



258

LABOUR GAZETTE

VOL LXII

No. 9

MAY 1983

SINGLE COPY Rs. 1.25

ANNUAL SUBSCRIPTION Rs. 12

ISSUED MONTHLY BY

THE OFFICE OF THE COMMISSIONER OF LABOUR
GOVERNMENT OF MAHARASHTRA

PRINTED AT GOVERNMENT CENTRAL PRESS, BOMBAY.

+ 3438



258

LABOUR GAZETTE

VOL LXII

No. 9

MAY 1983

SINGLE COPY Rs. 1.25

ANNUAL SUBSCRIPTION Rs. 12

ISSUED MONTHLY BY

THE OFFICE OF THE COMMISSIONER OF LABOUR
GOVERNMENT OF MAHARASHTRA

PRINTED AT GOVERNMENT CENTRAL PRESS, BOMBAY.

+ 3438

LABOUR GAZETTE

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

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

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

ALL CORRESPONDENCE AND REMITTANCES SHOULD BE ADDRESSED TO:

The Commissioner of Labour,
"Commerce Centre", Tardeo, Bombay 400 013
Tel. No. 393651

LABOUR GAZETTE

Advertisement Rates

Position	Full Page		Half Page	
	Per one insert	Per twelve insertions	Per one insert	Per twelve insertions
	Rs. P.	Rs. P.	Rs. P.	Rs. P.
Inside page	50.00	540.00	30.00	324.00
2nd Cover	65.00	702.00	*	*
3rd Cover	60.00	648.00	*	*
4th Cover	75.00	810.00	*	*

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

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

Editorial Board

Editor:

Mr. E. Paul R.A. (Hons.)
Joint Commissioner of Labour,
Mumbai House, Bombay (Ex-Officio).

MEMBERS OF THE EDITORIAL BOARD

Mr. M. V. Beedkar, B.A., LL.B.,
Member, Industrial Court,
Bombay

Mr. G. V. Atitkar, B.A., LL.B. (G).
Joint Commissioner of Labour,
Bombay.

LABOUR GAZETTE

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

MAY 1983

[No. 9

Part LXII

CONTENTS

PAGES

THE MONTH IN BRIEF	507
CURRENT NOTES—	
Interest on Provident Fund funds 9.15 per cent	508
Food moon reserves to replace Badli	508
Major Changes in E. S. I. Act mooted	508
Company Act may be amended	509
Legislation on Farm workers not feasible	509
Welfare Legislation on building construction workers	509
Joint Committee's interim report Rs. 32 to Rs. 65 H. R. A. for Bombay's Millmen	509
IE Act no substitute to Model standing Orders of 1971	510
2 Instalments of D. A. soon	511
Tripartite Panel	512
Fourth Pay Panel	512
Allowance to E. S. I. Staff raised	512
30 000 bonded labourers rehabilitated	513
Public sector D. A. formula—composition of committee finalised	513
Bid to end exploitation.—Ministry for Changes in Contract Labour Act	514
Tribunal to tackle Government Staff Problems soon	515
Minimum Wages Act to be amended	516
Industry-wise productivity boards to be set up soon	516
Courses for trade unionists suggested	517
Pass Book System for P. F. Subscribers	517
Shri Page Appointed	517
ARTICLES, REPORTS, ENQUIRIES ETC.—	
Labour Market information by Dr. N. Vaidyanathan	518
Making the work place safer in India by Madhumita Mojumdar	519
LABOUR LEGISLATION—	
L. C. Bill No. 1 of 1983—	
Amendment to Maharashtra Recognition of Trade Unions and Prevention of Unfair Labour Practices Act, 1971.	523
GIST OF IMPORTANT NOTIFICATIONS UNDER VARIOUS LABOUR LAWS.	
Ra 4325—1a	

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS IN MAHARASHTRA STATE—

Bombay	591
Solapur	592
Nagpur	593
Pune	594
Jalgaon	595
Nanded	596
Aurangabad	597

ALL INDIA AVERAGE CONSUMER PRICE INDEX NUMBER FOR INDUSTRIAL WORKERS 598

STATEMENT SHOWING THE CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS BY GROUPS FOR SEVEN CENTRE IN MAHARASHTRA STATE

LABOUR INTELLIGENCE—

Industrial Relations in Maharashtra State ..	599
Industrial Disputes in Maharashtra State ..	600
Benefits under the Employees State Insurance Scheme ..	602

Current Notes

Interest on P. F. funds 9.15 per cent.

The Central Board of Trustees of the Employees Provident Fund organisation, at its meeting held on March 23, 1983, recommended that the rate of interest on p. f. accumulation for 1982-83 be paid at 9.15 per cent as against 8.75 per cent for the previous year, thus giving an increase of paise 40 per Rs. 100.

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

Panel Moots 'Reservists' to Replace 'Badlis'

The creation of a new category of mill workers "reservists", replacing much of the "badli" labourers, and making them permanent, is one of the highlights of the recommendations of the National Tripartite Committee on the textile industry. The Committee, headed by Justice Deshpande, has submitted two parts of its reports, on the "badli" workers and on House Rent Allowance payable to workers. The Committee submitted its reports to the Union Government according to reliable sources on March 19, 1983. It has, however, not said anything so far on the wage hike or on conveyance allowance. The Committee is expected to submit its report shortly on these two aspects. The report on "badli" workers recommends as certain per cent of them to be absorbed by the Bombay mills as "reservists". In this category, they would be almost equivalent to permanent workers. A certain per cent of the daily complement in each mill will remain as "badli" workers, but the per cent fixed is not known. "Badli" workers should not exceed that limit, the report has stated. On HRA, the report has recommended that Bombay mills pay the equivalent amount being paid by the Ahmedabad Mills the amount is not considered to be substantial, as it had been fixed by the industrial court there. The creation of the new category of "reservists" means that the mills will have to provide jobs daily to these workers. However, other details of the first two parts of the Deshpande Committee are not known at present.

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

Major Changes in ESI Act Mooted

The Labour Ministry has proposed several major changes in the Employees' State Insurance Act (ESI). The draft amendment being sent to the Union cabinet for approval seeks to raise the wage limit for coverage under the Act from Rs. 1,000 to Rs. 1,600 and the employers' contribution from the present 4.3 per cent to 5 per cent of the total wage bill. The name of the Act is to be changed from Employees' State Insurance Act to Employees' Social Insurance Act. ESI Act covers 64.29 lakh employees in 449 centres of the country.

The proposed amendments seek to provide limited cover to casual worker and badli workers. The government factories will be excluded from the purview of the Act.

A controversial provision in the draft amendment is that no sickness benefit is to be paid to employees for periods when they are entitled for wage such as period of strike. The Act will also cover all commuting accidents. The list of

The Month in Brief

Labour Legislation

L. C. BILL No. 1 of 1983—

Amendment to Maharashtra Recognition of Trade Unions and Prevention of Unfair Labour Practices Act, 1971.

Consumer Price Index for Working Class

The Bombay, Solapur and Nagpur and Consumer Price Index Number for working class for the month of March 1983, with average Price for the year ended December 1960 equal to 100 were 518, 515 and 517 respectively. The Pune, Jalgaon, Nanded and Aurangabad Consumer Price Index Numbers for working class for the month of March 1983 with the average prices for the year ended December 1961 equal to 100 were 471, 498, 537 and 523 respectively.

All India Average Consumer Price Index Numbers for Industrial Workers

All India Average Consumer Price Index Numbers for Industrial Workers (General) base 1960 = 100 for March 1983, was 502 as compared to 500 in February 1983. On base 1949 = 100 desired from 1960 based index worked out to 610 as against 608 for February 1983.

Industrial Disputes in Maharashtra State

During the month of February 1983 there were 79 disputes involving 1,08,612 working and time loss of 25,55,032 working days as compared to 82 disputes in January 1983, involving 1,62,847 workmen and time loss of 27,70,228 mandays. Further Particulars of Industrial Disputes are given at pages 604 to 611 of this issue.

Benefits under the Employees State Insurance Scheme

During the month of March 1983, 19,517 Insured persons received Rs. 41,61,806.38 Cash Benefit due to employment injuries. This includes 5,615 persons who were in receipt of pension for permanent disablement benefit and 2,338 persons who were in receipt of Dependents Benefits as dependants of deceased Insured Persons. During the month 8,726 accidents were reported against 8,261 during the preceding month.

occupational diseases is also sought to be revised in line with the recommendation of ILO.

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

Gratuity Act may be amended

The Minister of State for Labour stated in the Lok Sabha on February 14, 1983 that the details are being worked out for an amendment to the Payment of Gratuity Act, 1971 in view of the Supreme Court's decision that employees who had not worked for 240 days in a particular year were not entitled to gratuity.

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

Central Legislation on farm workers not feasible

The Union Minister of State for Labour admitted in the Lok Sabha on March 15, 1983 that the centre had given up the move for a Central Legislation on farm workers. Citing the reasons, the Minister added that on account of various difficulties in uniform implementation of a Central Legislation wing to diversity of conditions obtaining from State to State and even within the same State, it was not possible to enact such a legislation. He also stated that all the State Governments and Union Territories had been advised to enact legislation in the matter.

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

Welfare Legislation on building construction workers

The Union Minister of State for Labour said in the Lok Sabha on March 15, 1983 that a legislation to safeguard the health and safety of building and construction workers is under consideration of the Government. There is, however, no proposal at present to enact a legislation to regularise the service conditions of the casual labour.

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

Textile committee's interim report—Rs. 32 to Rs. 65 HRA for Bombay's Millmen

The Government of India has accepted the unanimous recommendation of the Deshpande committee in its interim report for the payment of house rent allowance to the textile workers in Bombay ranging from Rs. 32 to Rs. 65 from April 1.

The workers who have not been getting any house rent hitherto have been divided into 3 categories under the unanimous recommendation of the tripartite committee for the purpose of payment of house rent allowance (HRA).

Employees getting wages upto Rs. 750 per month would be placed in the first group, those getting between Rs. 751 and Rs. 1,250 per month in the second group and those earning Rs. 1,251 and above in the third group.

For this purpose, wages would mean monthly basic wage salaries and the annual increments, *ad-hoc* increases, personal allowances if any, high cost allowance if any and the dearness allowance. Wages for these purposes

would not include benefits by way of bonus or fringe benefits or any other payments whatsoever.

The grouping of employees would be on the basis of wages in the month of March 1983 and this group-wise division will remain in force till the end of 1983 after which it will be reviewed. In determining HRA, wages for a full month would be taken into account even if the employee concerned did not work for the full month.

The recommendation regarding HRA will be effective from April 1.

Employees are at present being paid interim relief of Rs. 30 per month with effect from July 1, 1982. Since this interim relief was being paid towards HRA and conveyance allowance, it would be no longer payable from April 1, 1983.

Announcing the Government's acceptance of this unanimous recommendation of the committee at a press conference on March 28, Union Commerce Minister Vishwanath Pratap Singh said that the Deshpande Committee was not unanimous in its recommendation regarding badli workers. The Government would, therefore, examine them and take a decision "soon", the minister announced.

The report on the crucial issue of wages, he said, was expected to be received in due course.

The Minister also revealed that 1.27 lakh workers had resumed work in the mills.

Shri V. P. Singh said that the payment of house rent allowance as a "holy gift" was a small step towards solving all the problems of textile workers in Bombay who had suffered badly and expressed the hope that other problems would be solved at the earliest.

Meanwhile, Shri R. L. N. Vijayanagar, Secretary General of Bombay Mill Owners' Association told newsmen on March 28 that Bombay's Textile Industry would implement the HRA recommendation of the Deshpande Committee.

He, however, added that the mills had incurred huge losses by way of standing charges aggregating to Rs. 200 crores and any burden on the textile industry was beyond its capacity. It, therefore, expected the Government to come forward with the necessary financial aid to rehabilitate the mills, he said.

(Indian worker, dated 4th April 1983)

IE Act no substitute to model standing orders of 1971

The Union Labour Minister has in a communication addressed to all employing ministries has clarified that the Industrial Employment (Standing Orders) Act, 1946 cannot be a substitute to the Model Standing Orders circulated by it in November 1971.

It has pointed out that while the Industrial Employment (Standing Orders) Act of 1946 and the orders framed under the Act apply to all categories of employees with no provision for regularisation of casual employees, the Model Standing Orders circulated by the Ministry in 1971 to all employing ministries and departmental undertakings were exclusively meant for the casual employees.

The regularisation of these employees alongwith other welfare provision is the essence of these orders.

Surprisingly, the model orders formulated in consultation with all concerned ministries are being ignored by the employing ministries.

The Labour Ministry has suggested that till such time a comprehensive legislation is adopted for the benefit of casual labour, for bringing about uniformity in their service conditions. It is essential that this object is achieved through Model Standing Orders.

It has pointed out that it has been the endeavour of the ministry to see that the casual employees are provided at least the barest minimum facilities which are available to the regular workmen.

In November 1971 this ministry formulated in consultation with all employing ministries. Model Standing Orders for casual labour in the Central Government undertakings under the administrative control of the employing ministries and had circulated these orders to all concerned including the employing ministries.

These orders seek to regulate the conditions of employment of casual labour and provide 'inter alia' for normal hours of work, payment of wages, overtime, weekly off, procedure for regularisation of the casual employees and the procedure for the termination of their employment.

In October 1980 a few muster roll employees of the CPWD had submitted a petitions of the Rajya Sabha regarding their service conditions. The employing ministries were again requested to let the ministry know the extent to which the Model Standing Orders were being complied with by them.

From the replies received from the various ministries and departmental undertakings it appears that these orders have not been adopted for regulating the conditions of work of casual labour by most of the undertakings for whom they were meant.

At a meeting held on September 3, 1982 under the chairmanship of the additional secretary of the labour ministry, most of the representatives of the Central Government undertakings present had taken a stand that the provisions contained in the Model Standing Orders are not applicable to the employees of these undertakings as Standing Orders have been framed and certified by the competent authority for these employees under the Industrial Employment (Standing Orders) Act, 1946.

(Indian worker, dated 4th April 1983).

2 instalments of DA soon

The two instalments of dearness allowance due to the Central Government employees would be released soon, Finance Minister Pranab Mukherjee said in the Lok Sabha on March 18.

Shri Mukherjee said the question of linking the pension amount of freedom fighters to price rise was also under Government consideration. He promised a favourable decision soon.

(Indian worker, dated 4th April 1983).

Tripartite panel

A suggestion from some trade union leaders for setting up of a tripartite committee to go into the question of a formula for the public sector undertakings is receiving attention of the Government, Shri S.B.P. Pattabhi Rama Rao said in the Lok Sabha on March 18.

(Indian worker, dated 4th April 1983).

Fourth pay panel

The terms of reference of the Fourth Central Pay Commission will be announced as soon as possible after consulting representatives of the employees, Shri S.B.P. Pattabhi Rama Rao said in the Lok Sabha on March 18.

(Indian worker, dated 4th April 1983).

Allowance to ESI staff raised

The ESI allowance of some categories of employees in the Employees State Insurance Corporation hospital is being increased and the cases of others is under consideration.

This was disclosed by Dr. Jagjit Singh, Joint Director of Health Services (Social Insurance), Punjab while addressing the second annual conference of the INTUC-led Punjab State ESI Hospital Employees Union held here on March 20 under the chairmanship of Shri Balwantrai Kapoor, President of the State Branch of INTUC.

Dr. Singh, who was the chief guest at the conference, explained the steps being taken to provide quarters to the employees and said that a representative of the employees had been included to serve on the Joint Quarter Allotment Committee. He also disclosed that he had effected a change in the timings of ESI hospitals from 8 am to 7 pm on a trial basis. He also assured that there would be no reduction in the staff.

Earlier, Shri Subhash C. Sharma, General Secretary of the Union presented a brief report and thanked the ESI Corporation for having extended the facility of medical treatment to the members of the union.

He also drew the attention of the chief guest to the other long-standing demands of the employees such as ESI allowance ranging from Rs. 50 to Rs. 200 to all employees including ministerial and Class IV staff, uniforms to Class IV and other eligible employees, construction of quarters at Amritsar and Ludhiana Nurses Hostel at Jullundur, making the JDR Quarter Allotment Committee more representative by inducting atleast one representative of Class IV employees, uniform timings in ESI institutions similar to the timings of the civil hospitals and dispensaries in the State, better working condition, more ESI dispensaries and drug depots, no reduction in staff and recognition of the union of the employees in the department.

Shri Balwantrai Kapoor emphasised the need for the State Government's acceptance of the genuine demands of the employees.

Sarvashri Muktiar Singh, Punjab, State Pharmacists' Association, Mohanlal, President, Health Dept. Class IV Employees Union, Sohan Singh Narang,

President, Distt. INTUC Council, Sunder Lal Gool, General Secretary, Punjab Municipal Workers' Federation, Gurdial Singh, General Secretary, Punjab INTUC and Surjit Singh, Amritsar Dist. Union were among those who addressed the conference attended by over 500 members from various hospitals and dispensaries of the ESI in the State.

(Indian worker, dated 4th April 1983).

30 000 bonded labourers rehabilitated

Over 30,349 bonded labourers were rehabilitated upto December last year, according to Ministry of Labour. The number of bonded labourers to be rehabilitated during the year is 55,828.

Minister for Labour and Rehabilitation Veerendra Patil has written to the Ministers to consider the association of voluntary agencies for the process of identification of bonded labour.

(Indian worker, dated 4th April 1983).

Public sector DA formula—Composition of committee finalised

The composition of the special tripartite committee to go into the issue of the workers' demand for a revision in the dearness allowance for the public sector employees, which the Union Finance Minister had agreed to constitute in January this year, was finalised here on April 7.

The committee will be composed of six representatives each of the Government and the management and seven of labour. Union Labour Minister, Shri Veerendra Patil, is likely to be its chairman.

The INTUC, as the largest centre has got two seats in the committee while the other organisations have got one each.

This was decided at a meeting with the representatives of the central trade union organisations convened here by Shri Pranab Mukherjee. Union Labour Minister was also present. The trade union centres represented at the meeting were INTUC, HMS (K), HMS (V), AITUC, CITU and BMS.

Sarvashri N. K. Bhatt, M. P. Ananda Gopal Mukerjee, M. P. and S. L. Passey attended the meeting on behalf of INTUC.

Shri Pranab Mukherjee is understood to have informed the trade union leaders that the Government had taken a final decision to constitute a tripartite committee for consideration of the DA formula. He is also reported to have said that the committee would comprise six representatives each of workers, Government and management. The Finance Minister then proposed that the labour leaders themselves should suggest the composition of the workers' side on the committee.

To the suggestion that all the centres present should be accorded one representation each on the committee, the INTUC, President, Shri N. K. Bhatt, M.P., was reported to have said that his organisation would not take it amiss if representation was not accorded to it. In fact, he gave the impression of INTUC's preference to keep out of the committee if there was no consensus on its composition. The other labour representatives said that they would also disassociate with the committee if INTUC decided to be out of it.

Some of the trade union representatives then came out with the suggestion that the Government could decide the composition of the workers' side which was objected to by Shri S. R. Kulkarni, General Secretary, HMS(K).

Shri Kulkarni pointed out that it was at the instance of the trade union that the Government had agreed to constitute the committee and it was, therefore, the responsibility of the trade union representative to decide about the composition of their own representation on the committee. Another point he was reported to have made was that the INTUC, by offering to opt out of the committee, had made it clear that it did not favour parity on this issue.

Asked to suggest the composition himself, Shri Kulkarni, it is reported, said that left to him he would offer one representation to INTUC, one to the National Campaign Committee consisting of all other central trade union organisations and one to HMS (K) which had nothing to do with the National Campaign Committee.

At this juncture, the Labour Minister was understood to have announced the membership of the trade union centres as per the claims submitted by them and suggested according to representation on the basis of the claimed membership.

Shri S. R. Kulkarni reacted to this suggestion by observing that those centres who had refused to submit their claims should not be given any representation. He was also reported to have referred to the reservations expressed by the workers' side in the recently held National Labour Conference against accommodating the non-co-operating trade union centres in various official committees.

Finally it was decided that the Finance Minister, in consultation with the Labour Minister, should announce the composition of the workers' representation on the committee.

The Finance Minister later announced the composition after consulting the Labour Minister. Not wanting to disappoint all who had been invited to the meeting, he said that the workers' side on the committee had been raised to seven from six by giving two seats to INTUC and one each to the other five organisations. The announcement was unanimously accepted.

(Indian Worker, dated 11th April 1983)

Bid to end exploitation—Ministry for changes in Contract Labour Act

THE labour ministry has recommended major changes in the Contract Labour (Regulation and Abolition) Act to end the wide spread exploitation of workers by powerful contractors.

The draft amendment which has been sent to other ministries for comments seeks to ensure that the contractors do not subcontract the work to escape the provisions of the Act.

It has been found that the main area of evasion is the stipulation regarding the total number of workers for applicability under the Act. The present Act provides that its provisions would be applicable to a contractor only if he

employees more than 20 persons. Normally, this is evaded by splitting the contract and sub-contracting it.

The draft amendment provides that the Act would be applicable even if the contractor employs 20 workers or more in any of the preceding 12 months either directly or through agents or sub-contractors.

Yet another loophole in the existing Act is that its provisions would not be applicable to establishments with intermittent or casual nature of work. This provision is being made more specific.

The proposed amendment provides that if a particular type of work is executed for more than 120 days in a year, it would cease to have the intermittent nature. If it is more than 60 days in a year, even the seasonal work will not be considered intermittent. The casual nature will also be lost if the job is executed for at least 30 days in a year.

With these amendments, the labour ministry hopes to plug all the existing loopholes which enable the contractors to split up the work and deny the workers their legitimate dues.

Under the present Act the State Government is the appropriate body for organisations like Air-India, Indian Airlines, Food Corporation of India. This is considered an anomaly. The amended Act will make the Centre also as the appropriate government.

A licence is a must for a contract under the present Act. But a principal employer can engage contractors without any licences. The amendment will ensure that employers even if they are government agencies, cannot employ contractors who are without licences.

The Section 10 of the Act provides for prohibition of the contract labour. But whenever the provision is invoked, contractors resort to retrenchment of workers. The amended Act will provide that such workers should be given preference when workers are recruited by the contractor again.

The amendments to the Contract Labour (Regulation and Abolition) Act have been under the consideration of the labour ministry for quite some time. The 32nd session of the labour ministers conference had set up a working group in August 1981 to consider the necessary amendments to the Act. Its recommendations were considered by the labour ministers' conference of September 1982. The proposed amendments are based on these recommendations.

(Indian Worker, dated 11th April 1983)

Tribunal to tackle Government staff problems soon

A suitable Bill will be introduced in Parliament soon to set up an administrative tribunal to deal with the service matters of Central Government employees.

This was announced by the Minister of State for Home Affairs, Shri P. Venkatasubbaiah, in the Lok Sabha on April 11.

Shri Venkatasubbaiah said the Centre would also empower the State Governments to set up similar tribunals for their own employees.

A decision to this effect was taken at the recent Chief Ministers' meeting.

Shri Venkatasubbaiah said the proposed tribunal was intended to provide speedier and inexpensive justice to the Government employees. It would deal with service matters, such as seniority, promotion, confirmation, pay and allowance and also with matters affecting discipline.

He said the tribunal would also look into the grievances of retired and retiring employees on interpretation and application of civil pension rules.

Shri Venkatasubbaiah said the Prime Minister had taken steps to root out corruption, particularly from administration.

One of the reasons for corruption was delay in taking decisions. The Prime Minister wanted that decisions be taken speedily.

He said the liaison officers and businessmen were being discouraged to meet the subordinate staff.

Shri Venkatasubbaiah said anyone who proved to be corrupt would be punished. At the same time there would be no harassment.

He said the Prime Minister had written to the Central Ministers and the Chief Ministers on the vital need for toning up the administration.

She wanted that surprise checks should be undertaken to ensure punctuality in Government offices. Reports of corruption at various levels should be followed up. Periodical campaigns should be organised for cleanliness. Loopholes should be plugged so that official secrets did not leak out.

(Indian Worker, dated 18th April 1983)

Minimum Wages Act to be amended

THE Government proposes to amend the Minimum Wages Act to make its penal provisions more deterrent, Union Labour Minister Veerendra Patil told the Lok Sabha on April 12.

He said in a written reply that although the act provided for imposition of fine up to Rs. 500 or imprisonment for a period up to 6 months or both for violation of the act, it was noticed that the court awarded only nominal punishment in the nature of fines.

(Indian Worker, dated 18th April 1983)

Industry-wise productivity boards to be set up soon

INDUSTRY-wise productivity boards will be set for cement, pulp, paper and allied industries, leather and leather goods, steel, automobiles and ancillaries machine tools, industry machinery power generation, transmission and distribution equipment.

The boards will prepare plans incorporating technology, manpower, energy and marketing for achieving higher productivity and integrating the same with the national economic plan, says an official release.

They will identify productivity constraints and advise the government, industry and trade unions on the measures to be taken to overcome bottlenecks,

Besides, a chairman, the boards will have three members representing the employers labour and the government. The boards to be set up by the National Productivity Council will monitor implementation of productivity plans, evaluating the results achieved and identifying factors which had helped or hindered in achieving higher productivity, the release says.

The boards will also be assigned the role of advising the government on policy issues such as establishing industry-wise norms for major inputs or factors of production, linking wages with productivity, instituting productivity awards for higher performance and establishing a standard data base for evaluating productivity performance.

(Indian Worker, dated 18th April 1983)

Courses for trade unionists suggested

THE Maharashtra Minister for Education, Sudhakar Naik, recommended courses for trade unionists so that "they could negotiate effectively with management for wage hikes, bonus and other emoluments."

He was inaugurating a one-week training programme on "Understanding Financial Statements" for the benefits of middle-level trade unionists at the RMMS-led Ambekar Institute of Labour Studies (AILS) here on April 18.

The course is being conducted with the help of the Friedrich Ebert Stiftung (West Germany) and the main aim of the course is to acquaint the trade union leaders with the financial aspects of any industry.

30 trade unionists from Assam, Bihar, Punjab, Delhi, Gujarat, Kerala, Maharashtra, Madhya Pradesh, Himachal Pradesh, West Bengal and Tamil Nadu are participating. They come from a wide range of industries like mining, textiles, chemical and petroleum etc.

Shri B. N. Datar, Advisor, Ambekar Institute for Labour Studies, spoke about the AILS programme in detail.

Shri Manohar Phalke Advisor to the RMMS, presided over the function.

Dr. S. T. Sawant, Director of AILS, welcomed the guests and gave a brief idea of the programme.

(Indian Worker, dated 25th April 1983)

Pass book system for PF subscribers

THE pass book system for provident fund subscribers is to be introduced in Madhya Pradesh and Gujarat on an experimental basis, Shri Dharam Vir, Minister of State for Labour said in the Lok Sabha on April 12.

Depending upon the success of the experiment, the system would later be extended to other States, the Minister added.

(Indian Worker, dated 25th April 1983)

Shri Page appointed

The Government of Maharashtra has appointed Shri V. S. Page as President of the Employment Guarantee Council from February 1, 1983 for a period of 2 years.

(Daily Note, dated 20th April 1983)

Articles, Reports, Enquires, etc.

(The views expressed in signed Articles appearing in this section carry weight 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 MARKET INFORMATION

By

DR. N. VAIDYANATHAN*

Director,

Central Institute of Workers' Education (INTUC)

Nineteen hundred eightytwo was a year of trial and tribulation for the Indian economy. A severe drought affected agricultural performance. However, in spite of some declination of industrial output, remarkable feature of the economy was the continued stability in price situation which was brought out by a mix of monetary and fiscal policies which were kept flexible to deal with various exigencies.

The Gross National Product rose by 5.2 per cent in 1982 on top of 8.0 per cent in 1981. In 1983, Gross National Product is expected to increase by 2.0 per cent owing to a downturn in agricultural output and slower growth rate in industry. The per capita income increased by 2.8 in 1981-82 as against 5.7 per cent in 1980-81.

As against an increase of 5.5 per cent during 1981-82, agricultural production is likely to decline about 3.0 per cent in 1982-83 owing to setback in Kharif output. Industrial production is expected to rise over all by 4.5 per cent. Significant increases were also achieved in output of key infrastructure sectors, namely, coal, power, and railways.

Prices showed a considerable degree of stability during 1982-83. The annual wholesale price inflation rate fluctuated around 2 per cent. Since the beginning of September 1982 it was 2.8 per cent in the week ended January 15, 1983, compared with 6.4 per cent in corresponding week of last year. The annual rate of increase of consumer price index in December 1982 was also much lower than at 8.0 per cent as against 12.7 per cent in December, 1981.

On balance of payments front situation during 1982-83 continued to remain understrain. In 1981-82, the trade deficit was contained at Rs. 58,410 million compared with a deficit at Rs. 58,130 million in 1980-81. The trade balance could show some improvement during 1982-83 on account of foreign exchange remittances.

