

Newspaper
R. N. 11549/57

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* Back Copies : If in stock supplied at Rs. 18 per yearly set.

* Advertisement Rates : Can be had on request.

* 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 400 034

Tel. No.

89

PRINTED AT GOVERNMENT CENTRAL PRESS, BOMBAY

Regd. No. BYW-10

Licence No. 1

Issued to: P. M.

Registered: P. M.



266

LABOUR GAZETTE

VOL. LXXII

No. 3

NOVEMBER 1984

SINGLE COPY RS.

ANNUAL SUBSCRIPTION RS. 100.00

THE OFFICE OF THE COMMISSIONER OF LABOUR
GOVERNMENT OF MAHARASHTRA

20 JUN 1985

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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 affecting and concerning 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 topics are published from time to time.

Annual subscription for the year Sept. 1984—Aug. 1985 is being offered at Rs. 100.

All payments are payable in advance in Bombay, in full, either by cash or by Cheques/Drafts drawn on Bombay Banks.

ALL CORRESPONDENCE AND REMITTANCES SHOULD BE ADDRESSED TO:

The Commissioner of Labour,
 Executive Centre, Tanker, Bombay 400 024
 Tel. No. 390651

LABOUR GAZETTE

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LABOUR GAZETTE

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

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The Month in Brief

Consumer Price Index Numbers for Working Class

Bombay, Solapur and Nagpur Consumer Price Index Numbers for working class for the month of September 1984, with average price for the year ended December, 1960 equal to 100 were 609, 620 and 605 respectively. The Pune, Nanded and Aurangabad Consumer Price Index Numbers for working class for the month of September 1984, with the average prices for the year ended December 1961 equal to 100 were 568, 587, 658 and 617 respectively.

All India Average Consumer Price Index Numbers for Industrial Working

All India Average Consumer Price Index Numbers for Industrial Workers (General base 1960=100 for September 1984 was 589 as compared to 586 in August 1984. On base 1949=100 derived from 1960 based Index worked out to 716 as against 712 for August 1984.

Industrial Disputes in Maharashtra State

During the month of August 1984, there were 62 disputes involving 19,092 workmen and time loss of 4,48,826 mandays as compared to 52 disputes in July 1984 involving 17,986 workmen and time loss of 4,10,017 mandays.

Further particulars of Industrial Disputes are given at page 254 of this issue.

Benefits under the Employees State Insurance Scheme

During the month of September 1984, 79031 Workers were paid Rs. 54,17,771.30 on account of sickness and Rs. 5,50,156.25 were paid for the long term diseases and 19881 Workers were paid Rs. 39,17,248.44 on account of accidents as employment injury which included, 6836 cases for the permanent disablement and 2621 for pension to the dependents/families due to death of the Workers in the accident.

Current Notes

Industrial lock-outs and strikes caused by labour disputes

The two major causes of lock-outs in the country's industrial establishments last year were indiscipline and violence, and at least 50 per cent. of the strikes were prompted by disputes over wages and allowances.

This was the picture of the industrial scene drawn by the Union Minister for Labour, Shri Veerendra Patil, at a meeting of Parliament's consultative committee for his Ministry held here recently.

One of the members of the committee had earlier submitted a note on the subject pointing out that the general experience of workers was that lock-outs were resorted to by managements as punishment for raising demands of wage increases and the like.

The member also expressed apprehensions about the efficiency of recent amendments to the Industrial Disputes Act in preventing lock-outs and closures. He wanted to know the fate of workers who had been rendered idle as a result of lock-outs declared before the notification of the amended act.

A causewise official analysis of strikes and lock-outs from 1981 to 1983 showed that indiscipline and violence accounted for 47.47 per cent. of the lock-outs in 1981, 39.8 per cent. in 1982 and 45.5 per cent. last year. Wages and allowances accounted for 32 per cent. of the strikes in 1981, 31.9 per cent. in 1982 and 31 per cent. last year.

It was pointed out to the members that under the amended Act an illegal lock-out or continuation of it was a cognizable offence. The deterrent penalties would dissuade managements from resorting to illegal lock-outs, it was hoped.

Shri Patil also pointed out that one of the amendments to the Act provided that permission of the appropriate authority was necessary for closure of any unit employing 100 or more workers, as against 300 in the original Act.

Members wanted some machinery to be evolved to redress the grievances of workers who were not members of recognized unions. As an instance, it was pointed out that in the railways the management refused to even attend conciliation proceedings pertaining to workers who were not members of either of the two recognized unions but were members of one or other registered union.

The railways' contention had been that the existing law did not make it obligatory for the management to attend conciliation proceedings involving workers who were not members of a recognized union.

The Labour Minister informed the members that supervisory staff drawing salary up to Rs. 1,600 a month would be treated as workmen under the amended Industrial Disputes Act. A further benefit to workers was that a timelimit has been laid down for declaration of awards by labour courts and tribunals.

Also if the employer preferred to go a higher court when the worker involved in the dispute had been ordered to be reinstated by the lower court the worker would be entitled to full wages pending disposal of the appeal.

The Minister said representations had been received from trade unions seeking removal of the upper ceiling in the Bonus Act but the matter had to be examined at various levels.

(*Indian Worker*, dated 22nd October 1984.)

New rule for cine workers, welfare New Delhi

The Government on October 15 framed new rules for the promotion of welfare of cine workers who have been connected with the production of at least five feature films and whose remuneration does not exceed Rs. 1,000 per month or Rs. 5,000 if they get their remuneration in lump sum.

In notification, framing the rules under the Cine Workers Welfare Fund Act, 1981, issued by the Ministry of Information and Broadcasting, will come into force from November 1, 1984.

The rules known as Cine Workers Welfare Fund Rules, 1984 also indicate the welfare measures for which the fund may be used.

These measures include provision of dispensaries, maternity centres, educational and recreational facilities by the producers of films with the help of grant-in-aid from the welfare fund.

The Government had enacted two legislations in the interest of cine workers.

The Cine Workers Welfare Cess Act, 1981, was meant to provide for the levy and collection of a cess on feature films for financing of the activities for the welfare of cine-workers. Under the act, every film producer is required to pay a cess of Rs. 1,000 per feature film he wants to get certified from the Central Board of Film Certification. This cess will form the care of the cine-workers welfare fund.

The other legislation is the Cine Workers and Cinema Theatre Workers (Regulation of Employment) Act, 1981. This act came into force on October 1, this year along with the Cine Workers and Cinema Theatre Workers (Regulation of Employment) Rules, 1984.

(*Indian Workers*, dated 22nd October 1984.)

ILO study favour exodus to cities

The rural exodus to urban areas in Third World countries can accelerate the momentum towards a change in rural production and improve the distribution of income between the rural and urban people with the remittance sent home by migrants, says an International Labour Organisation (ILO) study.

The study suggests that migration cannot and should not be completely controlled, as it is a part of the whole process of economic growth and social advance.

The continuing flight from the countryside to the cities may strain the already overburdened services in the urban areas, but it can also generate new employment by stimulating industrial expansion.

The study adds that the major reason for migration is the inability of available resources in rural areas to sustain the people there and not as popularly believed the pull of bright lights.

Analysis of the urban data collected during the study suggests that migrants do succeed in increasing their individual and household welfare as a result of migration.

Though migrants are initially at a disadvantage in the urban labour market, the period of waiting for employment seems to be only about two months and they attain that of the urban labour force in a remarkably brief period of time.

There is no evidence that migrants are confined to marginal employment in the cities or contribute disproportionately to urban underemployment, it says.

The paramount need is to mitigate the adverse consequences in places of origin and the destination of the rural-urban drift, the study observes.

It suggests that steps should be taken to prevent or at least minimise, the resulting social disparities in labour and employment opportunities and loss of skilled manpower in the countryside.

This can be achieved within the framework of a national migration policy conceived as an integral component of the nations' development strategy, linked to and harmonised with measures to promote industrialisation, cultural development and social welfare the, ILO study adds.

Indian Worker, dated 22nd October, 1984

Improved worker morale in India, says ILO study

Despite divergent economic, political and social systems, a familiar pattern of increased productivity and improved worker morale, directly attributable to restructuring of work and improved work environment, is seen in four countries including India, says a study.

The study conducted by the International Labour Organisation in India, East Germany, the Soviet Union and Italy, was to highlight the benefits of improved work environment and new forms of work organisation

It says: "New forms of work organisation and programmes designed to improve the quality of working life can make a positive contribution to the overall economic performance of an organisation."

"They are often costly, but the resulting benefits can not only improve operational functioning but also contribute to an organisation's capacity to adjust to the changing needs and circumstances."

The study says that the programme for new work organisation and restructuring is based on the premise that the quality of life in general is based on the quality of working life.

Working men and women in the final analysis should be measured as creators of meaningful work rather than as instruments of production, it adds.

Work reorganisation programmes, the study says, have led to direct gains in production efficiency and a reduction in the need to provide for high levels of absenteeism and labour turnover.

(Indian Worker, dated 24th October 1984.)

Retirement insurance plan proposed

A retirement insurance plan for workers that will remove fears of insecurity and obviate the need for dependence on children is among the suggestions for linking labour laws with population moderation.

The ILO labour and population team for Asia and the Pacific (LAPTAP) has undertaken an appraisal of the impact and interaction of Indian labour legislation and related practices with the national policy of population growth moderation in this country.

The review has been undertaken of some areas of the impact of labour legislation on population moderation policies and programmes. This may assist in reconciling the provision of essential benefits, often incorporated in the labour laws under bidding international labour standards, with the Plan priority programme for a policy of population moderation. The study was directed to the following aspects:—

Laws and policies which have a bearing on the age of marriage, which in turn may influence fertility; laws and policies which might influence attitudes towards family size in general, and preference for smaller families in particular, the extent in which these laws and policies and conducive to: (a) the recognition of family welfare as an integral part of workers' education and occupational health and other welfare services; (b) the encouragement of management worker co-operation and its application in family welfare activities for workers; social security provisions under labour laws which may influence family size preference and behaviour; the effect of wage structure size (with particular attention to the age profile of workers' earning as well as the relationship between overall wage levels and fertility); labour laws and policies which could influence women's work opportunity and remuneration, having important effects on fertility and marriage pattern; child labour and education services and their subsequent effect on fertility preference behaviours.

According to the report, the government might examine the feasibility and legal permissibility of increasing monetary incentives to encourage the nationally accepted small family size.

It calls for exploring ways and means of publicising the benefits due to workers under laws and in particular those benefit which would favourably influence the acceptance of the two-child family size.

Also suggested is introduction of a provision in the maternity benefit Act for a bonus of six weeks average wages to each married woman worker in the fertile age-group (15-45) years every three years during which she remains free from pregnancy, provided she has no more than two children.

Another recommendation is that various monetary benefits now available to the workers like bonus, gratuity and provident fund be used as incentives to encourage the small family norms. Payments under these heads to those who have not exceeded the two-child norm could be appropriately increased. The utilisation of the services of welfare officers appointed under the Factories Act to promote family welfare could also be considered.

According to the report, there is at present no legislation for setting up of a machinery in the area of family planning. It has also been mentioned that female education, employment of effective contraceptives and family planning could be further strengthened through recognition of family welfare as an integral part of the workers education, occupational health and welfare services.

(Indian Worker, dated 29th October 1984)

Night shift workers affected by more health problems

Workers doing permanent night shifts in mills and factories develop medical problems like indigestion, loss of appetite, abdominal pain, heart-burn and common psycho-neurotic complaints which, if not attended to properly, might lead to diseases like peptic ulcer and insomnia.

A pilot survey on the health problems of shift workers of a city textile mill, conducted by a team of scientists of the National Institute of Occupational Health, showed that night shift workers develop medical problems like lethargy and depressions their physiological rhythms get disturbed.

Scientists found that out of 100 workers examined in each shift-day, rotating and night -57 permanent night shift workers were found suffering from digestive problems compared to 31 and 19 in rotating and day shifts, respectively.

As regard to sleeplessness, 35 workers from the night shift were suffering from it against only six and four workers from the two other shift workers, the study said.

As many as 29 night workers were prone to psychoneurotic problems, against 12 and seven in rotating and day shift workers, respectively it said.

The blood pressure trouble was also found among day workers and rotating shift workers, the study said and revealed that X-ray examinations showed that one day shift workers had evidence of active pulmonary tuberculosis.

Scientists found that day shift workers were better educated than the other two groups. There was only one illiterate among the day shift workers as compared to 17 among the rotating shift workers, and 24 among permanent night shift workers, the study said.

(Indian Workers dated 29th October 1984.)

