat, sequence controller, low water safety device etc.

(D) DRAWING PAPER

Elevation, plan and end views of the simple components and fittings of boiler, bolts flanges, pressure parts, welding forms, joints, couplings etc. Layout of boiler plants and steam lines, Reading of foundation, erection and assembly and manufacturing drawings.

A candidate has to be tested on his adequate understanding and reading of drawings connected with boiler and plant erection work.

(E) ORAL EXAMINATION

The oral examination will be largely based upon the practical knowledge of the subjects of the examination and will incorporate questions on the management of boilers, turbines and all other machineries covered in the theoretical subjects the duties as an engineer or assistant engineer, the overhauling of the steam plant and all other machineries and periodical examination of the working parts.

The candidates should also be well acquainted with the accidents to steam pipes, turbines and all other machineries covered under theoretical subjects and be able to state how these can be prevented and remedied. "

25. For rule 139 of the principal rules, the following shall be substituted, namely :—

" 139. *Subject for fir. Class*.—To satisfy the Board in examination and be entitled to a certificate of proficiency of the first class, all candidates, whether in possession of or able to claim a certificate of second class or not, must be able to satisfy the requirements prescribed under the preceding rule of second class candidates. "

In addition to the subjects in rule 138, the candidate must show proficiency in the following subjects :—

(A) APPLIED ENGINEERING SCIENCES

Section I

(i) *Mathematics*.—Quadratic equations, Elementary Trigonometry, Maxima and Minima values of a function, Study of each properties of triangle, circle and elliptical surfaces as are applicable to boiler practice in handing sheet metal and plate cuttings.

(ii) *Fluid Mechanics*.—Flow of fluids in pipes and ductings, against the fractional resistance, Head discharge characteristics of reciprocating and centrifugal type pumps, and different types of blower fans, Characteristics of fans in series and parallel, pressure drop in straight and helically wounded coil, due to fluid flow, pressure drop across back of tubes, determination of system resistance in boiler flue circuit and in chimney.

Section II

(iii) *Properties and strength of Materials*.—Physical properties of pure and alloyed cast iron and steel, Properties of aluminium, copper, zinc, brass, bronze etc. Properties of plastics and rubber compounds.

Elasticity, ductility, rigidity, malleability, Stress, Strain and elastic modulus, Determination of tensils, compressive, shear, beeding stress, principal stresses in beams with simply supported and fixed ends cases of uniform loading, Deflection of beams, with simply supported and fixed ends cases of uniforms loading Deflection of beams, Torsion in rotating shaft, stresses in thin cylinder and dished ends, Strength and efficiency of rivetted and welded joints, Strength of metals at elevated temperatures.

(iv) *Electrical Technology*.—Study of general principle of generating Electrical signals for control of pressure, temperature, velocity, discharge rate, etc. in a system. Study of relays, and microswitches and their applications in control units. Study of basic electronics with special reference to their use in boiler plant control units. Thermionic enission Vaccum and semi-conductor triodes and transistors, Amplifier and limiter circuit.

(B) POWER PLANT ENGINEERING

(i) *I. C. Engine Plants*.—Study of fuel injection characteristics in Diesel Engine—Routine maintenance of Diesel engines, Running troubles in Diesel Engine, their diagnosing and remedies, Carrying out tests on Diesel Engine, Heat balance, Performance, characteririties properties of fuels and lubricant oils for Deisel Engines, Effect of change of altitude on power output.

(ii) *Steam Turbine Plant*.—Principles of working turbines Velocity and pressure compounding Impulse and Reation classification, Steam Consumption and efficiency of, turbing on full load, Reheating Bleeding, Determination of H. P. and efficiency of turbine Steam condensers, cooling system used for condensing Water.

(iii) *Nuclear Plant*.—Basic principles of engineering controlled heat energy from Nuclear fission, Type of Nuclear fuels and moderators, Steam generation techniques, Types of Nuclear Plants installed in country.

(iv) *Power Plant Location*.—Location of power plants, Lay out of building, Architectural features, masonry chimney stability foundations.

(v) *Power Plant Maintenance*.—Workshop requirements for maintenance facilities, Welding equipment, Type of welding techniques Acceptable welding formations, Planning out maintenance schedule and periodic overhauls.

(C) BOILER TECHNOLOGY

Section I

Theory of combustion and Heat Transmission

(i) *Theory of combustion*.—Combustion of fuel droplets, Effects of atomisation and penetration on combustion, Mixing techniques for optimum turbulence, Diffuser, combustion Cone, Flame length and its control, Role of primary and secondary air, Influence of excess air factor on flame development and its temperature, Study of types of burners for liquid and gaseous fuels for boilers, Air and Steam atomised burners, low Pressure and high pressure burners, Diffusion burner, Primixing burner, Relative mertis and suitability of each.

Theory of combustion of coal on grate, Role of primary and secondary air and secondary jets, Effective burning of volatiles, Method of controlling fire on grate, with caking and low ash fusing coal, Optimum Height of fuel bed and control of air feed in hand-fixing aud mechanical firing, Management of furnace and grate bars temperature with high calorific value coal, Refractory slagging, Flame lengths of volatiles, Handling of fines.

Study of mechanism, working and speed control of stokers, Lower Ram, high ram chain grate, Travelling grate and spreader stoker, pulverised fuel burners, Coal crushers and coal grading mills, Coal grading Problems associated with fuel pulveriser.

Section II

Heat Transmission

(ii) Heat transfer through conduction, conduction equiation through composite brick walls of boiler, Calculation of loss of heat through boiler walls, Heat transfer equation for convection, of practical equation for heat transfer from flue gases to heating

surface, Log mean temperature difference, Over all heat transfer coefficient. Heat transfer to water wall. Method of improving overall heat transfer coefficient in boiler, heat transfer in economiser units, Maximum possible recovery of easte exhaust heat in boiler.

Section III

Boiler operation and performance

(iii) *Steam economy*.—Steam leakage through joints Estimation of weekly loss of heat through minute leaks, loss of heat through imperfectly legged pipes, Correct method of lagging, Calculation of Optimum thickness of lagging and savings effected, Study of lagging material.