Another important milestone is the convening of the National Tripartite Labour Conference on September 17 and 18 which made the following

*The author of this article participated on behalf of INTUC at the five-day ILO/ICFTU Workers Organisation Experts Meeting on Employment policies and Labour Market Information held at New Delhi from March 14-18; and, he presented an abstract country report to the experts meeting which, has been converted into an article.

unanimous recommendations to the Government to improve industrial relations climate of the country :

- (1) Setting up of National and State Level Industrial Relations Commission ;
- (2) Collective bargaining to be given a pivotal role with in-built provision for voluntary arbitration, where collective bargaining fails ;
- (3) Code of conduct for trade unions and employers ;
- (4) Identification of the collective bargaining agent on the basis of ; membership strength through 'check-off' system ;
- (5) A pre-condition of 60 per cent of workers' support for a strike; and
- (6) Proportional representation of the central trade unions on the Indian. Labour Conference on the basis of verified membership, subject to having membership of at least 5 lakhs spread over in four States and four industries

The population which was 238 million in 1901 has touched the landmark of 700 million in 1982-83, whereas labour force has increased from 11.4 million more than to 250 million during the same period. The work force participation rate has also recorded a significant change, i.e. 46.6 per cent in 1901 to 37.5 per cent in 1981. This tremendous increase in labour force is due to various factors like age composition, change in concept of worker, etc.

In the employment field, the total employment both in public and private sectors has also shown some improvement. As per available statistics the employment in September, 1981 has gone up to 23.10 million as compared to 22.32 million in 1980 and 22.25 million in 1979.

Data on unemployment and under employment is sparse and it is very difficult to get any meaningful analysis in 1978, chronic or open. Unemployment was 4.37 million persons weekly status unemployment was 11.2 million, daily status unemployment was 20.56 million. Chronic unemployment in 1980 was estimated at 11.31 million weekly status as 11.36 and daily status 19.17 million.

The number of job-seekers on the live register of the employment exchange rose from 17.2 million at the end of August 1981 to 19.0 million at the end of August 1982. Monthly average of vacancies notified during January-September, 1982 at 68.9 thousands was 6.4 per cent lower than the average of vacancies notified at 73.8 thousands at the same period of last year.

The average monthly placements during January-September 1982 at 38.7 thousands were also lower than 41.8 thousands to the corresponding period of last year. The number of educated job-seekers (matriculates and above) on the live register of Employment Exchanges continued to show a rising trend.

No data is available on labour productivity because of prevailing controversy on the concept regarding its measurement. Even then same efforts have been made by organisations to estimate it.

The Sixth Five Year Plan has adopted various measure stake integrated rural development programme in promotion of cottage, village and small scale industries and creation of additional, employment under National Rural Employment Project (NREP), supply of essential commodities under Public

distribution system, regulating industrial licenses, curbing inflation and reducing tax evasion while promoting public sector investment in big way.

Working conditions of labour in the context of health safety, sanitation, canteens, working environment have continued to be a major concern of trade unions.

The need and importance of labour market information has been widely recognised and yet the progress in this direction is tardy. We have not been able to balance the requirements of the economy in terms of jobs on the one hand and structure, composition and skill of available labour force on the other. Here paradox is that whatever information is available it is limited to organised sector and the picture is dismal relating to rural sector where more than 70 per cent of the population lives.

Further, the surveys and pilot studies relating to ascertaining employment situation, assessing future manpower requirements and identifying areas for providing training to prospective entrants, by the Government through the Employment Training Directorate have not helped to provide a direction.

Besides the availability of limited information on labour market, conceptual and statistical difficulties of estimation about up constraint. The Sixth Five Year Plan has estimated a total expenditure of Rs. 21,620 million on promotion of educational technical and general activities.

For some time to come the new 20-point economic programme announced in 1982 by the Prime Minister, Smt. Indira Gandhi, in the context of the changes that had taken in the economy and social life of the people will continue to be the sheet anchor of national action in economic field. The Prime Minister had described the programme as a "people's movement" belonging to all citizens. The programme pin-points the areas of priority for Government action in the planned programmes.

The main thrust of the programme is to strengthen and expand Integrated Rural Development and National Rural Employment Programmes, Power Generation, Irrigation and Land Ceilings, to improve the performance of public enterprise and to achieve higher production and productivity. The first nine points of the 20-Point Programme are aimed to alleviate the condition of the rural people and improve their quality of life. Another 4 points in the programme are directed towards involvement of organised labour. Thus, the priority in the coming years will be towards rural development and meeting justice given to the nation by the Prime Minister in 1982 to adopt the motto: "Shrama Eva Jayate" (Work Alone Wins) which will go a long way to uphold the dignity of labour and to confer special recognition and status to labour.

(Indian worker, dated 4th April 1983)

MAKING THE WORKPLACE SAFER IN INDIA

BY

MODHUMITA MOJUMDAR

A Third World trial-blazer in occupational safety and health programmes, India continues to expand its efforts in this important field, particularly through research carried out by regional institutes, with technical assistance provided by the ILO.

Increased workers' awareness of safety and health at the work-place is plying off in industrialised countries where the job-accident rate, while still high has stabilised in recent years. But in the Third World, where both workers and management are sometimes unaware even of the need for safety and health programmes, on-the-job fatal accidents have doubled or even trebled.

Furthermore, in the absence of relevant information or where conclusions of medical research do not reach shopfloor level, the cause-and-effect cycle of occupationally-related diseases is often misunderstood and misinterpreted by workers.

For instance, in India—a Third World trial-blazer in the field of occupational safety and health—some trade unionists claim that the lead fumes inhaled at work are responsible for the high incidence of tuberculosis among workers in the printing trades. Although exposure to these fumes can result in lead poisoning affecting the gastrointestinal tract, the vascular system and the peripheral and central nervous system, medical specialists say it cannot cause tuberculosis which is a communicable disease and can probably be traced to sources such as infection due to poor living and working conditions and malnutrition.

Beginning to bear fruit

However, in some developing countries, occupational safety and health schemes begun during the last decade are beginning to bear fruit. Moreover, aided by the ILO and other international agencies in their efforts to build an effective safety and health infrastructure, developing countries, over the next decade, can be expected to improve significantly their ability to provide health services not now available to many Third World workers.

India's head start began in the early 1950s when the ILO helped the government to set up the Central Labour Institute in Bombay in order to carry out research on industrial safety and health and formulate standards for optimum working conditions.

Since then regional centres have been established in Calcutta, Madras and Kanpur. These centres train inspectors and other government employees whose job it is to ensure workers safety and health in, for instance, factories, mines and docks, as well as providing consultancy services at the request of private industry or of the government.

*The author of this article is a journalist who has written this article especially for the ILO and is being reproduced here.

The ILO provides technical assistance for many of the activities and projects of the central and regional institutes which are financed by the United Nations Development Programme (UNDP).

Special needs

These activities cannot, however, be modelled exclusively on the occupational safety and health programmes imported from advanced industrialised countries which are in great part irrelevant for India's needs.

One of the major tasks of the institutes is to set new standards which would protect the health of Indian workers whose jobs are usually very strenuous and who are subjected to extreme heat and humidity.

For example, ventilation, however desirable, is a problem particularly in the summer when a hot and dustladen breeze circulating through a workplace can very well add to rather than relieve the discomfort of the workers.

India's conditions may also intensify effects of some toxic substances such as lead, mercury and pesticides and efforts are being made to determine the extent of these effects.

Caused-and-effect

Findings of the Central Institute's industrial medical department show that some 29 per cent of textile workers, who comprise 25 per cent of the total industrial workforce, suffer from some degree of byssinosis, a lung disease which is caused by inhaling cotton dust.

In order to prevent this disease, the institute has recommended annual medical examinations for workers exposed to cotton dust, removal from further exposure of workers who have contracted the disease and the exclusion from exposure of those workers who are already afflicted by other pulmonary disorders.

Such recommendations, however, may be difficult to carry out in a country be set by large-scale unemployment and where workers prefer to risk disease rather than face loss of income.

Investigating on-the-job accidents in the iron and steel industry, the Central Institute has found that carelessness on the part of workers causes 65 per cent of these mishaps, while unsafe machinery and poor working conditions are responsible for the remaining 35 per cent.

Its findings also show that over half of the injuries could be prevented by the use of personal protective equipment such as foundry shoes, goggles, face shields and gloves. Such equipment, however, was not provided in 85 per cent of the reported cases.

Thus much valuable work is being done by the Central Labour Institute and the regional institutes and its results, however slowly, are beginning to be felt at the workers' level, especially in public sector enterprises which form a large section of Indian industry.

(India worker, dated 11th April 1983.)

Labour Legislation

MAHARASHTRA LEGISLATURE SECRETARIAT

The following Bill which was introduced in the Maharashtra Legislative Council on 11th March 1983 is published under Rule 111 of the Maharashtra Legislative Council Rules —

L. C. BILL No. 1 OF 1983

A BILL

to amend the Maharashtra Recognition of Trade Unions and Prevention of Unfair Labour Practices Act, 1971

WHEREAS it is expedient to amend the Maharashtra Recognition of Trade Unions and Prevention of Unfair Labour Practices Act, 1971, (Mah. I of 1972) for the purposes hereinafter appearing; It is hereby enacted in the Thirty-fourth Year of the Republic of India as follows, namely —

1. *Short title and commencement.*—(1) This Act may be called the Maharashtra Recognition of Trade Unions and Prevention of Unfair Labour Practices (Amendment) Act, 1983.

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

2. *Amendment of section 5 of Mah. I of 1972.*—In section 5 of the Maharashtra Recognition of Trade Unions and Prevention Unfair Labour Practices Act, 1971 Mah. I of 1972 (hereinafter referred to as "the principal Act"), for clause (e), the following clause shall be substituted, namely

"(e) to assign work, and to give directions, to the Investigating Officers in the matter of holding secret ballot for determination of support enjoyed by any union as provided by this Act and in the matter of investigation of complaints relating to unfair labour practices,".

3. *Amendment of section 9 of Mah. I of 1972.*—In section 9 of the principal Act, for sub-section (2), the following sub-section shall be substituted, namely —

"(2) It shall be the duty of an Investigating Officer to hold secret ballot for determination of support enjoyed by any union when so directed by the Industrial Court and to assist the Industrial and Labour Courts for investigating into complaints relating to unfair labour practices,".

4. *Amendment of section 11 of Mah. I of 1972* —In section 11 of the principal Act, for sub-section (1), the following sub-section shall be substituted, namely:—

"(1) Any union (hereinafter referred to as "the applicant union"), having membership of employees employed in an undertaking, may apply in the prescribed form to the Industrial Court for being registered as a recognised union for such undertaking."

5. *Amendment of section 12 of Mah. I of 1972.*—In section 12 of the principal Act, for sub-sections (2) and (3), the following sub-sections shall be substituted, namely :

"(2) If no objections are received under sub-section (1), and, if after holding such enquiry in the matter as it deems fit, the Industrial Court is satisfied that the applicant union complies with the conditions specified in section 19, the Industrial Court, shall, subject to the provisions of this section, grant recognition to the applicant union under this Act.

(3) If any objections on any ground other than those referred to in sub-section (3A) or (3B) are received under sub-section (1), from any other union (hereinafter referred to as "the other union") or from the employer or employees and the Industrial Court, after considering such objections, is satisfied that the objections have no substance and that the applicant union complies with the conditions specified in section 19, the Industrial Court shall, subject to the provisions of this section, grant recognition to the applicant union under this Act.

(3A) Where any other union or employer or employees object to the grant of recognition to the applicant union on the ground that the applicant union does not enjoy support of at least thirty per cent of the total number of employees employed in the undertaking, the Industrial Court shall, if it is satisfied that the applicant union complies with the conditions specified in section 19, cause a secret ballot to be held in the prescribed manner for determining the extent of the support enjoyed by the applicant union. If as a result of such secret ballot, the applicant union secures support of not less than thirty per cent, of the total number of employees employed in that undertaking, the Industrial Court shall, subject to the provisions of this section, grant recognition to the applicant union under this Act.

(3B) Where any other union, which complies with the conditions specified in section 19, objects to the grant of recognition to the applicant union on the ground that it has a larger support of employees employed in the undertaking than that enjoyed by the applicant union and such other union notifies to the Industrial Court its claim to be registered as a recognised union for such undertaking, the Industrial Court shall cause a secret ballot to be held in the prescribed manner for determining the extent of support enjoyed by the applicant union and such other union and shall, subject to the provisions of this section, grant the recognition to that union under this Act, which secures in such secret ballot a larger number of votes of the employees employed in the undertaking.

(3C) Every union to which a recognition has been granted under this Act shall be issued a certificate of recognition in the prescribed form."

6. *Amendment of section 13 of Mah. I of 1972.*—In section 13 of the principal Act, in sub-section (1),—

- (a) clause (ii) (including the two provisos thereto) shall be deleted ;
- (b) in clause (vi), for the words "is cancelled; or" the words "is cancelled," shall be substituted.
- (c) clause (vii) shall be deleted.

7. *Substitution of section 14 of Mah. I of 1972.* For section 14 of the principal Act, the following section shall be substituted, namely

"14. *Recognition of other union.*—(1) If any union (hereinafter in this section referred to as "the contesting union"), at any time, makes an application to the Industrial Court for being registered as a recognised union in place of a union already registered as such for an undertaking (hereinafter in this section referred to as "the recognised union") on the ground that it has support of a larger number of employees employed in such undertaking, the Industrial Court shall, if a period of two years has elapsed since the date of registration of the recognised union, call upon the recognised union, by a notice in writing to show cause, within fifteen days of the receipt of such notice by it, as to why the contesting union should not be recognised in its place. An application made under this sub-section shall be accompanied by such fee not exceeding five rupees as may be prescribed :

Provided that, the Industrial Court shall not entertain any application for recognition of a contesting union, unless a period of one year has elapsed since the date of disposal of the previous application (if any) of that union.

(2) As soon as may be, after the receipt of the application under sub-section (1), the Industrial Court shall cause a notice to be displayed on the notice-board of the undertaking, declaring, its intention to consider the said application on the date specified in the notice, and calling upon other unions, if any, having membership of employees employed in that undertaking, and the employer and employees affected by the application, to show cause within fifteen days from the date of display of such notice, as to why recognition should not be granted to the contesting union.

(3) If, after considering objections, if any, that may be received under sub-section (1) or (2), the Industrial Court is satisfied that the contesting union, or any other union which has notified to the Industrial Court its claim to be registered as a recognised union for such undertaking complies with the conditions specified in section 19, the Industrial Court shall cause a secret ballot to be held in the prescribed manner for the purpose of determining the extent of support of employees enjoyed by each of the unions. If the Industrial Court is satisfied that as a result of the secret ballot any union, other than the recognised union, enjoys support of a larger number of employees employed in the undertaking then the Industrial Court shall subject to the provisions of section 12, recognise in place of the recognised union that union which enjoys the largest support of employees employed in the undertaking and issue a certificate of recognition referred to in sub-section (3C) of section 12. On the grant of such recognition to any union other than the recognised union, the recognition and the certificate, of recognition issued to the recognised union shall stand cancelled."

8. *Amendment of section 15 of Mah. I of 1972.*—In section 15 of the principal Act, in sub-section (1), the words, brackets and figures "or on the ground specified in clause (ii) of section 13," shall be deleted.

9. *Insertion of section 20A in Mah. I of 1972.*—After section 20 of the principal Act, the following section shall be inserted, namely :

“20A. *Representation of employees, where there is no recognised union.*

(1) Where in respect of any undertaking there is no union for the time being recognised under this Act, there shall be constituted an Employees' Representative Committee, consisting of five representatives of the employees employed in such undertaking, elected by them from amongst themselves by a secret ballot caused to be held by the Industrial Court in the prescribed manner. The Committee shall be deemed to be constituted from the date of the declaration of result of the secret ballot. The names of the members of the Committee for the time being in office, shall be displayed by the employer on the notice-board of the undertaking.

(2) Where the Committee has been constituted under sub-section (1) in respect of any undertaking, then, notwithstanding any thing contained in the Central Act, no employee of such undertaking shall be entitled to be represented in any proceedings under the Central Act (not being a proceeding in which the legality or propriety of an order of dismissal, discharge, removal, retrenchment, termination of service or suspension of an employee is under consideration), except through such Committee, and the decision, arrived at, or order made, in such proceedings shall be binding on all the employees in such undertaking :

Provided that, until such Committee is constituted, an employee who is a party to any such proceeding shall be entitled to be represented in the manner prescribed in sub-section (1) of section 36 of the Central Act.

(3) (a) The term of office of the members of the Committee shall be two years from the date of its constitution, or any further period thereafter, until any union is recognised in respect of the undertaking, for which the Committee is constituted :

Provided that, if at any time after the expiry of the said term of two years the members of the Committee continue in office and not less than two-thirds of the total number of employees employed in the undertaking make an application to the Industrial Court for the dissolution of the Committee, the Industrial Court shall, after making such inquiry as it deems fit, direct that the old Committee shall stand dissolved and that in its place a new Committee shall be constituted in accordance with the provisions of this section.

(b) Where any union is recognised for the undertaking during the term on the Committee or where the Committee is dissolved by the Industrial Court, the members thereof shall, notwithstanding anything contained in clause (a), vacate their office from the date on which the certificate of recognition is granted to the union, or as the case may be, from the date on which the Committee stands dissolved.

(4) Any member of the Committee may resign his office by writing under his hand addressed to the Industrial Court and any vacancy occurring, on account of the resignation of a member of the Committee or otherwise, shall forthwith be filled by the Industrial Court by holding secret ballot as

provided in sub-section (1) ; and the person so elected shall hold office so long only as the member in whose place he is elected would have held it, if the vacancy had not occurred.

(5) Any act or omission of the majority of the members of the Committee shall be deemed to be the act or omission of the Committee.”

10. *Amendment of section 23 of Mah. I of 1972.*—In section 23 of the principal Act, in the *Explanation*, after the words “the Bombay Act” the words, figures and letter “ or any Employees' Representative Committee constituted under section 20A of this Act, ” shall be added.

11. *Amendment of section 24 of Mah. I of 1972.*—In section 24 of the principal Act,—

(a) in clause (1), in sub-clause (b), for the words “the members of the union, ” the words “the employees employed in the undertaking, ” shall be substituted ;

(b) in clause (2), in the proviso to sub-clause (g),—

(i) in paragraph (i), for the words “the union does not ” the words “the union or, as the case may be, the Employees' Representative Committee, does not ” shall be substituted ;

(ii) in paragraph (ii), for the words “the union accepts” the words “the union, or, as the case may be, the Employees' Representative Committee, accepts” shall be substituted.

12. *Amendment of section 49 of Mah. I of 1972.*—In section 49 of the principal Act, in clause (1), after the words “ members of any union ” the words “ or of the Employees' Representative Committee ” shall be inserted.

13. *Deletion of section 52 of Mah. I of 1972.*—Section 52 of the principal Act shall be deleted.

14. *Amendment of section 61 of Mah. I of 1972.*—In section 61 of the principal Act, in sub-section (1), after the words “ make rules ” the words “ for any matter which is required to be or may be prescribed by this Act and ” shall be inserted.

STATEMENT OF OBJECTS AND REASONS

The Maharashtra Recognition of Trade Unions and Prevention of Unfair Labour Practices Act, 1971, *inter alia*, Provides for the recognition of trade unions for facilitating collective bargaining for certain undertakings. Under section 10, the provisions of Chapter III relating to recognition of unions apply to the undertakings to which the Industrial Disputes Act, 1947, applies, but do not apply to the undertakings to which the Bombay Industrial Relations Act, 1946, applies. At present under section 11, a union to be eligible to apply for recognition for any undertaking must have a membership of not less than thirty per cent of the total number of employees employed in that undertaking. Thus the criteria laid down for eligibility for application for recognition is certain percentage of the membership, and therefore, the Industrial

Court is required to decide the issue at the initial stage on the basis of verification of membership.

2. There has been a consistent demand from a large section of the trade union movement that verification of membership is time consuming and suffers from several other drawbacks. For quicker and proper decisions, it has been suggested that the more democratic method of holding secret ballot should be adopted for determining the representative nature of any union claiming the support of a larger number of employees employed in any undertaking. The suggestion has been accepted by Government, and it is therefore proposed to amend the Act suitably so that, the question of recognition of unions may wherever necessary be decided by holding a secret ballot. The main object of the Bill is to achieve this object.

3. The following notes on clauses explain the important provisions of the Bill

Clause 4.—In view of the adoption of the system of determining the support of employees in any undertaking when required by means of a secret ballot, it is proposed to recast sub-section (1) of section 11 to do away with the requirement of proving membership of thirty per cent, of the total number of employees at the state of application for recognition.

Clauses 5 and 7.—Sub-sections (2) and (3) of section 12 are being replaced by five sub-sections and section 14 is being revised to simplify the procedure for deciding any application for recognition. Where no objections are received or where objections received are not on the basis of support of employees and have no substance, the Industrial Court will grant recognition on being satisfied that the conditions of section 19 are complied with. Where the objections on the basis of support are received, the Industrial Court will satisfy itself by holding a secret ballot that the union has support of not less than thirty per cent, of the total number of employees or that, where another union is contesting, the applicant union or the union already recognised has or has not a larger support. The voting at any such a secret ballot shall be by all employees employed in the undertaking, whether they are members of the union or not.

Clause 9.—Experience has shown that where there are more than one registered unions, but none commands support of at least 30 per cent, of the employees, or where none of the registered unions apply for recognition as there is no legal compulsion under the Act for seeking recognition, all of them continue to operate in the undertaking and raise disputes. This gives rise to multiplicity of unions and disputes and also leads to inter-union rivalries, jeopardising the industrial peace. With a view to remedying this situation, it is proposed that in any undertaking where there is no recognised union, there shall be constituted an Employees' Representative Committee, consisting of five representatives of employees elected by them from amongst themselves by holding a secret ballot. Where the Committee is constituted no employees shall be entitled to be represented in certain proceedings, except through such committee, and the decision arrived at in such proceedings shall be binding on all employees in the undertaking.

4. The remaining clauses contain consequential or incidental amendments to the Act.

MEMORANDUM REGARDING DELEGATED LEGISLATION

The Bill involves the following proposals for the delegation of legislative power

2. *Clause 4.*—This clause empowers Government to prescribe by rules the form of application by any union for being registered as a recognised union.

3. *Clauses 5 and 7.*—New sub-sections (3A) and (3B) of section 12 and sub-section (3) of section 14 read with sub-section (1) of section 61 empower Government to make rules to prescribe the manner in which the Industrial Court shall hold the secret ballot for determining the support enjoyed by any union.

sub-section (3C) of section 12 empowers Government to make rules to prescribe the form in which a certificate of recognition shall be issued.

Sub-section (1) of section 14 provides for prescribing a fee not exceeding five rupees which should accompany an application by any union for being registered as a recognised union in place of a union already registered as such.

4. *Clause 9.*—Under sub-section (1) of section 20-A, rules will be made by Government to prescribe the manner in which the Industrial Court shall hold secret ballot for elections to the Employees' Representative Committee which may be the same as for determining support of employees for any union.

5. All the above proposals are of a normal character.

(Published in *M. G. G.* Part V dated 24th March 1983, Page No. 193-200)

अनुसूची - १

क्र. (१)	अधिनियमाच्या तरतुदी (२)	मुदत (३)	शर्ती (४)
----------	-------------------------	----------	-----------

कामाचे भाग पडत असेल त्याला (विहित नोंदवहीमध्ये नमूद करण्यात यावे) व अति-शालीक कामाबाबत, उक्त अधिनियमाच्या कलम ११ मध्ये विहित करण्यात आलेल्या दरापेक्षा कमी नसेल अशा दराने अधिक वेतन देण्यात यावे.

(३) दुकानातील कामाचे ताम कामासाठी दिवशी चौदा तामापेक्षा अधिक होताना कामा नये.

(४) विहित माप्ताहिक मुदतीचा काम न मिळाल्याबद्दल प्रत्येक कामाच्या (एक) त्या बंद-दारात १ नोव्हेंबर १९८२ नंतर परतु १० नोव्हेंबर १९८२ रोजी तेवढ्याच मुदतीचा भाग (११) त्या अधिनियमाच्या कलम ११ मध्ये विहित करण्यात आलेल्या वेतनाच्या दरापेक्षा कमी नसेल त्या दराने अशा मुदत्याच्या दिवशी केलेल्या कामाबाबत अधिक वेतन देण्यात यावे.

(५) दुकानातून विकला जाताना कोणत्याही प्रकारचा माल त्याच ठिकाणी वापरण्यासाठी असेल त्याखेरीज कोणत्याही उपहार-गुहातून किंवा खाद्यगुहातून १० नंतर विकला जाता कामा नये.

(अधिसूचना क्रमांक पी-७३८२/सोआर-३३२/कामगार-३, शासन राजपत्र, दिनांक १० मार्च १९८३, भाग १५६० प्रसिद्ध करण्यात आले आहे.)

अनुसूची - १

प्रसंग (१)	अधिनियमाच्या तरतुदी (२)	मुदत (३)	शर्ती (४)
------------	-------------------------	----------	-----------

केलेल्या कामाबद्दल अधिक वेतन देण्यात यावे.

(५) दुकानातून विकला जाणारा प्रकारचा कोणत्याही माल त्याच ठिकाणी वापरण्यासाठी असेल त्याखेरीज कोणत्याही उपहार-गुहातून किंवा खाद्यगुहातून १० नंतर विकला जाता कामा नये.

(अधिसूचना क्रमांक पी-७३८२/सोआर-३३२/कामगार-३, शासन राजपत्र, दिनांक १० मार्च १९८३, भाग १५६० प्रसिद्ध करण्यात आले आहे.)

(५) उपरोक्त नियमाच्या कलम ११ द्वारे प्रदान करण्यात आलेल्या अधिकाराचा शरत कामाबाबत, यवनामाल जिल्हातील शहर नगरपरिषद क्षेत्रातील सर्व दुकानांमध्ये कोणत्याही प्रकारचा माल त्याच ठिकाणी वापरण्यासाठी असेल त्याखेरीज कोणत्याही उपहार-गुहातून किंवा खाद्यगुहातून १० नंतर विकला जाता कामा नये.

अनुसूची

क्र. (१)	अधिनियमाच्या तरतुदी (२)	मुदत (३)	शर्ती (४)
बटीबाबा उत्सव.	१६, १७, १९, २०, २१, २२, २३, २४, २५, २६, २७, २८, २९, ३० ऑक्टोबर १९८२	२९ ऑक्टोबर ते ३० ऑक्टोबर १९८२	(१) कोणत्याही दुकान कोणत्याही दिवशी रात्री १० वा उशीरा कामा ठवता कामा नये.

(२) जर कोणत्याही कोणत्याही उक्त अधिनियमाच्या कलम ११ मध्ये विहित करण्यात आलेल्या कामाबाबत तामापेक्षा अधिक वेतन देण्यात यावे.

(६) उपरोक्त अधिनियमाच्या कलम १ द्वारे प्रदान करण्यात आलेल्या अधिकाराचा वापर करून महाराष्ट्र शासन, महाराष्ट्र राज्यात सर्व दुकाने उपलब्ध न व्हायाने यांच्या बाबतीत सोबत दिलेल्या अनुषंगीच्या लॉक (१) मध्ये विहित करण्यात आलेल्या प्रकृतीनुसार उक्त अनुषंगीच्या लॉक (२) मध्ये विहित करण्यात आलेल्या तरतुदींची समतुल्यवर्णीय नोंद करून घ्यावी. (३) व (४) मध्ये दिलेल्या विहित करण्यात आलेल्या मुदतीबाबत आणि लॉकबाबत अतिरिक्त स्पष्टीकरणे खालीलप्रमाणे आहेत :-

अनुषंगी			
प्रसंग	अधिनियमाच्या तरतुदी	मुदत	शर्ती
(१)	(२)	(३)	(४)

अधिनियम क्रमांक १९, १३, १८ व २० अंतिम प्रसंग १९, १३, १८, २० व २१, २२ व २३ दिनांक १९८२ (दोनही दिवस उपलब्ध).

(१) कोणत्याही दुकान कोणत्याही दिवशी रात्री १० पेक्षा उशीरा उघडे ठेवता कामा नये.

(२) जर कोणत्याही कर्मचार्याला उक्त अधिनियमाच्या कलम ११ मध्ये विहित करण्यात आलेल्या कामाच्या तासापेक्षा अधिक काम करणे भाग पडत असेल तर त्याला (विहित नसतानाच) नमूद करण्यात यावे) व अतिरिक्त कामाबद्दल, उक्त अधिनियमाच्या कलम १३ मध्ये विहित करण्यात आलेल्या शर्तीकमी तसेच अशा दराने अधिक वेतन देण्यात यावे.

(३) दुकानातील कामाचे तास कोणत्याही दिवशी शीघ्र तासापेक्षा अधिक होता कामा नये.

(४) विहित मासिक मूल्यांकन लाभ न मिळाल्याबद्दल प्रत्येक कर्मचार्याला (एक) त्याबद्दल २९ ऑक्टोबर १९८२ नंतर परंतु ३१ नोव्हेंबर १९८२ पर्यंत विहित मूल्यांकन आणि (दोन) उक्त अधिनियमाच्या कलम ११

प्रसंग	अधिनियमाच्या तरतुदी	मुदत	शर्ती
(१)	(२)	(३)	(४)

दुरुविलेले कोणत्याही प्रकारचे मालाचे किंवा कोणत्याही प्रकारचे वापरण्यामाठी असेल त्या कोणत्याही कोणत्याही प्रकारचे मालाचे किंवा कोणत्याही प्रकारचे वापरण्यामाठी असेल त्या १०-०० नंतर विकला जातो कामा नये.