Panel set up to study child labour problem

The Government of India has set up a committee of Labour Ministers of four States to study the problem of child labour in the country, to suggest ways to raise the minimum age of child labour from 12 at present and improve their working conditions.

Shri Sanat Mehta, Gujrat's Minister for Finance and Labour, is the Chairman of the committee and Labour Ministers of West Bengal, UP and Tamil Nadu are the members.

The committee was expected to submit its report by the end of the year. There are indications that existing rules might be amended on the basis of the report of the committee. Besides, the committee would suggest measures to make the concerned rules mandatory for all the trades and professions where child labours are employed.

(Indian Workers dated 29th October 1984.)

6176 violations of Bonus Act

6176 cases of irregularities in the enforcement of the provisions of the Payment of Bonus Act during the year 1982 have been detected by the Government, according to a recent study of the Labour Bureau, Simla attached to the Unions Ministry of Labour.

According to the study, nearly half the number of violations, to be exact 2891 were from the public sector, 2667 from the private sector and 612 in sub-contractors establishments.

Commenting on such a large number of violations of the provisions of the Bonus Act, INTUC General Secretary G. Ramanujam pointed out that the study of the Labour Bureau spoke of only the detected cases but cases of actual violations should be many times more.

He further observed that since 1982, the number of irregularities and violations should have gone up further in all the sectors and most of these so-called violations were on the basis of agreement between the parties. According to him, the violations only showed that the Payment of Bonus Act, enacted in 1965 had become outmoded, irrational and unrealistic and called for immediate amendments so as to make its provisions relevant and in harmony with the context of present conditions.

"The INTUC has already pointed out to the Government the directions in which the payment of Bonus Act has to be amended and that too with a sense of urgency", he said.

(Indian Worker dated 29th October 1984.)

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New Chairman of Price Index Committee

The Government of Maharashtra has appointed Shri R. N. Gavande, Chairman of the Industrial Tribunal Bombay, as the Chairman of the State Level Consumer Price Index Committee in place of Shri B. S. Kalelkar.

Daily news dated 9th October 1980.

Articles, Reports, Enquires, etc.

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

Impact of collective bargaining on real wages and employment

Role of trade unions in economic development is well organised and assumes special significance in developing countries where developmental activities are geared fast into action. Organised labour, as one of the chief agents of social change, an immense responsibility to effectively participate in these activities. The importance and relevance of peoples participation through their organisations is vividly brought out by Brandt's commission in following words :

Economic development will need to be accompanied by efforts to encourage people to organise themselves. Workers and peasants, women, youth—organised in trade unions, co-operatives and other groups—will often be the guarantee of implementing reforms in many social and economic areas. Further more, such organisations can help in decentralising development activities in mobilising resources, particularly through self-help and public works projects, and in providing social services, extension services, credit, training and inputs on a group basis. Decentralised government or administrative system could help in this process. In achieving the main objectives of development, no system lacking in genuine and full participation of the people will be fully satisfactory or truly effective.

It is now well established that qualities of a nations people an important influence on its prosperity and growth. Human beings are the source of ideas, decisions actions and innovations. Technological scientific and professional skills are clearly essential and so are entrepreneurial and administrative abilities. But They are not like adding machinery or fertilizers. Skills, knowledge and attitudes of people have a decisive and profound influence on development. This underscores the need for continued economic education for trade unionists who are constantly called upon to economic discussions not only at enterprise or industry level, but at national and international forums.

In this context all efforts, including by the ILO, to spread economic education to trade unionists either through workers education manuals or seminars or special educational programmes to a over all aspects including "Consumption, prices, incomes and employment should be welcome". The paper in hand attempts to deal with this issue. Before the issue are taken up, it is preambled with the remarks, that no new thing has been dealt with which the trade union do not already know. The attempt is only to refresh, and if possible, to stimulate interaction with a view to formulating a trade union action.

INVENTION No. 98 defines collective bargaining as voluntary negotiation between employers or employers' organisations and workers' organisations, with a view to the regulation of terms and conditions of employment by collective agreement". The related Recommendation No. 91 goes on to define collective agreements, in effect, as written contracts between employers' and workers' representatives. Convention No. 154 aims directly at the promotion of collective bargaining and to make collective bargaining possible for all employers and groups of workers for the purpose of determining conditions of works and employment, regulating relations between employers and workers' organisations. Recommendation No. 163 specified the means through which collective bargaining can be promoted.

The basic message contained in these instruments as well as several others is that workers shall have the right to organise and act collectively without obstruction or intimidation by the employers and that collective bargaining shall be made possible in all branches of activity.

Current Validity

There is a prevalent view in some quarters that collective bargaining has not emerged as major over all instrument to put a system into industrial relations. The arguments are that in many cases agreements have taken place but they are on either single issue or small groups of issues. It is only in few industries, long term settlements of package deal nature on service conditions, a tradition has begun at enterprise level. Even at enterprise level stage of such bargaining did not reach maturity. They were open for challenges on grounds of procedures, propriety and legal validity. Uncertainties on many procedural issues prevailed.

However, the ever increasing number of collective agreements signed both in private and public sector only proves that collective bargaining has come to stay as the most effective tool in the hands of trade unions for accomplishing the task of improving the working and living conditions of its members. No doubt, there are constraints like determination of appropriate bargaining unit, method of union recognition, issues of collective bargaining, disputes arising during the period of agreement etc. The constraints have not deterred the trade unions and employers from shelving collective bargaining. The signing of wage agreements in about 45 public undertakings in 1983 only speak of the growing popularity of collective bargaining in Indian scene.

Core issues

The traditional subject-matter of collective bargaining has been that of wages and wage determination procedures. The specific questions of concern have related to such matters as minimum-wage-fixing practice and their application: wage levels, differentials and relativities equal pay for equal works; job equalisation and classification schemes, merit award systems; and payment by result and incentive schemes. As a result of the more recently changed economic circumstances, however, there has been a renewal of interest in most countries in the relationship between wage systems and productivity, workers' financial

participation in enterprises and workers' capital formation and, the composition of total remuneration, including "fringe benefits".

In addition a continuing concern has been with the inter-action between incomes and inflation. High rates of inflation inevitably render more difficult the normal process of negotiations, as it becomes more difficult to forecast the likely course of future economic developments and of how they will affect the priority objective of the protection of 'real wages' which, in fact is the determinant factor of a worker's standard of living.

Real wages

Inflation has complicated negotiations by exerting pressures on traditional bargaining structures by widening the difference between money and real wages. This has been most evident in those countries where negotiations have mainly taken place at the industry level. Under inflationary conditions formal or informal bargaining at the enterprise or workshop levels often assumes much greater importance, as workers and trade unions seek to exercise control over wage paid above the minimum rates, to bargaining over issues most appropriately dealt with at these levels and to exploit opportunities for achieving better deals from the more prosperous employers. This only highlights the anxiety of a trade union to protect real wages.

In case of India, it is believed that real wages—industrial or agricultural—have not improved since 1930's. The Palekar study on the subject of industrial wages has shown that between 1939 and 1950 the real wages of industrial workers have hardly improved. For the post independence period the study of N. K. Chandra for the years between 1961-1977 has indicated only a mild rise of 8 per cent. He attributed this to the high wages rates paid in the new industries that came up both in public and private sector during the plan. All India Consumers Price Index has also recorded a sharp increase over 1960 as a base. It has gone upto the extent of 486 in 1983 and later on to 545 in 1984. This has reduced the purchasing power of rupee to worth 20 paise only. A startling position of erosion of the rupee was revealed by the consumer price index for Madras city (August '83). The index, has an old base of (1935-36—100) which has been linked to the 1960 series. The August figure shows a total effect of inflation 27 times or 2675 points against 100 in 1935-36 during 50 years period.

During the period of inflation and price rise the wage earners remain the greatest sufferers because of erosion in their real purchasing power of money which is not compensated by proportionate rise on wages. Consequently, real wages keep a declining trend. Secondly, wage earner cannot unlike industrialists and other categories of procedures shifts the incidence of price rise on consumers. This is what has happened in most of the developing economies and so in India.

In the domain of wages, inflationary pressures inevitably affect various sectors of the economy and groups of workers in different ways, upsetting, in the process, long-standing wage differentials. Many wage disputes, accordingly, centre on the issue of the restoration of traditional relative wage positions.

Corrective remedy

A mechanism for coping with growing uncertainty in the economic environment is to take the terms of collective agreements or their duration contingent on future events. The most commonly used method of doing this is to include wage indexation provisions that grant automatic changes in wages linked to changes in an index of consumer prices.

However, the trade unions have reservations not only on the neutralisation percentage but also on the very consumer price index number compilation. In the absence of any mechanism in trade unions to check the validity of the available statistical data, reliance is made on the index numbers released by the government from time to time.

Looking into the gravity of the matter as well as reckoning the mounting pressure of trade unions, the government has appointed a committee to go into the question of dearness allowance or what we may call linkage of basic wages to price rise. Another trend which is emerging in trade union circles to protect real wage is to ask for cent per cent neutralisation of price rise, rather than upward revision in basic wages.

Need to extend coverage to unorganised

The trade union movement is primarily an economic institution, but it is also something more than that. It is an important part of pluralistic society. It is true that its main object is to enable workers to do collectively that they can not do individually and through such collective actions to promote their welfare and economic interest. This object is also the source of its strength. But the trade union movement has also a wider functional role in the achievement of social stability. The poorer section of society will be totally insecure and unprotected were the trade union movement is not there to countervail the immense economic forces generated by the increasing concentration of wealth and power. It is in this larger social context that the worth of the trade union movement should be judged. No doubt, through collective bargaining the trade unions have prevented a slide back in real wages in organised sector. But a vast majority of workers in unorganised sector are left out.

The protection from erosion of real wages against price rise, obviously could not be expected in unorganised sectors as well as in units where bargaining capacity is weak. This only highlights the responsibility of the trade unions in the organised sector to organise the unorganised in their own self interest, that island of high wages are not created and disparities widened.

Effect on employment

Coming to the problem of unemployment, the myth that wage bargaining leads to shrinkage of employment is exploded by recent research studies. The researches carried on by UN Agencies, particularly by the World Bank and the ILO, have thrown new light on the whole phenomena of development. Indeed it has been established that greater income equality or more equitable distribution of income often gives to higher employment opportunities and greater economic and social development. Equitable distribution of income

which forms the kernel of trade union bargaining, not only assures a more solid base for the economy in terms of more stable and increasing internal purchasing power but decisively influences the pattern of investment for production and manufacture of simple consumer goods by processes with higher potential for employment.

The basic needs approach advocated by Mr. Francis Blanchard, Director General of ILO, in his report to the World Employment Conference reiterated the need to increase the volume and productivity of employment for achieving certain minimum standard of living before the end of the century. For trade unions job security has been the priority item in bargaining agenda whether it is private or public sector, the trade unions in India have always ensured that wages increase did not lead to displacement of labour. On the other hand the trend in some sectors seem to be to include job creation as a bargaining agenda. The surplus labour declared in some industrial establishments is not a consequence of wage bargaining but due to modernisation/rationalisation. For instance, in the Tata Iron and Steel Company it is reported that adoption of new production processes, addition of new machineries and change in product mix has made 12,000 jobs surplus.

Even so, the surplus labour is not retrenched or laid off, automatically, because of the basic agreement with the union. Thus there is no evidence to prove adverse effect of wage bargaining on employment.

However, it must be realised that wage improvements without increase in productivity will sooner or later force a reduction in staff. It may not be effected through dismissal or lay off, but certainly would lead to freezing of recruitment for posts vacated by retirement, death or voluntary departure. Voluntary retirement schemes or what we may call "golden hand shake" proposals may be mooted.

It is very difficult to establish a clear cut nexus between wages and employment. The issues of wage employment relations implicitly assumes that economy under consideration has the characteristic feature of predominance of wage employment.

Under such situation with no technical progress, the hypothesis of inverse relation between wages and employment seem to be valid. However, if the classical thriftiness conditions are not fulfilled, the nexus between wages and employment become weak. In other words, a restraint on wages step up employment growth is justifiable only when propensity to save on the part of entrepreneur is very high.

Emerging trends and trade union role

The very collective bargaining process has changed. Free and absolute bargaining is no more in vogue. They are practised in much a way as to meet the requirements of national economic and social developments. Collective bargaining at the national level on wage/remuneration takes, the form of workers' organisations being represented in tripartite collective machinery established by State for seeking guidance in policy issues.