Effective condensate handling in given steam circuits, Use of suitable steam traps at correct locations, Use of correctly installed group steam trapping, Condensate lifting Necessity of thermal deacration, Methods of heat recovery by flashing at correct points.

(iv) *Fuel Economy*.—Efficient management of burning fuel, in oil and coal fired boilers, Control of air and fuel parameter. Necessity of matching air feed system characteristics with the combustion parameters, Factors affecting CO₂ and exhaust temperature at the boiler exist, Economy affected through knowledge of these factors, Balance droft system its merits and demerits, study of factors affecting heat transfer, achievements in fuel economy through the knowledge of these factors.

Optimum use of waste heat of exhaust gases, Waste heat boilers, economics of recovery of waste exhaust heat, through use of heat pipe and finned heat exchanger.

(v) *Boiler performance*, Determination of exhaust gas analysis, knowing fuel and air composition, study of principles and working of Orsat apparatus, CO₂ indication, smoke density indicator, optimum values for CO₂ and exhaust gas temperature in oil and coal fired boilers, comprising between efficient performance and reliability ensuring method of testing oil and coal fired boilers in accordance with ISI and other standard codes, heat balance determination, performance of boilers at altitude derating factors.

Section IV

Boiler Maintenance and ecological problems.

(vi) *Maintenance Problems*.—Routine maintenance of boiler auxiliaries and intrumentation, periodical checks on all safety devices, interpreting daily log readings and taking corrective action in time, routine maintenance on water treatment, instant monitoring of water quality, precautions in handling L.S.H.S. fuel, causes of back firing and chimney explosion, planning of annual overhauls, routine repairs to refractory, heating surface of tubes and ducting, knowledge of specific provisions of the Indian Boiler Regulations on periodical inspections, routine checks on steam piping and joints.

(vii) *Ecological problems*.—Knowledge of clean air and smoke nuisances Acts, study of factors causing pollution of air to oil and coal fired boilers, estimating fly ash and duts concentration in exist gases of oil fired boilers and those from coal fired with hand firing, stoker firing and pulverised fuel injection systems, study of anti-pollution measures, principle, construction and working of dust settling chambers, cyclons separators, venturi scrubbers, back pressure filters, and electrostatic precipitators, study of efficiency and economic aspects of these units for their suitability on industrial and power house bilers, anti-pollution measures for coal woods, anti-pollution measures for gas pollutants from boiler, ground concentration study of instrumental measurements of dust concentration smoke density, gas pollutants, and microsize of dust particles in chimney exhaust, knowledge of local pollution laws.

(D) ORAL EXAMINATION

The oral examination will be largely based upon the practical knowledge of the subject of the examination and will incorporate questions on the management of boilers, turbines

and all other machineries covered in the theoretical subjects, duties as an engineer or assistant engineer, the overhauling of the steam plant and all other machineries and periodical examination of the working parts.

“The candidates should also be well acquainted with the accidents to steam pipes, turbines and all other machineries covered under theoretical subjects and be able to state how these can be prevented and remedied.”.

26. In rule 141 of the principal rules, in clause (a), for the portion beginning with the words “ that is to say ” and ending with the words “ Drawing paper ”, the following shall be substituted, namely —

“ that is to say—

- (1) Applied Engineering Science (2) Power Plant Engineering (3) Boiler Technology and (4) Drawing paper ”.

27. In rule 142 of the principal rules, for the portion beginning with the words “ The percentage of marks ” and ending with the words and figures “ 75 per cent ”, the following shall be substituted, namely :—

The percentage of marks to be secured in each of the subjects of (i) Applied Engineering Science (ii) Power Plant Engineering and (iii) Boiler Technology, shall not be less than 50 per cent, and for the oral questions on each of the subjects referred to in clause (a) of rule 141 shall not be less than 60 per cent. ”.

28. In rule 143 of the principal rules, in clause (a), for the portion beginning with the words “ that is to say ” and ending with the words “ Drawing power ” the following shall be substituted namely :—

“ that is to say—(1) Applied Engineering Science (2) Power Plant Engineering and (3) Bolier Technology ”.

29. In rule 144 of the principal rules, for the portion beginning with the words “ The percentage of marks ” and ending with the words and figures “ 75 per cent ”, the following shall be substituted, namely :—

“ The percentage of marks to be secured in each of three subjects referred to in clause (a) of rule 143 shall not be less than 50 per cent and for the oral questions on each of the subjects aforesaid, shall not be less than 60 per cent. ”.

30. For the existing rule 146 of and the note thereunder, the following shall be substituted, namely

“ 146. *Time Table for Examination*.—Examination for first and second class engineers shall be timed as follows unless otherwise notified by the Chief Inspector who shall also prescribe intervals, if necessary :—

Day	Morning Session 10:00 a.m. to 1-00 p.m.	Afternoon Session 2-00 p.m. to 5-00 p.m.
1	2	3
First Class		
First day	Boilier Technology-I	Boiler Technology-II
Second day	Power Plant Engineering	Applied Engineering Science-I
Third day	Applied Engineering Science-II	—————
Fourth and subsequent days	Oral ..	Oral

1	2	3
Second Class		
First day ..	Bolier Technology-I ..	Bolier Technology-II
Second day ..	Power Plant Engineering ..	Applied Engineering Science-I
Third day ..	Applied Engineering Science-II ..	.....
Fourth day ..	Drawing (10 a.m. to 3 p.m.) ..	Oral
Fifth and subsequent days	Oral	Oral

31. For rule 147 of the principal rules, the following shall be substituted, namely:—

“ 147. *Grant of Certificate of Proficiency.*—If a candidate passes the examination, the result shall be notified in the *Official Gazette*, and he shall be granted a certificate in accordance with the classes in which he passed as soon as practicable after such publication of the result ”.

32. In Form D appended to the principal rules, for the existing Division III and Division IV, the following shall be substituted, namely:—

“ Division III

List of Testimonials and statement of services.