(५) दुरुविलेले किंवा कोणत्याही प्रकारचे मालाचे किंवा कोणत्याही प्रकारचे वापरण्यामाठी असेल त्या १०-०० नंतर विकला जातो कामा नये.

(अधिसूचना क्रमांक पो-७३८२/सीआर-३३०/कामगार-३, दिनांक ७ ऑक्टोबर १९८२, महाराष्ट्र शासन राजपत्र, दिनांक १० मार्च १९८३, भाग १४-४, पान क्रमांक १५४३-४ मध्ये प्रकाशित करण्यात आले आहे.)

IV BOMBAY SHOPS AND ESTABLISHMENTS ACT, 1948.

(A) Amendments under the Act.—In exercise of the Powers conferred by the proviso to Section 4 of the said Act, the Government of Maharashtra has amended Schedule II to the said Act, as follows namely .

In the said Schedule II to the said Act, after entry 283, the following entry shall be added, namely :—

"283 Hindustan Teleprinters Limited Office Sections 15, 35, 36, 37, 38 and 62 subject to No. 2, (12th floor), Regent Chambers, Backbay Reclamation, Nariman Point, Bombay 400 021. the condition that any visit book, registers and records maintained by the Establishment are continued to be maintained properly and such registers and records are made available to the Inspector for Inspection.

(Notification No. BSE-1482-CR-154-Lab-3, dated 3rd January, 1983, Published in M.G.G., Part I-L, dated 3rd March, 1983 Page No. 1350).

(2) In exercise of the powers conferred by the proviso to Section 4 of the said Act, the Government of Maharashtra, has amended Schedule II to the said Act, as follows namely:—

In the said Schedule II to the said Act, after entry 284, the following entry shall be added namely :—

"285 Shop (Nos. 11 and 12) named "Trimourti" of the Maharashtra Small Scale Industries Development Corporation Sections 10, 11, 15, 16, 18 and 33 subject to the conditions that— (i) The employees concerned are not required to work for more than 48 hours in any week.

Limited, at International Airport, Sahar, Bombay."

(ii) The spread over shall not exceed 12 hours in any day.

(iii) The employees are granted on day holiday in a week without making any deductions from their wages on account thereto.

(Notification No. BSE-1482/CR-35/148913/Lab-3, dated 10th January 1983, Published in M. G. G., Part I-L, dated 3rd March 1983, Page No. 1351).

(3) In exercise of the powers conferred by the proviso to Section 4 of the said Act, the Government of Maharashtra has amended schedule II to the said Act, as follows, namely:—

In the said Schedule II to the said Act, in entry No. 284, after entry 283, the following entry shall be added, namely:—

284. The Machine operators employed in the Bombay Main Office of the Mercantile Bank Ltd., 52/60, Mahatma Gandhi Road, Post Box No. 128, Bombay 400 001.

Sub-section (1) of section 13 subject to the conditions:—

(1) The number of operators required to sit late should not be more than 10 and they should not be required to work beyond 11-30 p.m.

(2) Late duty should not be given to the same employees continuously for more than one week.

(3) No female employees should be made to work beyond 8-30 p.m.

(Notification No. BSE. 1482/CR-219/Lab-3, dated 12th January 1983, published in M. G. G., Part I-L, dated 3rd March 1983, page 1352).

B. *Appointments under the Act.*—(1) In exercise of the powers conferred by sub-section (2) of section 48 of the said Act, as delegated to the Commissioner of Labour vide Government Notification, Industries and Labour Department, No. BSE. 1169/119404. Lab-III, dated 6th August 1969, in accordance with the provisions of sub-section (3) of the said section 48 of the said Act, Ajit M. Nimbalkar, Commissioner of labour, Bombay has appointed persons mentioned in column 2 of the schedule hereinbelow to be the Inspectors for the purposes of implementation of the provisions of the said Act, in the local area specified in column 3 hereinbelow against each name:—

SCHEDULE

Serial No	Name of the Inspector	Name of the local area
1	2	3
1	Shri N. C. Kamble ..	Sangli Municipal Council area (District Sangli).
2	Shri S. L. Gurav ..	Sangli Municipal Council area (District Sangli).
3	Shri D. D. Salunke ..	Sangli Municipal Council area (District Sangli).
4	Shri B. G. Sonandkar ..	Degloor Municipal Council (District Nanded).
5	Shri B. H. Bopalkar ..	Kandhar Municipal Council area (District Nanded).
6	Shri D. G. Borde ..	Nanded Municipal Council area, Nanded (District Nanded).
7	Shri S. S. Joshi ..	Kolhapur Municipal Corporation area, Kolhapur (District Kolhapur).
8	Shri S. R. Kambli ..	Nagpur Municipal Corporation area (District Nagpur).
9	Shri B. B. Hinge ..	Arvi Municipal Council area (District Wardha).

1	2	3
10	Shri V. B. Kulkarni, .. Government Labour Officer, Beed.	Kile Dharur (District Beed).
11	Shri D. N. Tammalwar ..	Kallam (District Osmanabad).
12	Shri S. N. Shinde ..	Bhiwandi (District Thane).

(Notification No. CL. BSE. NFN. 2183(i)/H.O.-XII, dated 3rd February 1983, published in M. G. G., Part I-L, dated 31st March 1983, page No. 1956-57).

(2) In exercise of the powers conferred by sub-section (2) of section 48 of the said Act, as delegated to the Commissioner of Labour vide Government Notification, Industries and Labour Department, No. BSE. 1169, 119404/Lab III, dated 6th August 1969, in accordance with the provisions of sub-section (3) of section 48 of the said Act, Ajit M. Nimbalkar, Commissioner of Labour, Bombay has appointed with effect from 1st October 1982, the persons mentioned in column 2 of the schedule hereinbelow to be Inspectors for the purposes of implementation of the provisions of the said Act in the local areas specified in column 4 of the said schedule hereinbelow against each name instead of the local area specified in column 3 of the said schedule.

SCHEDULE

Serial No.	Name of the Inspector	Local area previously allotted	Local area now allotted
1	2	3	4
1	Shri A. S. Mahale	Bhiwandi	.. Local areas of Deolali Cantonment and Ghoti (District Nashik).
2	Shri S. V. Gaikwad ..	Bhiwandi	.. Local area of Manmad (District Nashik).
3	Shri B. R. Shelke ..	Deolali Cantonment	.. Local area of Karad (District Satara).
4	Shri S. G. Wadnalwar	Warora	.. Local areas of Warora, Mul. and Brahmapuri of Chandrapur District and Armori and Gadchiroli of District Gadchiroli.
5	Shri V. G. Palthe	Pandharkawada	.. Local areas of Pandharkawada and Wani (District Yavatmal).
6	Shri M. M. Tayade	Malkapur	.. Local areas of Malkapur, Nandura and Jalgaon-Jamod (District Buldhana).
7	Shri A. M. Gaurkhede	Amravati	.. Local areas of Amravati, Badnera and Dhamangaon (District Amravati).
8	Shri S. G. Pande	Amravati	.. Local areas of Amravati, Badnera and Dhamangaon (District Amravati).

1	2	3	4
9	Shri B. D. Hazare	Nagpur	Nagpur and Kamptee (District Nagpur).
10	Shri A. M. Bagde	Nagpur	Nagpur and Kamptee (District Nagpur).
11	Shri Y. D. Choksey	Akola	Akola, Akot and Balapur (District Akola).
12	Shri M. N. Lankesowar	Akola	.. Akola, Akot and Balapur (District Akola).
13	Shri Z. A. Khan	Vasai	.. Warud (District Amravati).
14	Shri A. V. Misal	Sangli	.. Ichalkaranji (District Kolhapur).

(Notification No. CL. BSE. NFN.-2183(ii)/H.O.-XII, dated 3rd February 1983, Published in *M. G. G.*, Part I-L, dated 31st March 1983, page Nos. 1957-58.)

V. EMPLOYEES PROVIDENT FUNDS AND MISCELLANEOUS PROVISIONS ACT, 1952.

A. *Exemptions under the Act.*—(1) In exercise of the powers conferred by section 17(1)(a) of the said Act, the Government of Maharashtra has exempted Messrs. Maharashtra Scooters Limited, Bombay-Poona Road, Akurdi-Poona 411 035 from the operation of the Employees Provident Funds Scheme, 1952, subject to the conditions as mentioned in the said notification, which are in addition to the conditions, mentioned in sub-section (i) of the said section 17 from the date of issue of this notification.

(Notification No. EPF. 1083/8732/Lab-4, dated 2nd February 1983, published in *M. G. G.*, Part I-L, dated 10th March 1983, page Nos. 1502-1505).

(2) In exercise of the powers conferred by section 17(1)(a) of the said Act, the Government of Maharashtra, has exempted Messrs. Maharashtra Agro Industrial Development Corporation, Rajan House, 3rd Floor, Prabhadevi, Bombay 400 028 from the operation of the Employees Provident Funds Schemes, 1952, subject to the conditions as mentioned in the said notification, which are in addition to the conditions mentioned in sub-section (1) of the said Section 17 from the date of issue of this notification.

(Notification No. EPF. 1182/8497/Lab.-4, dated 23rd December 1982, published in *M. G. G.*, Part I-L, dated 14th March 1983, page No. 1677-1680).

VI. FACTORIES ACT, 1948.

(A) *Exemptions under the Act.*—(1) In exercise of the powers conferred by section 84 of the said Act, the Government of Maharashtra has exempted the said establishment Messrs Bharat Electronics Ltd., N. D. A. Road, Pashan, Pune-21 from the provisions of the Chapter VIII of the said Act, subject to the conditions as specified in the notification.

(Notification No. FAC/1681/6988/Lab-4, dated 14th January 1983, Published in *M.G.G.*, Part I-L, dated 3rd March 1983, page No. 1352).

(B) *Notifications under the Act.*—The following draft of rules further to amend the Maharashtra Factories Rules, 1963, which the Government of Maharashtra proposes to make in exercise of the powers conferred by clause (d) of sub-section (1) of section 6 and section 112 of the Factories Act, 1948 (63 of 1948), is hereby published as required by section 115 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 consideration by the Government of Maharashtra after the 1st day of May 1983.

Any objections or suggestions which may be received by the Commissioner of Labour (Factory Department), Commerce Centre, 5th floor, Tardeo, Bombay 400 034, from any person with respect to the said draft, before the aforesaid date, will be considered by Govern-

DRAFT RULES

- These rules may be called the Maharashtra Factories (Amendment) Rules, 1983.
- In the Maharashtra Factories Rules, 1963, in rule 5, in sub-rule 2,—
 - for the words "Schedule below", the words, "Schedules below, as applicable", shall be substituted;
 - for the word "SCHEDULE" the following shall be substituted, namely:—
"SCHEDULE-A (All factories except Power Generating Stations and Electrical sub-stations)".
 - after SCHEDULE-A, the following Schedules shall be added, namely:—
"SCHEDULE-B, (Power Generating Stations).
SCHEDULE-C, (Electrical sub-stations)."

SCHEDULE ' B '

(POWER GENERATING STATIONS)

General Capacity in Magawatts	Number of Workers			
	Upto 100	From 101 to 500	From 101 to 1,000	Over 1,000
	Rs.	Rs.	Rs.	Rs.
Upto 20 M. W.	500	750	1,000	1,500
Over 20 M. W. and upto 50 M. W.	750	1,000	1,500	2,000
Over 50 M. W. and upto 100 M. W.	1,000	1,500	2,000	2,500
Over 100 M. W. and upto 250 M. W.	1,500	2,000	2,500	3,000
Over 250 M. W. and upto 500 M. W.	2,000	2,500	3,000	3,500
Over 500 M. W. and upto 750 M. W.	2,500	3,000	3,500	4,000
Over 750 M. W. and upto 1,000 M.W.	3,000	3,500	4,000	5,000
Over 1,000 M. W.	3,500	4,000	5,000	6,000

SCHEDULE ' C '

(FOR ELECTRICAL SUB-STATIONS ETC.)

Rated capacity	More than 9 workers
Upto 20 MVA	100
Over 20 MVA and upto 50 MVA	250
Over 50 MVA and upto 100 MVA	500
Over 100 MVA and upto 250 MVA	750
Over 250 MVA and upto 500 MVA	1,000
Over 500 MVA and upto 750 MVA	1,250
Over 750 MVA and upto 1,000 MVA	1,500
Over 1,000 MVA	2,000

(Notification No. FAC, 1182/8598/Lab-4, dated 7th January 1983, Published in *M. G. G.*, Part I-L, dated 31st March, 1983, page Nos. 1094-1905).

The following draft of rules further to amend the Maharashtra Factories Rules, 1963, which the Government of Maharashtra proposes to make in exercise of the powers conferred by sub-section (2) of section 13 read with section 112 of the Factories Act, 1948 (LXIII of 1948), is hereby published as required by section 115 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 consideration by the Government of Maharashtra on or after the 1st day of May 1983.

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

DRAFT RULES

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

After rule 22 of the Maharashtra Factories Rules, 1963, the following new rule 22-A shall be added, namely—

Rule 22-A prescribed under sub-section (2) of section 13

22-A. *Ventilation and temperature.*—(1) Limits of temperature and air movement.—In any factory the maximum wet-bulb temperature of air in a work-room at a height of 1.5 metres above the floor level shall not exceed 30°C and adequate air movement of at least 30 metres per minute shall be provided; and in relation to dry-bulb temperature, the wet-bulb temperature in the work-room at the said height shall not exceed more than that shown in the Schedule hereto, or as regards a dry-bulb reading intermediate between the two dry-bulb readings, that specified in relation to the higher of these two dry-bulb readings :

SCHEDULE

Dry bulb temperature	Wet bulb temperature
30°C to 34°C ..	29°C
35°C to 39°C ..	28.5°C
40°C to 44°C ..	28°C
45°C to 47°C ..	27.5°C

Provided that if the temperature measured with a thermometer inserted in a hollow globe of 15 centimetres diameter coated mat black outside and kept in the environment for not less than 20 minutes, exceeds the dry-bulb temperature of air, the temperature so recorded by the globe thermometer shall be taken in place of the dry-bulb temperature :

Provided further that when the reading of the wet-bulb temperature outside in the shade exceeds 27°C, the value of the wet-bulb temperature allowed in the Schedule for a given dry-bulb temperature may be correspondingly exceeded to the same extent :

Provided further that this requirement shall not apply in respect of factories covered by section 15 of the Act and in respect of factories where the nature of work carried on involves production of excessively high temperatures referred to in clause (ii) of sub-section (1) of section 13, to which workers are exposed for short periods of time not exceeding one hour followed by an interval of sufficient duration in thermal environments not exceeding those otherwise laid down in the rule :

Provided also that the Chief Inspector, having due regard to the health of the workers, may in special and exceptional circumstances, by an order in writing exempt any factory or part of a factory from the foregoing requirements; subject to such conditions as he may specify.

(2) *Provision of thermometers.*—(a) If it appears to the Inspector that in any factory, the temperature of air in a work-rooms is sufficiently high and is likely to exceed the limits prescribed in sub-rule (1), he may serve on the factory manager an order in writing requiring him to provide sufficient number of whirling hygrometers or any other type of hygrometers and direct that the dry-bulb and wet-bulb readings in each such work-room shall be recorded at such positions and at such intervals, as approved by the Inspector, by a person specially nominated for the purpose by the manager and approved by the Inspector.

(b) If the Inspector has reason to believe that a substantial amount of heat is added inside the environment of a work-room by radiation from walls, road or other surroundings, he may serve on the factory manager an order requiring him to provide one or more globe thermometers referred to in the first proviso in sub-rule (1) and further requiring him to place the globe thermometers at places specified by him and keep a record of the temperatures in a register showing the spots, the timings and the temperatures observed.

(3) (a) In every factory the number of ventilation openings in the work-room below the eaves shall, except where mechanical means of ventilation as required by sub-clause (b) be of an aggregate area of not less than 15 per cent of the floor area and so located as to afford a continued supply of fresh air :

Provided that out of this total ventilation area, ventilation openings equivalent to at least 10 per cent of the floor area shall be located at not more than one metre sill level height from the floor level :

Provided further that the Chief Inspector may relax the requirements regarding the amount of ventilation openings if he is satisfied that having regard to the location of the factory, orientation of the work-room prevailing winds, roof height and nature of manufacturing process carried on, sufficient supply of fresh air into the work-room is afforded during most the working time :

Provided also that this requirement shall not apply in respect of work-rooms of factories which are covered by section 15 of the Act, or in which temperature and humidity are controlled by refrigeration or air conditioning or both.

(b) Where in any factory due to special circumstances such as situation with respect to adjacent building or internal obstructions like partitions etc. the height of the building or floor space, the requirements of ventilation openings under clause (a) cannot be complied with for any work, room or where the span of work-room, having necessary ventilation openings, exceeds 18 metres or where any work place is at a distance exceeding 9 metres from a ventilation opening at working level or in the opinion of the Inspector the temperature of air in a work-room is sufficiently high and is likely to exceed the limits prescribed in sub-rule (1), additional ventilation by mechanical means shall be provided.

(c) The amount of fresh air supplied by mechanical means of ventilation in an hour shall be equivalent to at least six times the cubic capacity of the work-room and shall be distributed evenly throughout the work-room without dead air-pockets or undue draughts caused by high inlets velocities.

(d) In regions where in summer (15th March—15th July), dry bulb temperatures of outside air in the shade during most part of the day exceed 35°C and simultaneous wet bulb temperatures are 25°C or below and in the opinion of the Inspector the manufacturing process carried on in the work-room of a factory permits thermal environments with relative humidity of 50 per cent or more, the Inspector may serve on the factory manager an order to have sufficient supply of outside air for ventilation cooled by passing it through water sprays either by means of unit type of evaporative air coolers (desert coolers) or, where supply of outside air is provided by mechanical means through ducts in a plenum system by means of central air washing plants.

(Notification No. FAC.1681/8236/Lab-4, dated 20th January, 1983, Published in M.G.G., Part I-L, dated 31st March, 1983, page No. 1939-1941.)

VII. INDIAN BOILERS ACT, 1923

(A) *Exemptions under the Act.*—(1) In exercise of the powers conferred by Sub-Section (2) of section 34 of the above mentioned Act, the Government of Maharashtra, has exempted the boiler bearing No. MR-10433 belonging to the Maharashtra State Electricity Board, Nashik Thermal Power Station, Eklahare, from the operation of Clause (c) of Section 6 of the said Act, for the period of 15 days from the 22nd December, 1982 to 5th January, 1983.

(Notification No. IBA. 1082 CR-410/Lab-3, dated 20th December, 1982, published in M.G.G., Part I-L, dated 3rd March, 1983, page No. 1349.)

(2) In exercise of the powers conferred by Sub-section (2) of Section 34 of the above mentioned Act, the Government of Maharashtra has exempted the boiler bearing No. MR-8857,

belonging to the Polychem Limited at Chedbur from the operation of Clause (C) of Section 6 of the said Act, for the period of one month from 22nd December, 1982 to 21st January 1983 (both days inclusive).

(Notification No. IBA.1082/CR-415/Lab-3, dated 21st December, 1982, published in *M.G.G.*, Part I-L, dated 10th March, 1983, page No. 1485.)

(3) In exercise of the powers conferred by sub-section (2) of Section 34 of the above mentioned Act, the Government of Maharashtra has exempted the boiler bearing No. MF-10124, belonging to the Maharashtra State Electricity Board, Koradi Thermal Power Station, District Nagpur from the operation of Clause (c) of Section 6 of the said Act, for the period of further six months from the 6th January, 1983 to 5th July, 1983 (both days inclusive).

(Notification No. IBA.1082/42284/CR-421/Lab-3, dated 3rd January, 1983, published in *M.G.G.*, Part I-L, dated 10th March, 1983, page No. 1485.)

(4) In exercise of the powers conferred by sub-section (2) of Section 34 of the above mentioned Act, the Government of Maharashtra has exempted the boiler bearing No. MR-10578, belonging to the United Carban India Limited, Thane Belapur Road from the operation of clause (c) of section 6 of the said Act for the period of twelve months from the 11th January 1983 to 10th January 1984 (both days inclusive).

(Notification No. IBA.1082/41914/CR-417 Lab-3, dated 10th January, 1983, published in *M.G.G.*, Part I-L, dated 10th March, 1983, page No. 1485.)

(5) In exercise of the powers conferred by Sub-section (2) of Section 34 of the above mentioned Act, the Government of Maharashtra, has exempted the boiler bearing No. MR-2381, belonging to the India United Mills No 1, Dr. Ambedkar Road, Pombay 400 012 from the operation of Clause (c) of Section 6 of the said Act, for the period of two months from the 15th January, 1983 to 14th March, 1983 (both days inclusive).

(Notification No. IBA. 1083/5441/CR-437/Lab-3, dated 14th January, 1983 published in *M.G.G.*, Part I-L, dated 10th March, 1983, page No. 1486.)

(6) In exercise of the powers conferred by Sub-section (2) of Section 34 of the above mentioned Act, the Government of Maharashtra has exempted the boiler bearing No. MR-8545 belonging to the Tata Power House, Trombay Thermal Power Station, Trombay, from the operation of Clause (c) of Section 6 of the said Act, for the period of three months from the 25th January, 1983 to 24th April, 1983 (both days inclusive).

(Notification No. IBA.1083/5580/CR-434/Lab-3, dated 13th January, 1983, published in *M.G.G.*, Part I-L, dated 10th March, 1983, page No. 1486.)

(7) In exercise of the powers conferred by sub-section (2) of Section 34 of the above mentioned Act, the Government of Maharashtra has exempted the boiler bearing No. MR-10606 belonging to the Hindustan Organic Chemicals Limited, Rasayani, District Raigad, from the operation of Clause (c) of Section 6 of the said Act, for the period of two months from the 13th February, 1983 to 12th April, 1983 (both days inclusive).

(Notification No. IBA.1083/5583/CR-436/Lab-3, dated 13th January, 1983, published in *M.G.G.*, Part I-L, dated 10th March, 1983, page No. 1486.)

(8) In exercise of the powers conferred by Sub-section (2) of Section 34 of the said Act, the Government of Maharashtra has exempted the boiler bearing No. MR-10293, belonging to the Government Milk Scheme, Barshi Naka, Beed 431 122 from the operation of Clause (c) of Section 6 of the said Act, for the period of one month and 22 days from the 22nd January 1983 to 15th March, 1983 (both days inclusive).

(Notification No. IBA.1083/5581/CR-438/Lab-3, dated 15th January, 1983 published in *M.G.G.*, Part I-L, dated 10th March, 1983, page No. 1487.)

(9) In exercise of the powers conferred by sub-section (2) of Section 34 of the said Act, the Government of Maharashtra has exempted the boiler bearing No. 10385, belonging to the Nath pulp and Paper Mills at Adalat Road, Aurangabad 431 001 from the operation of

Clause (c) of Section 6 of the said Act, for the period of 25 days from the 22nd January 1983 to 15th February, 1983 (both days inclusive).

(Notification No. IBA.1083/5582/CR-435/Lab-3, dated 15th January, 1983, published in *M.G.G.*, Part I-L, dated 10th March, 1983, page No. 1487.)

(10) In exercise of the powers conferred by Sub-section (2) of Section 34 of the said Act, the Government of Maharashtra has exempted the boiler bearing No. MR-7574, belonging to the India Security Press, Nashik Road 422 101, from the operation of clause (c) of Section 6 of the said Act, for the period of 18 days from the 5th January, 1983 to 22nd January, 1983 (both days inclusive).

(Notification No. IBA.1082/CR-425/Lab-3, dated 4th January, 1983, published in *M.G.G.*, Part I-L, dated 10th March, 1983, page No. 1487.)

(11) In exercise of the powers conferred by Sub-section (2) of Section 34 of the said Act, the Government of Maharashtra, has exempted the boiler bearing No. MR-10441, belonging to the Maharashtra State Electricity Board Thermal power station, Parli Vajjanath from the operation of Clause (c) of Section 6 of the said Act, for the period of six months from the 5th February, 1983 to 4th August, 1983 (both days inclusive).

(Notification No. IBA.1083/7260/CR-429/Lab-3, dated 29th January, 1983 published in Part I-L, dated 10th March, 1983, page No. 1500.)

(12) In exercise of the powers conferred by Sub-section (2) of Section 34 of the said Act, the Government of Maharashtra has exempted the boiler bearing No. MR-10288 belonging to the Allana Oil Mills, Allana Building, Old Thane Balapur Road, Kalwa, Thane from the operation of clause (c) of Section 6 of the said Act, for the period of one month from the 21st January, 1983 to 20th February, 1983 (both days inclusive).

(Notification No. IBA.1083/6148/CR-443/Lab-3, dated 6th January, 1983, published in *M.G.G.*, Part I-L, dated 10th March, 1983, page No. 1500-1501.)

(13) In exercise of the powers conferred by Sub-section (2) of Section 34 of the said Act the Government of Maharashtra, has exempted the boiler bearing No. MR-8889 belonging to the Maharashtra State Electricity Board, Thermal Power Station, Khaparkhedra, from the operation of clause (1) of Section 6 of the said Act, for the period of three months from 2nd February, 1983 to 1st May, 1983 (both days inclusive).

(Notification No. IBA.1083/6568/CR-428/Lab-3, dated 24th January, 1983, published in *M.G.G.*, Part I-L, dated 10th March, 1983, page No. 1501.)

(14) In exercise of the powers conferred by the first proviso to rule 68 of the said Maharashtra Boiler Rules, 1962, the Government of Maharashtra, has exempted the three boilers No. MR-10506, MR-10537 and MR-10540 belonging to the Oil and Natural Gas Commission Bombay Offshore Project installed at LPG Plants, at Uran, District Raigad from the operation of the said rule 68 for a further period of three months from 1st October, 1982 to 31st December 1982, both days inclusive) subject to the condition that the boiler when in use will be attached by persons holding the first class competency Boilers Attendants Certificate issued under the said rules or its equivalent, to be assisted by a fireman.

(Notification No. IBA.1082/CR-314/Lab-3, dated 11th January, 1983, published in *M.G.G.*, Part I-L, dated 24th March, 1983, page No. 1677.)

VIII. INDUSTRIAL DISPUTES ACT, 1947.

A. *Notification under the Act.*—(1) The following Notification by the Government of India, Ministry of Labour and Rehabilitation, Department of Labour, New Delhi 110 001, 22/DI-A, dated the 29th November 1982 is hereby republished by the Government of India, Ministry of Labour and Rehabilitation, Department of Labour, New Delhi 110 001.

The following draft of certain rules further to amend the Industrial Disputes (Central) Rules, 1957 which the Central Government proposes to make in exercise of the powers conferred by Sub-section (1) of Section 38 of the Industrial Disputes Act, 1947 (14 of 1947), is hereby published as required by that sub-section for information of all persons likely to be affected thereby, and notice is hereby given that the said draft will be taken into consideration

on or after the expiry of a period of thirty days from the date of publication of this notification in the *Official Gazette* ;

2. Any objection or suggestion which may be received from any person in respect of the said draft before the expiry of the period so specified will be considered by the Central Government.

DRAFT RULES

1. These rules may be called the Industrial Disputes (Central) Second Amendment Rules, 1982.

2. In the Industrial Disputes (Central) Rules, 1957,—

(a) in clause (1) of rule 75-B, after the word and figure “ sub-section (2) ”, the following shall be inserted, namely “ or sub section (2A). ”

(b) to clause (1) of rule 76-C, the following shall be added namely —

“ A copy of such application shall be served simultaneously in the case of workmen who are members of a trade union on the President or Secretary of the trade union and in the case of workmen who are not members of a trade unions on such workmen.

(c) clause (2) of rule 76-C shall be omitted and clauses (3) and (4) shall be renumbered as (2) and (3).

(d) in Form O-3, after the word and figure “ sub-section (2) ” the word and figure “ sub-section (2A) ” shall be inserted ;

(e) in Form QA, for existing paragraph 4, the following shall be substituted, namely —

I/We hereby declare that in the event of approval for the closure being granted, every workman in the undertaking to whom sub-section (8) of the said section 25-O applies will be paid compensation as specified in that section ”.

(j) Form QB shall be deleted.

Note—Principal rules published *vide* Notification SRO. 770, dated 10th March 1957 *Gazette of India*, Extraordinary, dated the 10th March 1957, Part II, section 3, pages 1137-1.