Productivity bargaining assumes importance. At the national level, it may take the form of trade unions functioning in advisory capacity to planning authorities, who may build up economic models of total production, total employment, total income generated and other macro considerations. The question is whether the trade unions are equipped to shoulder these responsibilities?

Again, it is a common knowledge that productivity improvements have an immediate tendency to affect employment position. (In the long run it may generate employment. But are the workers prepared to wait and if so, how long?) Loss of employment, unwanted transfers, switch over to other industries, shifting to positions that may not be remunerable are the problems that trade unions will have to cope with. Again the question is whether the trade unions have the expertise knowledge to forestall these woes of working class? All these underscore the need of trade unions for continuous supply of information on a wide range of subjects which have ramifications on the national economy as a whole.

The developments in labour market advancement of technology, effects of global trade have added complexity to the bargaining issues, which warrants trade unions to update their information on some of the following items:

- regular and timely compilation of the results of collective bargaining—sector, industry and region;
- regular and timely reports on the results of collective bargaining on such non-economic issues as union security (viz. dues collection, recognition and union rights), grievance procedures, rights of consultation, security of tenure and occupational health safety;
- regular and timely review of development in the area of "fringe benefits";
- regular and timely reports on the relative position of unionised and non-unionised labour according to occupation, industry, region and sector including the rural sector; and,
- annual surveys on the share of wages in "value added" by industry.

(*Indian Worker* dt. 15th Oct. 1984.)

Gist of Important Notifications under Various Labour Laws

I STEAM BOILER ACT, 1923.

A EXEMPTIONS UNDER THE ACT

(1) 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-10433 belonging to the Maharashtra State Electricity Board, Nashik Thermal Power Station, Nashik from the operation of clause (c) of section 6 of the said Act, for a period of six months from the 1st July 1984 to 31st December 1984 (both days inclusive).

(Vide Government Notification I. E. & L.D., No. IBA. 1034/75072/935/Lab-9, dated 10th July 1984, published in *M.G.G.*, Part I-L, dated 6th September 1984, page No. 3931).

(2) 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-7741 and belonging to the Hindustan Petroleum Corporation Limited, Mahul, Bombay 400 074, from the operation of clause (c) of section 6 of the said Act, for a further period upto and inclusive of 22nd September 1984.

(Vide Government Notification, I.E. & L.D., No. IBA. 1034/88783/986/Lab-9, dated 4th August 1984, published in *M.G.G.*, Part I-L, dated 6th September 1984, at page No. 3931).

(3) 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-10602 and 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 the months from the 9th July 1984 to 8th September 1984 (both days inclusive).

(Vide Government Notification I.E. & L.D., No. IBA. 1084/76135/960/Lab-9, dated 7th July 1984, published in *M.G.G.*, Part I-L, dated 6th September 1984, at page No. 4282).

(4) 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-10299 belonging to the Maharashtra State Electricity Board, Nashik, Thermal Power Station, Eklahare, Nashik from the operation of clause (c) of Section 6 of the said Act, for the period of six months from the 24th July 1984 to 23rd January 1985 (both days inclusive).

(Vide Government Notification, I.E. and L.D., No. IBA. 1034/75923/958/Lab-9, dated 10th July 1984, published in *M.G.G.*, Part I-L, dated 13th September 1984, at page No. 4232).

(5) In exercise of the powers conferred by sub-section (2) of section 34 of the said Act, the Government of Maharashtra has exempted the boilers bearing Nos. MR-7793 and MR-7796 belonging to the Bihar Petroleum Corporation Limited, Mahul, Bombay 400 074 from the operation of clause (c) of section 6 of the said Act, for the period of three months from the 2nd September 1984 to 1st December 1984 (both days inclusive).

(Vide Government Notification, I.E. and L.D., No. IBA. 1084/89752.990/Lab-9, dated 17th August 1984, published in *M.G.G.*, Part I-L, dated 20th September 1984, at page No. 4401).

(6) 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-6307 belonging to the Department of Chemical Technology, Matunga Road, Bombay 400 019 from the operation of clause (c) of section 6 of the said Act for the further period upto and inclusive of 3rd November 1984.

(Vide Government Notification I.E. & L.D. No. IBA. 1084/89564/(989)/Lab-9, dated 8th August 1984, published in *M.G.G.*, Part I-L, dated 20th September 1984, at page No. 4401).

(7) 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. M-2884 belonging to the Terna Shetkari Sahakari Sakhar Karkhana Limited, Dhoki, District Osmanabad from the operation of clause (c) of section 6 of the said Act, for the period from the 9th August 1984 to 31st October 1984 (both days inclusive).

(Vide Government Notification, I.E. & L.D. No. IBA. 1084/88022/972/Lab-9, dated 27th July 1984, published in *M.G.G.*, Part I-L, dated 27th September 1984, page No. 4659).

(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-9935 belonging to the Ballarpur Industries Limited, Ballarpur, District Chandrapur from the operation of clause (c) of section 6 of the said Act, for a period of three months from the 9th August 1984 to 8th November 1984 (both days inclusive).

(Vide Government Notification, I.E. & L.D. No. IBA. 1084/88781/988/Lab-9, dated 4th August 1984, published in *M.G.G.*, Part I-L, dated 29th September 1984, at page No. 4659).

(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. MR-10608 belonging to the Hindustan Organic Chemicals Ltd., Rasayani, District Raigad from the operation of clause (c) of Section 6 of the said Act for a further period upto and inclusive of 8th September 1984.

(Vide Government Notification, I.E. & L.D., No. IBA. 1084/88782/987/Lab-9, dated 4th August 1984, published in *M.G.G.*, Part I-L, dated 27th September 1984, at page No. 4659).

(B) CANCELLATION

(1) Order issued under Order, I.E. & L.D. No. IDA. 1084/75072/935/Lab-9, dated the 30th June 1984 has cancelled.

(Vide Government order No. IBA-1084/76137/961/Lab-9, dated 11th July 1984, published in *M.G.G.*, Part I-L, dated 13th September 1984, at page No. 4282).

II MINIMUM WAGES ACT, 1948

(A) APPOINTMENTS UNDER THE ACT

(1) The Government of Maharashtra has republished the following Notification of the Central Government vide Notification No. MWA/1084/5955/Lab-7, dated 3rd August 1984 —

GOVERNMENT OF INDIA

MINISTRY OF LABOUR AND REHABILITATION

(DEPARTMENT OF LABOUR)

New Delhi, dated the 11th May 1984.

NOTIFICATION

S.O. —In exercise of the powers conferred by section 7 read with section 9 of the Minimum Wages Act, 1948 (11 of 1948), the Central Government hereby appoints Shri Kamta Prasad, Member of the Advisory Board, as Chairman in place of Shri P. S. Safer

and makes the following amendments in the notification of the Government of India, Ministry of Labour, No. S.O. 393 (E), dated the 28th May 1981, namely—

In the said notification in item (1) relating to Independent member (a) for serial No. 1 and entries relating thereto, the following shall be substituted namely:—

1. Shri Kamta Prasad, Chairman, Professor of Economics and Rural Development, Indian Institute of Public Administration, Indraprastha Estate, New Delhi.

(b) serial number 3 and entries relating thereto shall be omitted.

(Vide Government Notification, Industries, Energy and Labour Department No. MMA/1084/5955 Lab-7, dated 3rd August 1984, published in M.G.G., Part 1-L, dated 20th September, 1984 at Page No. 4400).

(2) The Government of Maharashtra has republished the following Notification of Central Government No. MWA-1084/5912/Lab-7, dated 5th July 1984.

GOVERNMENT OF INDIA

MINISTER OF LABOUR AND REHABILITATION
(DEPARTMENT OF LABOUR)

New Delhi, dated the 21st May 1984.

NOTIFICATION

S.O. —Whereas the Central Government having added certain employments in loading and unloading in railways, goods sheds, docks and ports, and Ash pit cleaning on Railways to part-I of the Schedule to the Minimum Wages Act, 1948 (11 of 1948), as required by section 27 of the said Act.

Now therefore, in exercise of the powers conferred by clause (a) of sub-section (1) of section 5 of the said Act, the Central Government hereby appoints a Committee consisting of the following members to hold enquiries and advise the Central Government in respect of fixation of minimum rates of wages for employments in loading and unloading in railways, goods sheds, docks and ports and Ash pit cleaning on Railways, namely—

- (1) Shri C. T. Dighe, 109, Shalaka, Maharshi Karve Road, Opp. Cooperage, Bombay 400 021. Chairman.
- (2) Shri Rakhil Das Gupta, Senior Clerk, Office of the Divisional Electrical Engineer, Bongaigaon, Workshops, P.O. Bongaigaon, Assam. Employees' representative.
- (3) Shri C. H. Sechibhushana Rao, Joint General Secretary, N.F.I.R., C/o. South Eastern Railwaymen's Congress, Block 112/6, Unit 2, Garden Reach, Calcutta 43. Employers representative.
- (4) Shri R. C. Sharma, Joint Director, Traffic Commercial (G) II, Railway Board, New Delhi. Employers' representative.
- (5) Shri J. S. Azad, Joint Director, Mechanical Engineer (Fuel), Railway Board, New Delhi. Employers' representative.

Shri H. G. Bhawe, Deputy Chief Labour Commissioner (Central) in the office of the Chief Labour Commissioner (Central) shall be the Secretary of the Committee.

The headquarters of the Committee shall be at New Delhi.

(B) FIXATION AND REVISION OF MINIMUM RATES OF WAGES

(1) In exercise of the Powers Conferred by clause (b) of Sub-section (1) 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 hereby with effect from the 1st August 1984, revises or fixes, as the case may be, the Minimum Rates of wages fixed by the said Notification, in respect of the employees employed in the said scheduled employment consisting of—

(a) the basic rates of wages inclusive of cash value of concessions, if any, set out in column 3 of the First Schedule hereto in respect of each Zone specified in the same column for the Classes of employees mentioned against them in column 2 thereof, employed in the said scheduled employment in the each Zone ; and

(b) a special allowance at the rate to be adjusted as provided in clause 2.

2. The Competent Authority shall, on declaring the Consumer Price Index Number for Working Class (New Series), specified in column 3 of the Second Schedule hereto to be the cost of living index number applicable to the employees employed in the said Schedule Employment in pursuance of clause (d) of section 2 of the said Act, calculate the average of the cost of living index applicable to the employees in the areas specified in column 2 of the said Second Schedule for every six months commencing on the first day of January and first day of July and ascertain the rise of such average in terms of points over the index number mentioned against them in column 4 of the Second Schedules. For every such rise in the number of points specified in column 5 of the said Second Schedule, the Special Allowance (hereinafter referred to as "the cost of living allowance") payable to the employees for each of the six months immediately following the period in respect of which such average has been calculated as aforesaid shall be at the rate shown against them in column 5 of the said Second Schedule.

3. The Competent Authority shall, compute the cost of living allowance in accordance with the directions made in clause 2.

4. The cost of living allowance computed as aforesaid shall be declared by the Competent Authority by notification, in the *Official Gazette* in the month of January when such allowance is payable or each of the months of January to June and in the month of July, when such allowance is payable for each of the months of July to December.

Provided that, the Competent Authority shall declare the costs of living allowance payable in respect of the period from the date of fixation or revision of the minimum rates of wages upto the end of June 1984. Immediately after the said date with effect from which the minimum rates of wages are revised or fixed as the case may be.

FIRST SCHEDULE

Serial No.	Class of employees	Rates per month		
		Zone I	Zone II	Zone III
1	2	3		
— Adults.		Rs.	Rs.	Rs.
	Skilled	570.00	520.00	510.00
1	Cook or Head Cook.			
2	Achari.			
3	Secretary.			
4	Chief Cashier.			
5	Stenographer.			
6	Typist.			
7	Society Officer.			
8	Head Billiard Marker.			
9	Maharaj.			
10	Rasoya.			
11	Ustad.			
12	Bavarchi.			
13	Khansama.			
14	Manager.			
15	Accountant.			
16	Mason.			
17	Polisher.			
18	Swimming Pool, Instructor-Incharge.			
19	Swimming Coach.			
20	Plant Operator.			
21	Expert (maker of Farsan Maker (Malwalla) Chark).			
22	Telephone Operator.			
23	Electrician.			
24	Supervisor.			
25	Steward.			
26	Cashier.			
27	Head Baker.			
28	Mistry.			
29	Head Barman.			
30	Store-keeper who keeps accounts.			
31	Head Waiter.			
32	Head Panipatani			
33	Receptionist (Qualified such as holding S.S.C. or other equivalent certificate).			
34	House-keeper.			
35	Carpenter.			
36	Tailor.			
37	Gardener who is doing the work of planting.			
38	Employees by whatever names called doing work of nature done by persons falling under the foregoing entries.	520.00	490.00	465.00
39	Semi-skilled—			
40	Assistant Manager.			
41	Assistant Malwalla.			
42	Samosawala.			
43	General Workers (Reliver or one who attends to two or more duties of semi-killed categories).			
44	Rotiwalla.			
45	Chapatiwalla.			
46	Puriwala.			
47	Dosawala.			
48	Tandur Rotiwala.			
49	Bhajiwala.			
50	Ice-creamwala (Ice-Cream-preparer, one who takes out ice-cream and aerated water).			
51	Pantryman (who prepares sandwich, toast, falooda, omlette, etc.).			
52	Mandniwalla-cum-Coffee/Tea Maker.			
53	Liftman.			
54	Handiwala (Assistant Cook).			
55	Assistnt Cook.			
56	Wireman.			
57	Billiards Marker.			
58	Standwala (Tea Maker).			
59	Marketman.			
60	Fountain Barman.			
61	Boilerman.			
62	Pumpman.			
63	Gas-filler.			