[The testimonials to be numbered consecutively according to the number given in column (1) below]

No. of testimonials (if any)	Date of each testimonial	Name of person signing each testimonial	Address and Designation of factory or workshop were employed	Number and type and heating surface of boliers
(1)	(2)	(3)	(4)	(5)

Capacity in which employed	Date of commencement	Date of termination	Time employed in this service			Initials of verifier to be filled by the Board	Remarks
			Year	Month	Days		
(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)

Total services—

Time served for which certificates are produced—

Time served for which no certificates are produced—

Division IV

Declaration to be made by the applicant.

I do hereby declare that the statements made in Divisions I, II and III of this form are correct and true to the best of my knowledge and belief; and that the papers enumerated in Division III and submitted with this Form are true and genuine documents and further that the copies of the documents submitted with this Form are true and correct. I further declare that Statements made in Division III contain a true and correct account of the whole period of my service without exception, and I make this declaration conscientiously believing the same to be true.

Dated at this day of 19

Signed in the presence—

Signature.....

Designation.....

Signature of the applicant.
Present address "

33. For Form G appended to the principal rules, the following shall be substituted, namely:—

FORM OF CERTIFICATE OF PROFICIENCY

(See rule 148)

Certificate of proficiency of the First (or Second) Class

No.....19

Shri, aged about years at present residing at haveing satisfied the Board of Examiners constituted under the Maharashtra Boiler Rules, 1962, of his proficiency, is granted under the said rules, this certificate of Proficiency of the First (or Second) Class as an engineer authorising him to have charge of boilers, turbines, I. C. Engines and machineries using steam provided the boilers shall be situated within a radius of 25 metres in the same premises and belong to the same owner and that he is assisted by *Dated at this day of

Secretary to the Board of Examiners.

Chairman to the Board of Examiners.

Descriptive Roll—

1. Date and Place of Birth.
2. Address.
3. Nationality.
4. Height without shoes.
5. Marks of identification.
6. Signature.

*Here insert the number of Boiler Attendants considered necessary by the Chief Inspector.”
(Notification No. IBA/1181/CR-489) /Lab-3, dated 5th March, 1983, published in M.G.G. Part I-L, dated 7th April, 1983, Page No. 2259-2272).

PHOTO-
GRAPH

V. INDUSTRIAL DISPUTES ACT, 1947.

(a) *Notifications under the Act.*—(1) In exercise of the powers conferred by proviso to sub-clause (vi) of clause (n) of section 2 of the said Act, the Government of Maharashtra has declared the industry specified in the Schedule hereto annexed to be a Public Utility Service for the purposes of the said Act for a period of six months from 9th March 1983.

SCHEDULE

Dairies employing 20 or more workmen including activities of and connected with production collection, processing, transport and distribution of milk.

(Notification No. IDA/1483/9060/2722/Lab.-2, dated 9th March 1983 published in *M.G.G.*, Part I-L, dated 7th April 1983, page No. 2276-77).

(2) In exercise of the powers conferred by proviso to sub-clause (vi) of clause (n) of section 2 of the said Act, the Government of Maharashtra has declared the industry specified in the Schedule hereto annexed to be a Public Utility Service for the purposes of the said Act, for a period of six months commencing from the 16th March 1983.

SCHEDULE

Concerns manufacturing bread and biscuits and employing 20 or more workmen.

(Notification No. IDA 1483/CR-(2695) Lab-2, dated 16th March 1983, published in *M.G.G.*, Part I-L, dated 7th April 1983, page 2277).

(b) *Appointment under the Act.*—(1) In exercise of the powers conferred by the section 8 of the said Act, the Government of Maharashtra has appointed Shri M. S. Deshpande, Civil Judge (Senior Division), Bhandara, to be the Presiding Officer of the Third Labour Court, Nagpur in place of Shri B. R. Tiwari.

(Notification No. IDA/1183/6711/Lab.-9, dated 25th March 1983, published in *M.G.G.*, Part I-L, dated 7th April 1983, page 2278-79).

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

(1) *Corrigendum.*—In Government Notification, Industries, Energy and Labour Department, No. UWA. 1482/CR. 8007/Lab.-5, dated the 6th December 1982, published in the *Maharashtra Government Gazette*, Part I-L, Extraordinary, dated the 6th December 1982, at pages 307-308, in paragraph 1 in sub-paragraph (2), for "1st January 1983" read "10th January 1983"

(Notification No. UWA/1482/CR-8007/Lab.-5, dated 17th February 1983, published in *M.G.G.*, Part I-L, dated 7th April 1983, page 2253).

(2) In the Metal (excluding Iron and Steel) and Paper Unprotected Workers (Regulation of Employment and Welfare) (Amendment) Scheme, 1982 published at pages 307-308 of *Maharashtra Government Gazette*, Part I-L, Extraordinary, dated the 6th December 1982, in clause 3, for "1st day or January 1983" read "15th day of January 1983" and for "1st day February 1983" read "15th day of February 1983".

(Notification No. UWA/1482/CR-8007/Lab.-5, dated 1st March 1983, published in *M.G.G.*, Part I-L, dated 7th April 1983, page 2257).

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

(1) *Appointments under the Act.*—In exercise of the powers conferred by section 6 of the said Act, the Government of Maharashtra has appointed Shri M. S. Deshpande, Civil Judge, (Senior Division) Bhandara to preside over as a Presiding Officer of the Third Labour Court, Nagpur.

(Notification No. ULP/1983/6712/Lab.-9, dated 25th March 1983, published in *M.G.G.*, Part I-L, dated 7th April 1983, page 2280).

Consumer Price Index Numbers for Working Class
for April 1983

BOMBAY *

A rise of 14 Points

In April 1983 the Consumer Price Index Number for Working Class (New Series) for the Bombay Centre with base January to December 1960 equal to 100 was 532 being 14 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 20 points to 580 due to rise in the average prices rice, wheat, jowar, bajra, arhaldal, moongdal, uriddal, edible oils, vanaspati, goat-meat, fish, fresh eggs, milk, sugar, tea-leaf, tea, readymade, cold drink and vegetables and fruits.

The index number for the Pan, Supari and tobacco etc. group increased by 24 points to 557 due to a rise in the average prices of Pan leaf, Katha, cigarettes and chewing tobacco.

The index number for the Fuel and Light group increased by 11 points to 693 due to a rise in the average prices of fire wood and kerosene oil.