Subsequently amended by :—

- (i) Notification, No. GSR. 141 dated 31st December 1957.
- (ii) Notification, No. GSR. 1215, dated 12th December 1958.
- (iii) Notification, No. GSR. 302, dated 23rd April 1958.
- (iv) Notification, No. GSR. 40, dated 31st December 1958.
- (v) Notification, No. GSR. 284, dated 31st January 1959.
- (vi) Notification, No. GSR. 398, dated 21st March 1959.
- (vii) Notification, No. GSR. 811, dated 3rd July 1959.
- (viii) Notification, No. GSR. 1151, dated 8th October 1959.
- (ix) Notification, No. GSR. 1182, dated 19th October 1959.
- (x) Notification, No. GSR. 229, dated 22nd February 1960.
- (xi) Notification, No. GSR. 402, dated 31st March 1960.
- (xii) Notification, No. GSR. 1220, dated 7th October 1960.
- (xiii) Notification, No. GSR. 854, dated 22nd June 1961.
- (xiv) Notification, No. GSR. 1078, dated 4th August 1962.
- (xv) Notification, No. GSR. 488, dated 16th March 1965.
- (xvi) Notification, No. GSR. 1253, dated 3rd August 1966.
- (xvii) Notification, No. GSR. 908 dated 2nd May 1967.
- (xviii) Notification, No. GSR. 1059, dated 30th May 1968.
- (xix) Notification, No. GSR. 1283, dated 28th May 1969.
- (xx) Notification, No. GSR. 1284, dated 28th May 1969.
- (xxi) Notification, No. GSR. 795, dated 5th June 1972.
- (xxii) Notification, No. GSR. 410(E), dated 13th September 1972.
- (xxiii) Notification, No. GSR. 1151, dated 11th October 1974.
- (xxiv) Notification, No. GSR. 931, dated 15th July 1975.
- (xxv) Notification, No. GSR. 111(E), dated 5th March 1976.

(xxvi) Notification, No. GSR. 1070, dated 28th July 1977.

(xxvii) Notification, No. GSR. 289, dated 2nd March 1982.

(Notification No. IDA. 1083/6561/Lab-9, dated 21st January 1983, published in *M. G. G. I-L*, dated 10th March 1983, page Nos. 1505-1507).

(2) In exercise of the powers conferred by sub-clause (vi) of the clause (n) of section 2 of the said Act, the Government of Maharashtra has declared ‘ industry engaged in the assembly, manufacture or overhaul of air-crafts and their components to be public utility service for the purpose of the said Act for a period of six months commencing from the 20th January 1983.

(Notification No. IDA. 1482/2594/Lab.-2, dated 20th January 1983, published in *M. G. G. Part I-L*, dated 31st March 1983, page No. 1939).

(3) In exercise of the powers conferred by section 9B of the said Act, the Government of Maharashtra has directed that the provisions of section 9A of that Act, shall not apply to any University specified to the said Schedule.

SCHEDULE

Serial No.	Name of the University
1	2
	University of Bombay, Bombay
	University of Poona, Pune.
	Shivaji University, Kolhapur
	Marathwada University, Aurangabad.
	Nagpur University, Nagpur.
	S. N. D. T. Women's University, Bombay.
	The Mahatma Phule Krishi Vidyapeeth, Rahuri.
	The Punjabrao Krishi Vidyapeeth, Akola.
	The Marathwada Krishi Vidyapeeth, Parbhani.
	The Konkan Krishi Vidyapeeth, Dapoli.

[Notification No. IDA. 1082/6321(ii) Lab.-9 dated 31st January 1983, published in *M.G.G. Part I-L*, dated 31st March 1983, page No. 1953].

(B) *Appointments under the Act.*—(1) In exercise of the powers conferred by section 8 of the said Act, the Government of Maharashtra has appointed Shri B. R. Tawari, Chief Judicial Magistrate, Bhandara, to be the Presiding Officer of the Third Labour Court, Nagpur in place of Shri G. H. Kadam.

(Notification No. IDA. 1183/6604 Lab.-9 dated 8th February 1983, published in *M. G. G.*, Part I-L, dated 31st March 1983, page Nos. 1954-55).

IX. INDUSTRIAL EMPLOYMENT (STANDING ORDERS), CENTRAL RULES, 1946.

(A) *Notification under the Act.*—The following Notification by the Government of India, Ministry of Labour and Rehabilitation (Department of Labour), No.S-12012/80/DIA, dated the 17th January 1983, is hereby republished.

GOVERNMENT OF INDIA/BHARAT SARKAR

MINISTRY OF LABOUR AND REHABILITATION SHRAM MANTRALAYA
(DEPARTMENT OF LABOUR)

New Delhi, dated 17th January 1983

NOTIFICATION

G.S.R.Whereas certain draft rules further to amend the Industrial Employment (Standing Orders) Central Rules, 1946, were published as required by

sub-section (1) of section 15 of the Industrial Employment (Standing Orders) Act, 1946 (20 of 1946), at pages 2787-2791 of the *Gazette of India*, in Part II, section 3 sub-section (1) dated the 26th December 1981, under the notification of the Ministry of Labour No. GSR. 1165, dated the 10th December 1981, inviting objections and suggestions from all persons likely to be affected thereby on or before the expiry of a period of forty five days from the date of publication of the said notification in the *Official Gazette*.

And whereas, the said Gazette was made available to the public on the 26th December, 1981 ;

And whereas, the objections and suggestions received from the public on the said draft have been duly considered ;

Now, therefore, in exercise of the powers conferred by sub-section (1) of section 15 read with clauses (a) and (b) of sub-section (2) of the aforesaid section of the said Act, the Central Government hereby makes the following rules further to amend the *Industrial Employment (Standing Orders) Central Rules 1946*, namely :—

1. These rules may be called the Industrial Employment (Standing Orders) Central, (Amendment) Rules, 1983.

2. In the Industrial Employment (Standing Orders) Central Rules, 1946 :—

(i) for rule 2A and the entries thereunder, the following rule and entries shall be substituted, namely :—

"2-A. In the Schedule to the Act, after item 10, the following additional matters shall be inserted, namely :—

"10A. Additional matters to be provided in Standing Orders relating to all industrial establishments in coal mines :—

- (1) Medical aid in case of accident ;
- (2) Railway travel facilities ;
- (3) Method of filling vacancies ;
- (4) Transfers ;
- (5) Liability of manager of the establishment or mine ;
- (6) Service certificate ;
- (7) Exhibition and supply of Standing Orders.

"10B. Additional matters to be provided in the Standing Orders relating to all industrial establishments—

- (1) *Service Record*.—Matters relating to service card, token tickets, certification of service, change of residential address of workers and record of age ;
- (2) Confirmation ;
- (3) Age of retirement ;
- (4) Transfers ;
- (5) Medical aid in case of accidents ;
- (6) Medical examination ;
- (7) Secrecy ;
- (8) Exclusive Service".

(ii) after Schedule 1A, the following Schedule shall be inserted as Schedule 1B, namely

SCHEDULE 1B

Model Standing Orders on additional items applicable to all industries.

(1) *Service record*.—Matters relating to service card, token tickets, certification of service, change of residential address of workers and record of age.

(i) *Service Card*.—Every industrial establishment shall maintain a service card in respect of each workman in the form appended to these orders, wherein particulars of that workman shall be recorded with the knowledge of that workman and duly attested by an officer authorised in this behalf together with date.

(ii) *Certification of service*.—(a) Every workman shall be entitled to a service certificate specifying the nature of work (designation) and the period of employment (indicating the

months, years), at the time of discharge, termination, retirement or resignation

(b) The existing entries in para 16 of Schedule I and para 20 of Schedule IA shall be

(iii) *Residential address of workman*.—A workman shall notify the employer immediately engagement the details of his residential address and thereafter promptly communicate to his employer any change of his residential address. In case the workman has not communicated to his employer the change in his residential address, his last known address shall be treated by the employer as his residential address for sending any communication.

(iv) *Record of age*.—(a) Every workman shall indicate his exact date of birth to the employer or the officer authorised by him in this behalf, at the time of entering service of the establishment. The employer or the officer authorised by him in this behalf may, before date of birth of a workman is entered in his service card, require him to supply

(i) his matriculation or school leaving certificate granted by the Board of Secondary Education or similar educational authority ; or

(ii) a certified copy of his date of birth as recorded in the registers of a municipality, local authority or Panchayat or Registrar of Births ;

(iii) in the absence of either of the aforesaid two categories of certificates, the employer or the officer authorised by him in this behalf may require the workman to supply, certificate from a Government Medical Officer not below the rank of an Assistant Surgeon, indicating the probable age of the workman provided the cost of obtaining such certificate is borne by the employer.

(iv) Where it is not practicable to obtain a certificate from a Government Medical Officer, an affidavit sworn, either by the workman or his parents, or by a near relative, who is in a position to know about the workman's actual or approximate date of birth, before a First Class Magistrate or Oath Commissioner, as evidence in support of the date of birth given by him.

(b) The date of birth of a workman, once entered in the service card of the establishment shall be the sole evidence of his age in relation to all matters pertaining to his service; including fixation of the date of his retirement from the service of the establishment. All formalities regarding recording of the date of birth shall be finalised within three months of the appointment of a workman.

(c) Cases where date of birth of any workman had already been decided on the date these rules come into force shall not be re-opened under these provisions.

Note.—Where exact date of birth is not available and the year of birth is only established then the 1st July of the said year shall be taken as the date of birth.

(2) *Confirmation*.—The employer shall in accordance with the terms and conditions stipulated in the letter of appointment, confirm the eligible workman and issue a letter of confirmation to him. Whenever a workman is confirmed, an entry with regard to the confirmation shall also be made in his service card within a period of thirty days from the date of such confirmation.

(3) *Age of retirement*.—The age of retirement or superannuation of a workman shall be agreement as may be agreed upon between the employer and the workman under an or as specified in a settlement or award which is binding on both the workman and the employer. Where there is no such agreed age retirement or superannuation shall be on completion of 60 years of age by the workman.

(4) *Transfer*.—A workman may be transferred according to exigencies of work from one shop or department to another or from one station to another or from one establishment of another under the same employer ;

Provided that the wages, grade, continuity of service and other conditions of service of the work man are not adversely affected by such transfers ;

Provided further that a workman is transferred from one job to another, which he is capable of doing, and provided also that where the transfer involves moving from one state to another such transfer shall take place, either with the consent of the workman or where there is

specific provision to that effect in the letter of appointment, and provided also that (i) reasonable notice is given to such workman, and (ii) reasonable joining time is allowed in case of transfers from one station to another. The workman concerned shall be paid travelling allowance including the transport charges, and fifty per cent thereof to meet incidental charges.

(5) *Medical aid in case of accidents.*—Where a workman meets with an accident in the course of or arising out of his employment, the employer shall, at the employer's expense, make satisfactory arrangements for immediate and necessary medical aid to the injured workman and shall arrange for his further treatment, if considered necessary by the doctor attending on him. Wherever the workman is entitled for treatment and benefits under the Employees' State Insurance Act, 1948 or the Workmen's Compensation Act, 1923, the employer shall, arrange for the treatment and compensation accordingly.

(6) *Medical examination.*—Wherever the recruitment rules specify medical examination of a workman on his first appointment, the employer shall, at the employers' expense, make arrangements for the medical examination by a registered medical practitioner.

(7) *Secrecy.*—No workman shall take any papers, books, drawings photographs, instruments, apparatus, documents or any other property of an industrial establishment out of the work premises except with the written permission of his immediate superior, nor shall he in any pass or cause to be passed or disclose nor cause to be disclosed any information or matter concerning the manufacturing process, trade secrets and confidential documents of the establishment to any unauthorised person, company or corporation without the written permission of the employer.

(8) *Exclusive service.*—A workman shall not at any time work against the interest of the industrial establishment in which he is employed and shall not take any employment in addition to his job in the establishment, which may adversely affect the interest of his employer."

(iii) In Schedule II, after Form IV the following Form shall be added namely —

"FORM—V

(See Standing Order I, Schedule I-B)

Service Card

Name of Estt./Factory/Ticket/Token No.....

1. Register Serial No.....
2. Name.....
3. Specimen Signature/Thumb impression
4. Father's or Husband's name
5. Sex
6. Religion
7. Date of Birth
8. Place of Birth
9. Date of Joining
10. Details of Medical Certificate at the time of joining
11. Educational and other qualifications
12. Can Read
13. Can Write
14. Can Speak
15. Height
16. Identification Marks
17. Category of Workman
18. Department
19. Details of family members
20. Permanent Address
21. Local Address
22. Quarter No.
23. Life Insurance Policy No.
24. Provident Fund Account No.
25. Nominee for Gratuity

- Nominee for pension, if any.
 Employees' Insurance No.
 Training courses attended (details)
 78. (Eligibility for higher jobs)
 80. Proficiency tests passed.

31. *Employment History*

Department	Token No.	Designation	Scale Pay	of Joined	Left Reason
(1)	(2)	(3)	(4)	(5)	(6)

32. *Absence Periods*

From	To	Reason	Medical reports regarding suitability for continued employment.
------	----	--------	---

- (i) Sick Leave.
 (ii) Earned Leave.
 (iii) Any other leave.
 33. Maternity Benefit

34. *Workmen's Compensation*

Details of accidents :

35. *Details of Disciplinary Action.*

- (i) Details (ii) Awards

36. *Promotions*

- (iii) Issue of Certificate of commendation

37. *Date of superannuation.*

38. *Any other matter."*

Note.—Principal Notification published, vide Notification, No. LR-11 (37), dated the 18th December, 1946 and subsequently amended by :

- (i) GSR. No. 208, dated 31st January 1954.
- (ii) GSR. No. 556, dated 24th February 1956.
- (iii) GSR. No. 557, dated 30th April 1959.
- (iv) GSR. No. 655, dated 3rd June 1960.
- (v) GSR. No. 1166, dated 28th June 1963.
- (vi) GSR. No. 1123, dated 18th July 1967.
- (vii) GSR. No. 1573, dated 10th October, 1967.
- (viii) GSR. No. 1732, dated 12th May 1971.
- (ix) GSR. No. 824, dated 30th June 1975.

(Notification No. IEA/1082/5963/Lab-9, dated 7th February 1983, published in M.G.G., Part I-L, dated 10th March 1983, Page No. 1507-1512).

The following draft of rules further to amend the Bombay Industrial Employment (Standing Orders) Rules, 1959, which the Government of Maharashtra proposes to make in exercise of the powers conferred by clause (c) of sub-section (1) of section 15 of the Industrial Employment (Standing Orders) Act, 1946 (XX of 1946), in its application to the State of Maharashtra and of all other powers enabling it in that behalf, is hereby published as required by sub-section (1) of the said section 15 for the information of all persons likely to be affected thereby ; and notice is hereby given that the said draft will be taken into consideration by the Government of Maharashtra after thirty days from the date of publication of this notification in the *official Gazette*.

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

DRAFT RULES

1 *Short title and commencement.*—(a) These rules may be called the Bombay Industrial Employment (Standing Orders) (Amendment), Rules, 1983.

(b) They shall come into force on and with effect from the 1st April 1983.

2. In the Bombay Industrial Employment (Standing Orders) Rules, 1959, after rule 14, the following rule shall be inserted, namely—

“14-A. *Procedure to be followed by Labour Courts in deciding applications under section 13A of the Act.*—(1) The Labour Court in deciding applications under section 13A of the Act may follow the procedure of Judicial inquiry which may cover examination of documents, witness and other evidence, produced by the parties. For this purpose, the Labour Court shall have the powers as are vested in it under the Industrial Disputes Act, 1947 in so far they are applicable in deciding such applications.

(2) Without prejudice to the generality of the provisions of sub-rule (1), the Labour Court shall, as far as it may be applicable, follow the same procedure which is being followed by it in dealing with matters under the Industrial Disputes Act, 1947, in regard to—

- (i) Production and exhibiting of documents,
- (ii) examination of witnesses,
- (iii) adjournments,
- (iv) filing of affidavits,
- (v) commissions,
- (vi) sittings of the Court and hearing of matters,
- (vii) authorisation of representatives,
- (viii) maintenance of Rozanama,
- (ix) awards and orders, and,
- (x) certified copies and charges therefor.

(Notification No. IEA/1083/65843/Lab-3, dated 29th January 1983, Published in M.G.G. Part I-L, dated 31st March 1983, Page No. 1946-47).

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

(A) *Notification under the Act.*—The following draft of a scheme further to amend the Pune Grocery Markets or Shops and Markets or Subsidiary Markets Unprotected Workers (Regulation of Employment and Welfare) Scheme, 1974, which the Government of Maharashtra proposes to make in exercise of the powers conferred by clause (a) of the second proviso to sub-section (1) and sub-section (2) of section 4 of the Maharashtra Mathadi, Hamal and other Manual Workers (Regulation of Employment and Welfare) Act, 1969 (Mah. XXX of 1969) read with section 24 of the Bombay General Clauses Act, 1904 (Bom. I of 1904), and of all other powers enabling it in that behalf and after consultation with the Advisory Committee, is hereby published as required by sub-section (1) of the said section 4 for the information of all persons likely to be affected thereby; and notice is hereby given that the said draft will be taken into consideration by the Government of Maharashtra after the day of 31st January 1983.

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

DRAFT SCHEME

Whereas the Scheme called the Pune Grocery Markets or Shops and Markets or Subsidiary Markets Unprotected Workers (Regulation of Employment and Welfare) Scheme, 1974, published in Government Notification, Industries and Labour Department, No. UWA. 1473/197778/Lab. IV, dated the 30th March 1974, as amended from time to time, (hereinafter

to as “the said Scheme”) has been made by the Government of Maharashtra for the regulation of employment in (1) grocery markets or shops, in connection with loading, unloading, carrying, weighing, measuring, filling, stitching, sorting or cleaning including preparatory or incidental to such operations in the areas specified in Part I, Schedule thereto, and in (2) markets or subsidiary markets established under the Agricultural Produce Marketing (Regulation) Act, 1963, in connection with loading, unloading, stacking, carrying, weighing, measuring, filling, stitching, sorting or such other work including work preparatory or incidental to such operations in the areas specified in Part II of the Schedule thereto;

and whereas, after consultation with the Advisory Committee, the Government of Maharashtra considers it necessary to make the provisions of the said scheme applicable also to the following employments, within the areas of the Pune Municipal Corporation of the City

(1) Employment in Iron and Steel Markets or Shops, in connection with loading, unloading, stacking, carrying, weighing, measuring, or such other work including work preparatory or incidental to such operations;

(2) Employment in Public Transportation, in connection with loading of goods into public transport vehicle or unloading of goods therefrom or any other operation incidental thereto.

Now, therefore, in exercise of the powers conferred by clause (a) of the second proviso to section (1) and sub-section (2) of section 4 of the Maharashtra Mathadi, Hamal and other Manual Workers (Regulation of Employment and Welfare) Act, 1969 (Mah. XXX of 1969), read with section 24 of the Bombay General Clauses Act, 1904 (Bom. I of 1904) and of all other powers enabling it in this behalf, the Government of Maharashtra after consultation with the Advisory Committee, hereby makes the following scheme further to amend the said Scheme, namely:—

(i) This Scheme may be called the Pune Grocery Markets or Shops and Markets or Subsidiary Markets Unprotected Workers (Regulation of Employment and Welfare) Scheme,

(ii) It shall come into force from 10th March 1983.

In the Pune Grocery Markets or Shops and Markets or Subsidiary Markets Unprotected Workers (Regulation of Employment and Welfare) Scheme, 1974 (hereinafter referred to as the said scheme”), for the heading

“The Pune Grocery Markets or Shops and Markets or Subsidiary Markets Unprotected Workers (Regulation of Employment and Welfare) Scheme, 1974” the following heading shall be substituted, namely:—“The Pune Mathadi, Hamal and other Manual Workers (Regulation of Employment and Welfare) Scheme, 1974.”

In clause 1 of the said scheme, for the words and figures “The Pune Grocery Markets or Shops and Markets or Subsidiary Markets Unprotected Workers (Regulation of Employment and Welfare) Scheme, 1974” the words and figures “The Pune Mathadi, Hamal and other Manual Workers (Regulation of Employment and Welfare) Scheme, 1974,” shall be substituted.

In clause 2 of the said scheme,—

(i) in sub-clause (i), after paragraph (c), the following shall be added, namely:—

(d) iron and steel markets or shops, in connection with loading, unloading, stacking, carrying, weighing, measuring or such other work including work preparatory or incidental to such operations;

(e) public transportation, in connection with loading of goods into public transport vehicles or unloading of goods therefrom or any other operation incidental and connected thereto; and

(ii) in sub-clause (2), after paragraph (c), the following shall be added, namely—

(d) iron and steel markets or shops, in connection with loading, unloading, stacking, carrying, weighing, measuring or such other work including work preparatory or incidental, to such operations in the areas specified in Part V of the Schedule hereto, and

“(e) public transportation, in connection with loading of goods into public transport vehicle or unloading of goods therefrom and any other operation incidental and connected thereto in the areas specified in Part V of the scheme hereto”.

5. For clause 3, of the said scheme, the following shall be substituted, namely—
“3 The clauses of the said Scheme shall commence in respect of such employments in such areas and from such dates, as mentioned in Schedule II appended to the said

6. In clause 4, in sub-clause (b), for the words “The Pune Grocery Markets or Shops and the Agricultural Produce Markets Labour Board” the words “The Pune Mathadi, Hamal and Other Manual Workers Board” shall be substituted.

7. In the Schedule, appended to the said scheme :—

(i) for the heading “SCHEDULE” the heading “SCHEDULE I” shall be substituted

(ii) after Part IV, the following shall be added, namely

“PART V

The areas of the limits of the Pune Municipal Corporation of the City of Pune”.

8. After Schedule I, appended to the said scheme a new Schedule II shall be added, as follows, namely

“SCHEDULE II”

(Clause 3)

Serial No.	Name of Employment	Areas of application Schedule I	Date of application of clauses 14 and 15 of the Scheme	Date of application of remaining clauses of the Scheme
1	2	3	4	5
1	Grocery markets or shops in connection with loading, unloading, stacking, carrying, weighing, measuring, filling, stitching, sorting, cleaning or such other work including work preparatory or incidental to such operations in the areas specified in Part I of the schedule hereto.	Part I Part II	1st May 1974 1st May 1974	1st May 1974 1st May 1974
2	Markets or subsidiary markets established under the Maharashtra Agricultural Produce Marketing (Regulation) Act, 1963, in connection with loading, unloading, stacking, carrying, weighing, measuring, filling, stitching, sorting, cleaning or such other work including work preparatory or incidental to such operations in the areas specified in Part II of the schedule hereto.	Part II	1st May 1974	1st June 1974

	2	3	4	5
Grocery markets or shops and markets or subsidiary markets established under the Maharashtra Agricultural Produce Marketing (Regulation) Act, 1963, in connection with loading, unloading, stacking, carrying, weighing, measuring, filling, stitching, sorting, cleaning or such other work including work preparatory or incidental to such operations in the areas specified in Part III and Part IV of the Schedule hereto.	(a) Parts I and II (b) Parts III and IV	1st May 1974.	1st June 1974.	15th January 1982.
Iron and steel markets or shops, in connection with loading, unloading, stacking, carrying, weighing, measuring or such other work including work preparatory or incidental to such operations in the areas specified in Part V of the Schedule hereto”;	Part V	15th March 1983.		1st April 1983.
Public transportation in connection with loading of goods into public transport vehicle or unloading of goods therefrom and any other operation incidental and connected thereto in the areas specified in Part V of the schedule hereto”.	Part V	15th March 1983.		1st April 1983.

Government Notification No. UWA/1482/CR 0058/Lab-5, dated 31st December 1982, published in Part I-L, dated 31st March 1983, page No. 1900-1903).

The following draft of a scheme further to amend the Grocery Markets or Shops Unprotected Workers (Regulation of Employment and Welfare) Scheme, 1970, which the Government of Maharashtra proposes to make in exercise of the powers conferred by sub-section (1) of section 4 of the Maharashtra Mathadi, Hamal and Other Manual Workers (Regulation of Employment and Welfare) Act, 1969 (Mah. XXX of 1969) and of all other powers enabling it in that behalf and after consultation with the Advisory Committee, is hereby, published for the information of all persons likely to be affected thereby; and notice is hereby given that the said draft will be taken into consideration by the Government of Maharashtra after the 10th February 1983.

Any objections or suggestions which may be received by the Secretary to the Government of Maharashtra, Industries, Energy and Labour Department, Mantralaya, Bombay 400 032, from any person with respect to the said draft before the aforesaid date shall be considered by Government.

DRAFT SCHEME

Whereas the Scheme called “the Grocery Markets or Shops Unprotected Workers, (Regulation of Employment and Welfare) Scheme, 1970”, published under Government Notification No. UWA/1469 (Gr)-160783/LAB-IV, dated 19th February 1970, as amended from time to time (hereinafter referred to as “the said Scheme”), has been made by the Government of Maharashtra for the scheduled employments specified in certain areas of Greater Bombay, Thane and Kalyan Taluka of Thane District

and Panve Taluka of the former Kolaba (and now Raigad) District specified in the Schedule thereto ;

And whereas after consultation with the Advisory Committee, the Government of Maharashtra considers it necessary to make the said Scheme, as amended from time to time applicable also to the entire Districts of Thane and Raigad ;

Now, therefore, in exercise of the powers conferred by sub-section (1) of section 4 of the Maharashtra Mathadi, Hamal and Other Manual Workers (Regulation of Employment and Welfare) Act, 1969 (Mah. XXX of 1969), and of all other powers enabling it in this behalf the Government of Maharashtra, after consultation with the Advisory Committee, hereby makes the following Scheme further to amend the Grocery Markets or Shops Unprotected Workers (Regulation of Employment and Welfare) Scheme, 1970, namely—

1. This Scheme may be called the Grocery Markets or Shops Unprotected Workers (Regulation of Employment and Welfare) (Amendment) Scheme, 1983.

2. In clause 2 of the Grocery Markets or Shops Unprotected Workers (Regulation of Employment and Welfare) Scheme, 1970 (hereinafter referred to as "the principal Scheme") for sub-clause (2) the following shall be substituted, namely—

"(2) *Application.*—This Scheme shall be deemed to have applied or as the case may be shall, apply,—

(i) to the workers working in groups or tolls in Greater Bombay in the scheduled employments specified in column 1 of the Schedule hereto and to the employers in the scheduled employments in Greater Bombay on and from the 17th February 1975 ;

(ii) to the workers (not being those working in groups or tolls) and the employers in the Scheduled employments specified in column 1 of the Schedule hereto in the areas respectively specified against them in column 2 of that Schedule, on and from the dates respectively specified against them in column 3 of the said Schedule."

3. Clause 3 of the principal scheme shall be deleted.

4. For clauses 14 and 15 of the principal Scheme, the following shall be substituted, namely—

"14. *Registration of employers.*—Within forty-five days from the date on which the Scheme applies to him, or such lesser period as may be specified by the State Government every employer shall, unless the said period has already expired, apply to the Board for registration in the Form appended to this Scheme.

15. *Registration of existing and new workers.*—Any worker who, on the date from which this Scheme applies to him is or was working in any scheduled employment specified in column 1 of the Schedule hereto shall be registered under this Scheme. Any other worker who has been or was working in the said scheduled employment on such date as has been or may be specified by the Board in that behalf may be so registered if he is a citizen of India, possess such qualifications as have been or may be specified by the Board having regard to local conditions, physical fitness, capacity and experience and is not more than sixty years of age or medically unfit."

5. In clause 16 of the principal scheme,—

(a) in the short title, for the word "workers" the words "registered workers" shall be substituted ;

(b) in sub-clause (1), the words "category of workers" and "a worker" the words "category of registered workers" and "a registered worker" shall, respectively, be substituted ;

(c) in sub-clause (2), for the words "monthly workers", wherever they occur, and the words "as worker", "a worker" and "group of employers" the words "registered monthly workers", "no registered worker", "a registered worker" and "group of registered employers" shall, respectively, be substituted ;

(d) in sub-clause (3), for the words "monthly worker" and "employer" at both the places where they occur, and the words "the worker" the words "registered monthly worker" and "registered employer" and "the registered worker" shall, respectively, be substituted ;

(e) in sub-clause (4), for the words "monthly worker" and "the worker" the words "registered monthly worker" and "the registered worker" shall, respectively, be substituted ;

(f) in sub-clause (5), for the words "monthly worker", and the words "employer" and "the worker", wherever they occur, the words "registered monthly worker", "registered employer" and "the registered worker" shall, respectively, be substituted.

6. In clause 19 of the principal Scheme, in sub-clause (2), for the words "workers" the words "registered workers" shall be substituted.

7. In clause 20 of the principal Scheme, for the words "monthly and daily worker", "the worker" and "monthly workers" the words "registered monthly and daily worker", "the registered worker" and "registered monthly workers" shall, respectively, be substituted.

8. In clause 22 of the principal Scheme, for the words "A worker's", "employer", "monthly worker" and "the worker" the words "A registered worker's", "registered employer" "registered monthly worker" and "the registered worker" shall, respectively, be substituted.

9. In clause 23 of the principal Scheme,—

(a) in sub-clause (1), for the word "worker" the words "registered worker" shall be substituted ;

(b) in sub-clause (2), for the words "monthly worker", "employer", wherever they occur, and the words "the worker" and "a worker" the words "registered monthly worker", "registered employer", "the registered worker" and "registered worker" shall, respectively, be substituted.

10. In clause 24 of the principal Scheme,—

(a) in the short title, for the word "workers", the words "registered workers" shall be substituted ;

(b) in sub-clause (1), for the words "monthly worker", "employers" and "any worker" the words "registered monthly worker", "registered employers" and "any registered worker" shall, respectively, be substituted ;

(c) in sub-clause (2), for the words "workers", at both the places where it occurs, the words "registered workers" shall be substituted ;

(d) in sub-clause (3), for the word "worker" and the words "employer" and "employers", wherever they occur, the words "registered worker", "registered employer" and "registered employers" shall, respectively, be substituted.

11. In clause 25 of the principal Scheme, for the words "monthly workers" and "employer" the words "registered monthly workers" and "registered employer" shall, respectively, be substituted.