Class of employees	Rates per month			
	Zone I	Zone II	Zone III	Zone IV
2	3			
	Rs.	Rs.	Rs.	Rs.
Unskilled—(Contd.)	520.00	490.00	465.00	425.00
Mountainman (who prepares syrups), ice-cream, fruit salad, etc.				
Shoofa Maker.				
Syrup Maker.				
Asscewala-cum-Salesman.				
Water-cum-Tablewalla.				
Bandor (who keeps accounts)				
Bandarwala (Shouting bills or writing bills).				
Bandhab-Sekwala.				
Bandhepuriwala.				
Bandhor Waiter.				
Bandunder (one is exclusively doing grinding work for full-time)				
Bandarker				
Bandassistant Steward.				
Bandorman.				
Bandassistant Electrician.				
Bandoundsman.				
Bandndil.				
Bandant Attendant.				
Bandpersons by whom work is called, doing work of the nature done by persons				
Banddoing work for foregoing entries.				
Skilled—				
Bandage-Boy.	500.00	475.00	445.00	400.00
Bandme-Boy.				
Bandl Boy.				
Bandc Boy.				
Bandom Boy.				
Band Boy.				
Bandlass Boy.				
Bandsh Boy.				
Bandator Boy.				
Banddei Boy.				
Bandntry Helper				
Banditchen Boy.				
Bandifice Boy.				
Bandessage Boy.				
Bandoda Fountain Boy.				
Bandon.				
Bandendant.				
Bandate.				
Bandntrance Checker.				
Bandhowkidar.				
Bandssi-tant Groundman.				
Bandali				
Bandennis Chokra.				
Bandleaner.				
Bandweeper.				
Bandamal.				
Bandamadardar.				
Bandoolie.				
Bandazdoor.				
Bandadi.				
Bandhokra.				
Bandoy.				
Bandatewala Panika Chemberwala.				
Bandaniwala.				
Bandupwala				
Bandishwala.				
Bandnandiwala.				
Bandoriwala.				
Bandholiwala (room-boy not doing the work of waiter).				
Bandmandaniwala (one who fills the dishes).				
Bandassewala.				
Bandrderwala.				
Bandhatniwala.				
Bandathakwala.				
Bandwadpi (Server).				
Bandwaterman.				
Bandlaundry-man.				
Bandemon-man.				

LABOUR WARRANT - NOVEMBER 1954

LABOUR WARRANT -

of employees	Rates per month	
	Zone I	Zone II
2	Rs. 500.00	Rs. 475.00

... (Male or female).
 ... worker, that is to say, worker doing all or some of the jobs of an
 ... nature.
 ... charwala not working on commission basis and not entrusted with
 ... of accounts.
 ... whatever name called doing work of the nature done by persons
 ... of the foregoing entries.

employees	Rates per month			
	Zone I	Zone II	Zone III	Zone IV
3	80 per cent of the rates fixed for adults in respect of the same category of the employment	80 per cent of the rates fixed for adults in respect of the same category of the employment	80 per cent of the rates fixed for adults in respect of the same of the employment	80 per cent of the rates fixed for adults in respect of the same category of employment.

TABLE NO. 1

Area	Consumer Price Index Number for working Class (New Series)	Index Number	Points	Rupees
2	3	4	5	6
I	Bombay City Index Number ..	532	2	1.80
II	Bombay City Index Number ..	532	2	1.80
III	Bombay City Index Number ..	532	2	1.80
IV	Bombay City Index Number	532	2	1.80

Purposes of this Notification—

... of the areas within the limits of the Municipal Corporations or Municipal Councils, as the case may be, Thane, Kalyan, Ulhasnagar, Panvel, Khopoli, Pune, Pimpri-Chinchwad and Cantonments of Pune and the areas within 15 kms. from the limits of above centres ;
 ... of the areas within the limits of the Municipal Corporations of Nashik, Solapur, Kolhapur, the areas within 15 kms. from the limits of above centres ;
 ... of the areas within the limits of the Municipal Corporations or Municipal Councils, as the case may be, of Dhule, Jalgaon (District Jalgaon), Bhusawal, Ahmadnagar, Satara, Sangli, Miraj, Ichalkaranji, Latur, Akola, Amravati, Achalpur, Yavatmal, Wardha, Gondia, Chandrapur and the areas within 15 kms. from the limits of above centres ;
 ... of all the other areas in the State of Maharashtra not covered in Zone I, II and III above
 ... employee employed on daily wages. the minimum rate of daily wages payable to him shall be computed on the basis of monthly wages fixed for the class of employees to which he belongs, by the number of days

LABOUR GAZETTE—NOVEMBER 1984

Zone wise distribution of 30 per cent of basic rates of wages

	Rs.		Rs.
One Meal	50.00 × 2	}	Rs. 150
One Nasta (of 2 plates of snacks)	30.00 × 1		
One Tea	10.00 × 2		
One Meal	47.50 × 2	}	Rs. 142.50
One Nasta (of 2 plates of snacks)	28.50 × 1		
One Tea	9.50 × 2		
One Meal	44.00 × 2	}	Rs. 135.50
One Nasta (of 2 plates of snacks)	26.70 × 1		
One Tea	8.80 × 2		
One Meal	40.00 × 2	}	Rs. 120.00
One Nasta (of 2 plates of snacks)	24.00 × 1		
One Tea	85.00 × 2		

(h) The split-up of the rate of Special Allowance of Rs. 1.80 shall be—

(i) 70 per cent to be adjusted towards payment in cash and
(ii) 30 per cent allowed to be cut by the employer towards wages in kind. The distribution allocation of 30 per cent of the Special Allowance amongst Meal, Nasta and Tea is as indicated below :—

Distribution of 37 per cent of Special Allowance

One Meal	18 × 2	}	Paise 54
One Nasta (of 2 plates of snacks)	12 × 1		
One Tea	3 × 2		

vide Government Notification, Industries, Energy and Labour Department, No. MWA. 6384/5783/Lab-7, dated 1st August 1984, issued in M.G.G., Part I-L, Dated 20th September 1984, at Page Nos. 4583-4592.

(2) In exercise of the Powers conferred in clause (b) of Sub-section (i) 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 has revised the minimum rates of wages in respect of employees employed in the said scheduled employment with effect from 1st August 1984, and hereby revies them as set out in column 3 of the schedule here to as the rates of wage payable to the classes of employees mentioned against them in column 2 of the said schedule.

SCHEDULE

Serial No.	Class of employees	Rates (per month)		
		Zone I	Zone II	Zone III
1	2		3	
		Rs. P.	Rs. P.	Rs. P.
I.	Skilled 'A' (Full time adults not being adolescents).			
1	Mukadam, Jobber.	300.00	250.00	200.00
2	Fitter.			
3	Jacquard Weaver.			
4	Weaver.			
5	Weaver on Bobby above twelve working shifts.			
6	Electrician.			
7	Boiler Attendant.			
8	Front Sizer, Sizer.			
9	Welder.			
10	Warper.			
11	Dyeing Master, Dyer, Rangari, Bleacher.			
12	Designer.			
13	Employees by whatever name called doing the work of the nature done by persons falling under any of the foregoing classes of employees.			

Serial No.	Class of employees	Rates (per month)		
		Zone I	Zone II	Zone III
1	2	3		
		Rs. P.	Rs. P.	Rs. P.
II	Skilled (Full time adults not being adolescents).	270.00	20.00	170.00
1.	Wireman.			
2.	Engine Driver.			
3.	Calenderman.			
4.	Painter.			
5.	Tailor.			
6.	Card Cutter.			
7.	Draw (Dhakar (Dhakar))			
8.	Employees by whatever name called doing the work of the nature done by persons falling under any of the foregoing classes of employees.			
III.	Semi-skilled (Full time adults not being adolescents).	240.00	190.00	140.00
1.	Drawer.			
2.	Back sizer.			
3.	Winders.			
4.	Thrower.			
5.	Folder by hand or machine.			
6.	Twister.			
7.	Checker.			
8.	Assistant Welder.			
9.	Design cloth cutter.			
10.	Beam knoter, Lacer.			
11.	Employees by whatever name called, doing work of the nature done by persons falling under any of the foregoing classes of employees.			
IV	Unskilled. (Full-time adults not being Mazdoor doing the work of Ironer, Beam carrier, Beacher, Creet-boy, Bilman, Sweeper, Hamal, Helper, Waft distributor, Stamper, Packer, Suit Pitaki, Fireman, Kandi-barner, Watchman, Peon, Bobin Cleaner.	230.00	180.00	130.00

Serial No.	Class of employees	Rates (per month)		
		Zone I	Zone II	Zone III
1	2	3		
		Rs. P.	Rs. P.	Rs. P.
V.	Office staff. (Full-time adults, not being adolescents).			
	Manager/Supervisor	350.00	300.00	250.00
	Accountant-Munim	300.00	250.00	200.00
	Clerk	250.00	200.00	150.00
VI.	Full-time adolescents employed in any of the categories of employment mentioned above in this column.	I 80 per cent of the rate fixed for adults in respect of the same category of employment (Basic+DA),	II 80 per cent of the rate fixed for adults in respect of the same category of employees (Basic+DA).	III 80 per cent of the rate fixed for adults in respect of the same category of employees (Basic+DA).
VII.	Part-time employees (i.e. employees who work for not more than five hours in a day) employed in any of the categories of employment mentioned above in this column.	For every hour of work 12½ percent of the rate fixed in respect of the same category of employees.	For every hour of work 12½ percent of the rate fixed in respect of the same category of employees.	For every hour of work 12½ percent of the rate fixed in respect of the same category of employees.
VIII.	Apprentices (Trainees) employed in any of the categories referred to I to III in column 2 of the schedule.	75 per cent basic plus special allowance.	75 per cent basic plus special allowance.	75 per cent basic plus special allowance.

Training period should not be more than 3 months.

13. Where the workers are asked to work on three or four power-looms, they shall be paid proportionate wages i.e. workers working on 2 looms shall be paid 1/3 more wages (Basic + Special allowances) and the workers working on four looms shall be paid double the normal wages (basic plus special allowance).

Explanation.—For the purpose of this notification

(a) 'Competent Authority' means the competent authority appointed by the Government of Maharashtra by Government Notification Industries and Labour Department No MWA. 2662/20268/Lab-III, dated the 16th January 1965.

(b) Zone I, shall comprise the areas within the limits of Municipal Corporation Municipal Council as the case may be of Greater Bombay/Thane/Pune/Kalyan/Bhiwand/Nizampur/Uhasnagar and areas falling within ten kilometres from the limits of such areas.

(c) Zone II, shall comprise the areas falling within the limits of the Municipal Corporation Municipal Council, Grampanchayat or as the case may be cantonment of Solapur, Malegaon, Ichalkaranii, Nagpur, Kamptee, Sangli, Miraj, Jaisingpur, Dhule, Jalgaon, Aurangabad, Ahmadnagar, Kolhapur, Vita (District Sangli) Vadgaon (District Kolhapur), Nanded, Madhavagar, Tikekarwadi (District Solapur), Kurundwad, and also all area within periphery of ten kilometres from such areas.

(d) Zone III, shall comprise the rest of the Maharashtra State, i.e. areas not fallings in Zone I and Zone II.

(e) The minimum rate of daily wages payable to any employee employed in any factory on daily wages shall be computed by dividing the minimum rate of monthly rate of wages fixed for the class of employee to which he belongs by 26, the quoteint being stepped upto the nearest paisa.