The index number for housing remained steady at 162 being a six-monthly item.

The index number for the clothing, bedding and footwear group increased by 4 points to 550 due to a rise in the average prices of dhoti, saree, shirting and shoes—gents.

The index number for the miscellaneous group increased by 3 points to 422 due to a rise in the average prices of Dr.'s fee, railway fare, toilet soap, durrie, washing soap and tailoring charges.

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

(Average prices for the calendar year 1960=100)

Group	Weight proportional to the total expenditure	Group Index Numbers	
		March 1983	April 1983
I-A. Food	57.1	560	580
I-B. Pan, Supari, Tobacco, etc.	4.9	533	557
II. Fuel and Light	5.0	682	693
III. Housing	4.6	162	162
IV. Clothing, Bedding and Foot-wear.	9.4	546	550
V. Miscellaneous	19.0	419	422
Total	100.0		
Consumer Price Index Number		518	532

*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 the 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.

SOLAPUR*

522—A rise of 7 points

In April 1983 the Consumer Price Index Number for Working Class (New Series) for Solapur Centre with base year January to December 1960 equal to 100 was 522 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 at Solapur Centre.

The index number for the food group increased by 9 points to 543 due to a rise in the average prices of rice, jowar, arhar dal gram dal, masurdal, milk, ghee, sugar, gur and vegetables.

The index number for the Pan, Supari and tobacco etc. group increased by 9 points to 475 due to a rise in the average prices of Pan leaf and Katha.

The index number for the fuel and light group increased by 2 points to 701 due to a rise in the average price of kerosene oil only.

The index number for housing remained steady at 243 being a six monthly item.

The index number for clothing, bedding and footwear group remained steady at 546.

The index number for the miscellaneous group increased by 4 points to 425 due to a rise in the average prices of railway fare and laundry charges.

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

(Average prices for the calendar year 1960 = 100)

Groups	Weight proportional to the total expenditure	Group Index Numbers	
		March 1983	April 1983
I-A. Food	63.0	534	543
I-B. Pan, Supari, Tobacco etc.	3.4	466	475
II. Fuel and Light	7.1	699	701
III. Housing	5.2	243	243
IV. Clothing, Bedding and Footwear	9.0	546	546
V. Miscellaneous	12.3	421	425
Total	100.00		
Consumer Price Index Number		515	522

*Details regarding the scope and method of compilation of the index may be seen on pages 607 to 613, December 1965 issue of *Labour Gazette*. For Errata (see) page 897 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 3.82.

NAGPUR*

515—A fall of 2 Points

In April 1983 the Consumer Price Index Number for Working Class (new Series) for Nagpur Centre with base year January to December 1960 equal to 100 was 515 being 2 points lower than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Nagpur Centre.

The index number for the food group decreased by 1 point to 539 due to a fall in the average prices of rice, wheat, jowar, edible oils, dry chillies, onions, garlic and corriander.

The index number for the Pan, Supari and tobacco etc. group increased by 6 points to 511 due to a rise in the average prices of Pan leaf and Pan (finished).

The index number for the fuel and light group decreased by 22 points to 750 due to a fall in the average prices of kerosene oil only.

The index number for housing remained steady at 260 being a six-monthly item.

The index number for clothing, bedding and footwear group increased by 2 points to 590 due to a rise in the average prices of dhoti and marking.

The index number for the miscellaneous group increased by 2 points to 403 due to a rise in the average prices of railway fare and aluminium utensils.

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

(Average prices for the calendar year 1960 = 100)

Groups	Weights proportional to total expenditure	Group Index Numbers	
		March 1983	April 1983
I-A. Food	57.2	540	539
I-B. Pan, Supari, Tobacco, etc.	3.8	505	511
II. Fuel and Light	5.7	772	750
III. Housing	6.6	260	260
IV. Clothing, Bedding and Footwear	10.9	588	590
V. Miscellaneous	15.8	401	403
Total	100.0		
Consumer Price Index Number		517	515

*Details regarding the scope and method of compilation of the index may be seen on pages 771 to 779 of January 1968 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.

PUNE

494—A rise of 23 Points

In April 1983, the Consumer Price Index Number for Working Class (New Series) for Pune Centre with base year January to December 1961 equal to 100 was being 23 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 Pune Centre.

The index number for the food group increased by 30 points to 528 due to a rise in the average prices of rice, wheat, jowar, bajri, turdal, gramdal, moongdal, dry fish, fresh fish, potatoes, brinjals, tomatoes, vegetables, sugar, gur and beverages.

The index number for the fuel and light group increased by 35 points to 710 due to a rise in the average prices of firewood, kerosene, charcoal and match box.

The index number for housing remained steady at 143 being a six-monthly item.

The index number for the clothing and footwear group increased by 4 points to 515 due to a rise in the prices of saree, drill and long-cloth.

The index number for the miscellaneous group increased by 16 points to 433 due to a rise in the average prices of bidies, cigarettes, tooth powder, blades, cinema and railway fare.

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

(Average prices for the calendar year 1961 = 100)

Groups	Weight proportional to total expenditure	Group Index Numbers	
		March 1983	April 1983
I. Food	55.85	498	528
II. Fuel and light	6.89	675	710
III. Housing	6.65	143	143
IV. Clothing and Footwear ..	10.31	511	515
V. Miscellaneous	20.30	417	433
Total ..	100.00	....
Consumer Price Index Number ..		471	494

*Details regarding the scope and method of compilation of the index will be found on pages 1727 to 1730 of the August 1965 issue of *Labour Gazette*. For Errata thereto, see page 217 of September 1965 issue.

JALGAON

519—A rise of 21 points

In April 1983 the Consumer Price Index Number for Working Class (New Series) for Jalgaon Centre with base January to December 1961 equal to 100 was 519 being 21 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 Jalgaon Centre.

The index number for the food group increased by 27 points to 562 due to a rise in the average prices of rice, wheat, jowar, moongdal, uriddal, oils and fats, fresh and dry fish, turmeric, garam masala, zeera, onion, other vegetables, banana, sugar, and gur.