12. In clause 26 of the principal Scheme, for the word "worker", at both the places where it occurs, and the word "employer" the words "registered worker" and "registered employer" shall, respectively, be substituted.

13. In clause 27 of the principal Scheme, for the word "worker" the words "registered worker" shall be substituted.

14. In clause 30 of the principal Scheme,—

(a) in sub-clause (2), for the word "worker" the words "registered worker" shall be substituted.

(b) in sub-clause (4), for the word "workers" the words "registered workers" shall be substituted ;

(c) in sub-clause (5), for the words "daily workers", at both the places where they occur, the words "registered daily workers" shall be substituted.

15. In clause 31 of the principal Scheme, in sub-clause (1), for the words "No employer" the words "No registered employer" shall be substituted.

16. In clause 33 of the principal Scheme,—

(a) in the short title, for the word "workers" the words "registered workers" shall be substituted;

(b) in sub-clause (1), for the word "workers" the words "registered workers" shall be substituted;

(c) in sub-clause (3), for the word "employers" the words "registered employers" shall be substituted.

17. In clause 34 of the principal Scheme, for the words "workers other than monthly workers" the words "registered workers other than registered monthly workers" shall be substituted.

18. In clause 35 of the principal Scheme,—

(a) in sub-clause (4), for the words "employers" and "the worker" the words "registered employers" and "the registered worker" shall, respectively, be substituted.

(b) in sub-clause (5a) for the words "the workers" the words "the registered workers" shall be substituted

(c) in sub-clause (6), for the words "monthly workers" the words "registered monthly workers" shall be substituted.

19. In clause 36 of the principal Scheme,—

(a) in sub-clause (1), for the words "individual worker" and "gang of workers of different gangs of workers" the words "individual registered worker" and "gang of registered workers or different groups of registered workers" shall, respectively, be substituted;

(b) in sub-clause (2), for the words "monthly workers" the words "registered monthly workers" shall be substituted;

(c) in sub-clause (3), for the word "worker" at both the places where it occurs, the words "registered worker" shall be substituted;

(d) in sub-clause (4), for the words "any worker" and "gang of workers" at both the places where they occur, the words "any registered worker" and "gang of registered workers" shall, respectively be substituted;

(e) in sub-clause (5), for the words "a worker or a gang or workers" the words "a registered worker or a gang of registered workers" shall be substituted.

20. In clause 38 of the principal Scheme,—

(a) in the short title, for the word "workers" the words "registered workers" shall be substituted.

(b) in sub-clauses (1), (2) and (3), for the word "worker" the words "registered worker" shall be substituted.

21. In clause 39 of the principal Scheme, in the short title, for the word "employers" the words "registered employers" shall be substituted.

22. In clause 41 of the principal Scheme, for the words "a worker" and "an employer" the words "a registered worker" and "a registered employer" shall, respectively, be substituted.

23. In clause 42 of the principal Schemes—

(a) in sub-clause (2), for the word "workers" the words "registered workers" shall be substituted;

(b) in sub-clause (6), for the word "employer" where it occurs for the second time, the words "the registered employer" shall be substituted.

For the Schedule to the Principal Scheme, the following shall be substituted, namely

SCHEDULE

(See clause 2(2))

Scheduled employment	Areas	Dated
1	2	3
1. Grocery Market or Shops, in connection with loading, unloading, stacking, carrying, weighing, measuring (filng, stitching, sorting, cleaping) or such other work including work preparatory incidental to such operations.	<p><i>A. Areas bounded by.—(i) On the West—By Mohamadalli Road from its junction with Lokmanya Tilak Marg upto its junction with Sardar Vallabh-bhai Patel Road.</i></p> <p><i>(ii) On the North—By Sardar Vallabh-bhai Patel Road from its junction with Mohamadalli Road upto its junction with Mansion Road.</i></p> <p><i>(iii) On the East—By Mansion Road from its junction with Sardar Vallabh-bhai Patel Road upto its junction with Lokmanya Tilak Marg.</i></p> <p><i>(iv) On the South—By Lokmanya Tilak Marg from its junction with Mohamadalli Road upto its junction with Mansion Road.</i></p> <p><i>B. Areas bounded by.—(i) On the North—By Maulana Shauka-tali Road from its junction with Maulana Azad Road, upto its junction with Ebrahim Rahimtulla Road.</i></p> <p><i>(ii) On the West—By Maulana Azad Road from its junction with Maulana Shaukatali Road upto its junction with Erskine Road.</i></p> <p><i>(iii) On the Sourth—By Erskine Road from its junction with Maulana Azad Road upto its junction with Ebrahim Rahimtu'la Road.</i></p> <p><i>(iv) On the East—By Ebrahim Rahimtulla Road from its junction with Sardar Vallabh-bhai Patel Road upto its junction with Maulana Shaukatali Road.</i></p> <p><i>C. Areas bounded by—(i) On the West—By Jail Road from its junction with Sardar Vallabh-bhai Patel Road upto its</i></p>	7th May 1970.

1	2	3
	junction with Mazgaon Road and by Mazgaon Road and Dr Mascarenhas Road upto its junction with Chapsi Bhimsi Road.	
	(ii) On the North—By Chapsi Bhimsi Road from its junction with Dr. Mascarenhas Road upto its junction with Reay Road.	
	(iii) On the South—By Sardar Vallabhbhai Patel Road from its junction with Jai Road upto its junction with P. D'Mello Road.	
	(iv) On the East—By P. D'Mello Road from its junction with Sardar Vallabhbhai Patel Road upto the junction of Chapsi Bhimsi Road.	
	D Areas bounded by— (i) On the West—By Messent Road from its junction with Victoria Road upto its junction with Hay Bunder Road.	
	(ii) On the North—By Hay Bunder Road from its junction with Messent Road upto its junction with Fosbery Road.	
	(iii) On the East—By Fosbery Road from its junction with Hay Bunder Road in the North upto its junction with Hay Bunder Road in the South.	
	(iv) On the South—By Hay Bunder Road from its junction with Victoria Road upto Fosbery Road.	
	(b) Areas within the premises of— 6th October 1973. (i) Messrs. Bhaneria Brothers, Bazargate Street, Bombay-1. (ii) Haji Bunder and Hay Bunder area.	
	(c) Thane and Kalyan Talukas 26th December 1973. of the Thane District.	
	(d) Panvel Talukas of the Raigad 26th December 1973. District.	

1	2	3
	(e) The Whole of the Thane and Raigad Districts excluding the Thane and Kalyan Talukas of the Thane District and Panvel Taluka of the Raigad District.	10th April, 1983.
	A Areas bounded by— (i) On the West—By Mahamadali Road from its junction with Lokmanya Tilak Marg upto its junction with Sardar Vallabhbhai Patel Road.	
	(ii) On the North—By Sardar Vallabhbhai Patel Road from its junction with Mohamadali Road upto its junction with Mansion Road.	
	(iii) On the East—By Mansion Road from its junction with Sardar Vallabhbhai Patel Road upto its junction with Lokmanya Tilak Marg.	
	(iv) On the South—By Lokmanya Tilak Marg from its junction with Mohamadali Road upto its junction with Mansion Road.	
	B Areas bounded by— (i) On the North—By Maulana Shaukatali Road from its junction with Maulana Azad Road upto its junction with Ebrahim Rahimtulla Road.	
	(ii) On the West—By Maulana Azad Road from its junction with Maulana Shaukatali Road upto its junction with Erskine Road.	
	(iii) On the South—By Erskine Road from its junction with Maulana Azad Road upto its junction with Ebrahim Rahimtulla Road.	
	(iv) On the East—By Ebrahim Rahimtulla Road from its junction with Sardar Vallabhbhai Patel Road upto its junction with Shaukatali Road.	
	C Areas bounded by— (i) On the West—By Jai Road from its junction with Sardar Vallabhbhai Patel Road upto its junction with Mazgaon Road	

Markets and other establishments in connection with loading, unloading, weighing, measuring, riddling, switching, sorting, cleaning) of coal, coal-tar, lime, cement, Chemicals, fertilizers, gunny bags, mats, hessian, oil cake, husk, chuni and other work including work preparatory to such operations.

1	2	3
	and by Mazgaon Road and Dr. Mascarenhas Road upto its junction with Chapsi Bhimsi Road.	
	(ii) On the North—By Chapsi Bhimsi Road from its junction with Dr. Mascarenhas Road upto its junction with Reay Road.	
	(iii) On the South—By Sardar Vallabhbhai Patel Road from its junction with Jail Road upto its junction with P. D'Mello Road.	
	(iv) On the East—By P. D'Mello Road from its junction with Sardar Vallabhbhai Patel Road upto the junction of Chapsi Bhimsi Road.	
	D. Areas bounded by— (i) On the West—By Messent Road from its junction with Victoria Road up its junction with Hay Bunder Road.	
	(ii) On the North—By Hay Bunder Road from its junction with Messent Road upto its junction with Fosbery Road.	
	(iii) On the East—By Fosbery Road from its junction with Hay Bunder Road in the north upto its junction with Hay Bunder Road in the south.	
	(iv) On the South—By Hay Bunder Road from its junction with Victoria Road upto Fosbery Road.	
(b)	Areas within the premises of—	16th October 1973.
	(i) Messrs Bhankeria Brothers, Bazargate Street, Bombay-1.	
	(ii) Haji Bunder and Hay Bunder areas.	
(c)	Thane and Kalyan Talukas of the Thane District.	26th December 1979.
(d)	Panvel Taluka of the Raigad District.	26th December 1979.
(e)	The Whole of the Thane and Raigad Districts excluding the	10th April 1983.

1	2	3
	Thane and Kalyan Talukas of the Thane District and Panvel Taluka of the Raigad District.	
	Onion and Potato Wholesale markets in connection with loading, stacking, carrying, weighing, marketing, grading, stitching, sorting (cleaning) of such other work including work preparatory or incidental to such operations.	
	Areas bounded— (i) On the South by Sardar Vallabhbhai Patel Road, from its junction with Saifee Jubilee Street, up to its junction with Sant Sena Maharaj Marg.	1st May 1972.
	(ii) On the West—by Sant Sena Maharaj Marg from its junction with Sardar Vallabhbhai Patel Road upto its junction with Maulana Shaukatalli Road.	
	(iii) On the North—By Maulana Shaukatalli Road from its junction with Sant Sena Maharaj Marg upto its junction with Saifee Jubilee Street.	
	(iv) On the East—By Saifee Jubilee Street from its junction with Maulana Shaukatalli Road upto its junction with Sardar Vallabhbhai Patel Road.	
(b)	Areas bounded— (A) (i) On the West—By Mohamadalli Road from its junction with Lokmanya Tilak Marg upto its junction with Sardar Vallabhbhai Patel Road.	16th October 1973.
	(ii) On the North—By Sardar Vallabhbhai Patel Road, from its junction with Mohamadalli Road upto its junction with Mansion Road.	
	(iii) On the East—By Mansion Road from its junction with Sardar Vallabhbhai Patel Road upto Lokmanya Tilak Marg.	
	Road upto its junction with Mansion Road.	

1	2	3
	(B)(i) On the North—By Maulana Shaukatalli Road from its junction with Maulana Azad Road upto its junction with Ebrahim Rahimtulla Road.	
	(ii) On the West—By Maulana Azad Road from its junction with Maulana Shaukatalli Road upto its junction with Erskine Road.	
	(iii) On the South—By Erskine Road from its junction with Maulana Azad Road upto its junction with Ebrahim Rahimtulla Road.	
	(iv) On the East—By Ebrahim Rahimtulla Road from its junction with Sardar Vallabh-bhai Patel Road upto its junction with Maulana Shaukatalli Road.	
	(C)(i) On the West—By Jail Road from its junction with Sardar Vallabh-bhai Patel Road upto its junction with Mazgaon Road upto its junction with Chapsi Bhimsi Road.	
	(ii) On the North—By Chapsi Bhimsi Road from its junction with Dr. Mascarenhas Road upto its junction with Reay Road.	
	(iii) On the South—By Sardar Vallabh-bhai Patel Road from its junction with Jail Road upto its junction with P. D' Mello Road.	
	(iv) On the East—By P. D' Mello Road from its junction with Sardar Vallabh-bhai Patel Road extending North upto Reay Road and further by Reay Road upto the junction of Chapri Bhimsi Road.	
	(D)(i) On the West—By Messent Road from its junction with Victoria Road upto its junction with Hay Bunder Road.	

1	2	3
	(ii) On the North—By Hay Bunder Road from its junction with Messent Road upto its junction with Fosbery Road.	
	(iii) On the East—By Fosbery Road from its junction with Hay Bunder Road in North upto its junction with Hay Bunder Road in the South.	
	(iv) On the South—By Hay Bunder Road from its junction with Victoria Road up to Fosbery Road.	
	(c) Thane and Kalyan Talukas of the Thane District.	26th December 1979
	(d) Panvel Taluka of the Raigad District.	26th December 1979
	(e) The whole of the Thane and Raigad Districts excluding the Thane and Kalyan Talukas of the Thane District and Panvel Taluka of the Raigad District.	10th April 1983.
	(a) Area within the premises of—	1st May 1972.
4. Mills and mills owned by any person or such person as authorised with special powers, including those which, according to the provisions of the Act, are exempted from the operation of the Act.	(1) Ahmed Oomerbhoi Oil Mills, Factory, at Two tanks, Bombay 9 and their godown at 'E' Shed, Grain Depot, Bombay 33.	
	(2) Bombay Prabhat Swadesh Rice Mills' factory, at Nandlal Janu Road, Bombay 9.	
	(3) Ganga Grain Crushing Mills' factory, at 103, Keshavji Naik Road, Bombay 9.	
	(4) Harakchand Vasanti Dal Mills' Factory, at Mungli Road, Bombay 10.	
	(5) Hind 100, Oil Mills factory, at Reay Compound, Reay Road, Bombay 10.	
	(6) Jankhambhai Hemant Mills factory, opposite the Cement Chawl, Reay Road, Bombay 10.	
	(7) Jokhubhai Lalji Dal Mills' factory, at Reay Road, Bombay 10.	

1	2	3
		1st May 1972.
(8)	Jai Hind Crashing Mills' factory at 133, Wadi Bunder Road, Bombay 10.	
(9)	Kohinoor Dal Mills' Factory at 10/12B, Old Anjirwadi, Mazgaon, Bombay 10.	
(10)	Prabhat Dal and Flour Mills' factory at Gun Powder Road, Mazgaon, Bombay 10.	
(11)	Ratanshi Dal Mill's factory at Sewree-Khadda, Bombay 16.	
(12)	Bansiwala Flour Mills' factory at Dr. Moses Road, Bombay 11.	
(13)	Hindustan Lever Ltd's Factory at Hay Bunder Road, Bombay 33 and their godowns at 'E' shed grain depot, Bombay 33 and at Sankhli Street, Byculla, Bombay 8.	
(14)	Clean All Corporation's factory at Daku Prabhu wadi, Ghodapdeo, Bombay 33.	
(15)	Vegetable Vitamin Food Company (Pvt.) Ltd. Factory at Hay Bunder Road, Bombay 33.	
(16)	Bombay Soap Factory's factory at Ripon Road, Bombay and their godown at 'E' Shed, Sewree Grain Depot, Bombay 33.	
(17)	Dilip Dal Mills' factory at Ghodapdeo, Bombay 10.	
(18)	Home Products Pvt. Ltd's Godown at Worli, Bombay 18.	
(19)	Bombay Oil Industries Pvt. Ltd's factory at 'P' Shed, Fosbery Road, Sewree, Bombay 15.	
(20)	Jai Hind Dal Mills' factory at 133, Shashri Mar 1 Bhandup, Bombay 78.	
(21)	Hindustan Sales Corporation's factory at 103, Lake Road Bhandup, Bombay 78.	

1	2	3
(22)	Wallace Flour Mills Co. Ltd's factories at Mazgaon Road, Bombay 10, and at Chikhalwadi, Tardeo, Bombay 7.	1st May 1972
(23)	Shri Mahalaxmi Grain Crushing Mills factory at Magazine Street, Oza Market, Darukhana, Bombay 10.	
(24)	Oswal Oil Trading Co's factory at 140, Dongri Street, Bombay 10.	
(25)	Bombay Grain crushing Mill's factory at Kalyan Street, Danabunder, Bombay 9.	
(26)	Tata Oil Mills Co. Ltd's factory at Hay Bunder Road, Bombay 33.	
(27)	Duncan Road Flour Mill's factory at Maulana Azad Road, Bombay 4.	
(28)	Bhawanji Jivraj Flour Mill's factories at 300, Maulana Azad Road, Bombay 4.	
(29)	The Balaji and Maharani Flour Mill's factories at 300, Maulana Azad Road, Bombay 4 and at Lal Bahadur Shastri Marg, Mulund, Bombay 80.	
	<i>(b) Areas within the premises of</i>	
(30)	Nagmoti Grain Crushing Mills, 2nd Lane, Mazgaon, Bombay 10.	
(31)	Prabhat Dal Mills, 2nd Lane, Mazgaon, Bombay 10.	
(32)	Bharat Dal Mills, 2nd Lane, Mazgaon, Bombay 10.	
(33)	Bajrang Menshi Dal Mills, 89-A, Mazgaon, Bombay 10.	
(34)	Shanti Grain Crushing and Cattle Food Manufacturing Mills, 118-A, Tower Estate, Mazgaon, Bombay 10.	
(35)	Ambika Dal Mills, 178, Tokarsi Jivraj Road, Sewree, Bombay 15.	

1	2	3
		10 May 1972
(36) Messrs. Shivdatt Grain Crushing Mills, 185-A, Zakeria Bunder Road, Sewri, Bombay 15.		
(37) Dediva Dal Mill, 188-A, Tower Estate, Mazgaon, Bombay 10.		
(38) Siretha Dal and Grinding Mills, Behind D. D. Chawl No. 5, Cementary Road, Sewree, Bombay 15.		
(39) New India Oil Mills (Pvt.) Ltd., Plot P, South Hay Bunder Road, Sewree, Bombay 15.		
(40) Bombay Oil Industries (Pvt.) Ltd., Bombay-Agra Road, Bhandup, Bombay 78.		
(41) Bombay Oil Industries, Refineries, Nesbit Road Mazgaon, Bombay 10.		
(42) Raja Oil Mills, Hay Bunder Road, Bombay 33.		
(43) Swastik Oil Mills Ltd., Wadala, Bombay.		
(44) Messrs. Shri Krishna Grain Crushing Mills, Zakeria Bunder Road, Sewree, Bombay 15.		
(45) Messrs. Jai Hind Oil Mills Company, Acharya Donda Marg, Sewree, Bombay 15.		
(46) Messrs. Bharat Palverising Mills (Pvt.) Ltd., Hexamor House, 28, Sayani Road, Bombay 25.		
(47) Messrs. Shri Krishna Oil Mills, Sayani Road, Prabhadevi Road, Bombay 28.		
(48) Messrs. Gwalior Oil Mills, Bhagwandas Wadi, Prabhadevi Road, Bombay 25.		
(49) Messrs. Gajanan Oil Mills, Standard Mills Lane, New Prabhadevi Road, Bombay 25.		
(50) Messrs. Jaibharat Oil Mills, Globe Mills Street, Bombay.		
(51) Messrs. Sangam Oil Mills, 17-D, Sitaphal Wadi, Mazgaon, Bombay 10.		

1	2	3
		1st May 1972
(52) Messrs. Jayant Oil Mills, 13, Sitaphalwadi Mazgaon, Bombay 10.		
(53) Messrs. Bombay Oil Products, Chapsi Bhimji Road, Mazgaon, Bombay 10.		
(54) Messrs. Indu Oil and Soap Co., Hansraj Lane, Byculla, Bombay 27.		
(55) Messrs. Saraswati Grain Crushing Mills, Love Lane, Maplawadi, Mazgaon, Bombay 10.		
(56) Messrs. Hind Dal and Flour Mill, Ghodapdeo, Bombay 10.		
(57) Messrs. Madhalia Oil Mills, Magazine Street, Darukhana, Bombay 10.		
(58) Messrs. Vegetable Vitamin Food Co. (Pvt.) Ltd., 109, 29, III Road, Bombay 10.		
(59) Messrs. Shri Vishnu Spices Grinding Mills, Haji Kasam, Mazgaon, Bombay 10.		
(60) Messrs. Swastik Confectionery Industries, 78, Mazgaon Road, Second Galli, Bombay 10.		
(61) Messrs. Azad Dal Mills, Mazgaon, Bombay 10.		
(62) Messrs. Karamshi Pacheria Dal Mills, 89-D, Mazgaon, Second Galli, Bombay 10.		
(63) Messrs. Vasanti Oil Mills, Mazgaon, I Galli, Bombay 10.		
(64) Messrs. Bhanji Tojshi, Mazgaon, I Galli, Bombay 10.		
(65) Messrs. Nathu Devraj Dal Mill, Lohar Lane, Dockyard Road, Bombay 10.		
(66) Messrs. Shivdatt Grain Crushing Mills, Opp. Salt Cross, Hoising Road, Bantwa 11, Bombay 13.		

Schedule—contd.

Schedule—contd.

1	2	3
		1st May 1972
(67)	Messrs. Bhavnagar Oil and Chemical Industries, Ganpati Baug, Sewree Khada, Bombay 15.	
(68)	Messrs. Narayan Dhanji Dal Mill, Sewree Khada, Bombay 15.	
(69)	Messrs. Talkshi Ramji Dal Mills, Near Jubilee Mills, Sewree, Bombay 15.	
(70)	Messrs. Devji Keshavji Dal Mills, Sewree Khada, Bombay 15.	
(71)	Messrs. Kamani Oil Mills, Chandiwali, Saki Vihar Road, Bombay 72.	
(72)	Messrs. Lalbaug Oil Mills, S. S. Rao Road, Bombay 12.	
(73)	Messrs. Bharat Rice Mills, 235, S. S. Rao Road, Bombay 12.	
(74)	Messrs. Kamani Oil Mills, (Near Bombay Gas Compound), Lalbaug, Bombay 12.	
(75)	Liberty Oil Mills, L. S. Marg, Bombay 70.	
(76)	Messrs. Bharat Oil Mills, Dr. S. S. Rao Road, Lalbaug, Bombay 12.	
(77)	Ambica Rice Mills, Dr. S. S. Rao Road, Lalbaug, Bombay-12.	
(b)	Areas within the premises of—	
(1)	Liberty Oil Mills, Kerwala Estate, L. S. Shastri, Marg, Ghatkopar, Bombay 86.	
(2)	Maharashtra Agro-Industries Development Corporation Limited, 65 Aarey Colony, Goregaon, Bombay 65.	
(3)	Premji Haridas Oil Mills, Salt Pan Road, Antop Hill, Wadala, Bombay 65.	
(4)	Navbharat Flour Mills, 304, ...	
(f)	Thane and Kalyan Talukas of the Thane District.	26th December 1979.

1	2	3
		16th October 1973.
	Railways yards and goods shed in connection with loading, unloading, stacking, carrying, weighing, measuring (filling, emptying, sorting, cleaning) of ... of such other work preparatory or incidental to such operations by workers who are not employed by Railway	
	Area within the premises of—	16th October 1973.
(1)	Messrs. Fertilizers Corporation of India Ltd., Chembur, Bombay-72.	
(2)	Messrs. Shah Bros. Company (O) Shed, Grain Depot, Bombay 33.	
(3)	Messrs. Bombay Sewree Chemicals, Sewree, Bombay-15.	
(4)	Messrs. Godrej Soap (Pvt.) Ltd., N. M. Joshi Marg, Bombay-11.	
(5)	Messrs. G. M. C. I. Corporation, Lalji Punshi Building New Chinch Bunder Road, Bombay-9.	
(6)	Messrs. Kompce Supply Company, Fort, Bombay 1.	
(7)	Messrs. Sewyar and Seeds Grinding Co., 1st Cross Lane, Ghodapdeo, Bombay 33.	
(8)	Messrs. Winsol Chemical Industries, Kurla-Andheri Road, Bombay 72.	
(9)	Messrs. Swastik Laboratories, Kurla-Andheri Road, Saki Naka, Bombay 72.	
(10)	Messrs. Indian Gum Industries Limited, Andheri-Kurla Road, Saki Naka, Bombay 72.	

Schedule—concl'd.

1	2	3
	(11) Messrs. Copran Chemicals Pvt. Ltd., Kurla-Andheri Road, Bombay 72.	16th October 1983.
	(b) Area within the premises— (1) Ramesh Pulversiers, 'J' Block, Old Anjirwadi, Chapsi Bhimji Road, Mazgaon, Bombay 10.	
	(2) Shankar Pulversiers Mills, 28F, Belveder Road, Mazgaon, Bombay 10.	
	(3) Associated Dichem Corporation, 28-F, Belveder Road, Mazgaon, Bombay 10.	
	(4) Indequip Ltd., 28(1), Fort Road, Sewri, Bombay 15	
	(c) Thane and Kalyan Talukas of the Thane District.	26th December 1979.
	(d) Panvel Taluka of the Raigad District.	26th December 1979.
	(e) The whole of the Thane and Raigad District excluding the Thane and Kalyan Talukas of Thane District and Panvel Taluka of the Raigad District.	10th April 1983.

(Notification No. UWA/1482/CR-8005/Lab-5, dated 10th January 1983, Published in M.G.G., Part I-L, dated 31st March 1983, Page Nos. 1906-1922).

3. The following draft of a notification which the Government of Maharashtra proposes to issue in exercise of the powers conferred by section 26 of the Maharashtra Mathadi, Hamal and Other Manual Workers (Regulation of Employment and Welfare) Act, 1969 (Mah. XXX of 1969), is hereby published as required by that section for the information of all persons likely to be affected thereby; and notice is hereby given that the said draft will be taken into consideration by the Government of Maharashtra after a period of three months from the date of its publication in the *Maharashtra Government Gazette*.

2. Any objections or suggestions which may be received by the Secretary to the Government of Maharashtra, Industries, Energy and Labour Department, Mantralaya, Bombay-400 032, from any person with respect to the said draft before the aforesaid date will be considered by Government.

DRAFT NOTIFICATION

No. UWA-1082/CR-10038/Lab-5.—In exercise of the powers conferred by section 26 of the Maharashtra Mathadi, Hamal and other Manual Workers (Regulation of Employment and Welfare) Act, 1969 (Mah. XXX of 1969), the Government of Maharashtra hereby amends the Schedule to the said Act, as follows, namely —

In the said Schedule, after entry 13, the following new entry, shall be added, namely —

"14. Employment in establishment engaged in cleaning, sorting, loading unloading, stacking, carrying, weighing, measuring, stitching, filling of onions or such other work including the work preparatory or incidental to such operations."

(Notification No. UWA/1082/CR-10039/Lab-5, dated 19th January 1983, published in M.G.G., Part I-L, dated 31st March 1983, Page No. 1929).

(b) *Corrigendum*.—In the Government Notification, Industries, Energy and Labour Department, No. UWA. 1482/CR. 7086/LAB-5, dated the 30th October 1982, published in *Maharashtra Government Gazette*, Part I-L, Extraordinary, dated the 30th October 1982, at pages 272-389 (both inclusive), in the preamble, for the figures, letters and words "30th day of November 1982" the figures, letters and words "15th day of January 1983" shall be substituted.

(Notification No. UWA/1482/CR-7086/Lab-5, dated 4th January 1983, published in M.G.G., Part I-L, dated 31st March 1983, Page No. 1904).

(C) *Appointments under the Act*.—(1) In exercise of the powers conferred by sub-sections (5) and (6) of Section 6 of the Maharashtra Mathadi, Hamal and other Manual Workers (Regulation of Employment and Welfare) Act, 1969 of the Cotton Markets Labour Board for Greater Bombay, the Government of Maharashtra hereby—

(a) nominates or re-nominates, as the case may be, the following persons to be the members of the said Board representing the employers, unprotected workers from the cotton trade and cotton waste trade or, as the case may be, the State Government as follows, namely —

(A) Members Representing Employers

(i) Cotton Trade

(1) Shri Sadhuram K. Patel, Messrs. Manilal Patel and Company, Kumar Building, 38, Cawasjee Patel Street, Bombay 400 001 ;

(2) Shri Madhusudan S. Jhunjhunwalla, Messrs. Shivchandra Jhunjhunwalla and Company, 353, Kalbadevi Road, Bombay 400 002 ;

(3) Shri Sureshbhai A. Kotak, Messrs. Kotak and Company, Navsari Building Dr. D. N. Road, Bombay 400 001 ;

(4) Shri Shantikumar V. Dayal, Messrs. Vallabhadas Dayal and Sons, N.T.C House, Doughall Road, Ballard Estate, Bombay 400 001 ;

(5) Shri Radhamohan B. Chokhani, 607, Niranjan Building, 99, Netaji Subhash Road, Bombay 400 002.

(6) Shri Vasantlal N. Shroff, Messrs. Shroff Cooper and Company, 53, Jolly Maker Chambers No. 2 , 225, Nariman Point, Bombay 400 021.

(ii) Cotton Waste Trade

(1) Shri Janantila J. Shah, Messrs. Shah Brothers, 31/43, Chakala Street Bombay 400 003 ;

(2) Shri Baijnath K. Sharma, Manager, Krishna Cotton Press, 156, Zakeria Bunder Road, Sewree, Bombay 400 015

(3) Shri R. D. Sanghavi, Messrs. All India Cotton Waste Exporters Association-C/o. Sapt Textile Products (India) Ltd., Sapt Building, Graham Road, Ballard Estate, Bombay 400 001.