(f) The wages payable to the employees employed on piece rate basis shall be so fixed that the minimum rates of wages payable to them shall not be less than the wages payable on the aforesaid monthly rate basis.

(g) The competent authority shall declare the Consumer Price Index Numbers for working class (New Series) Bombay City shall be the cost of living index number applicable to the employees employed in the said Schedule employment in pursuance of clause (d) of section 2 of the said Act and shall, after the expiry of every six months commencing on the 1st day of January and the 1st day of July, calculate the average of the cost of living index applicable to the said employees for these six months, and ascertain the rise of such average over 184. For such rise of every point, the special allowance (hereinafter referred to as 'the cost of living allowance') payable to the employees in the said Scheduled employment for each of the six months immediately following the six months in respect of which such average has been calculated shall be at the rate of Re. 1 per month, in respect of all zones.

(h) The competent authority shall than compute the cost of living allowance in accordance with the direction given in the preceding paragraph.

(i) The competent authority shall by a notification in the *official Gazette* declare the cost of living allowance computed as aforesaid in the last week of July when such allowance is payable for each of the months from July to December and in the last week of January when such allowance is payable for each of the months from January to June:

Provided that the Competent Authority shall declare the cost of living allowance payable in respect of the period from the date of fixation of the rate of minimum wages to the end of June or of December as the case may be, immediately after the said date with effect from which the minimum rates of Wages are fixed.

(j) "Employment in Powerloom Industry" includes employment in any of the processes such as winding, Warping, beaming, sizing, drawing, reaching, weaving, dyeing, bleaching, doubling, calendaring, folding, finishing or similar process carried on mainly, concerning powerloom production in the establishment and/or outside the establishment.

(Vide Government Notification Industries, Energy and Labour Department No. MWA-5084/5844/Lab-7, dated 1st August 1984, published in *M.G.G. Part I-L*, dated 20th September 1984, at pages Nos. 4593 to 4596).

(C) DECLARATION OF SPECIAL ALLOWANCE UNDER THE ACT.

(1) *Printing Press.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement) Bombay in exercise of the Powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said schedule employment in the areas mentioned in column (2) of Schedule III appended

hereto in relation to six months commencing on the 1st day of July 1984 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zones	Amount of Special Allowance (cost of living allowance payable)
(1)	(2)	(3)
1	A	.. 400.00 per month.
2	B1	.. 352.00 per month.
3	B2	.. 320.00 per month.
4	C	.. 304.00 per month.

Explanation.—For the purpose of this notification Zones A, B-1, B-2 and C shall respectively mean Zones A, B-1, B-2 and C formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA. 2683/5364/Lab-7, dated 16th May 1983.

(Vide Government Notification No. MWA SPL/Printing Press, dated 4th August 1984, Published in *M. G. G. Part I-L*, dated 20th September 1984 at pages 4411 to 4413).

(2) *Optical Frames.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said schedule employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of July 1984 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zones	* Amount of Special Allowance (cost of living allowance payable)
(1)	(2)	(3)
1	I	.. Rs. 9.94 per day.
2	II	.. Rs. 9.84 per day.

Explanation.—For the purpose of this notification, Zones I and II, shall respectively mean Zones I and II formed for the purpose and shown in the Notification Industries, Energy and Labour Department, No. MWA. 2480/2784/Lab-7, 23rd February 1981.

(Vide Government Notification No. MWA./SPL/Optical Frames, dated 4th August 1984, Published in *M.G.G. Part I-L*, dated 20th September 1984, pages 4414 to 4416).

(3) *Utensils and/or other household articles.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column

(2) of Schedule III appended hereto in relation to six months commencing on the 1st day of July 1984 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zones	Amount of Special Allowance (cost of living allowance payable)
(1)	(2)	(3)
1	I	Rs. 11.48 per day
2	II	Rs. 11.48 per day.
3	III	Rs. 11.48 per day.
4	IV	Rs. 11.48 per day.
5	V	Rs. 11.48 per day.

Explanation.—For the purpose of this notification, Zone I, II, III, IV and V shall respectively mean Zone I, II, III, IV and V formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA/3880/2822/Lab-7, dated 21st January 1981.

(Vide Government Notification No. MWA/SPL/Utensils and/or other household articles, Dated 4th August 1984 Published in *M. G. G.* Part I-L, dated 20th September 1984 pages 4420 to 4422).

(4) *Cotton Ginning and Cotton Pressing.*—The Deputy Commissioner of Labour Wing and Enforcement, Bombay in exercise of the Powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of July 1984 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zones	Amount of Special Allowance (cost of living Allowance payable)
(1)	(2)	(3)
1	I	Rs. 145.00 per month.
2	II	Rs. 145.00 per month.
3	III	Rs. 145.00 per month.

Explanation.—For the purpose of this notification, Zones I, II and III shall respectively mean Zones I, II and III formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA 2574/122/Lab-7, dated 10th October 1977.

(Vide Government Notification No. MWA/SPL/Cotton Ginning and Cotton Pressing, dated 4th August 1984 Published in *M. G. G.* Part I-L, dated 20th September 1984, page 4423 to 4425).

hereto in relation to six months commencing on the 1st day of July 1984 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zones	Amount of Special Allowance (cost of living allowance payable)
(1)	(2)	(3)
1	I	Rs. 66.00 per month.
2	II	Rs. 66.00 per month.
3	III	Rs. 66.00 per month.
4	IV	Rs. 66.00 per month.
5	V	Rs. 66.00 per month.

Explanation.—For the purpose of this Notification, Zone I, II, III, IV and V shall respectively, mean Zones I, II, III, IV and V formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA. 2483/5278/Lab-7, dated 14th July 1983.

(Vide Government Notification No. MWA/SPL/Hotels, dated 4th August 1984, Published in *M.G.G.* Part I-L, dated 20th September 1984 pages 4426 to 4428).

(6) *Card Board and Straw Board.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of July 1984 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zones	Amount of Special Allowance (cost of living allowance payable)
(1)	(2)	(3)
1	I	Rs. 492.00 per month.
2	II	Rs. 492.00 per month.
3	III	Rs. 328.00 per month.

Explanation.—For the purpose of this Notification, Zones I, II and III shall respectively, mean Zones I, II and III formed for the purpose and shown in the Notification, Industries Energy and Labour Department, No. MWA/5271 (306)/Lab-7, dated 10th August 1977.

(Vide Government Notification No. MWA/SPL/Card Board and Straw Board, Dated 4th August 1984, Published in *M. G. G.* Part I-L, Dated 20th September 1984 pages 4429 to 4431)

III appended hereto in relation to six months commencing on the 1st day of July 1984 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zones	Amount of Special Allowance (cost of living allowance payable)
(1)	(2)	(3)
1	I	.. Rs. 214.50 per month.
2	II	.. Rs. 214.50 per month.
3	III	.. Rs. 214.50 per month.
4	IV	.. Rs. 214.50 per month.
5	V	.. Rs. 214.50 per month.

Explanation.—For the purpose of this notification, Zones I, II, III, IV and V shall respectively mean Zones I, II, III, IV and V formed for the purpose and shown in the Notification Industries, Energy and Labour Department, No. MWA/3676/1240/Lab-7, dated the 13th July 1977.

(*Vide* Government Notification No. MWA/SPL/Canteen and Clubs, dated 4th August, 1984. Published in M.G.G. Part I-L, dated 20th September 1984 pages 4432 to 4434).

(8) *Plastic.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the Powers, conferred on it has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of July 1984 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zones	Amount of Special Allowance (cost of living allowance payable)
(1)	(2)	(3)
1	I	.. Rs. 6.12 per day.
2	II	.. Rs. 6.12 per day.

Explanation.—For the purpose of this notification, Zones I, II, shall respectively mean Zones I and II, formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA/5284/5740/Lab-7, dated 12th April 1984.

(*Vide* Government Notification No. MWA/SPL/Plastic, Dated 4th August 1984, Published in M.G.G. Part I-L, dated 20th September 1984 pages 4435 to 4437).

(9) *Laundry.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule

III appended hereto in relation to six months commencing on the 1st day of July 1984 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zones	Amount of Special Allowance (cost of living allowance payable)
(1)	(2)	(3)
1	I	.. Rs. 380.00 per month.
2	II	.. Rs. 380.00 per month.
3	III	.. Rs. 380.00 per month.
4	IV	.. Rs. 380.00 per month.

Explanation.—For the purpose of this Notification, Zones I, II, III and IV shall respectively mean Zones I, II, III and IV formed for the purpose and shown in the notification, Industries, Energy and Labour Department No. MWA. 5274/10020/Lab-III-A, dated 22nd January 1975.

(*Vide* Government Notification No. MWA/SPL/Laundry, dated 4th August 1984, Published in M. G. G. Part I-L, dated 20th September 1984 pages 4438 to 4440).

(10) *Dispensary (Pune).*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of July 1984 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zones	Amount of Special allowance (cost of living allowance payable)
(1)	(2)	(3)
1	I	.. Rs. 258.00 per month.
2	II	.. Rs. 258.00 per month.
3	III	.. Rs. 258.00 per month.

Explanation.—For the purpose of this notification, Zones I, II and III shall respectively mean Zones I, II and III formed for the purpose and shown in the Notification, Industries, Energy and Labour Department No. MWA. 5275/330-A/Lab-7, dated 26th September 1975.

(*Vide* Government Notification No. MWA/SPL/Dispensary (Pune), dated 4th August 1984, Published in M. G. G. Part I-L, dated 20th September 1984, pages 4441 to 4443).

(11) *Hospital (Pune).*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule

III appended hereto in relation to six months commencing on the 1st day of July 1984 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zones	Amount of Special Allowance (cost of living allowance payable)
(1)		(3)
		Rs. per month
1	I	258.00
2	II	258.00
3	III	258.00

Explanation.—For the purpose of this notification, Zones I, II and III shall respectively mean Zones I, II and III formed for the purpose and shown in the Notification, Industries, Energy and Labour Department No. MWA. 5275/330/1-A (i) Lab-7, dated 26th September 1984.

(Vide Government Notification, No. MWA/SPL/Hospital (Pune), dated 4th August 1984. Published in M.G.G. Part I-L, dated 20th September 1984, pages 4444 to 4446).

(12) *Hospital/Bombay.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of July 1984 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Area	Amount of Special Allowance (cost of living allowance payable)
(1)	(2)
Area within the limits of Municipal Corporation of Greater Bombay.	Rs. 418.00 per month

(Vide Government Notification No. MWA/SPL/Hospital-Bombay, dated 4th August 1984, Published in M.G.G., Part I-L, dated 20th September 1984, pages 4450 to 4452).

(13) *Tanneries and Leather Manufactory.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the powers conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2)

III appended hereto in relation to six months commencing on the 1st day of July 1984 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial	Zones	Amount of Special Allowance (Cost of living allowance payable)
1	2	3
1	I	Rs. 115.60 per month.
2	II	Rs. 81.60 per month.
3	III	Rs. 64.60 per month.
4	IV	Rs. 47.60 per month.

Explanation.—For the purpose of this Notification, Zones I, II, III and IV shall respectively mean Zones I, II, III and IV formed for the purpose and shown in the Notification, Industries, Energy and Labour Department No. MWA. 2182/4914, Lab-7, dated 9th August 1982.

(Vide Government Notification No. MWA/SPL/Tanneries and Leather Manufactory dated 1st August 1984, published in M.G.G., Part I-L, dated 20th September 1984, pages 4451 to 4455).

(14) *Manufacturing Readymade Garments and Tailoring Estts.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of July 1984 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zones	Amount of Special allowance (Cost of living allowance payable)
1	2	3
1	I	Rs. 288.60 per month.
2	II	Rs. 288.60 per month.
3	III	Rs. 288.60 per month.

Explanation.—For the purpose of this Notification, Zones I, II and III shall respectively mean Zones I, II and III formed for the purpose and shown in the Notification, Industries, Energy and Labour Department No. MWA. 4282/4722/Lab-7, dated 12th November 1982.

(Vide Government Notification No. MWA/SPL/Manufacturing Readymade Garments and Tailoring Estts., dated 4th August 1984, published in M. G. G., Part I-L, dated 20th September 1984, pages 4456 to 4458).

(15) *Hair Cutting Saloon.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2)

of Schedule III appended hereto in relation to six months commencing on the 1st day of July 1984 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zones	Amount of Special Allowance (Cost of living allowance payable)
1	2	3
1	I ..	.. Rs. 163.80 per month.
2	II ..	.. Rs. 163.80 per month.
3	III ..	.. Rs. 163.80 Per month.
4	IV ..	.. Rs. 163.80 per month.