The index number for the Fuel and Light group increase by 1 point to 709 due to a rise in the average prices of kerosene.

The index number for housing remained steady at 183 being a six-monthly item.

The index number for clothing, and footwear group increased by 4 points to 485 due to a rise in the average prices of dhoti, saree, cloth for trousers, long-cloth, coloured fabrics.

The index number for the miscellaneous group increased by 23 points to 417 due to a rise in the average prices of daily mixture and Railway fare.

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

(Average prices for the calendar year 1961 = 100)

Groups	Weight proportional to total expenditure	Group Index Numbers	
		March 1983	April 1983
I. Food	60.79	511	562
II. Fuel and Light	7.20	708	709
III. Housing	6.11	183	183
IV. Clothing and Footwear	10.29	481	485
V. Miscellaneous	15.61	394	417
Total ..	100.00	....
Consumer Price Index Number ..	....	498	519

*Details regarding the scope and method of compilation of the index will be found on pages 758 to 760 of the January 1966 issue of *Labour Gazette*.

Note.—To obtain the equivalent old index number on base August 1939 = 100, the new index number on base 1961 = 100 should be multiplied by the linking factor viz. 5.29.

NANDED

—A rise of 10 points

In April 1983 the Consumer Price Index Number for Working Class (New Series) for Nanded Centre with base January to December 1961 equal to 100 was 547 being 10 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 14 points to 597 due to a rise in the average prices of rice, wheat, jowar, turdal, moongdal, uriddal, gramdal, groundnut oil, mutton, ghee, turmeric, potatoes, onions, brinjals, tomatoes and gur.

The index number for the Fuel and Light group has remained steady at 670.

The index number for housing remained steady at 302 being a six-monthly item.

The index number for clothing and footwear group increased by 10 points to 491 due to a rise in the average prices of clothing items.

The index number for the miscellaneous group increased by 1 point to 424 due to a rise in the average prices of Railway fare.

CONSUMER PRICE INDEX NUMBERS FOR WORKING (NEW SERIES)
CLASS FOR NANDED CITY

(Average prices for the calendar year 1961 = 100)

Groups	Weight proportional to total expenditure	Group Index Numbers	
		March 1983	April 1983
I. Food	61.46	583	597
II. Fuel and Light	5.88	670	670
III. Housing	4.62	302	302
IV. Clothing and Footwear	12.22	481	491
V. Miscellaneous	15.82	423	424
Total ..	100.00	...	...
Consumer Price Index Number ..		537	547

*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, the new index number of base 1961 = 100 should be multiplied by the linking factor viz. 2.45.

AURANGABAD*

534—A rise of 11 points

In April 1983, the Consumer Price Index Number for Working Class (New Series) for Aurangabad Centre with base year January to December 1961 equal to 100 was being 11 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 13 points to 563 due to a rise in the average prices of rice, wheat, jowar, turdal, moongdal, masurdal, groundnut oil, karad oil, vanaspati, garam masala, potatoes, vegetables, garlic, banana and gur.

The index number for the fuel and light group increased by 3 points to 763 due to a 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 20 points to 517 due to a rise in the prices of dhoti, saree and long-cloth.

The index number for the miscellaneous group increased by 3 points to 430 due to a rise in the average prices of Pan-leaf, Supari and railway fare.

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

(Average prices for the calendar year 1961 = 100)

Groups	Weight proportional to total expenditure	Group Index Number	
		March 1983	April 1983
I. Food	60.72	550	563
II. Fuel and Light	7.50	760	763
III. Housing	8.87	316	316
IV. Clothing and Footwear	9.29	497	517
V. Miscellaneous	13.62	427	430
Total ..	100.00	...	...
Consumer Price Index Number ..	....	523	534

*Details regarding scope and method of compilation of the index will be found on pages 1130 to 1134 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. 2.45.

ALL INDIA AVERAGE CONSUMER PRICE INDEX NUMBERS FOR INDUSTRIAL WORKERS

The Statistics for the last 12 Calendar months from May 1982 to April 1983 are given in the following table—

TABLE

Month	Base	
	1960=100	1949=100
May 1982	462	568
June 1982	470	571
July 1982	478	581
August 1982	489	594
September 1982	491	597
October 1982	496	603
November 1982	497	604
December 1982	495	602
January 1983	500	608
February 1983	502	610
March 1983	508	617
April 1983		

THIS STATEMENT SHOWING THE CONSUMER PRICE INDEX NUMBER FOR WORKING CLASS BY GROUPS FOR SEVEN CENTRES OF MAHARASHTRA STATE FOR THE MONTH OF APRIL 1983

Centre	1	2	3	4	5	6	7	8	9	10	11	12	Consumer Price Index Number	
													April 1983	March 1983
Bombay	..	1960=100	580	557	693	162	550	422	532	2362	518	2300	Consumer Price Index Number	Equivalent Old Index Number
Solapur	..	1960=100	543	475	701	243	546	425	522	1994	515	1967	Consumer Price Index Number	Equivalent Old Index Number
Nagpur	..	1960=100	539	511	750	260	590	403	515	2688	517	2699	Consumer Price Index Number	Equivalent Old Index Number
Pune	..	1960=100	528	....	710	143	515	433	494	....	471	....	Consumer Price Index Number	Equivalent Old Index Number
Jalgaon	..	1961=100	562	....	709	183	485	417	519	2746	498	2634	Consumer Price Index Number	Equivalent Old Index Number
Nanded	..	1961=100	597	....	670	302	491	424	547	1340	537	1316	Consumer Price Index Number	Equivalent Old Index Number
Aurangabad	..	1961=100	563	....	763	316	517	430	534	1185	523	1161	Consumer Price Index Number	Equivalent Old Index Number

Note.—For arriving at the equivalent old Index numbers the new Index numbers may be multiplied by the linking factors mentioned against the respective centres as follows :—
BOMBAY 14.44, SOLAPUR : 3.82, NAGPUR : 5.22, JALGAON : 5.29, NANDED 12.45, AURANGABAD : 2.22.