B

(B) Member Representing Workers

(i) Cotton Trade

(1) Shri Bagaji Hanmanta Kadam, Rashtriya Cotton Kamgar General Union, "Vikran Sadan", Gas Company Lane, Lalbaug, Bombay 400 012 ;

(2) Shri Dinkar Bhau Ramgude, Rashtriya Cotton Kamgar General Union, Cotton Exchange Building, Cotton Green, Bombay 400 033 ;

(3) Shri Sitaram Mahadu Raut, Rashtriya Kapus Kamgar Sangh, Cotton Exchange Building, Cotton Green, Bompay 400 033 ;

(4) Shri Sahadu Nimbaji Sangle, Rashtriya Kapus Kamgar Sangh, 1/12, Chatai Chawl, Cotton Green, Bombay 400 033 ;

(5) Shri Haribhau Bappaji Vare, Ramnagar Colony, Chawl No. 1, Room No. 173, Govandi, Bombay 400 088;

(6) Shri Pandharinath Shankar Saste, Bhausaheb Shinde Patra Chawl, Room No. Plot No. 168, Opp. Kohinoor Mills Chawls, Jyotiba Phule Marg, Naigaon, Bombay 400 014.

(ii) *Cotton Waste Trade*

(7) Shri N. K. Yewale, C/o. Maharashtra Mathadi Kamgar Sangh, 2/30, Bhandari Chawl, T. J. Road, Sewree, Bombay 400 015 ;

(8) Shri Shreepati Gajaram Shinde, C/o. Maharashtra Mathadi Kamgar Sangh, Bhandari Chawl, T. J. Road, Sewree, Bombay 400 015.

(9) Shri Laxman T. Dukare, C/o. Maharashtra Mathadi Kamgar Sangh, 3/10, Bhandari Chawl, Sewree Road, Bombay 400 015.

Members representing the State Government

(1) Shri G. M. Shaikh, Assistant Commissioner of Labour, Bombay.

(2) Shri P. A. Achwal, Assistant Commissioner of Labour, Bombay.

(b) nominates Shri G. M. Shaikh Assistant Commissioner of Labour, Bombay, to be the Chairman of the said Board , and

(c) publishes the names of the members of the said Board including the Chairman, as follows, namely —

- (1) Shri Sadhuram K. Patel.
- (2) Shri Madhusudan S. Jhunjhunwalla.
- (3) Shri Sureshbhai A. Kotak.
- (4) Shri Shantikumar V. Dayal.
- (5) Shri Radhamohan B. Chokhani.
- (6) Shri Vasantlal N. Shroff.
- (7) Shri Jayantilal J. Shah.
- (8) Shri Baijnath K. Sharma.
- (9) Shri R. D. Sanghavi.
- (10) Shri Bagaji Hanmanta Kadam.
- (11) Shri Dinkar Bhau Ramgude.
- (12) Shri Sitaram Mahadu Raut.
- (13) Shri Sahadu Nimbaji Sangle.
- (14) Shri Haribhau Bappaji Vare.
- (15) Shri Pandharinath Shankar Saste.
- (16) Shri N. K. Yewale.
- (17) Shri Shreepati Gajaram Shinde.
- (18) Shri Laxman T. Dukare.
- (19) Shri G. M. Shaikh.
- (20) Shri P. A. Achwal.

(Notification No. UWA/1382/CR-9076/Lab-5, dated 13th January 1983, published in M.G.G., Part I-L, dated 30th March 1983, Pages No. 1922-24).

(2) In exercise of the powers conferred by sub-sections (3) and (6) of Section 6 of the said Act, of the Bombay Iron and Steel Labour Board, the Government of Maharashtra hereby

(a) nominates or, as the case may be, re-nominates the following persons to be the members of the said Board representing the employers, unprotected workers or, as the case may be, the State Government, as follows, namely —

Members representing employers

(1) Shri Bhupatrai Chhaganlal Shah, C/o Unity Hardware Stores Company, Sant Tukaram Road, Bobay 400 009 ;

(2) Shri S. P. Khosla, Secretary, Iron Steel and Hardware Merchants and Manufacturers, Chamber of India, 418, Loha Bhavan, P. D'Mello Road, Bombay 400 009;

(3) Shri Suresh C. Shah, Director, Messrs Surendra Kumar and Company, Steel Yard House, Iron Market, Bombay 400 009 ;

(4) Shri B. R. Jindal, Steel Re-Rollers Association of Maharashtra, 5th Floor, Potia Industrial Estate, Darukhana, Bombay 400 010 ;

(5) Shri K. S. Menon, General Manager (Personnel), Mukund Iron and Steel Works Ltd., Lal Bahadur Shastri Marg, Kurla ;

(6) Shri Ratankumar Jain, Darukhana Iron, Steel and Scrap Merchants Association, 5th Floor, Potia, Industrial Estate, Boat Hard Road, Daurkhana, Bombay-400 010.

Members representing unprotected workers

(1) Shri Shankarrao Khashaba Shinde, President, Lokhandi Jatha and General Kamgar Union 4-A, Devi Galli, Baburao Bobade Marg, Bombay-400 009 ;

(2) Shri Yeshwant Pandurang Koli, General Secretary, Lokhandi Jatha and General Kamgar Union, 4-A, Devi Galli, Baburao Bobade Marg, Bombay 400 009 ;

(3) Shri Babarao Anandrao Patil, Secretary, Lokhandi Jatha and General Kamgar Union, 4-A, Devi Galli, Baburao Bobade Marg, Bombay 400 009 ;

(4) Shri Kashinath Pandurang Volvaikar, General Secretary, Maharashtra Rajya Mathadi, Transport and General Kamgar Union, Jivraj Bhanji Shah Market, 3rd Floor, Near Masjid Station, Bombay 400 009 ;

(5) Shri Baburao Hari Ramiste, Secretary Maharashtra Rajya Mathadi Transport and General Kamgar Union, Jivraj Bhanji Shah Market, 3rd Floor, Near Masjid Station Bombay 400 009 ;

(6) Shri Balwant Sonappa Pawar, Secretary, Maharashtra Rajya Mathadi Transport and General Kamgar Union, Jivraj Bhanji Shah Market, 3rd Floor, Near Masjid Station, Bombay 400 009.

Members representing the State Government

(1) Shri G. S. Vairat, Assistant Commissioner of Labour, Bombay.

(2) B. B. Haldavnekar, Assistant Commissioner of Labour, Bombay.

(b) nominates Shri G. S. Vairat, Assistant Commissioner of Labour, Bombay, To be the Chairman of the said Board ; and

(c) publishes the names of the members of the Board including the Chairman, as follows namely —

- (1) Shri Bhupatrai Chhaganlal Shah.
- (2) Shri S. P. Khosla.
- (3) Shri Suresh C. Shah.
- (4) Shri B. R. Jindal.
- (5) Shri K. S. Menon.
- (6) Shri Ratankumar Jain.
- (7) Shri Shankarrao Khashaba Shinde.
- (8) Shri Yeshwant Pandurang Koli.
- (9) Shri Babarao Anandrao Patil.
- (10) Shri Kashinath Pandurang Volvaikar.
- (11) Shri Baburao Hari Ramiste.
- (12) Shri Balwant Sonappa Pawar.
- (13) Shri G. S. Vairat.
- (14) Shri B. B. Haldavnekar.

(Notification No. UWA/1882/CR-10162/Lab-5, dated 13th January 1983, published in M. G. G. Part I-L, dated 31st March 1983, pages No. 1925-26).

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

(A) *Appointments under the Act.*—(1) In exercise of the Powers conferred by Section 6 of the said Act, the Government of Maharashtra has appointed Shri B. R. Tawari Chief

Judicial Magistrate, Bhandara to preside over as Presiding Officer to the Third Labour Court Nagpur.

(Notification No. ULP/1083/6605/Lab-9, dated 8th February 1983, published in *M. G. G.*, Part I-L, dated 31st March 1983, page No. 1955).

(B) *Notification under the Act.*—(1) In exercise of the Powers conferred by Section 6 of the said Act, the Government of Maharashtra has assigned to the Labour Courts mentioned in column No. 1 of the schedule hereto, jurisdiction over the local areas respectively shown against each of them in column No. 2 of the Schedule.

(Notification No. ULP/1082/6500/Lab-9, dated 9th February 1983, published in *M. G. G.*, Part I-L, dated 31st March 1983, pages No. 1960-61).

(2) In exercise of the powers conferred by the proviso to clause (15) of Section 3 of the said Act, the Government of Maharashtra has notified the Head Office of the Text Book Bureau of Pune, the production wing of the Bureau at Worli, Bombay and the four Regional Distribution Centres of the Bureau at Pune, Bombay (Goregaon), Nagpur and Aurangabad to be one undertaking for the purposes of Chapter III of the said Act.

(Notification No. ULP/1082/6484/Lab-9, dated 18th January 1983, published in *M. G. G.*, Part I-L, dated 10th March 1983, page No. 1505).

XII MINIMUM WAGES ACT, 1948

(A) *Notification under the Act.*—(1) In exercise of the powers conferred by sub-section (2) of Section 26 of the said Act, the Government of Maharashtra has directed that for a period ending 31st March 1983, the provisions of Clause (b) of sub-section (1) of section 13 of the said Act shall not apply to employees employed in the employment in agriculture, subject to the following conditions namely :—

(1) employees employed as Saldars or Salkaries shall, in each year of employment be given in the aggregate 24 days of rest with wages.

(2) employees employed as Mahinedars shall in each month of employment, be given the aggregate 2 days of rest with wages.

Explanation.—For the purpose of this notification a day of rest given at any time may be equal to half or full normal working day, provided the aggregate number of days of rest so given in accordance with condition (1) or (2) or is equal to full 24 normal working days, or as the case may be two full normal working days.

(Notification No. MWA/2382/5219/Lab-9, dated 14th January, 1983, published in *M. G. G.*, Part I-L, dated 31st March 1983, page No. 1928).

The following Notification by the Government of India, Ministry of Labour, No. S-32019/8/80-WC(MW), dated the 26th August 1982 is hereby republished

GOVERNMENT OF INDIA/BHARAT SARKAR

MINISTRY OF LABOUR/SHRAM MANTRALAYA

New Delhi, Dated the 26th August 1982

NOTIFICATION

S.O. —Whereas certain proposals to revise the minimum rates of wages payable to the categories of employees employed in the employments (i) in the construction or maintenance of roads or in building operations, (ii) in stone breaking or stone crushing, (iii) in the maintenance of buildings and (iv) in the construction and maintenance of runways were published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (11 of 1948), in the *Gazette of India*, Part-II section 3, sub-section (ii), dated the 18th March 1982 under the notification of the Government of India in the Ministry of Labour, No. S. O. 142(E), dated the 18th March 1982, for the information and inviting objections and suggestions from the persons likely to be affected thereby till the expiry of the period of two months from the date of publication ;

whereas, the said Gazette was made available to the public on the 18th March 1982 ;

And whereas, the objections and suggestions received on the said proposals have been considered by the Central Government :

Therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (11 of 1948), and in supersession of notification of the Government of India in the Ministry of Labour No. S.O. 3(E), dated the 1st January 1981, the Central Government after consulting the Advisory Board revises the minimum rates of wages as specified in columns (2) to (6) of the Schedule annexed hereto, payable to the categories of employees employed in employments in the construction or maintenance of roads or in building operations, in stone breaking or stone crushing, in the maintenance of buildings ; and in the construction and maintenance of runways as specified in the corresponding entries in column (1) of the said Schedule and directs that this notification shall come into force on the date of its publication in the *Official Gazette*.

SCHEDULE

Category of work	All inclusive minimum rates of wages per day				
	Area A	Area B-1	Area B-2	Area C	Area D
	Rs. P.	Rs. P.	Rs. P.	Rs. P.	Rs. P.
1	2	3	4	5	6

Unskilled

(1) Bajri Spreader, (2) Beldar (Adult Male/Female ; Adolescent/Boys above 12 years Girls ; Child), (3) Beater, Woman, (4) Bellowman, (5) Chain Man, (6) Boat Man, (7) Bucket Man, (8) Carrier Stone, (9) Cammer (Water), (10) Cart Man, (11) Caretaker (Bridge), (12) Cleaner (Crane Track ; Cinder for Ash Pit), (13) Chowkidar, (14) Concrete (Hand Mixer), (15) Daffadar, (16) Driver (Bullock ; Camel, Donkey, Mule) (17) Flag Man, (18) Flagman (Blast Train), (19) Gate Man, (20) Gangman, (21) Gang Man (Permanent Way), (22) Handle Man, (23) Jumper Man, (24) Kamin (Female Work), (25) Khalasi, (26) Khalasi (Man/Male ; Woman/Female ; Boys/Girls ; 1/11 ; Bridge ; Electrical ; Marine ; Moplahn ; Shore ; Store ; Steam Road Roller ; Survey), (27) Labourer (Garden), (28) Lamp Man, (29) Mali, (30) Mazdoor, (31) Mazdoor (Adult Male/Man ; Adult Female/Women), (32) Mazdoor (Adolescent/Boys above 12 years age ; Girls ; Child ; Lorry ; Trained) (33) Petroleum, (34) Peon, (35) Searcher, (36) Signal Man, (37) Stikers, (38) Striker (Moplahn Gang), (39) Sweeper, (40) Tatti Boy, (41) Tile Turner, (42) Trolley Man, (43) Valve Controller, (44) Valveman, (45) Watchman, (46) Waterman, (47) White Washer, (48) Wooderman, (49) Wooder

	1	3	4	5	6
Woman, (50) Borryman, (51) Coalman, (52) Compressor Attendant, (53) Grass Cutter, (54) Machine Yamudars, (55) Slinemans, (56) Shunters, (57) Any other categories by whatever name called which are of any un killed nature	10.00	9.00	8.25	7.50	6.75
<i>Semi-Skilled/Unskilled Supervisory</i>					
(1) Belchawala, (2) Bhist, (3) Bhist (with (4) Boatman (Head), (5) Breaker, (6) Breaker (Block) Rock Stone, Stone Metal; Stone, (7) Cane Weaver, (8) Chain Man (Head), (9) Charpoy Stringer, (10) Chacker, (11) Crowkidar (Head), (12) Cracker, (13) Daftri, (14) Dollyman, (15) Driller, (16) Driller (Hole; Rock), (17) Driver (Skin), (18) Expavator, (19) Ferroman, (20) Fireman, (21) Fireman (Brick Kiln; Steam Road Roller), (22) Gate Keeper, (23) Gharami (Thacher), (24) Glass Man, (25) Grasser, (26) Greater-cum-Jamadar, (27) Grinder, (28) Hammerman, (29) Helper, (Artisan), (30) Helper (Sawyer), (31) Jamadar, (32) Keyman, (33) Khalasi (Head Survey, Revettors-Moplah Gang, Supervisor), (34) Labourer (Rock-cutting), (35) Lascar, (36) Mali (head), (37) Mate, (38) Mate (Blacksmith; Road, Carpenter; Engine Driver and or feeder, Fitter; Gang; Khalasi, Mazdoor; Mason permanent way; Fume- Driver; Turner), (39) Mazdoor (Heavy Weight; Charge-Man), Mistry, (Head); (40) Muccadam, Night Guard, (41) Runner (Post dak), (42) Oil Man, (43) Quarry Man, (44) Quarry Operator, (45) Stone Man, (46) Stocker, (47) Stocker and Boilerman, (48) Thatcher, (49) Thoombaman (Spade Worker), (50) Tindals, (51) Trolleyman (head Motor), (52) Fitter (Asstt. Semi-skilled), (53) Jamadar (Semi-skilled), (54) Mate (Store) (55) Mistry (Semi-skilled), (56) Dealer, (57) Diesel-Engine, (58) Crowler Man, (59) Cook, (60) Dandee, (61) Parash, (62) Hackstey Man, (63) Helper (Locco Crane Truck), (64) Kasit, (65) Khalasi (Structural), (66) Laboratory Boy, (67) Manje (Boatman), (68) Masakhi, (69) P. M. Mates (70) Pointsman, (71) Seacummy, (72) Topal, (73) Topkar (Big Stone Breaker), (74) Trolly Jamadar, (75) Winchman, (76) Asstt. Wireman, (77) Any other categories by whatever name called which are of a semi-skilled nature	12.50	11.50	10.25	9.50	8.50

	1	2	3	4	5	6
<i>Skilled</i>						
Any Mistry, (2) Armature Winder Grade II and III, (3) Bhandari, (4) Blacksmith, (5) Blacksmith (Selection Grade) Grade II, Class II and III, (Head), (6) Boilerman, (7) Boilerman Grade II and III, (8) Boiler Foreman Grade II, (9) Work (Asstt.) (10) Brick Layer, (11) Brick layer (Selection Grade—Class II), (12) Blasterer, (13) Carpenter, (14) Carpenter (Selection Grade; Grade II, and III Class I and III; Assistant; B.I.M. Road), (15) Cabinet Maker, (16) Caneman, (17) Celotax Cutter Maker, (18) Chargeman (Asstt.), (19) Carpenter (Junior), (20) Chief (Asstt.), (21) Chief Man, (22) Concrete Mixer Operator, (23) Concrete Mixer Operator, (24) Coker, (25) Caster, (26) Caster, (27) Driver (Motor Vehicle, Motor Vehicle Selection Grade, Motor Lorry, Motor Lorry Grade II, Lorry, Lorry Grade II) Diesel Engine Diesel Engine Grade II; Mixer Mechanical; Road Roller I. C. and Cement Mixer and Roller (28) Road Roller—Driver Grade II, (29) Driver (Engine State, Lorry Crusher, Tractor/Bull Doser Steam Road Roller; Water Pump Mechanical; Assistant Road Roller; Mechanical; Steam Crane; Tractor with Bull Doser Mechanical Transport; Engine, Static and Road Roller; Boiler Assistant, Engine), (30) Operator (Steam Tractor Mechanical), (31) Distri- bution, (32) Electrician (Grade II; Class II; Class III), (33) Fitter, (34) Fitter (Selection Grade; Grade II, III; Class II; III; Assistant; Pipe; Pipe Class II; Pipe Lines Bending Bars for reinforcement-cum-Mechanic, Mechanic and Plumber), (35) Gharami (Head), (36) Glazier, (37) Hole Driller for Machine, (38) Joiner, (39) Joiner (Cable; Motor II), (40) Linn Man (Grade II, III; HT/LT), (41) Mason (Selection Grade; Grade II and III; Class II and III; Class B Mistry, Stone; Stone Class II brick work; Store Work; Brick-layer; Tile Flooring B.I.M.; Muccadam, Head, Sore Cutting; Ordinary) (42) Machinist, (43) Machinist, (44) Mechanic (Class II, Air Conditioning; Air Conditioning Grade II, Diesel Grade II, Road Roller Grade II, Assistant Radio), (45) Manson (Gharami), (46) Mistry (Asstt. way. Survey, Santras; Worker), (47) Mason						

1	2	3	4	5	6
Class A, (52) Moulder, (53) Moulder (Strip, Tile), (54) Painter, (55) Painter (Selection Grade; Grade II and III; Class II; Ass. (Asst.)), (56) Plasterer, (57) Plasterer (Mason Grade II), (58) Plumber, (59) Plumber (Selection Grade; Class II, Ass. (Asst. Senior; Junior; Mistry Grade II), (60) Plumbing Mistry, (61) Painter, (62) Polisher, (63) Polisher (Floor), (64) Pump Driver, (65) Pump Driver (Selection Grade); Grade II and III, (Class II), (66) Pimp Driver, (Selection Grade), (67) P E Driver, (68) Pump Man, (69) Pump Man (Asstt.), (70) Pumper, (71) Polisher (with spray) Grade II, (72) Rivet Man, (73) Rivet Cutter (Asstt.), (74) Rivetter, (75) Rivetter (Cutter), (76) Road Inspector Grade II, (77) Railway Plate Layer, (78) Road Binder, (79) Sawyer, (80) Sawyer (Selection Grade Class II), (81) Serang, (82) Serang-pile Driving Pantomoms with Boiler, (83) Steamman, (84) Shift-in-charge, (85) Sprayman, (86) Sprayman (Roads), (87) Stone Cutter, (88) Stone Cutter (Selection Grade; Grade II, Class II), (89) Stone Chisler, (90) Stone Chisler (Class II), (91) Stone Blaster, (92) Sub-Overseer (unqualified), (93) Surveyors, (94) Surveyors (Asstt.), (95) Tailor, (96) Tailor (upholstry), (97) Tar Sprayer, (98) Tar man, (99) Line Man, (100) Tiler (Class II; Wall, Floor; Roof), (101) Tiler (Selection Grade), (102) Tin Smith, (103) Tin Smith (Selection Grade; Grade II; and III; Class II), (104) Tinker, (105) Trainers, (106) Turner, (107) Upholsterer, (108) Upholsterer (Grade II and III), (109) Painter Spray Class II, (110) Wood Carver, (111) Wood Cutter Selection Grade, (112) Wood Cutter Class II, (113) Work Smeat, (114) Welder, (115) Welder Gas, (116) Welder (Class II; Bridge Work), (117) Well Sinker, (118) White Washer, (119) White Washer, (Selection Grade; Class II), (120) Wireman, (121) Wireman (Grade I and III Class I), Machine (Electrical), (122) White Washing and Colour Washing Man, (123) Operator Pneumatic Tools, (124) Operator (Fitter), (125) Boreman, (126) Borer, (127) Chipper, (128) Chipper-Grinder, (129) Cook (Head); (130) Driller (Well-Boring), (131) Driver (Loco/Truck), (132) Electrician (Asstt.), (133) Mechanic (Tube-well), (143) Mistry (Steel); Tube Well; Telephone) (128) Mistry					

1	2	3	4	5	6
Reader: (136) Metrological Observer, (137) Lavghani, (138) Operator (Batching Plant; Cinema Project; Clamp Shelf; Compressor; Diesel Engine; Doser; Drag-ling, Drill; Dumper; Excavator, Fork Lift; Generator; Grader Jack hammer and Pavement breaker Loader; Pump; Pile Driving; Pumper; Screening Plant) Shovel; Tractor; (139) Railway Weight Balancer, (140) Repairer (Asphalt), (141) Sharer/Slotter, (142) Sprayer (Asphalt), (143) Station Master, (144) Surveyer (Silt), (145) Tradesman, (146) Train Examiner, (147) Tyre Valcanisor, (148) Tyre Valcanisor, (149) Any other categories by whatever name called which are of a skilled nature.	16.00	14.50	13.00	12.00	10.75

UNQUALIFIED

- (1) Armature Winder Grade I, (2) Blacksmith Grade I and Class I, (3) Boilerman Grade I, (4) Boilerman Foreman Grade I, (5) Brick Layer Class I, (6) Cable Joiner Grade I, (7) Carpenter Grade I and Class I, (8) Celcoex Cutter and Decorator, (9) Chartgeman Class I, (10) Checker (Senior), (11) Driver Lorry Grade I, (Motor Lorry Grade I, Motor Vehicle Class I and Diesel Engine Grade I; Road Roller Grade I, Pump Grade I, Pump Class I) (12) Electrician Grade I and Class I, (13) Fitter (Grade I, Class I, Pipe class I Head), (14) foreman (Assistant) (15) line Man Grade I, (16) Mason (Skilled Grade I, Class I), (17) Mason Ripper Mechanic Class I and (18) Mosaic (Head) or Floorician (19) Mechanic Diesel Grade I; Road Roller Grade I; Airconditioning Grade I; Class I; Airconditioning Grade I; (20) Mistry Grade I; (21) Mistry (Airconditioning) Grade I; (22) Overseer (23) Overseer (Senior and Junior) (24) Painter (Grade I; Class I; Spray), (25) Plasterer (Mason) Class I, (26) Plumber (Head) Class I, Mistry Grade I, (27) Polisher (with spray) Grade I, (28) Road Inspector Grade II (29) Senior (30) Stone Cutter Class I (31) Stone Cutter Grade I, (32) Stone Chisler Class I, (33) Stone Mason Class I, (34) Sub-Overseer (Qualified), (35) Tiler Class I, (36) Tinsmith Grade I and Class I, (37) Upholsterer Grade I, (38) Varnisher Class I, (39) welder-Cum-Fitter and Air Conditioning Mechanic (40) Welder (Gas) Class I, (41) White Washer Class I, (42) Wireman Grade I, Class I,

Schedule—contd.

	1	2	3	4	5	6
(43) Wood Cutter Class I, (44) Grinder (Tool) Grade I, (45) Operator (Batching Plant Grade I; Clamp Shell Grade I; Compressor Grade I; Crane Grade I, Diesel Engine Grade I; Dozer Grade I; Dragline Grade I, Drill Grade I, Dumper Grade I, Excavator Grade I; Fork Lift Grade I; Generator Grade I; Grader Grade I; Leader Grade I; Pile Driving Grade I; Pump Grade I; Scraper Grade I; Screening Plant Grade I; shovel Grade I; Shovel and Dragline; Tractor Grade I; Vibrator Grade I; Rigger Grade I, Rigger Grade-II), (46) Sharper/Sletter Grade I, (47) Tradesman Class I, (48) Turner/Miller Grade I, (49) Typo Vulcaniser Grade I, (50) Work(Aassistant) Grade I, (51) Any other categories by whatever name called which are of a highly skilled nature ;		20.00	18.25	16.50	14.75	13.75
Clerical—						
(1) M. C. Clerk (Munshi), (Matriculate; non-Matriculate), (3) Store Clerks, (4) Store Issuer, (5) Store Keeper, (6) Store Keeper (Grade I; II; Matriculate II; Non-Matriculate), (7) Tally Clerk, (8) Time Keeper, (9) Time-Keeper (Matriculate; non-Matriculate), (10) Tool-Keeper, (11) Work Munishi, (12) Work Munshi (Subordinate), (13) Accounts Clerk, (14) Clerks, (15) Computer, (16) Telephone Operator, (17) Typists, (18) Any other categories by whatever name called which are of a clerical nature.		16.00	14.50	13.00	12.00	10.75

Explanation.—For the purpose of this notification :—

(1) (a) Areas A, B-1, B-2 and C shall comprise all places as specified in the Annexure I to this notification including all places within a distance of eight kilometres from the periphery of the Municipal Corporation or Municipality or Cantonment Board, Notified Area Committee of particular place; and Area 'D' shall comprise all the places not included in Areas as A, B-1, B-2, and C

(b) The places added or upgraded from time to time by the Ministry of Finance for the purpose of payment of city compensation allowance to Central Government employees shall also be taken to be added from such dates for the purpose of classification specified in the Annexure.

(2) Employees employed in the employments in the construction or maintenance of roads or in building operations, in stone breaking and stone crushing, in the maintenance of buildings and in the construction and maintenance of runways, in D Class areas, where the minimum rates of wages have been fixed on areawise basis and where the Central Government has sanctioned payment of winter allowance or hill allowance or any other special allowance, shall be paid, in addition to the minimum rates of wages fixed by this notification, an amount equal to 10 per cent of the minimum rates of wages so fixed.

(3) Where in any area the minimum rates of wages fixed by this notification are lower than the minimum rates of wages fixed by the State Government for employees in employment in construction or maintenance of roads or in building operations, in stone breaking or stone crushing in the maintenance of buildings, and in the construction and maintenance of runways, in relation to which the State Government is the appropriate Government, the rates of wages fixed by the State Government shall, in respect of those areas, be deemed to be the minimum rates of wages, payable under this notification.

(4) Worker employed on tunnel working shall be paid 20 per cent extra of the minimum wages fixed under this notification for the appropriate category.

(5) (a) "Unskilled work" means work which involved simple operations requiring little or no skill or experience on the job.

(b) "Semi-skilled work" means work which involve some degree or skill or competence acquired through experience in the job and which is capable of being performed under the supervision or guidance of a skilled employee, and includes unskilled supervisory work.

(c) "Skilled work" means work which involves skill or competence acquired through experience on the job or through training as an apprentice in a technical or vocational institute and the performance of which calls for initiative and judgement.

(d) "Highly skilled work" means work which calls for a high degree of perfection and full competence in the performance of certain tasks, acquired through intensive technical or professional training or practical work-experience for long years and also require of a worker to assume full responsibility for the judgement or decisions involved in the execution of these tasks.

(6) The minimum rates or wages fixed by this notification are applicable to employees engaged by contractors also.

(7) The minimum rates of wages shall consist of all inclusive rates, and include also the wages for weekly day of rest.

(8) The minimum rates of wages payable to young persons below 18 years of age and for disabled persons shall be 80 per cent and 100 per cent respectively of the rates fixed by this notification for adult workers of the appropriate category.

ANNEXURE I

Name of the State/Union Territory	Class of Cities/Towns				
	A	B-1	B-2	C	
1	2	3	4	5	
Andhra Pradesh ..					
Assam ..					
Bihar ..					
Chandigarh ..					
Delhi ..					
Gujarat ..					
Haryana ..					
Jammu & Kashmir					
Karnataka ..					
Kerala ..					
Madhya Pradesh ..					