Explanation.—For the purpose of this Notification, Zones I, II, III and IV shall respectively means Zones I, II, III and IV formed for the purpose and shown in the Notification Industries Energy and Labour Department, No. MWA/4272/4632/Lab-7, dated 11th August 1982.

(Vide Government Notification No MWA/SPL/Hair Cutting Saloon, dated 4th August 1984 published in *M. G. G.*, Part I-L, dated 20th September 1984, pages No. 4459 to 4461).

(16) *Advocates or Attorneys of the High Court.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of July 1984 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zones	Amount of Special allowance (Cost of living allowance payable)
1	2	3
1	I ..	.. Rs. 67.00 per month.
2	IIA ..	.. Rs. 67.00 per month.
3	IIB ..	.. Rs. 67.00 per month.
4	III ..	.. Rs. 67.20 per month.

Explanation.—For the purpose of this Notification, Zones I, IIA, IIB, and III formed for the purpose and shown in the Notification Industries, Energy and Labour Department, No. MWA/5283/5431/Lab-7, dated 23rd June 1983.

(Vide Government Notification No. MWA/SPL/Advocates or Attorneys of the High Court, dated 4th August 1984, published in *M.G.G.*, Part I-L, dated 20th September 1984, pages No. 4462 to 4464).

(17) *Engineering.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of July 1984 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zones	Amount of Special allowance (Cost of living allowance payable)
1	2	3
1	I ..	.. Rs. 12.60 per day.
2	II ..	.. Rs. 12.60 per day.
3	III ..	.. Rs. 12.60 per day
4	IV ..	.. Rs. 12.60 per day.

Explanation.—For the purpose of this notification Zones I, II, III and IV shall respectively means Zones I, II, III and IV formed for the purpose and shown in the Notification, Industries, Energy and Labour Department No. MWA. 5274/198006/Lab-III-A, dated 15th November 1974.

(Vide Government Notification No. MWA/SPL/Engineering, dated 4th August 1984, published in *M. G. G.*, Part I-L, dated 20th September 1984, pages No. 4465 to 4467).

(18) *Rubber Manufacturing Industry.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of July 1984 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Area	Amount of Special Allowance (Cost of living allowance payable)
1	2
State of Maharashtra	.. Rs. 12.15 per day.

(Vide Government Notification No. MWA/SPL/Rubber Manufacturing Industry, dated 4th August 1984, published in *M. G. G.*, Part I-L, dated 20th September 1984, pages 4468 to 4470).

(19) *Paper and Paper Board Manufacturing.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column

(2) of Schedule III appended hereto in relation to six months commencing on the 1st day of July 1984 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zones	Amount of Special Allowance (Cost of living allowance payable)
1	2	3
1	I	Rs. 114.00 per month.
	II	Rs. 114.00 per month.

For the purpose of this Notification, Zones I and II, shall respectively mean Zones I and II formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA./5683/5570/LAB-7, dated 15th October 1983.

(Vide Government Notification No. MWA/SPL/Paper and Paper Board Manufacturing dated 4th August 1984, published in *M. G. G.*, Part I-L, dated 20th September 1984, pages 4471 to 4473).

Cinema Exhibition Industry.—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of July 1984 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zones	Amount of Special Allowance (Cost of living allowance payable)
1	2	3
1	I	Rs. 270.00 per month.
	II	Rs. 270.00 per month.
3	III	Rs. 270.00 per month.
4	IV	Rs. 175.50 per month.
5	V	Rs. 175.50 per month.

Explanation.—For the purpose of this Notification, Zones I, II, III, IV and V shall respectively mean Zones I, II, III, IV and V formed for the purpose and shown in the Notification Industries, Energy and Labour Department, No. MWA./2683/5448/Lab-7, dated 5th September 1983.

(Vide Government Notification No. MWA/SPL/Cinema Exhibition Industry, dated 4th August 1984, published in *M. G. G.*, Part I-L, dated 20th September 1984, pages 4474 to 4476)

(21) **Wooden Photo.**—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the powers conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said schedule employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of July 1984 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zones	Amount of Special Allowance (Cost of living allowance payable)
1	2	3
1	I	Rs. 112.00 per month.
2	II	Rs. 84.00 per month.
3	III	Rs. 56.00 per month.

Explanation.—For the purpose of this Notification, Zones I, II and III shall respectively mean Zones I, II and III formed for the purpose and shown in the Notification Industries, Energy and Labour Department No. MWA. 6683/5281/Lab-7, dated 7th September 1983.

(Vide Government Notification No. MWA/SPL/Wooden Photo, dated 4th August 1984, published in *M. G. G.*, Part I-L, dated 20th September 1984, pages 4477 to 4479).

(22) **Wooden Furniture.**—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the Powers conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said schedule employment in the areas mentioned in column (2) of schedule III appended hereto in relation to six months commencing on the 1st day of July 1984 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zones	Amount of Special Allowance (Cost of living allowance payable)
1	2	3
1	I	Rs. 4.08 per day.
2	II	Rs. 2.72 per day.
3	III	Rs. 2.04 per day.

Explanation.—For the purpose of this Notification, Zones I, II and III shall respectively mean Zones I, II and III formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA. 6583/9895/5546(R)/Lab-7, dated 7th September 1983.

(Vide Government Notification No. MWA/SPL/Wooden Furniture, dated 2nd February 1984, published in *M. G. G.*, Part I-L, dated 20th September 1984, pages 4480 to 4482).

Film Production Industry (Cine Studios Cine Laboratories), Bombay.—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the powers conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said schedule, employment in the areas mentioned in column (2) of schedule III appended hereto in relation to six months commencing on the 1st day of July 1984 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zone	Amount of Special Allowance (Cost of living allowance payable)
1	2	3
1	I	.. Rs. 210.00 per month.

Explanation.—For the purpose of this Notification Zone I, shall respectively mean Zone I for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA. 5283/5376/Lab-7, dated 23rd June 1983.

(Vide Government Notification No. MWA/SPL/Film Production Industry (Cine Studios and Cine Laboratories), Bombay, dated 4th August 1984, published in *M. G. G.*, Part I-L, dated 20th September 1984, pages 4483 to 4484).

(24) **Film Production Industry (Cine Studios and Cine Laboratories) KLB.**—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the powers conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of July 1984, at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zone	Amount of Special Allowance (Cost of living allowance payable)
1	2	3
1	I ..	.. Rs. 185.00 per month.

Explanation.—For the purpose of this Notification Zone II shall respectively means Zone II formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA. 5283/5376/Lab-7, dated 23rd June 1983.

(Vide Government Notification No. MWA SPL/Film Production Industry (Cine Studios and Cine Laboratories) KLB, dated 4th August 1984, Published in *M. G. G.*, Part I-L, dated 20th September 1984, pages 4485 to 4486).

employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of July 1984 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zones	Amount of Special Allowance (cost of living allowance payable)
1	2	3
1	I ..	.. Rs. 365.40 per month.
2	II ..	.. Rs. 304.50 per month.
3	III ..	.. Rs. 284.20 per month.
4	IV ..	.. Rs. 243.60 per month.

Explanation.—For the purpose of this notification, Zones I, II, III and IV shall respectively mean Zones I, II, III and IV formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA. 4283/5534/Lab-7, dated 12th September 1983.

(Vide Government Notification No. MWA/SPL/Shops, dated 4th August 1984, Published in *M. G. G.* Part I-L, dated 20th September 1984, pages 4487 to 4489).

(26) **RFDM.**—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of July 1984 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

(As per portion marked 'J')

(Vide Government Notification No. MWA/SPL/RFDM, dated 4th August 1984, Published in *M.G.G.* Part I-L, dated 20th September 1984, pages 4490 to 4494).

(27) **Power loom.**—The Deputy Commissioner of Labour (Rural Wing and Enforcement) Bombay in exercise of the Powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of 1st August 1984 to 31st December 1984 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zones	Amount of special allowance (Cost of living allowance) payable per month
1	2	3
1	I ..	402.00
2	II ..	402.00
3	III ..	402.00

Explanation.—For the purpose of this notification, Zones I, II and III shall respectively mean Zones I, II and III formed for the purpose and shown in the Notification, Industries,

wages in exchange before the week ending 13th July 1984 and (ii) wages for the work done on Friday the 29th June on 1984 at the rates of wages not less than those prescribed for overtime work in section 63 of the said Act.

(Vide Government Notification, Industries, Energy and Labour Department, No. P-7384/74938/934/Lab-9, dated 27th June 1984, published in M.G.G. Part I-L, dated 20th September 1984, at page No. 4403).

(2) In exercise of the Powers conferred by section 6 of the said Act, the Government of Maharashtra has suspended certain provisions of the said Act, as shown in column 2 of the schedule appended hereto on account of the festivals shown in column 1 of the said schedule for the periods mentioned in column 3 of the said schedule.

SCHEDULE

Festival 1	Provisions of sections 2	Period 3
Raksha Bandhan and Coconut day.	Sections—11, 14, 16, 17, 18, 19, 22 and 23, 24.	10th August 1984 to 12th August 1984 (both days inclusive).
Powala festival	Sections—11(i)(A), 14, 16, 18, 19, 21, 23 and 24.	23rd August 1984 to 25th August 1984 (both days inclusive).

(Vide Government Notification, Industries, Energy and Labour Department, No. 0-7384/CR-975-976/Lab-9, dated 3rd August 1984, published in M.G.G. Part I-L, dated 20th September 1984, at pages Nos. 4597 to 4599).

(B) APPOINTMENTS UNDER THE :

(1) In exercise of the powers conferred by sub-section (2) of section 48 of the said Act, the Commissioner of Labour, has appointed the following persons mentioned in column 2 of the schedule hereinbelow to Inspectors for the purposes of implementation of the provisions of the said Act, in the local areas mentioned in column No. 3 of the said schedule

SCHEDULE

Serial No.	Name of the Shop Inspectors	Local areas for which appointed
1	2	3
1	Shri N. O. Mali	Dhule District.
2	Shri B. Y. Sonavane	.. Dhule District.
3	Shri S. G. Dolas	.. Dhule District.
4	Shri D. S. Bagade	.. Raigad District.
5	Shri S. D. Dandekar	Raigad District.
6	Shri H. A. Rajapurkar	.. Ratnagiri District.
7	Shri P. P. Dewoolkar	Sindhudurg District.
8	Shri S. Y. Darlu	Solapur District.

(Vide Government Notification, Industries, Energy and Labour Department, No. CL/BSE/1284/Insp./H.O.XII, dated 24th July, 1984, published in M.G.G. Part I-L, dated 20th September 1984, at pages Nos. 4559-4560).

The Deputy Commissioner of Labour (Wing and Enforcement) has in exercise of the Powers conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the scheduled employment in the areas mentioned in column 1 of Schedule III in relation to six months commencing on the 1st day of July 1984 at the rates mentioned in column 3 of the said Schedule III.

(Vide Government Notification No. MWA/SPL/Proverloom, dated 14th August 1984, published in M.G.G. Part I-L, dated 20th September 1984, pages 4453 to 4455).

The Deputy Commissioner of Labour (Wing and Enforcement), in exercise of the Powers conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the scheduled employment in the areas mentioned in column 1 of Schedule III in relation to six months commencing on the 1st day of July 1984 at the rates mentioned in column 3 of the said Schedule III.

SCHEDULE III

Area for provision made "A"

(Vide Government Notification No. MWA/SPL/Proverloom, dated 14th August 1984, published in M.G.G. Part I-L, dated 20th September 1984, pages 4453 to 4455).

The Deputy Commissioner of Labour (Wing and Enforcement), in exercise of the Powers conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the scheduled employment in the areas mentioned in column 1 of Schedule III in relation to six months commencing on the 1st day of July 1984 at the rates mentioned in column 3 of the said Schedule III.

SCHEDULE III

Area	Amount of Special Allowance (Cost of living allowance payable)
(1)	(2)
Area under the control of the Municipal Corporation of Greater Bombay	Rs. 222 00 per month.

(Vide Government Notification No. MWA/SPL/Dispensary/Greater Bombay, dated 14th August 1984, published in M.G.G. Part I-L, dated 20th September 1984, pages 4447 to 4448).