Labour Intelligence

INDUSTRIAL RELATIONS IN MAHARASHTRA REVIEW FOR THE MONTH OF MARCH 1983

Industrial Courts, Tribunals and Labour Courts

In all 1942 applications were received by the Industrial Courts, Tribunals and Labour Court during the month. Their break-up 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	6
I. Industrial Court/Tribunals—					
1	Industrial Court, Bounbavy ..	16	31	94	110
2	Industrial Court, Pune ..	10	73	297	311
3	Industrial Court, Nagpur ..	..	..	..	62
4	Industrial Court, Thane ..	6	..	120	126
5	Industrial Court, Solapur ..	..	8	..	8
6	Industrial Court, Akola ..	..	..	..	75
7	Industrial Court, Nashik ..	3	..	..	32
8	Industrial Tribunal, Thane..	..	32	..	32
Total ..		35	71	308	414

II. Labour Courts—					
1	Labour Court, Bounbavy ..	68	277	243	500
2	Labour Court, Pune ..	..	786	243	644
3	Labour Court, Nagpur ..	..	73	297	297
4	Labour Court, Thane ..	15	68	42	125
5	Labour Court, Solapur ..	7	17	70	94
6	Labour Court, Akola ..	..	69	..	69
7	Labour Court, Nashik ..	1	31	..	32
8	Labour Court, Aurangabad ..	..	..	..	..
9	Labour Court, Dhule ..	4	..	..	4
Total ..		308	1103	816	2227

Wage Boards— 1 reference was received by the wage Board for Silk textile industry during the month under review.

Conciliation

An analysis of disputes handled by the Conciliation machinery in the State during March 1983 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	2	3	4
1 Industrial Disputes Act, 1947	57	227	284
2 Bombay Industrial Relations Act, 1946	2	2	4
3 Bombay Industrial Relations (Extensions and Amendment) Act, 1964.	..	..	..
Total ..		59	229

(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
1	2	3	4	5	6	7	8	9
I. D. Act, 1947	1,772	365	115	209	56	99	479	1,658
B. I. R. Act, 1946	138	29	6	3	2	..	14	148
B. I. R. (Ext. and Amdt.) Act, 1964.	..	..	..	..	..	..	..	..
Total ..		1,910	394	121	212	102	493	1,806

C.P. Ra 4366—5 (635—10-8)

LABOUR GAZETTE—JUNE 1983

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	11
B. I. R. Act, 1946				2						

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	Auranga-bad	Kolhapur	Total
1	2	3	4	5	6	7	8	9
B. I. R. Act, 1946								

Act	Nagpur	Bombay	Auranga-bad	Chanda	Akola	Buldana	Total
1	2	3	4	5	6	7	8
B. I. R. (Extension and Amendment) Act, 1964

LABOUR GAZETTE—JUNE 1983
INDUSTRIAL DISPUTES IN MAHARASHTRA STATE
DURING MARCH 1983

No. of Disputes	March 1983	Feb. 1983	March 1982
	..	79	79	84
No. of Workers involved	..	94,808	1,08,612
No. of Man-days lost	..	22,68,966	25,55,032
			91,397
			23,49,869

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 the month i.e. before March 1983	Started during the month i.e. March 1983	Total		
1	2	3	4	5	6
Textile	42	2	44	80,895	20,41,315
Engineering	12	3	15	2,754	61,921
Chemical	5	1	6	7,712	89,601
Miscellaneous	9	5	14	3,447	76,129
March 1983 Total	68	11	79	94,808	22,68,966
Feb. 1983 Total	75	4	79	1,08,612	25,55,032

53 of the disputes arose over questions of "pay, allowances and bonus", 1 referred to "Retrenchment and grievances about personnel", while the remaining 16 were due to other causes.

Out of the 6 disputes that terminated during the course of the month, 3 were settled either in full or partial in favour of the workers, and 3 in favour of the employers.

The figures given in the above table are based on returns received under the collection of statistics Act 1953. In case of disputes where the industrial disputes however disputes in which 10 or more persons are involved are included.

THE FOLLOWING STATEMENT GIVES THE DETAILED INFORMATION OF IMPORTANT INDUSTRIAL DISPUTES CAUSING MORE THAN 10,000 MAN-DAYS LOST DURING THE MONTH OF MARCH 1983.

Serial No.	Name of the Concern	Sector	Strike/ Lockout	Reason	Date of work stoppages		No. of workers involved	Mandays 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>Thane—</i> National Rayon Corporation Ltd., At and Post Mohone, District-Thane.	Pvt.	L	Go-slow	1-1-1983	7-3-1983	5,435	32,610	3,04,360	Partially successful.
2	<i>Thane—</i> Teksons Ltd., Kolshe Road, Thane.	Pvt.	S	Reinstatement	20-4-1981		450	11,700	2,69,278	Continued.
3	<i>Bombay—</i> The Bombay Gas Co. Ltd., Lalbaug, Bombay-12.	Pvt.	S	<i>Others—</i> Leave Benefits, Bonus, wages etc.	29-7-1981		1,450	39,150	7,60,250	Do.
4	<i>Aurangabad—</i> Godore Tools (I) Pvt. Ltd., E-29 & 30 Chikalthana I. A. Aurangabad-431210 (MS)	Pvt.	S	Bonus	8-1-1983		874	23,598	62,928	Do.
5	<i>Thane—</i> Indian Aluminium Co. Ltd., Belapur Road, P. O. Kalwa, Thane-400 605.	Pvt.	S	<i>Others—</i> Abolition of contract labour, false allegations	23-1-1983		515	13,905	29,870	Do.
6	<i>Bombay—</i> Bedrock Tyre and Rubber Co. Pvt. Ltd., M. G. Road, Bombay-90.	Pvt.	S	Wages, D. A. etc.	28-9-1982		893	24,081	1,42,067	Do.
7	<i>Bombay—</i> Standard Batteries Ltd., Vakola, Santa-cruz (E), Bombay-400 058.	Pvt.	L	Go-slow	28-11-1982		1,180	31,860	1,26,260	Continued.
8	<i>Thane</i> Amar Dye-Chem Ltd., P. Box No. 228, Near Shahad Station, Kalyan, District-Thane.	Pvt.	S	<i>Others—</i> Scuffle in the premises of the Co. bet. rival unions.	7-12-1982		888	23,427	92,818	Do.
9	<i>Bombay—</i> Calico Dyeing Printing Mills Ltd., Industrial Estate, Dr. Ambedkar Road, Bombay-400 012.	Pvt.	L	<i>Labour Trouble—</i> Bonus for the year 1981.	22-12-1982		585	15,795	50,310	Do.
10	<i>Bombay—</i> The Shreeniwās Cotton Mills Ltd., 402, Senapati Bapat Marg, Bombay-400 013.	Pvt.	S	20 per cent Bonus	20-10-1981		5,113	1,30,621	28,76,855	Do.
11	<i>Bombay—</i> The Standard Mills Co. Ltd., Parbhadevi Road, Bombay-25.	Pvt.	S	Bonus	21-10-1981		3,605	97,335	21,79,909	Do.
12	<i>Bombay—</i> Prakash Cotton Mills Pvt. Ltd., Opp. Ganpatrao Kadam Marg, Lower Parel, Bombay-13.	Pvt.	S	Higher Bonus	21-10-1981		1,826	47,582	15,83,641	Do.