1	2	3	4
Maharashtra	Bombay	Nagpur, Pune, Pimpri- Chinchwad.	Solapur Nashik. Achalpur town group, Ahemad nagar, Akola, Amalner Ambarnath, Amravati, Aurangabad, Barsi, Bhi- wandi, Bhusawal, Chandra- pur, Dhule, Dombivli, Gondia, Ichalkaranji, Jalgaon, Jalna, Kalyan, Kamptee, Khamgaon, Kol- hapur, Latur, Malegaon, Nanded, Nandurbar, Nasik Road, Deolali, Pandharpur Parbhani, Sangli-Miraj, Satara, Ulhasnagar, Yavat- mal, Wardha.
O.issa			
Punjab			
Rajasthan			
Tamil Nadu			
Uttar Pradesh			
West Bengal			
Goa, Daman & Diu			

(Notification No. MWA/5382/5063/Lab-7, dated 19th January 1983, published in M. G. G., Part I-L, dated 31st March 1983; page Nos. 1930-38).

(3) In exercise of the powers conferred by sub-section (2) of section 26 of the said Act, the Government of Maharashtra has directed that for a period ending 31st December 1983 the provisions of the said Act, shall not apply to the employees employed on part time basis in the scheduled employments mentioned in the schedule hereto:

SCHEDULE

- (1) Employment in any rice mill, flour mill or dal mill.
- (2) Employment in any tobacco (including bidi making) manufactory.
- (3) Employment in any oil mill.
- (4) Employment under any local authority.
- (5) Employment on the construction or maintenance of roads or in building operations.
- (6) Employment in stone breaking or stone crushing.
- (7) Employment in public motor transport.
- (8) Employment in tanneries and leather manufactory.
- (9) Employment in residential hotel, restaurant or eating house, as defined in the Bombay Shops and Establishments Act, 1948.
- (10) Employment in any industry in which any process of printing by letterpress, lithography, photogravure or other similar work incidental to such process or book-binding is carried on.
- (11) Employment in any cotton ginning or cotton pressing manufactory.
- (12) Employment in glass industry.
- (13) Employment in any shop or commercial establishment (not being an employment in any Bank or any employment which is included under any of the entries in the schedule to the Act).

the purpose of this entry, the expressions "Shop" and "Commercial Establishment" shall have the meanings respectively assigned to them in the Bombay Shops and Establishments Act, 1948.

- (14) potteries.
- (15) Employment in rubber manufacturing industry.
- Employment in paper and paper-board manufactory.
- (17) Employment in any industry in which any process of transforming plastics into various solid shapes through moulding, forming, extrusion or casting by application singly or together with heat and/or pressure or both or other similar work or work incidental to such process is carried on.
- (18) Employment in any brick or roof-tiles manufactory.
- (19) Employment in any premises wherein buffaloes or cows or both are kept for milking, cleaning or feeding and for all other ancillary processes.
- (20) Employment in automobile repairing workshops and garages.
- (21) Employment in canteens and clubs not falling under entry 13 of Part I of the Schedule of the Act.
- (22) Employment in film production industry.
- (23) Employment in any industry engaged in saw milling.
- (24) Employment in any industry in which wooden furniture making or other similar work or any work incidental to such process is carried on.
- (25) Employment in any industry in which wooden photo or picture frames making and other similar work incidental to such process is carried on.
- (26) Employment in bakeries.
- (27) Employment in cashew processing industry.
- (28) Employment in engineering industry (not being an employment falling under entry 26 of the Schedule).
- (29) Employment in saltpan industry.
- (30) Employment in laundry industry.
- (31) Employment in cloth dyeing and/or cloth printing.
- (32) Employment in any establishment manufacturing utensils and/or other household articles with or without admixture of Zinc, Brass, Copper, Aluminium, Stainless Steel and or any other metal.
- (33) Employment in manufacture of optical frames.
- (34) Employment in hair-cutting saloon; hair-dressing saloon or hamamkhana.
- (35) Employment in manufacturing readymade garments or its accessories (excluding hosiery articles) and tailoring establishment.

An employee shall be deemed to be employed on part-time basis, if his daily hours of work do not exceed five and such hours of work are not split into more than two periods of work.

(Notification No. MWA/5382/5203/Lab-7, dated 21st January, 1983, published in M. G. G., Part I-L, dated 31st March 1983 Page No. 1944-45).

(4) In exercise of the powers conferred by sub-section (2) of section 3 read with sub-section (2) of section 5 of the said Act, the Government of Maharashtra after considering the advice of the said Committee revised the main provisions of the said Act in respect of employees employed in the said scheduled employment, and with effect from 1st February 1983, amended or revised or both or set out in column 2 of the schedule hereto, in respect of

each zone specified in column 2 for the classes of employees mentioned against them in column 1 of the said schedule.

SCHEDULE

Classes of employees 1	Rates of minimum wages			
	Zone I Rs.	Zone II Rs.	Zone III Rs.	Zone IV Rs.
(A) Unskilled <i>Saldar</i> or <i>Salkari</i> ..	3,840 per year.	3,120 per year.	2,760 per year.	2,000 per year.
Unskilled <i>Mahinedar</i> ..	320 per month.	260 per month.	230 per month.	200 per month.
Any other unskilled employees.	10.00 per day.	8.00 per day.	7.00 per day.	6.00 per day.
(B) Employees working on machines run by power, steam or oil—				
<i>Saldar</i> or <i>Salkari</i>	4,800 per year.	4,000 per year.	4,000 per year.	4,000 per year.
<i>Mahinedar</i>	400 per month.	320 per month.	320 per month.	320 per month.
Daily rate employees	12.00 per day.	10.00 per day.	10.00 per day.	10.00 per day.
Adolescents or children employed in any of the categories of employment mentioned above in this column.	60 per cent of the rate fixed for adults in respect of the same category of employees.	60 per cent of the rate fixed for adults in respect of the same category of employees.	60 per cent of the rate fixed for adults in respect of the same category of employees.	60 per cent of the rate fixed for adults in respect of the same category of employees.

Explanation.—For the purposes of this notification—

(a) Zone I shall comprise of the areas within the limits of—

(i) the Municipal Corporations of Greater Bombay, Nagpur, Kolhapur, Pune, Solapur, Thane, Pimpri-Chinchwad, Nashik and Aurangabad.

(ii) the Pune and Kirkee Cantonment ;

(iii) the command areas receiving perennial water supply from the Irrigation Schemes (including Lift Irrigation Schemes) constructed and maintained by Government.

(b) Zone II shall comprise of the areas within the limits of—

(i) the Municipal Councils of Kalyan, Bhiwandi, Ulhasnagar, Dombivali, Ambarnath, Malegaon, Dhule, Jalgaon, Bhusawal, Ahmadnagar, Satara City, Sangli, Miraj, Ichalkaranji, Jalna, Parbhani, Beed, Nanded, Latur, Akola, Amravati, Achalpur, Yavatmal, Wardha, Gondia and Chandrapur.

(ii) the Municipal Councils of Vasai, Panvel, Khopoli, Ratnagiri, Manmad, Nandurbar, Shirpur-Warwade, Amalner, Chalisgaon, Chopda, Pachora, Shirampur, Sangamner, Kopergaon, Lonavala, Baramati, Karad, Phaltan, Islampur, Barsi, Pandharpur, Hingoli, Parli-Vaijnath, Ambejogal, Udgir, Osmanabad, Khamsgaon, Malkapur, Suldhana, Shergaon, Akot, Karanja, Washim, Anajagaon-Surji, Badnera, Wani, Pusad, Hinganghat, Arvi, Pulgaon, Kamptee, Umred, Bhandara, Tumsar and Ballarpur

(iii) Dehu Road, Ahmadnagar, Aurangabad, Kamptee, Nashik Road and Deolali Cantonments ;

(iv) the areas receiving seasonal water supply from the Government constructed dams ;

(v) Zone III shall comprise of the areas of the State excluding the areas included in Zones I, II and IV.

(vi) Zone IV shall comprise the following areas excluding the areas specified in sub-clause (a) and sub-clause (iv) of clause (b), namely :—

District	Taluka
..	Chalisgaon } Bhadgaon } Parola } Erandol } Edalabad } Amalner (Shirsala and Amalner Circles). Pachora (Nagardevla Circle).
	Sakri } Dhule } Sindheda } Nandurbar (excluding Dhanora Circle).
	Chandor } Kalvan } Nandgaon } Dindori (Vani and } Dindori Circles). Baglan } Sinnar } Yevla } Malegaon } Niphad }
..	Junnar (Narayangaon Circle). Ambegaon (Manchar Circle). Khed (Khed and Chakan Circles). Daund } Baramati } Indapur } Purandhar } Shirur }
	Solapur North } Barshi } Akkalkot } Solapur South } Mohol } Mangalvedha } Pandharpur } Sangola } Malshiras } Karmala } Madha }

Areas not falling in the command of late irrigation canal system.

(Areas not served by irrigation canal system.

Areas not served by large irrigation canal system.

Areas not served by large irrigation canal system.

zone specified in column 2 for the classes of employees mentioned against in column 1 of the said schedule.

SCHEDULE

Classes of employees	Rates of minimum wages			
	Zone I	Zone II	Zone III	Zone IV
	Rs.	Rs.	Rs.	Rs.
(A) Unskilled <i>Saldar</i> or <i>Salkari</i> .	3,840	3,120	2,760	2,000
Unskilled <i>Mahinedar</i>	320	260	230	200
Any other unskilled employees.	10.00	8.00	7.00	6.00
(B) Employees working on machines run by power, steam or oil—				
<i>Saldar</i> or <i>Salkari</i>	4,800	4,000	4,000	4,000
<i>Mahinedar</i>	400	320	320	320
Daily rate employees	12.00	10.00	10.00	10.00
Adolescents or children employed in any of the categories of employment mentioned above in this column.	60 per cent of the rate fixed for adults in respect of the same category of employees.	60 per cent of the rate fixed for adults in respect of the same category of employees.	60 per cent of the rate fixed for adults in respect of the same category of employees.	60 per cent of the rate fixed for adults in respect of the same category of employees.

Explanation.—For the purposes of this notification—

(a) Zone I shall comprise of the areas within the limits of—

(i) the Municipal Corporations of Greater Bombay, Nagpur, Kolhapur, Pune, Solapur, Thane, Pimpri-Chinchwad, Nashik and Aurangabad.

(ii) the Pune and Kirkee Cantonment ;

(iii) the command areas receiving perennial water supply from the Irrigation Schemes (including Lift Irrigation Schemes) constructed and maintained by Government.

(b) Zone II shall comprise of the areas within the limits of—

(i) the Municipal Councils of Kalyan, Bhiwandi, Ulhasnagar, Dombivli, Ambernath, Malegaon, Dhule, Jalgaon, Bhusawal, Ahmadnagar, Satara City, Sangli, Miraj, Ichalkaranji, Jalna, Parbhani, Beed, Nanded, Latur, Akola, Amravati, Achalpur, Yavatmal, Wardha, Gondia and Chandrapur.

(ii) the Municipal Councils of Vasai, Panvel, Khopoli, Ratnagiri, Manmad, Nandurbar, Shirpur-Warwade, Amalner, Chalisgaon, Chopda, Pachora, Shirampur, Sangamner, Kopergaon, Lonavale, Baramati, Karad, Phaltan, Islampur, Barsi, Pandharpur, Hingoli, Parli-Vajinath, Ambejogai, Udgir, Oamanabad, Khamgaon, Malkapur, Buldhana, Shegaon, Akot, Karanja, Washim, Ananagaon-Surji, Badnera, Wasi, Pand, Hinganghat, Arvi, Fulgaon, Kamptee, Umred, Bhandara, Tumsar and Ballarpur

(iii) the Dehu Road, Ahmadnagar, Aurangabad, Kamptee, Nashik Road and Deolali Cantonments ;

(iv) the areas receiving seasonal water supply from the Government constructed dams ;

(v) Zone III shall comprise of the areas of the State excluding the areas included in Zones I, II and IV.

(d) Zone IV shall comprise the following areas excluding the areas specified in sub-clause (iii) of clause (a) and sub-clause (iv) of clause (b), namely —

District	Taluka
..	Chalisgaon } Bhadgaon } .. Areas not falling in the command of late Parola } irrigation canal system. Erandol } Edalabad } Amalner (Shirsala and Amalner Circles). Pachora (Nagardevla Circle).
..	Sakri Dhule Sindkheda Nandurbar (excluding Dhanora Circle).
..	Chandor Kalvan Nandgaon Dindori (Vani and } Dindori Circles). } Baglan } Sinnar - } (Areas not served by irrigation canal Yevla } system. Malegaon } Niphad }
Pune	.. Junnar (Narayangaon Circle). Ambegaon (Manchar Circle). Khed (Khed and Chakan Circles). Daund Baramati } Indapur } Areas not served by large irrigation canal Purandhar } system. Shirur }
Solapur	.. Solapur North Barshi Akkalkot Solapur South Mohol Mangalvedha } Pandharpur } Areas not served by large irrigation canal Sangola } system. Malshiras } Karmala } Madha }

District	Taluka
Ahmadnagar	Akola (Akola and Kotul Circles). Pathardi Parner Ahmadnagar Jamkhed Shevgaon Sangamner Shrigonda Karjat Kopargaon Shrirampur Nevasa Rahuri
	Areas not served by large irrigation canal system.
Sangli	Jat Atpadi Kavathe-Mahankal Khanapur (Khanapur and Vite Circles). Tasgaon (Savalaj and Visapur Circles). Miraj (Malegaon Circle).
Satara	Koregaon Man Khatav Khandala Phaltan
	Areas not served by large irrigation canal system.
Aurangabad	Vaijapur Gangapur Kannad Paithan Khuldabad Aurangabad Ambad (Vadi Godri and Ambad Circles).
Beed	Ashti Patoda Georai Beed Manjilegaon (Nitrud and Talkhad Circles) Kaij (excluding Digulamba Circle).
Osmanabad	Bhum Paranda Osmanabad (excluding Thair Circle). Tuljapur Kallamb (Kallamb and Moha Circles).
Buldana	Malkapur (Motala Circle). Khamgaon (Khamgaon Circle).

(e) the minimum rates of wages shall consist of an all inclusive rates allowing for the basic rate and the cost of living allowance ;

(f) in the case of employees employed as *Saldar* or *Salkari* whose current employment year has commenced on any date prior to the 1st February 1983 and who were, prior to that date paid wages at the minimum rates of wages then applicable to them (such rates being hereinafter referred to as "the old minimum rates of wages"), the wages to be payable for that part of the current employment year which precedes the 1st February 1983 shall be calculated on *pro-rata* basis at the old minimum rates of wages and for the remaining part of the current employment year, shall be calculated on *pro-rata* basis at the minimum rates of wages fixed by this notification.

(Notification No. MWA/2382/5137(A)/Lab-7, dated 31st January 1983, published in M.G.G., Part I-L, dated 31st March, 1983 pages No. 1947-1951).

(5) In exercise of the powers conferred by Sub-section (2) of Section 11 of the said Act, the Government of Maharashtra has authorised on and from the 1st day of February 1983, the payment of minimum wages in kind to the said employees in accordance with the mutual agreement between them and their employers subject to the maximum limit of 50 percent of the total wages payable to them.

(Notification No. MWA/2382/5137(b)/Lab-7, dated 31st January 1983, published in M.G.G., Part I-L, dated 31st March 1983, page No. 1951).

(6) In pursuance of Sub-Rule (6) of Rule 24 of the Maharashtra Minimum Wages Rules, 1963, the Government of Maharashtra has notified that the provisions of Sub-Rules (1) and (2) of the said rule 24 shall in the case of employees who are unskilled or working on machines run by power, steam or oil, in the agricultural employment whose minimum rates of wages have been fixed by the day, month of year, be subject to the following modification, namely—

In said rule 24,—

(i) In Sub-rule (1), in Clause (a) for the figure and word '9 hours' the figures and words '7 hours' excluding interval for the rest of '1 hour' shall be substituted.

(ii) In Sub-rule (2) for the words 'half an hour' the words 'one hour' shall be substituted
Notification No. MWA/2382/5137(c)/Lab-7, dated 31st January 1983, published in M.G.G., Part I-L, dated 31st March 1983, page No. 1951-52).

(7) In exercise of the powers conferred by Sub-section (2) of Section 26 of the said Act, the Government of Maharashtra has directed that for a period of three years commencing on the 1st February, 1983, the provisions of Clause (b) of Sub-section (1) of Section 13 of the said Act shall not apply to employees who are unskilled or working on machines run by power, steam or oil, employed in the employment in agriculture subject to the following conditions namely :—

(1) employees employed as *Saldar* or *Salkaris* shall, in each year of employment be given in the aggregate 24 days of rest with wages ;

(2) employees employed at *Mahindars* shall, in each month of employment be given in the aggregate 2 days of rest with wages.

Explanation.—For the purpose of this notification a day of rest given at any time may be equal to half or full normal working day, provided the aggregate number of days of rest so given in accordance with condition (1) or (2) or is equal to full 24 normal working days or as the case may be, two full normal working days.

(Notification No. MWA/2382/5137(D)/Lab-7, dated 31st January 1982, published in M. G. G., Part I-L, dated 31st March 1983, page No. 1952).

XIII. PAYMENT OF GRATUITY ACT, 1972.

(1) (A) *Notification under the Act.*—In exercise of the powers conferred by Sub-Section (7) of Section 7 of the said Act, the Government of Maharashtra has specified the authority specified in Column (1) of the schedule hereto to be the other authority for the purpose of the

said sub-section (7) for the areas respectively specified against them in Column (2) of that schedule.

SCHEDULE

Courts (1)	Areas (2)
1. The President, Industrial Court, Bombay.	Whole State.
2. Member, Industrial Court, Bombay.	Bombay.
3. Member, Industrial Court, Pune.	Pune, Ahmednagar, Kolhapur, Ratnagiri, Sindhudur, Sangli, Satara, Solapur, Osmanabad, Latur, Aurangabad, Jalna, Parbhani, Beed, Nanded.
4. Member, Industrial Court, Thane.	Thane, Raigad, Nashik, Dhule, Jalgaon.
5. Member, Industrial Court, Nagpur.	Nagpur, Bhandara, Wardha, Chandrapur, Gadchiroli, Akola, Amravati, Yeotmal, Buldhana.

(Notification No. PGA/1082/5185/Lab-7, dated 14th January, 1983, published in *M.G.G.*, Part I-L, dated 31st March, 1983, Page No. 1927).

XV. TRADE UNIONS ACT, 1926.

(A) *Appointments under the Act.*—(1) In exercise of the powers conferred by Sub-Section (2) of section 3 of the said Act, the Government of Maharashtra has appointed Smt. V. P. Bandre, Assistant Commissioner of Labour, Thane in place of Shri Y. K. Potdar, to be the Deputy Registrar of Trade Unions for the purposes of exercising and discharging under the superintendence and direction of the Registrar, the powers and functions of the Registrar, within the local limits of Thane District.

(Notification No. TUA/1183/6579/Lab-9, dated 27th January 1983, published in *M.G.G.*, Part I-L, dated 10th March 1983, Page No. 1507).

XIV. PAYMENT OF WAGES ACT, 1936.

(A) *Notification under the Act.*—(1) In exercise of the powers conferred by Clause (fff) of sub-section (2) of section 7 of the said Act, the Government of Maharashtra has authorised the deductions by Messrs. Pressure Cookers and Appliances Ltd., F-101, Maker Towers, P. O. Box 16083, Caffe Parade, Bombay 400 005 from the wages of the employees towards the recovery of the loan granted to him for the purpose of construction of a house by any body corporate, owned, controlled or managed by Government of any other body constituted under any law for the time being in force, together with interest due in respect thereof, subject to the following conditions, namely

(i) That the employees concerned shall agree for the deductions in writing.

(ii) That the total deductions to be made from the wages including deductions to be made on account of recovery of such loan shall be subject to the limit provided in sub-section (3) of section 7 of the said Act.

(iii) That a record of all such deductions shall be maintained by the said Company and it shall be kept open for inspection by the Inspector.

(Notification No. PWA/1082/5118/Lab-7, dated 18th January, 1983, published in *M.G.G.*, Part I-L, dated 31st March 1983, pages No. 1928-29).

Consumer Price Index Numbers for Working Class for March 1983

BOMBAY*

fall of 1 point

In March 1983, the Consumer Price Index Number for Working Class (New Series) for Bombay Centre with base January to December 1960 equal to 100 was 518 being 1 point 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 the Bombay Centre.

The index number for the food group decreased by 5 points to 560 due to a fall in the average price of rice, bread, arhardal edibles oils, chillies dry, onion, garlic, kali miri, zeera and vegetables and fruits.

The index number for the Pan, Supari and Tobacco etc. group increased by 9 points to 533 due to a rise in the average prices of pan leaf, katha, cigarette and chewing tobacco.

The index number for the Fuel and Light group increased by 7 points to 682 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 8 points to 546 due to a rise in the average prices of dhoti, saree, shirting, long cloth, trouser's cloth and shoes gents.

The index number for the miscellaneous group increased by 3 points to 419 due to a rise in the average prices of cinema show, barber charges, durrie utensils brass and washing soap.

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	
		February 1983	March 1983
I-A. Food	57.1	565	560
I-B. Pan, Supari, Tobacco, etc.	4.9	524	533
II. Fuel and Light	5.0	675	682
III. Housing	4.6	162	162
IV. Clothing Bedding and Foot-wear	9.4	538	546
V. Miscellaneous	19.0	416	419
Total ..	100.0		
Consumer Price Index Number ..		519	518

*Details regarding the scope and method of compilation of the index will be found on pages 598 to 605 of December 1965 issued 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*

515—A fall of 9 points

In March 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 515 being 9 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 Solapur Centre.

The index number for the food group decreased by 16 points to 534 due to a fall in the average prices of rice, jowar, arhaldal, gramdal, masurdal, groundnut oil, ghee, turmeric, dry chillies, tamarind, onions, garlic and sugar.

The index number for the pan, supari and tobacco etc., group increased by 4 points to 466 due to a rise in the average price of pan leaf only.

The index number for the fuel and light group increased by 20 points to 699 due to a rise in the average prices of firewood coal and kerosene oil.

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 remained steady at 421.

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

(Average prices for the calendar year 1960 = 100)

Groups	Weight proportional to the total expenditure	Group Index Numbers	
		February 1983	March 1983
I-A. Food	63.0	550	534
I-B. Pan, Supari, Tobacco etc.	3.4	462	466
II. Fuel and Light	7.1	679	699
III. Housing	5.2	243	243
IV. Clothing, Bedding and Footwear	9.0	546	546
V. Miscellaneous	12.3	421	421
Total	100.0		
Consumer Price Index Number		524	515

*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*

517—A fall of 1 points

In March 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 517 being 1 point 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 5 points to 540 due to a fall in the average prices of rice, wheat, arhaldal, oils and fats, eggs, dry chillies, onions, garlic corriander, zeera and sugar.

The index number for the pan, supari and tobacco etc., group increased by 1 point to 505 due to a rise in the average prices of pan leaf, katha and cigarettes.

The index number for the fuel and light group increased by 28 points to 772 due to a rise in the average prices of kerosene oil and coal.

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 588 due to a rise in the average prices of dhoti, trouser cloth, markin, pajama, ganji, shirt, bedsheet and shoes.

The index number for the miscellaneous group remained steady of 401.

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

(Average prices for the calendar year 1960=100)

Groups	Weights proportional to total expenditure	Group Index Numbers	
		February 1983	March 1983
I-A. Food	57.2		540
I-B. Pan, Supari, Tobacco, etc.	3.8	504	505
II. Fuel and Light	5.7	744	772
III. Housing	6.6	260	260
IV. Clothing, Bedding and Footwear	10.9	586	588
V. Miscellaneous	15.8	401	401
Total	100.0	....	....
Consumer Price Index Number	....	518	

*Details regarding the scope and method of compilation of the index may be seen on page 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*

471—A rise of 3 points

In March 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 471 being 3 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Pune Centre.

The index number for the food group increased by 2 points to 498 due to a rise in the average prices of rice, bajri, milk and ghee.

The index number for the fuel and light group increased by 9 points to 675 due to a rise in the average prices of kerosene and charcoal.

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

The index number for the clothing and footwear group remained steady at 511.

The index number for the miscellaneous group increased by 6 points to 417 due to a rise in the average prices of supari, cigarettes, laundry charges and lifeboy.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR PUNE CENTRE

(Average prices for the calendar year 1961 = 100)

Groups	Weight proportional to total expenditure	Group Index Numbers	
		February 1983	March 1983
I. Food	55.85	496	498
II. Fuel and Light	6.89	666	675
III. Housing	6.65	143	143
IV. Clothing and Footwear	10.31	511	511
V. Miscellaneous	20.30	411	417
Total ..	100.00	....	....
Consumer Price Index Number	....	468	471

* 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*

498—A fall of 12 points

In March 1983 the Consumer Price Index Number for Working Class (New Series) for Jalgaon Centre with base year 1961 equal to 100 was 498 being 12 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 Jalgaon Centre.

The index number for the food group decreased by 19 points to 535 due to, a fall in the average prices of rice, wheat, turdal, gramdal, groundnut oil, chillies dry, garam masala, garlic and sugar.

The index number for the Fuel and Light group increased by 1 point to 708 due to a rise in the average prices of kerosene only.

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

The index number for clothing and footwear increased by 1 point to 481 due to a rise in the average prices of Dhoti and coloured fabrics.

The index number for the miscellaneous group remained steady at 394.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR JALGAON CENTRE.

(Average prices for the calendar year 1961 = 100)

Groups	Weight proportional to total expenditure.	Group Index Numbers	
		February 1983	March 1983
I. Food	60.79	554	535
II. Fuel and Light	7.20	707	708
III. Housing	6.11	183	183
IV. Clothing and Footwear	10.29	480	481
V. Miscellaneous	15.61	394	394
Total ..	100.00		
Consumer Price Index Number		510	498

*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*

CPI—A rise of 20 points

In March 1983, the Consumer Price Index Number for Working Class (New Series) for Nanded Centre with base year 1961 equal to 100 was 537 being 20 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family survey at Nanded Centre.

The index number for the food group increased by 40 points to 583 due to a rise in the average prices of rice, jowar.

The index number for the Fuel and Light group decreased by 70 points to 670 due to a rise/fall in the average prices of firewood only.

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

The index number for clothing and footwear remained steady at 481.

The index number for the miscellaneous group remained steady at 423.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR

NANDED CITY / NANDED CENTRE

(Average prices for the calendar year 1961 = 100)

	Weight proportional to total expenditure	Group Index Numbers	
		February 1983	March 1983
I. Food	61.46	543	583
II. Fuel and Light	5.88	740	670
III. Housing	4.62	302	302
IV. Clothing and Footwear	12.22	481	481
V. Miscellaneous	15.82	423	423
Total	100.00		
Consumer Price Index Number		517	537

*Details regarding the scope and method of compilation of the index pages 1107 to 1112 of the March 1966 issue of Labour

To obtain the equivalent old index number on base August 1943 the new index number of page 1261

AURANGABAD*

CPI—A fall of 5 points

In March 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 5 points lower than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living at Aurangabad Centre.

The index number for the food group decreased by 8 points to 550 due to a fall in the average prices of rice, wheat, jowar, turdal, gramdal, masurdal, karad oil, vanaspati, salt, turmeric, chillies dry, tamarind, jeera and gur.

The index number for the fuel and light group increased by 3 points to 760 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 remained steady at 497.

The index number for the miscellaneous group increased by 4 points to 427 due to a rise in the average prices of pan-leaf, supari, katha, bidi, sunlight and lifeboy.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR AURANGABAD CENTRE

(Average prices for the calendar year 1961 = 100)

Groups	Weight proportional to total expenditure	Group Index	
		February 1983	March 1983
I. Food	60.72	558	550
II. Fuel and Light	7.50	757	760
III. Housing	8.87	316	316
IV. Clothing and Footwear	9.29	497	497
Miscellaneous	13.62	423	427
Total	100.00		
Consumer price Index Number		528	523

*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. 2.22.

ALL INDIA AVERAGE CONSUMER PRICE INDEX NUMBERS FOR INDUSTRIAL WORKERS

The statistics for the Last 12 calendar months from April March 1983 are given in the following table .

TABLE

Month	Base	Base
	1960=100	
1	2	3
April 1982	459	558
May 1982	462	562
June 1982	470	571
July 1982	478	581
August 1982	488	593
September 1982	489	594
October 1982	491	597
November 1982	496	603
December 1982	497	604
January 1983	495	602
February 1983	500	608
March 1983	502	610

* Index numbers of the 1960 based index are derived from the 1960 based index.

THE STATEMENT SHOWING THE CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS BY GROUPS FOR SEVEN CENTRES OF MAHARASHTRA STATE FOR THE MONTH OF MARCH 1983

Centre	Base	3	4	5	6	7	8	9	10	11	12
Bombay	1960=100	560	533	682	162	546	419	518	2,300	519	2,304
Solapur	.. 1960=100	534	466	699	243	546	421	515	1,967	524	2,002
Nagpur	.. 1960=100	540	505	772	260	588	401	517	2,699	518	2,704
Pune	.. 1961=100	498	..	675	143	511	417	471	..	468	..
Jalgaon	.. 1961=100	535	..	708	183	481	394	498	2,634	510	2,698
Nanded	.. 1961=100	583	..	670	302	481	423	537	1,316	517	1,367
Aurangabad	.. 1961=100	550	..	760	316	497	427	523	1,161	528	1,172

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 : 4.44, SHOLAPUR : 3.82, NAGPUR : 5.22, JALGAON : 5.29, NANDED : 2.45, AURANGABAD : 2.22.