III BOMBAY SHOPS AND ESTABLISHMENTS ACT, 1948

(A) SUSPENSIONS UNDER THE ACT :

(1) In exercise of the Power conferred by section 6 of the said Act, the Government of Maharashtra has suspended the operation of the provisions of section 18 of the said Act in respect of the employees employed in the Podar Mills, N. M. Joshi Marg, Bombay 400 011, on Friday the 29th June 1984 subject to the conditions that employees concerned shall, on account of loss of the Prescribed Weekly holiday be granted (i) a compensatory holiday with

In exercise of the powers conferred by sub-section (2) of section 48 of the said Act, the Government of Maharashtra has appointed the persons mentioned in column 2 of the Schedule to be Inspectors for the purposes of implementation of the provisions of the said Act in all the local areas which are not subject to the jurisdiction of any local authority. The names of the local areas falling in the District or Districts specified in Column 4 of the said Schedule are set out hereunder against each name instead of the District or Districts specified in Column 3 of the said schedule

SCHEDULE

No.	Name of the Shop (Industry)	Name of the District for which previously appointed	Name of the District for which now appointed
1	2	3	4
1	Shri S. S. Bas	Nagpur, Bhandara, Wardha and Chandrapur Districts.	Pune District.
2	Shri P. B. Kori	Do.	Pune District.
3	Shri S. R. Kamble	Do.	Pune District.
4	Shri K. K. Kulkarni	Do.	Pune District.
5	Shri G. P. Derasde	Do.	Pune District.
6	Shri Y. G. Rathor	Do.	Akola, Buldana and Yavatmal Districts.
7	Shri P. K. Borade	Akola, Buldana and Yavatmal Districts.	Nagpur, Bhandara, Wardha and Chandrapur Districts.
8	Shri B. R. Shelke	Satara District	Thane District.
9	Shri R. A. Karnik	Thane District	Satara District.

(Vide Government Notification, Industries, Energy and Labour Department, No. CL BSE/NFN 2184/H.O.XII, dated 24th July 1984, published in M.G.G. Part I-L, dated 20th September 1984, at pages Nos. 4560 to 4561).

DECLARATION UNDER THE ACT :

(i) In exercise of the powers conferred by section 44A of the said Act, the Government of Maharashtra has declared that the following local authorities namely —

- (1) The Gondia Municipal Council,
- (2) The Savner Municipal Council,
- (3) The Umred Municipal Council.

(ii) In exercise of the powers conferred by section 44B of the said Act, the Government of Maharashtra has declared that the following local authorities namely —

(i) The Gondia Municipal Council, (ii) The Savner Municipal Council, (iii) The Umred Municipal Council, shall cease to perform the duty of enforcing the provisions of the said Act with effect from the 1st day of August 1984.

IV FACTORIES ACT, 1948

(A) EXEMPTIONS UNDER THE ACT —

(1) In exercise of the powers conferred by the proviso to sub-section (1) of section 66 of the said Act, the Government of Maharashtra has exempted LORCOM (Protectives) Ltd. 1-13/2, MIDC, Industrial Area, Chikalthana, Aurangabad-431 210, from the provisions of section 66 of the said Act for a period of one year subject to the following conditions.—

- (1) The management shall provide transport facilities to the female workers for both the trips from and to the factory.
- (2) The Creche services shall be for the entire duration of the period of working of the factory.
- (3) The transport service mentioned in conditions.
 - (i) should also take care of babies, the female workers would like to bring with them for taking advantage of the creche facility.
- (4) No female workers shall be required to work in the factory between 9-00 p.m. to 6-00 a.m.

(Vide Government Notification, Industries Energy and Labour, Department No. FAC-1684/9245/Lab-4, dated 9th July 1984, published in M.G.G. Part I-L, dated 20th September 1984 at Page No. 4403).

(2) In exercise of the powers conferred by section 84 of the said Act, the Government of Maharashtra has exempted the "Bharat Electronics Limited", N.D.A. Road, Pashan, Pune 411 021, from the operations of the Chapter VIII of the said Act, subject to the conditions that (1) annual leave with wages for the period prescribed under section 79 of the said Act, shall be available as of right and (2) a worker who is not entitled to the normal period of leave shall be informed of the same by a separate letter and that the leave entitled shall be invariably mentioned in the monthly pay slip issued to each worker.

(Vide Government Notification, Industries Energy and Labour Department No. FAC-1084/9341/Lab-4, dated 26th July 1984, published in M.G.G. Part I-L, dated 20th September 1984 at Page No. 4405).

(B) AMENDMENT UNDER THE RULES

(1) In exercise of the powers conferred by sub-section (2) of section 13 read with section 112 of the said Act, the Government of Maharashtra has amended the Maharashtra Factories Rules, 1963, the same having been previously published as required by section 115 of the said Act, namely —

1. These Rules may be called the Maharashtra Factories (Third Amendment) Rules, 1984.
2. 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

shown in the Schedule hereto, or as regards a dry-bulb reading intermediate between 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 temperature referred to in clause (1) 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 think fit.

(2) *Provision of thermometers.*—(a) If it appears to the Inspector that in any factory, the temperature of air in a work-room is sufficiently high and is likely to exceed the limits provided 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 hygrometer 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, roof 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 temperature in a register showing the spots, the timings and the temperature 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) below are provided be of an aggregate area of not less than 15 per cent of the floor area and so located as to afford a continuous supply of fresh air :

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 on 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 of 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 inlet 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 temperature 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 5 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.

(Vide Government Notification Industries, Energy and Labour Department No. FAC-1681/8326/Lab-4, dated 31st July, 1984, published in M.G.G. Part I-L, dated 20th September 1984, at Pages Nos. 4562 to 4564.)

(2) In exercise of the powers conferred by sub-section (4) of section 10 and section 112 of the said Act, the Government of Maharashtra has amended Maharashtra Factories Rules, 1963, the same having been previously published as required by section 115 of the said Act, namely :—

1. These rules may be called the Maharashtra Factories (Fourth Amendment) Rules 1984.

2. In the Maharashtra Factories Rules, 1963, in rule 18, in sub-rule (4).

(a) in clause (a), for the words 'A fee of rupee one' the words 'A fee rupee of ten shall be substituted.

(b) in clause (b), for the words 'A fee of fifty paise' the words 'A fee of rupees two' shall be substituted.

(Vide Government Notification Industries, Energy and Labour Department, No. FAC-1183/9015/Lab-4, dated the 1st August 1984, Published in M.G.G., Part I-L, dated the 20th September 1984, at Page No. 4565.)

4. These rules may be called the Maharashtra Factories (Amendment) Rules, 1984.

5. In the Maharashtra Factories Rules, 1963, for rules 100, 101 and 102 the following shall be substituted, namely:—

100. *Person deemed to hold position of supervision or Management or employed in a confidential position.*—(1) In a factory, the following persons shall be deemed to hold positions of supervision or management within the meaning of sub-section (1) of section 64, provided they are not required to perform manual labour or clerical work as a regular part of their duties:—

- (a) The Manager, Deputy Manager, Assistant Manager, Production Manager, Work Manager and the General Manager;
- (b) Departmental Head, Assistant Departmental Head, Departmental In-charge or Assistant Departmental In-charge;
- (c) Chief Engineer, Deputy Chief Engineer and Assistant Engineer;
- (d) Chief Chemist, Laboratory In-charge;
- (e) Personnel Manager, Personnel Officer;
- (f) Labour Officer, Assistant Labour Officer;
- (g) Welfare Officer, Additional Welfare Officer or Assistant Welfare Officer;
- (h) Safety Officer;
- (i) Security Officer;
- (j) Foreman, Chieftain, Overseer and Supervisor;
- (k) Keeper in Textile Factories;
- (l) Head Store-keeper and Assistant Store-keeper;
- (m) Boiler Stoker or such Boiler Attendants who are in-charge of a battery of boilers and are not required to do supervisory work; and
- (n) Any other person who, in the opinion of the Chief Inspector, holds a position of Supervision or Management and is so declared in writing by him.

(2) In a factory, the following persons shall be deemed to be employed in a confidential position within the meaning of sub-section (1) of section 64, namely:—

- (a) Stenographers or Telex Operators;
- (b) Office Superintendents;
- (c) Head Clerk where there is no office superintendent;
- (d) Accountant and Head Cashier;
- (e) Head time Keeper; and

(3) Any other person who in the opinion of the Chief Inspector is employed in a confidential position and is so declared in writing by him.

(4) Any dispute whether a person by virtue of the nature of his duties, falls in any of the definitions given in sub-rule (1) or (2) above shall be decided by the Chief Inspector by passing an order in writing which shall be final.

(5) On an application made by the occupier or manager of the factory, the Chief Inspector may declare in writing any person other than the persons defined in sub-rules (1) and (2) above as a person holding a position of supervision or management or employed in a confidential position in a factory if in the opinion of the Chief Inspector, such person holds such position or is so employed.

(6) All declarations of the nature described in sub-rule (4) of this rule, made by the Chief Inspector under the provisions of any earlier rules in that behalf shall be deemed to have been made under sub-rule (4) and shall continue to remain in force.

(2) Where the ordinary rate of wages of any of the persons whose name is shown in the list maintained under sub-rule (1) of this rule does not exceed rupees seven hundred and fifty per month, the manager of the factory shall—

- (a) maintain a muster roll in form 15 as prescribed under rule 95, in respect of such persons, and
- (b) issue overtime slips as prescribed under rule 96, to such persons.

102. *Exemption of certain adult workers.*—Adult workers engaged in factories specified in column 2 of the Schedule hereto annexed, on the work specified in column 4 of the said schedule, shall be exempt from the provisions of the sections specified in column 5 thereto, subject to the conditions, if any, specified in column 6 of the said schedule; and also subject to the following conditions, namely:—

- (i) No woman workers shall be required or allowed to work for more than nine hours in any day;
- (ii) except in respect of exemption under clause (a) of sub-section (2) of section 64, the following limits of work inclusive of overtime shall be observed, namely:—
 - (a) the total number of hours of work in any day shall not exceed ten;
 - (b) the spreadover, inclusive of intervals for rest, shall not exceed twelve hours in any one day;
 - (c) the total number of hours in a week, including overtime shall not exceed sixty; and
 - (d) the total number of hours of overtime shall not exceed fifty for any one quarter;

Provided that, the limits imposed by sub-clauses (a) and (b) of this clause shall not apply in the case of a shift worker engaged in factories specified against category and No. X (1) to (39) in the Schedule if the said worker is allowed to work the whole or part of the subsequent shift in the absence of a worker who has failed to report for duty.

Class of factories 2	Exemption under section 3	Nature of exempted work 4	Exemption from section 5	Conditions 6
Factories ..	64(2) (a) and 64(3) for urgent repairs and for consequential exemptions from the provisions of section 61.	<p>Urgent repairs Explanation, Urgent repairs for the purposes of this exemption shall mean (a) repairs to any part of machinery, plant or structure of a factory, which are of such a nature that delay in their execution would involve danger to human life or a safety or the stoppage of the manufacturing process;</p> <p>(b) repairs to deep-sea-ships and repairs to commercial aircrafts which are essential to enable such ships or air-crafts to leave port at proper time or continue their normal operations in sea worthy or air-worthy conditions as the case may be ; and</p> <p>(c) repairs in connection with a change of motive power e.g. from steam to electricity or vice versa, when such work cannot possibly be done without stoppage of the normal manufacturing process. Provided that urgent repairs shall not include periodical cleaning and maintenance work.</p>	51, 52, 54, 55, 56 and 61.	<p>(i) The occupier or manager of the factory shall send to the Inspector a notice within 24 hours of the commencement of the work, stating therein the precise nature of urgent repairs the exact time of the commencement of such work and the list of all persons employed on such work. A copy of such notice shall be displayed in the factory as provided under section 108 (2) of the Act. Within 24 hours of the completion of the work of urgent repairs a notice to that effect shall be sent to the Inspector alongwith the copy of the entries made in Form No. 15 in respect of every worker mentioned in the earlier notice.</p> <p>(ii) No worker shall be allowed or required to work on such repairs for more than 15 hours on any one day, 39 hours during any 3 consecutive days or 66 hours during each period of seven consecutive days, commencing from his first employment on such work.</p> <p>(iii) If the Inspector is of the opinion that any work being carried on in a factory as 'Urgent Repairs' is not 'Urgent repairs,' the Inspector shall serve on the manager an order to that effect and the manager shall in respect of such work, not require any worker to work in contravention of the provisions of sections 51, 52, 54, 55, 56 and shall comply with section 61 of the Act.</p> <p>(iv) No worker shall be required or allowed to work for a period of more than six hours before he has had an interval of rest or food of at least half an hour.</p> <p>(v) Provisions of section 53 of the Act and rules 95 and 96 of the rules shall be complied with.</p>
All factories except those on continuous process.	64(2)(b) for work in the nature of preparatory or complementary work.	<p>(a) Maintenance work in connection with the mill gearing, the electric driving of lighting apparatus, the mechanical or electrical lifts or hoists and the steam or water pipes or pumps of the factory ;</p> <p>(b) Departmental oilers ; and</p> <p>(c) Workers attending to the starting, stopping and maintaining electrical motors and connected switch gears.</p>	51, 54, 55, 56.	<p>(i) No worker shall be required or allowed to work on shifts of longer than 8 hours duration.</p> <p>(ii) Intervals for food and rest shall be given to all workers allowed to work on such work.</p> <p>(iii) provisions of rules 95 and 96 shall be complied with.</p>