THE FOLLOWING STATEMENT GIVES THE DETAILED INFORMATION OF IMPORTANT INDUSTRIAL DISPUTES CAUSING MORE THAN 10,000 MAN-DAYS LOST DURING THE MONTH OF MARCH 1983.

Serial No.	Name of the Concern	Sector	Strike/ Lockout	Reason	Date of work stoppages		No. of workers involved	Mandays Lost		Result
					Began	Ended		During the month	Till the close of the month	
1	2	3	4	5	6	7	8	9	10	11
<i>Bombay—</i>										
13	The Hindustan Spg. & Wvg. Mills Co. Dr. A. Nair Road, Bombay-400 011.	Pvt.	S	Bonus	20-10-1981		1,617	36,086	25,01,412	Continued.
<i>Bombay—</i>										
14	Poddar Processors G. K. Marg, Lower Parel, Bombay-400 013.	Pvt.	S	Others— Calling for Holiday working.	23-12-1981		571	14,577	2,98,187	Continued.
<i>Bombay—</i>										
15	Jupiter Textile Mills (Unit of N. T. C.) B. M. Marg, Parel, Bombay-400 013.	Pub.	S	General Demands— Wages, D. A. etc.	18-1-1982		1,140	27,169	10,16,110	Continued.
<i>Bombay—</i>										
16	The Morarjee Gokuldas Spg. & Wvg. Co. Ltd., Dr. Ambedkar Rd., Parel, Bombay-12.	Pvt.	S	General Demands— Wages, D. A. etc.	17-1-1982		4,230	1,02,501	22,19,527	Continued.
<i>Bombay—</i>										
17	Mofatlal Fine Spg. & Wvg. Co. Ltd., (Unit No. 3) Lower Parel, Bombay 013.	Pvt.	S	General Demands— Wages, D. A. etc.	18-1-1982		601	14,852	8,29,802	Continued.
<i>Bombay—</i>										
18	The India United Mills No.5, Anant Ganpat Pawar lane, Victoria garden, P. O. Bombay-400 027.	Pub.	S	General Demands— Wages, D. A. etc.	18-1-1982			22,329	4,07,806	Continued.
<i>Bombay—</i>										
19	The Gold Mohur Mills Ltd., Dadasaheb Phalke Road, Dadar, Bombay-14.	Pvt.	S	General Demands— Wages, better Service Condition	18-1-1982		1,799	45,623	8,21,997	Continued.
<i>Bombay—</i>										
20	Apollo Textiles Mills, N. M. Joshi Marg, Chinchpokli, Bombay-11.	Pub.	S	General Demands— Wages, D. A. etc.	18-1-1982		1,051	17,307	7,16,845	Continued.
<i>Bombay—</i>										
21	The New City of Bombay Mfg. Co. Ltd., 63, T. B. Kadam Marg, Bombay-33.	Pvt.	S	General Demands— Wages, D. A. etc.	18-1-1982		1,878	50,154	7,73,627	Continued.
<i>Bombay—</i>										
22	Digvijay Textiles Mills, Lalbaug, Bombay-33.	Pub.	S	General Demands— Wages, D. A. etc.	18-1-1982		1,064	28,728	8,07,084	Continued.
<i>Bombay—</i>										
23	Bharat Textile Mills, Ganapatrao Kadam Marg, Parel, Bombay-13.	Pub.	S	General Demands— Wages, D. A. etc.	18-1-1982		1,227	26,810	7,56,954	Continued.
<i>Bombay—</i>										
24	Mumbai Textile Mills, Seemapati Marg, Bombay-13.	Pub.	S	General Demands— Wages, D. A. etc.			1,690	41,684	9,02,835	Continued.

LABOUR GAZETTE, VOLUME 1983

LABOUR GAZETTE, 1983

THE FOLLOWING STATEMENT GIVES THE DETAILED INFORMATION OF IMPORTANT INDUSTRIAL DISPUTES CAUSING MORE THAN 10,000 MAN-DAYS LOST DURING THE MONTH OF MARCH 1983