Labour Intelligence

INDUSTRIAL RELATIONS IN MAHARASHTRA REVIEW FOR THE MONTH OF FEBRUARY 1963

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		
1	Industrial Court, Bombay	37	76	61	98	272	
2	Industrial Tribunal, Nagpur	4	1	38	76	119	
3	Industrial Tribunal, Nagpur	14	12	71	42	149	
4	Industrial Tribunal, Pune	3	13	41	12	79	
5	Industrial Tribunal, Thane	..	..	..	44	44
6	Industrial Tribunal, Thane	..	..	..	13	13
Total		58	102	211	371	742	

I. Industrial Courts/Tribunals—

1	Labour Court, Bombay	46	1	342	566
2	Labour Court, Pune	3	5	86	95
3	Labour Court, Nagpur	21	47	135	135
4	Labour Court, Thane	4	11	101	127
5	Labour Court, Solapur	7	79	81	188
6	Labour Court, Kolhapur	1	18	22	76
7	Labour Court, Akola	5	12	14	43
8	Labour Court, Nashik	2	27	18	36
9	Labour Court, Aurangabad	3	13	15	204
10	Labour Court, Dhule	1	8	..	..
Total		93	675	803	1,571

II. Labour Court—

Total		93	675	803	1,571
-------	--	----	-----	-----	-------

Wage Boards—One 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 October 1961 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	270	285	555
2 Bombay Industrial Relations Act, 1946	9	5	14
3 Bombay Industrial Relations (Extensions and Amendment) Act, 1964.	..	..	..
Total	279	290	569

(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 if 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	1,812	555	..	288	11	139	595	1,772
B. I. R. Act, 1946	164	14	..	13	7	5	40	138
B. I. R. (Ext. and Amdt.) Act, 1964.	..	..	..	..	..	..	..	..
Total	1,976	569	99	301	18	144	635	1,909

Industry-wise and District-wise analysis of the cases received during the month under Bombay Industrial Relations Act, 1946
Bombay Industrial Relations (Extension and Amendment) Act, 1964 are given below :—

Act	Cotton Textile	Silk Textile	Chemical	Textile Processing	Hosiery	Banking	Sugar	Misc.	Transport	Total
1	2	3	4	5	6	7	8	9	10	11
I. R. Act, 1946	4	2	1	2	1		2	3		16

Act	Textile Industry	Paper Industry	Chemical Industry	Press Industry	Electricity	Banking	Chemical Engineering	Leather	Other Misc	Total
1	3	3	4	5	6	7	8	9	10	11
I. R. (Extension and Amendment) Act, 1964	3	3	4	5	6	7	8	9	10	11

District-wise analysis is given below :—

Act	Bombay	Pune	Thane	Nanded	Aurangabad	Ahmadnager	Total
1	2	3	4	5	6	7	9
I. R. Act, 1946	7	4	1	1	1		14

Act	Amravati	Bombay	Wardha	Chandrapur	Akola	Buldhana	Total
1	2	3	4	5	6	7	8
I. R. (Extension and Amendment) Act, 1964	2	3	4	5	6	7	8

INDUSTRIAL DISPUTES IN MAHARASHTRA STATE DURING FEBRUARY 1983

	February 1983	January 1983	February 1982
No of Disputes	79	82	74
No of Workers involved	1,08,612	1,62,847	60,786
No of Man-days lost	25,55,032	27,70,228	13,55,940

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 lost in
	Started before beginning of the month February 1983	Started during the month February 1983	Total		
1	2	3	4	5	6
Textile	45		45	93,398	22,19,104
Engineering	12	2	14	1,788	40,823
Chemical	7		7	10,282	2,23,272
Miscellaneous	11	2	13	3,144	71,833
February 1983 Total	75	4	79	1,08,612	25,55,032
January 1983 Total	77	5	82	1,62,847	27,70,228

Fifty three of the disputes arose over questions of "pay, allowances and bonus issues", 12 related to "Retirement and gratuity issues and personnel", while the remaining 14 were due to other causes.

Of the 7 disputes that terminated during the month, 3 were settled either entirely or partially in favour of the workers and 4 in favour of the employers, while result of the remaining 4 disputes was not known.

The figures given in the above Table are based on returns received under the Industrial Disputes Act, 1947, by employers and workers.

THE FOLLOWING STATEMENT GIVES THE DETAILED INFORMATION OF IMPORTANT INDUSTRIES CAUSING MORE THAN 10,000 MAN-DAYS LOST DURING THE MONTH OF FEBRUARY 1981

Serial No.	Name of the Concern	Sector	S/L	Reason	Date of work-stoppages		No. of Workers Involved	Man-days lost		
					Started	Ended		During the month	Till the close of the month	
1	2	3	4	5	6	7	8	9	10	
<i>Thane—</i>										
1	Tekson Ltd., Road, Thane.	Kolshet	Pvt.	S	Reinstatement	20-4-1981	450	10,800	2,57,578
<i>Bombay—</i>										
<i>Charter of demand—</i>										
2	The Bombay Gas Co., Ltd., Lalbaug, Bom- bay 12.	Pvt.	S	D. A. Allowance, etc.		29-7-1981	1,450	34,800	7,21,100
<i>Bombay—</i>										
3	The Shreenivas Cotton Mills Ltd., 402 Sena- pati Bapat Marg, Bombay 400 013.	Pvt.	S	20 per cent Bonus.		20-10-1981	5,609	1,29,643	27,46,234
<i>Bombay—</i>										
<i>Others—</i>										
4	Podar Processors, G. K. Marg. Lower Parel, Bombay 400 013.	Pvt.	S	Calling for holiday work- ing		23-12-1981	578	13,767	2,83,610
<i>Bombay—</i>										
<i>Bonus—</i>										
5	The Standard Mills Co. Ltd., Bombay 400 025.	Pvt.	S	Demand for 21-10-1981 higher quant- um of bonus.		3,865	92,760	20,32,574
<i>Bombay—</i>										
6	India United Mills No. 1, Dr. Ambedkar Road, Parel, Bombay 400 012.	Pub.	S	<i>G.D.—</i>		18-1-1982	4,313	1,00,598	19,97,242
<i>Bombay—</i>										
<i>G.D.—</i>										
7	Morarji Gokuldas Spg. & Wvg. Co. Ltd., Dr. Ambedkar Road, Parel, Bombay-400 012.	Pvt.	S	Wages D. A. etc.		17-1-1982	4,230	99,136	21,17,026
<i>Bombay—</i>										
<i>G.D.—</i>										
8	Mafatlal fine Spg. & Mfg. Co. Ltd., Maz- gaon, Bombay 400 010.	Pvt.	S	Wages D. A. etc.		18-1-1982	696	15,579	8,14,950
<i>Bombay—</i>										
<i>G. D.—</i>										
9	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	3,591	85,393	14,09,862
<i>Bombay—</i>										
<i>G. D.—</i>										
10	The New City of Bombay Mfg. Co., Ltd., 63, T. B. Kadam Marg, Bombay 400 033.	Pvt.	S	Wages D. A. etc.		18-1-1982	2,083	48,292	7,23,473
<i>Bombay—</i>										
<i>G. D.—</i>										
11	Digvijay Textile Mills, Lalbaug, Bom- bay 400 033.	Pub.	S	Wages D. A. etc.		18-1-1982	1,373	32,952	7,78,356
<i>Bombay—</i>										
<i>G. D.—</i>										
12	Kamala Mills Ltd., Senapati Bapat Marg, Lower Parel, Bom- bay 400 013.	Pvt.	S	Higher Wages		18-1-1982	3,496	80,370	15,01,687

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

Serial No.	Name of the Concern	Sector	S/L	Reason	Date of work-stoppages		No. of Workers Involved	Man-days lost		Result
					Began	Ended		During the month	Till the close of the month	
1	2	3	4	5	6	7	8	9	10	11
<i>Bombay—</i>				<i>G.D.—</i>						
13	Jupiter Textile Mills, Balashet Madhukar Marg, Parel, Bombay 400 013.	Pub.	S	Demanding wages and better services condition including many more demand.	18-1-1982	....	1,506	31,730	9,88,941	Continued.
<i>Bombay—</i>				<i>G.D.—</i>						
14	Piramal Spg. & Wvg. Mills Ltd., Piramal Bhavan, G. K. Marg, Bombay 400 013.	Pvt.	S	Wages D. A. etc.	18-1-1982	....	1,117	22,957	7,05,863	Do.
<i>Bombay—</i>				<i>G.D.—</i>						
15	Mumbai Textile Mills, Senapati Bapat Marg, Bombay 400 013.	Pub.	S	Wages D. A. etc.	18-1-1982	....	1,736	89,450	8,61,151	Do.
<i>Bombay—</i>				<i>G.D.—</i>						
16	M/s. Matulya Mills Ltd., Senapati Bapat Marg, Bombay 400 013.	Pvt.	S	Rise in basic Wages etc.	18-1-1982	....	1,823	41,720	9,98,217	Do.
<i>Bombay—</i>				<i>G.D.—</i>						
17	The Podar Mills Ltd., N. M. Joshi, Marg, Chinchpokli, Bombay 400 011.	Pvt.	S	Wages D. A. etc.	18-1-1982	....	2,524	59,750	11,09,800	Do.
<i>Bombay—</i>				<i>G.D.—</i>						
18	Bradbury Mills Ltd., Maulana Azad Road, Bombay 400 011.	Pvt.	S	Wages D. A. etc.	18-1-1982	....	2,296	55,138	11,31,049	Do.
<i>Bombay—</i>				<i>G.D.—</i>						
19	The Gold Mohar Mills Ltd., Dadasaheb Phalke Road, Dadar 400 014.	Pvt.	S	Increase in Wages and better Service Condition.	18-1-1982	....	1,799	42,447	7,76,374	Do.
<i>Bombay—</i>				<i>G.D.—</i>						
20	The Simplex Mill Co. Ltd. 30, Keshavrao Khade Marg, Gadge Maharaj Chowk, Bombay 400 011.	Pvt.	S	Charter demand wages etc.	of 18-1-1982	....	2,948	70,752	13,21,319	Do.
<i>Bombay—</i>				<i>G.D.—</i>						
21	The Phonix Mills Ltd., Lower Parel, Bombay 400 013.	Pvt.	S	Higher Wages D. A. etc.	18-1-1982	....	3,551	31,208	12,34,306	Do.
<i>Bombay—</i>				<i>G.D.—</i>						
22	The Victoria Mills Ltd., Budhkar Marg, N. M. Joshi Marg, Parel, Bombay 400 013.	Pvt.	S	Higher Wages D. A. etc.	18-1-1982	....	1,896	43,923	9,89,481	Do.
<i>Bombay—</i>				<i>G.D.—</i>						
23	New Great Eastern Spg. & Wvg. Co. Ltd., 25-29, Dr. B. R. Ambedkar Road, Bombay 400 027.	Pvt.	S	Charter of demands, wages D. A. etc.	18-1-1982	....	3,425	83,640	16,53,167	Do.
<i>Bombay—</i>				<i>G.D.—</i>						
24	Swan Mills Ltd., Unit Coorla Mills-7, Old Agra Road, Kurla, Bombay 400 070.	Pvt.	S	wages increase and other facility.	18-1-1982	....	2,079	48,632	8,21,837	Do.

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

Serial No.	Name of the Concern	Sector	S/L	Reason	Date of work-stoppages		No of Workers Involved	Man-days lost		Result
					Began	Ended		During the month	Till the close of the month	
1	2	3	4	5	6	7	8	9	10	11
25	<i>Bombay—</i> M/s. Kohinoor Mills Co., Ltd., N. M. G. S., Marg, Dadar, Bombay 400 014.	Pvt.	S	<i>G.D.—</i> Wages D. A. etc.	18-1-1982		6,059	1,45,416	22,56,139	Continued.
26	<i>Bombay—</i> Apollo Textile Mills, N. M. Joshi Marg, Chinchpokali, Bombay-400 011.	Pub.	S	<i>G.D.—</i> Wages D. A. etc.	18-1-1982		1,851	25,224	6,59,538	Do.
27	<i>Bombay—</i> Bombay Dyeing & Mfg. Co. Ltd., Textile Mills, (Prabhadevi) Bombay-400 025.	Pvt.	S	<i>General Demands—</i> Wages D. A. etc.	16-1-1982		1,987	43,353	17,77,923	Do.
28	<i>Bombay—</i> India United Mill No. 4 T. B. Kadam Marg, Kalachewki, Bombay-400 033.	Pub.	S	<i>G. D.—</i> Wages D. A. etc.	18-1-1982		953	22,872	6,75,957	Do.
29	<i>Bombay—</i> Bedrock Tyre and Rubber Co. Pvt. Ltd., B-2, Laxmi Industrial Estate, behind Shastri Nagar, M. C. Road, Goregaon (W), Bombay-400 090.	Pvt.	S	Revision of wages D.A. etc.	28-9-1982		893	21,432	1,17,986	Do.
30	<i>Bombay—</i> Godrej Soaps limited, Eastern Express Highway, Vikroli, Bombay-400 079.	Pvt.	S	<i>Others—</i> Withdrawal of show-cases notice charge Sheet issued under Standing Orders.	12-11-1982	18-2-83	2,324	34,860	1,98,390	Partially Successful.
31	<i>Thane—</i> The National Corpn. At Mohon: Thane.	Rayon	Pvt.	<i>L</i> Dated 21-1-83, preceded by suspension of work 1-1-83.	Go Slow	1-1-1983	5,435	1,30,440	2,71,750	Continued.
32	<i>Bombay—</i> India United Mills, No. 5, Anand Ganpat Pawar lane, Victoria Garden, P.O., Bombay-400 027.	Pub.	S	General Demands Wages, D. A. etc.	18-1-1982		1,067	25,608	3,85,477	Do.
33	<i>Bombay—</i> The Tata Mills Ltd., Dadar, Bombay-400 014.	Pvt.	S	Charter of demand Wages, D. A. etc.	18-1-1982		6,951	1,66,296	24,96,181	Do.
34	<i>Thane—</i> Amar Dye Chemical Ltd., Post Box No. 228, Near Shahad Station, Kalyan, Dist. Thane.	Pvt.	S	<i>Others—</i> Scuffle in the premises of the Co. between rival Unions.	7-12-1982		989	22,364	69,391	Do.
35	<i>Bombay—</i> Standard Batteries Ltd., Vakola, Santacruz (E), Bombay-400 055.	Pvt.	S	Go slow	28-11-1982		1,180	28,320	94,400	Do.

THE FOLLOWING STATEMENT GIVES THE DETAILED INFORMATION OF IMPORTANT INDUSTRIES DISRUPTED CAUSING MORE THAN 10,000 MAN-DAYS LOST DURING THE MONTH OF FEBRUARY 1983

610

Serial No.	Name of the Concern	Sector	S/L	Reason	Date of work-stoppages		No. of Workers Involved	Man-days lost		Result
					Began	Ended		During the month	Till the close of the month	
1	2	3	4	5	6	7	8	9	10	11
<i>Bombay—</i>										
36	The Khatau Makanji Spg. & Wvg. Co. Ltd., B. J. Marg, Byculla, Bombay-400 027.	Pvt.	S	Wages D.A., etc.	8-1-1982		3,234	77,616	18,10,108	Continued
<i>General Demands—</i>										
37	Swadeshi Mills Co., Ltd., Kurla, Bombay-400 070. (As)	Pvt.	S	wages D. A. etc.	18-1-1982		2,763	64,121	12,61,801	Do.
38	The Elphinstone Spg. & Wvg. Mill Co. Ltd., Elphinstone Rd., Parel, Bombay 400 012.	Pvt.	S	Demand for higher wages. etc.	18-1-1982		1,574	37,776	7,73,805	Do.
39	Bharat Textile Mills, Ganpatrao Kadam Marg, Parel, Bombay 400 013.	Pub.	S	<i>General Demands</i> Wages, D.A., etc.	18-1-1982	....	1,963	37,422	7,30,144	Do.
40	Swan Mills Ltd. (Process House) T. J. Road, Sewree, Bombay 400 015.	Pvt.	S	<i>General Demands</i> Wages, D.A. etc.	18-1-1982	....	864	20,481	4,43,867	Do.
41	Swan Mills Ltd., (Unit Swan), T. J. Road, Sewree, Bombay-400 015.	Pvt.	S	<i>General Demands</i> Wages, D.A., etc.	7-1-1982	....	2,264	52,362	9,82,472	Do.
42	Hindustan Spg. & Wvg. Mills Co., Dr. Anandrao Nair Rd., Bombay 400 011.	Pvt.	S	Bonus	20-10-1981	....	2,230	46,791	24,50	Do.
43	Prakash Cotton Mills Pvt. Ltd., Opp. Ganapatrao Kadam Marg, Lower Parel, Bombay 400 013.	Pvt.	S	Higher Bonus	21-10-1981	....	1,926	45,054	15,36,000	Do.
<i>Bombay—</i>										
44	Calico Dyeing Printing Mills Ltd., Industrial Estate, Dr. A. Rd., Bombay 400 012.	Pvt.	S	Labour Trouble.	22-12-1982	....	585	14,040	34,515	Do.
<i>Thane—</i>										
45	Indian Aluminium Co. Ltd., Belapur Rd., P. O. Kalwa, Thane 400 605.	Pvt.	S	<i>Others—</i> Deduction of the wages for go-slow etc.	23-1-1983	....	515	12,360	15,965	Do.

LABOUR GAZETTE—MAY 1983

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

Serial No.	Name of the Concern	Sector	S/L	Reason	Date of work-stoppages		No. of Workers Involved	Man-days lost		Result
					Began	Ended		During the month	Till the close of the month	
1	2	3	4	5	6	7	8	9	10	11
<i>Bombay—</i>										
36	The Khatau Makanji Spg. & Wvg. Co. Ltd., B. J. Marg, Byculla, Bombay-400 027.	Pvt.	S	Wages D.A. etc.	8-1-1982		3,234	77,616	18,10,108	Continued
<i>General Demands—</i>										
37	Swadeshi Mills Co., Ltd., Kurla, Bombay-400 070. (As)	Pvt.	S	wages D. A. etc.	18-1-1982		2,763	64,121	12,61,801	Do.
38	The Elphinstone Spg. & Wvg. Mill Co. Ltd., Elphinstone Rd., Parel, Bombay 400 012.	Pvt.	S	Demand for higher wages. etc.	18-1-1982		1,574	37,776	7,73,805	Do.
39	Bharat Textile Mills, Ganpatrao Kadam Marg, Parel, Bombay 400 013.	Pub.	S	General Demands Wages, D.A., etc.	18-1-1982		1,963	37,422	7,30,144	Do.
40	Swan Mills Ltd., (Process House) T. J. Road, Sewree, Bombay 400 015.	Pvt.	S	General Demands Wages, D.A. etc.	18-1-1982		864	20,481	4,43,867	Do.
41	Swan Mills Ltd., (Unit Swan).T. J. Road, Sewree, Bombay-400 015.	Pvt.	S	General Demands Wages, D.A., etc.	7-1-1982		2,264	52,362	9,82,472	Do.
42	Hindustan Spg. & Wvg. Mills Co., Dr. Anandrao Nair Rd., Bombay 400 011.	Pvt.	S	Bonus	20-10-1981					Do.
43	Prakash Cotton Mills Pvt. Ltd., Opp. Ganapatrao Kadam Marg, Lower Parel, Bombay 400 013.	Pvt.	S	Higher Bonus	21-10-1981		1,926	45,054	15,36,058	Do.
<i>Bombay—</i>										
44	Calico Dyeing Printing Mills Ltd., Industrial Estate, Dr. A. Rd., Bombay 400 012.	Pvt.	S	Labour Trouble.	22-12-1982		585	14,040	34,515	Do.
<i>Thane—</i>										
45	Indian Aluminium Co. Ltd., Belapur Rd., P. O. Kalwa, Thane 400 605.	Pvt.	S	Others— Deduction of the wages for go-slow etc.	23-1-1983		515	12,360	15,965	Do.

LABOUR GAZETTE—MAY 1983

**EMPLOYEES, STATE INSURANCE CORPORATION,
MAHARASHTRA REGION**

Press note showing the progress during the month of March 1983

The Employees' State Insurance Scheme applies to 30 centres in the State of Maharashtra and provides protections to 18,28,573 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 March, 1983, 19,517 Insured Persons received Rs. 41,61,806.38 Cash Benefit due to employment injuries. This includes 5,615 persons who were in receipt of pension for permanent disablement benefit and 2,338 persons who were in receipt of Dependants Benefits as dependants of deceased Insured Persons. During the month 8,726 accidents were reported against 8,261 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 March 1983, 63,041 claims were received and an amount of Rs. 60,71,062.85 was paid as Sickness Benefit. During the preceding month 56,249 claims were received and an amount of Rs. 56,26,177.90 was disbursed as Sickness Benefit.

Some Insured Persons suffering from T. B., Mental Maligant 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. 7,81,455.40 was paid towards this benefits.

During the month 283 Insured Women claimed Rs. 4,93,343.10 by way of Maternity Benefit.

The attendance at the dispensaries as per certificates received was 1,99,057 during the month.

During the month Funeral Benefit in 115 cases amounting to Rs. 11,500.00 was paid.

During the month confinement charges in respect of wives of Insured Persons amounting to Rs. 35,730.00 was paid.

During the month an amount of Rs. 41,256.90 was paid as Enhanced Sickness Benefit to 229 Insured Persons who had undergone sterilisation operation for family planning.

For recovery arrears of contribution under the Scheme, Legal proceeding were initiated in 49 cases against defaulting Employers.

INDIAN LAW REPORTS

INDIAN LAW REPORTS, BOMBAY SERIES 1980

The subscription rates of Indian Law Reports, Bombay Series for the year 1980 have been fixed as given below:—

		Rs.	
Annual subscription for Twelve monthly issues and one index issue.	{	Without postage	42.00 per set.
		Without inland postage	45.00 per set.
		With foreign postage	60.00 per set.
		Single issue (without postage)	3.00 per copy
		Single issue (inclusive of postage)	3.20 per copy

As limited number of copies are printed, those who wish to subscribe themselves are requested to send in their remittances without delay.

A few complete sets of 13 issues of Indian Law Reports, Bombay Series are also available for sale at the following prices:—

1974 ..	Rs. 42.00 each set with postage.
1975 ..	Rs. 45.00 each set with postage.
1976 ..	Rs. 45.00 each set with postage.
1977 ..	Rs. 45.00 each set with postage.
1978 ..	Rs. 45.00 each set with postage.
1979 ..	Rs. 45.00 each set with postage.

Please send your orders to
The Manager, Yeravada Prison Press, Pune 411 006

INDUSTRIAL CHEMICAL LABORATORY

BOMBAY AND PUNE
GOVERNMENT OF MAHARASHTRA
CHEMICAL ANALYSIS OF

Minerals and Ores * Nonferrous Alloys * Inorganic Chemicals
Oils and Soaps * Paint and Varnishes * Water * Inks * Carbon
Papers and Allied Products and Several other Products

Accurate analysis of the above and other Similar Products is undertaken on behalf of private parties. Test Reports and Certificates are issued.

For further details and schedule of charges please contact—

**INDUSTRIAL CHEMICAL
LABORATORY**
V. N. PURAVE MARG
BEHIND MEHTA MANSION
CHUNABHATTI
BOMBAY 400 022

**INDUSTRIAL CHEMICAL
LABORATORY**
UNIVERSITY COMPOUND
GANESH KHIND
Pune 411 007

Telephone No. 521717

Leading Marathi Monthly Magazine
ON ALL TYPES OF CENTRAL AND STATE TAXATION LAWS

VYAPARI-MITRA

Started in 1950

- Thirty Years of ceaseless service.
- Subscribers over eighteen thousand throughout Maharashtra, Karnataka & Goa.
- Supplies useful information on all taxation laws including Income-tax, Wealth-tax, Gift-tax, Estate duty, Central Sales-tax, State Sales-tax and more than 50 other laws, and regulations concerning Trade and Industry.
- Most lucrative medium of advertising for traders and industrialists.

Annual Subscriptions:
Rs. 20 (including postage).

Administrative Office
106/99, Parashuram Kuti, Erandawana, PUNE 411 004
Telephone No. 55637, 27200

Editorial Office
393, Mangalwar Peth, Pune-11.

MAHARASHTRA QUARTERLY BULLETIN OF ECONOMICS AND STATISTICS

PUBLISHED BY THE DIRECTORATE OF ECONOMICS AND STATISTICS,
D. D. BUILDING, OLD CUSTOM HOUSE, BOMBAY-400 023.

The Bulletin publishes the results of Socio Economic Surveys and researches of Statistical or Socio-economic interest, carried out by the Directorate or any other Maharashtra Government Departments. It also gives a digest of State Statistics and miscellaneous Statistical Statements of current interest like monthly receipts and expenditure of the State Government, Prices, Index Numbers, Vital Statistics.

Obtainable from the Maharashtra Government Publications, Sales Branch of the Government Book Depot, Charni Road Gardens, Bombay 400 004 (for orders from the mofussil) or through the High Commissioner for India, India House, Aldwych, London W. C. 2 or through any recognised book-seller.

Annual subscription Rs. 13.00

Single copy Rs. 3.50

Postage free (in India)

TAMILNADU LABOUR JOURNAL

The "Tamilnadu Labour Journal" is a monthly publication aiming to give a brief review of the progress made by the State in the field of industrial relations. It caters to the needs of the employers as well as Labour by supplying statistical and other information on work stoppages, industrial disputes, trade unions, consumer price index number for working class (cost of living index number). Summaries of awards of Industrial Tribunals and Labour Courts, Agreements etc. The publication also includes articles from Specialists in the various subjects relating to Industrial relations.

ANNUAL SUBSCRIPTION

Inland .. Rs. 15.00 Foreign .. Rs. 25.00

SINGLE COPY

Inland .. Rs. 1.50 Foreign .. Rs. 2.25

A REMINDER TO SUBSCRIBERS

The Editor, Tamilnadu Labour Journal, Commissioner of labour
Teymampet, Madras-6.

Year Book of Labour Statistics, 1979
Thirty-ninth issue

1979 xxvii + 711 pp. Trilingual E.F.S.
ISBN. 92-2-00 2250-8 (hard cover)
Price Rs. 418.00

Since its first appearance in 1935-36, the *Year Book of Labour Statistics* has established itself as the world's foremost statistical reference work for labour questions, bringing together in a systematic and comparable form a mass of data from a vast network of authoritative sources of information in some 180 countries.

The 39th issue incorporates the results of a full year of research, updating and checking by a team of experienced ILO labour statisticians working in co-operation with national statistical offices throughout the world. It presents data for the past ten years and in many cases data are given up to the middle of 1979.

The collection (1935-36 to 1978, 38 volumes) is also available in microfiche form A6 (105 mm x 148 mm; 20x reduction).

Publications may be obtained through major booksellers, from ILO Publications, International Labour Office, CH-1211 Geneva, 22 Switzerland or from ILO Area Office, 7 Sardar Patel Marg, New Delhi 21.

D

PATRONISE
HARYANA LABOUR JOURNAL
(Issued quarterly in January, April, July and October)

By
Subscribing and Advertising Liberally

Subscription Rate

Single copy : Rs. 6.25 Annual subscription : Rs. 25

Special concession for workers—Annual subscription : Rs. 5

Rate of Advertisements can be had on requests.

18" × 23"

Size of Page

4

- (i) The block may be sent alongwith the Advertisement.
- (ii) The subscription and Bank Draft for advertisement may be sent in favour of—

LABOUR COMMISSIONER, HARYANA
30 Bays Building, Sector 17, Chandigar 160 017

DIGEST OF CURRENT INDUSTRIAL AND LABOUR LAW

This is a monthly publication and deals with Industrial and Labour Law. This periodical contains :—

1. Digest of all the cases decided by Supreme Court and High Courts of all the States and selected cases of the Tribunals and Labour Courts.
2. Articles on complicated points of law.
3. Articles on labour problems such as wage structure etc.
4. Price Index.
5. Enactments, Ordinances, Regulations and Notifications of both Central and the States.
6. "Your Problem".
7. Annual Digest : At the end of the year, consolidated annual digest of all the cases decided by High Courts and Supreme Court (already given in monthly issues) will be supplied free to the subscribers.

Annual Subscription : Rs. 60

Mail your Order to :

CURRENT LAW PUBLISHERS
2246, Balliwaran
Post Box No. 1268, G.P.O., DELHI-6.

LABOUR BULLETIN

E

MONTHLY PUBLICATION OF THE LABOUR DEPARTMENT UTTAR PRADESH, INDIA

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

Rates of Subscription

Annual	{	India	Rs. 24.00	Single Copy : Rs. 2 00.
		Foreign	Rs.	

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

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

THOZHIL RANGAM

PUBLISHED MONTHLY

BY

THE LABOUR COMMISSIONER

GOVERNMENT OF KERALA

TRIVANDRUM

Annual Subscription : Rs. 5 00

Single Copy : Re. 0.50