Serial No.	Name of the	Sector	S/L	Reason	Date of work stoppages		No. of workers involved	Mandays Lost		Result
					Began	Ended		During the month	Till the close of the month	
1	2	3	4	5	6	7	8	9	10	11
<i>Bombay—</i>				<i>G. D.—</i>						
25	Simplex Mill Co. Ltd., 30, Kesha v Rao Khade Marg, Sant Gadge Marg, Maharaj Chawla, Bombay 400 011.	Pvt.	S	Wages, D. A. etc.	18-1-1982,	----	2,851	76,977	13,98,296	Continued
<i>Bombay—</i>				<i>G. D.—</i>						
26	The Finlay Mills Ltd., 10/11, Dr. S. S. Rao Road, Parel, Bom- bay 400 012.	Pvt.	S	Wages, D. A. etc.	18-1-1982	----	3,533	91,624	15,01,486	Do.
<i>Bombay—</i>				<i>G. D.—</i>						
27	The Victoria Mills Ltd. Budhkar Marg, N. M. Joshi Marg, Parel, Bombay-13.	Pvt.	S	Wages, D. A. etc.	18-1-1982	----	1,757	42,783	10,32,264	Do.
<i>Bombay—</i>				<i>G. D.—</i>						
28	Piramal Spg. & Wvg. Mills Ltd., Piramal Bhavan, G.K.Marg, Bombay 400 013.	Pvt.	S	Wages, D. A. etc.	18-1-1982	----	966	22,692	7,27,757	Do.
<i>Bombay—</i>				<i>G. D.—</i>						
29	India United Mills Ltd. No. 1, Dr. Ambed- kar Road, Parel, Bombay 400 012.	Pub.	S	Wages, D. A. etc	18-1-1982	----	3,980	1,01,345	20,98,507	Do.
<i>Bombay—</i>				<i>G. D.—</i>						
30	Swadeshi Mills Co., Ltd., Kurla, Bom- bay 400 070.	Pvt.	S	Wages, D. A. etc.	18-1-1982	----	6,088	64,064	13,25,865	Continued
<i>Bombay—</i>				<i>G. D.—</i>						
31	Kamala Mills Ltd., Senapati Bapat Marg Lower Parel, Bombay 400 013.	Pvt.	S	Wages, D. A. etc.	18-1-1982	----	3,109	75,326	15,77,013	Do.
<i>Bombay</i>				<i>G. D.—</i>						
32	Swan Mills Ltd., (Unit Coorla Mills) Old Agra Road, Kurla, Bombay 400 070.	Pvt.	S	Wages, D. A. etc.	18-1-1982	----	2,178	49,348	8,71,185	Do.
<i>Bombay—</i>				<i>G. D.—</i>						
33	Swan Mills Ltd., (Unit Swan) T. J. Road, Sewree, Bombay-15.	Pvt.	S	Wages, D. A. etc.	17-1-1982	----	2,070	49,787	10,32,259	Do.
<i>Bombay—</i>				<i>G. D.—</i>						
34	Swan Mills Ltd., (Pro- cess House) T. J. Road, Sewree, Bombay 400 015.	Pvt.	S	Wages, D. A. etc.	18-1-1982	----	848	20,607	4,64,474	Do.
<i>Bombay—</i>				<i>G. D.—</i>						
35	The Phoenix Mills Ltd. Lower Parel, Bombay 400 013.	Pvt.	S	Wages, D. A. etc.	18-1-1982	----	3,543	95,106	13,29,612	Do.
<i>Bombay—</i>				<i>G. D.—</i>						
36	M/s. Kohinoor Mills, Co., Ltd., M.M.G., Marg, Dadar, Bombay 400 014.	Pvt.	S	Wages, D. A. etc.	18-1-1982	----	6,059	1,57,534	24,13,673	Do.

LABOUR GAZETTE—JUNE 1983

THE FOLLOWING STATEMENT GIVES THE DETAILED INFORMATION OF EMPLOYERS WHOSE WORKERS WERE CAUGHT MORE THAN 10,000 MAN-DAYS LOST DURING THE MONTH OF NOVEMBER 1982

Serial No.	Name of the Concern	Sector	S/L	Reason	Date of work stoppage		No. of Workers Employed	No. of days lost	Total loss of man-days	Resur.
					From	To				
1		3	4	5	6	7	8	9	10	11
37	Bombay— The Khatav Mills Ltd., Wing, Co. Marg, B. J. Marg, Bom- bay 400 027.	Pvt.	S	G. D.— Wages, D. A etc	18-1-1982		2,80	70,103	1,10,000	Do.
38	Bombay— The Khatav Mills Ltd., Wing, Co. Marg, B. J. Marg, Bom- bay 400 027.	Pvt.	S	G. D.— Wages, D. A etc	18-1-1982		2,926	76,618	1,10,000	Do.
39	Bombay— The Khatav Mills Ltd., Wing, Co. Marg, B. J. Marg, Bom- bay 400 027.	Pvt.	S	G. D.— Wages, D. A etc	18-1-1982		6,911	1,10,000	1,10,000	Do.
41	Bombay— The Khatav Mills Ltd., Wing, Co. Marg, B. J. Marg, Bom- bay 400 027.	Pvt.	S	G. D.— Wages, D. A etc	18-1-1982		2,711	57,486	1,10,000	Do.

EMPLOYEES' STATE INSURANCE CORPORATION, MAHARASHTRA REGION

Press-note showing the progress during the month of April 1983.

The Employees' State Insurance Scheme applies to Bombay area and includes Bassein and Goa in Bombay Region and provides protections to 15,59,778 workers in the events of Employment Injuries, Sickness and Maternity. This protection is made available in two ways namely by provision of Medical Care Benefits when needed. During the month of April 1983, 20,218 insured persons received Rs. 30,63,254.63 Cash Benefit due to Employment injuries. This includes 4,779 persons who were in receipt of pension for Permanent Disablement Benefit and 1,738 persons who were in receipt of Dependents Benefits as dependants of deceased Insured Persons. During the month 3,531 accidents were reported against 3,561 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 April 1983 22,061 claims were received and an amount of Rs. 25,46,204.64 was paid as Sickness Benefit. During the preceding month, 22,598 claims were received and an amount of Rs. 24,77,828.20 was disbursed as sickness Benefit.

Some Insured Persons suffering from T.B., Mental Malignant and other long term diseases required more attention and they are being paid additional Benefits called Extended Sickness Benefit. During the month, an amount of Rs. 4,14,371.05 was paid towards this Benefits.

During the month 186 Insured Women claimed Rs. 3,34,16,100 by way of Maternity Benefit.

The attendance at the dispensaries as per certificates received was 80,394 during the month.

During the month, Funeral Benefit in 62 cases amounting to Rs. 6,200.00 was paid.

During the month, Confinement Charges in respect of wives of Insured persons amounting to Rs. 3,670.00 was paid.

During the month an amount of Rs. 4,589.00 was paid as Enhanced Sickness Benefit to 23 Insured Persons who had undergone Sterilisation Operation for family planning.

For recovery arrears of contribution under the Scheme, Legal proceedings were initiated in 26 cases against defaulting Employers.

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