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2	3	4	5	6
Lorries	64(2)(c) for work which is necessarily intermittent in nature.	1. (a) Work performed by drivers on lighting ventilating and humidifying apparatus. (b) Work performed by fire-pumpmen and all personnel on the fire fighting staff.	51, 54, 55 and 56.	(i) No worker shall be required or allowed to work on shifts of longer than 8 hours duration. (ii) Intervals for food and rest shall be given to all workers allowed to work on such work. (iii) Provisions of Rules 95 and 96 shall be complied with.
Lorries	64(2)(h) for work in the Engine-room boilers house, power plants or transmission machinery.	Workers engaged in engine rooms or boiler house attending to power plant or transmission machinery or the prime movers.	51, 52	Provisions of section 53 and rules 95 and 96 shall be complied with.
Lorries	62(2)(j) for work of loading and unloading.	Workers engaged in the loading or unloading of railway wagons or lorries, trucks and tankers or the loading and unloading at jetties.	51, 52, 54, 55, 56, 61.	(i) No worker shall be required or allowed to work on shift of longer than 8 hours' duration. (ii) Intervals for food and rest shall be given to all workers allowed to work on such works. (iii) Provision of section 53 and rules 95 and 96 shall be complied with.
Acid Gas factories.	64(2)(b) for work in the nature of preparatory complementary work.	Work of firemen to light lye boiler.	51, 54, 55.	(i) This exemption shall be availed of only on the day on which the plant is restarted after a closure. (ii) No worker shall be required or allowed to work on shifts of longer than 8 hours' duration. (iii) Intervals for food and rest shall be given to all workers allowed to work on such work. (iv) provisions of rules 95 and 96 shall be complied with.
Printing factories departments.	64(2)(b) for work in the nature of preparatory or complementary work.	Work in the nature of preparatory or complementary to main operations of printing, sanforizing, finishing and mercerising of cloth.	51, 54 and 56	Provisions of rules 95 and 96 shall be complied with.
Cotton Spinning and Weaving Mills.	Do.	Work involved in clearing blow room flues.	Do.	Do.
Film Studios	Do.	All work in the nature of preparatory or complementary work which is necessary for the shooting of films.	Do.	Do.
Dyeing or bleaching factories or departments.	64(2)(b) for work in the nature of preparatory or complementary work.	Work performed by Kiermen	51, 54, 55 and 56.	(i) No workers shall be required or allowed to work on shifts of longer than 8 hours, duration' (ii) Intervals for food and rest shall be given to all workers to work on such work. (iii) Provisions of rules 95 and 96 shall be complied with.

2	3	4	5	6
Factories	64(2)(b) for work which for technical reason must be carried on continuously.	Work of Firemen on Kilns	55	(f) No worker shall be required or allowed to work on shifts of longer than 8 hours' durations. (ff) Intervals for food and rest shall be given to all workers allowed to work on such work.
Nut Factories	Do.	Oil Extraction work	55	Do.
Printing and processing factories.	Do.	Work of cloth printing, bleaching, finishing, mercerising, raising, dyeing, singeing and sanforizing.	55	Do.
Flexible tube manufacturing factories.	Do.	Work of painting, coating, drying of collapsible tube if carried on in a continuous process.	55	Do.
Automotive manufacturing factories.	Do.	Work of painting and enamelling section and service automatic plating plant.	55	Do.
Enamelled wire manufacturing factories.	Do.	Work of enamelling of wires	55	Do.
Steel and Non-ferrous metal factories.	64(2)(d) for work which for technical reasons must be carried on continuously.	Work on Hot Rolling	55	Do.
Mills	Do.	All work	55	Do.
Industry	Do.	Work performed in connection with slitting, dehusking, grinding and packing.	55	Do.
Government	Do.	Melting Department including dress washing.	55	Do.
Textile factories	Do.	Working of continuous coating of PVC drying, fusing in hot air oven and embossing.	55	Do.
Bhetties	Do.	Workers employed on Bhetties.	55	Do.
Mills	Do.	All continuous process work.	55	Do.
Chemical factories	Do.	Work in melting shop swarfameal in furnace, gas producers, electrical sub-stations and water and electrical distribution departments.	55	Do.
Pharmaceutical factories	Do.	All continuous process work.	55	Do.
Plastic factories	Do.	Work on plastic injection moulding machine and extrusion machine.	55	Do.
Fire works	64(2)(d) for work which for technical reasons must be carried on continuously.	Work of fireman on kilns	55	Do.
Shellac factories	Do.	Workers employed on kilns	55	Do.
Melting and Refining factories.	Do.	(1) Work on the reducing furnace. (2) All continuous process work in connection with electrolytic refining.	55	Do.
Soap factories	Do.	Work on soap boiling pans and soap drying pans.	55	Do.
Sodium and potassium bichromate factories.	Do.	All works	55	Do.
Spinning and Weaving Mills.	Do.	Work on hot air sizing machines.	55	Do.

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2	3	4	5	6
ylene factories ..	64(2)(d) for work which for technical reasons must be carried on continuously.	Generation of gas and filling of cylinders.	51, 52, 54, 55 and 56.	(i) No workers shall be required or allowed to work on shifts of longer than 8 hours' duration. (ii) Intervals for food and rest shall be given to all workers allowed to work on such work. (iii) Provisions of rules 95 and 96 shall be complied with. (iv) Compliance with sanction 53 shall be made in such way that such workers shall be allowed not less than two holidays in each period covered by four consecutive statutory holidays under section 52 (1). (v) In the absence of a worker who has failed to report for duty a shift worker may be allowed to work the whole or part of the subsequent shift provided that the next shift of that worker shall not commence before a period of 16 hours has elapsed after the specified stopping time of the shift to which he belongs.
Carbonic Acid gas works.	Do.	.. Work of firemen, pumpmen, plant driver, oilers and the filling of cylinders.	Do.	.. Do.
Carbonic acid gas solidification works.	Do.	.. All works except packing blocks	Do.	Do.
Cement factories and asbestos cement factories.	Do.	.. All continuous process work ..	Do.	Do.
Chemical factories ..	Do.	Do.	Do.	Do.
Chemical Products factories.	Do.	.. Process of Manufacturing Activated Carbon.	Do.	Do.
Cinematographic films processing factories.	Do.	.. Work on developing and washing processes.	Do.	Do.
Coal gas factories ..	Do.	.. All work in the retort house and on the water gas plant. Work of the male yard labour staff in unloading coal, feeding hoppers and removing coke, work on the syphons, boilers, station metres and governors.	Do.	Do.
Computer installation	Do.	.. All works	Do.	Do.
Confectionery Manufacturing Departments or factories.	Do.	.. Manufacturing of malted chocolate flavoured food and chocolate making.	Do.	Do.
Crude Mineral Oil and Petro-Chemical refining factories.	Do.	.. (a) All continuous process work performed by the plant operators, fire operators, Laboratory testers and analysts, maintenance and instrument personnel connected with continuous process work, dressers and sample carriers. (b) Work performed by Safety Operators.	Do.	Do.
Dextrine manufacturing factories.	Do.	.. All continuous process work.	Do.	Do.
Distilleries	Do.	.. Work on the extraction of sugar from various bases, fermentation of sugarcane juice and distillation of fermented wash.	Do.	Do.
Electrical accumulators charging departments of factories.	Do.	.. Operation in connection with charging electrical accumulators.	Do.	Do.

1	2	3	4	5	6
(15) Electrical receiving stations and sub-stations.	64(2)(d) for work which for technical reasons must be carried on continuously.	Operation and maintenance of transformers and their auxiliaries including receiving and distribution, switch gear, lightning arrestors synchronous and other condensers and rotary and static condensers.	51, 52, 54, 55 and 56.	(i) No workers shall be required or allowed to work on shifts of longer than 8 hours' duration. (ii) Intervals for food and rest shall be given to all workers allowed to work on such work. (iii) Provisions of rules 95 and 96 shall be complied with. (iv) Compliance with sanction 53 shall be made in such way that such workers shall be allowed not less than two holidays in each period covered by four consecutive statutory holidays under section 52(1). (v) In the absence of a worker who has failed to report for duty a shift worker may be allowed to work the whole or part of the subsequent shift provided that the next shift of that worker shall not commence before a period of 16 hours has elapsed after the specified stopping time of the shift to which he belongs.	
(16) Electronic Components Factory.	Do.	Welding, lacquering and colour coding of carbon resistors.	Do.	Do.	Do.
(17) Ferrous and non-ferrous metal factories.	Do.	Hot rolling	Do.	Do.	Do.
(18) Glass factories	Do.	.. All continuous process work including cartoning and packing carried out in continuous chain.	Do.	Do.	Do.
(19) Glycerine Factories	Do.	.. All continuous process work	Do.	Do.	Do.
(20) Hydraulic pumping Stations.	Do.	.. All work	Do.	Do.	Do.
(21) Ice factories	Do.	.. Work of the engine and compressors drivers and assistants and oilers.	Do.	Do.	Do.
(22) Magnesium Chloride Factories.	Do.	.. The work on concentrating process.	Do.	Do.	Do.
(23) Milk Dairies	Do.	.. All work of receiving, chilling, processing of milk by pasteurisation, storage bottling and packing of milk.	Do.	Do.	Do.
(24) Oil tank installations	Do.	.. (a) Work performed by workers in connection with pumping operations. (b) Work performed by furnace-men and firemen. (c) work performed by safety operators.	Do.	Do.	Do.
(25) Oxygen factories	.. Do.	.. Engine and plant drivers, oilers and the filling of cylinders.	Do.	Do.	Do.
(26) Paper, Carboard and Strawboard factories.	Do.	.. Work performed on chopprers, cigestor, kneeders, strainers and washers, beaters, paper making machines, pumping plants, reelers and cutters.	Do.	Do.	Do.
(27) Pharmaceutical factories.	Do.	.. All continuous process operations in chemical plant.	Do.	Do.	Do.
(28) Phonograph Disc, manufacturing factories.	Do.	.. Work performed in matrix Department.	Do.	Do.	Do.
(29) Potassium Chlorate factories.	Do.	.. Work in the cell room	Do.	Do.	Do.
(30) Public electricity supply factories generating electricity in any manner and those engine rooms and boiler departments/generating electricity in any manner.	Do.	.. Operation and maintenance of Prime mover and auxiliaries, generators, transformers and switch gears, also engines and boilers and their auxiliaries.	Do.	Do.	Do.

2	3	4	5
(31) Public pumping and compressor stations.	62(2)(d) for work which for technical reasons must be carried on continuously.	All work	.. 51, 52, 54, 55 and 56. (i) No worker shall be required or allowed to work on shifts of longer than 8 hour's duration. (ii) Intervals for food and rest shall be given to all workers allowed to work on such work. (iii) Provisions of rules 95 and 96 shall be complied with. (iv) Compliance with sanction 53 shall be made in such way that such workers shall be allowed not less than two holidays in each period covered by four consecutive statutory holidays under section 52(1). (v) In the absence of a workers who has failed to report for duty a shift worker may be allowed to work the whole or part of the subsequent shift provided that the next shift of that workers shall not commence before a period of 16 hours has elapsed after the specified stopping time of the shift to which he belongs.
(32) Rubber Tyre and Rubber factories.	Do.	.. All work on curing process of rubber.	Do.
(33) Silver refineries	.. Do.	.. All work	Do.
(34) Soap factories	.. Do.	.. (a) All continuous process work in continuous soap making plants. (b) All continuous process work in synthetic detergent plants including cartoning and packing carried out in a continuous chain.	Do.

5) Sodium and Potassium bichromate factories	Do.	Work in furnace and crystalisers	Do.	Do.
(6) Starch factories	Do.	All work except the engineering Department and workshop.	Do.	Do.
37) Sugar factories	Do.	Operations be inning with receiving and weightment of sugarcane and ending with bagging of sugar.	Do.	Do.
(38) Vegetable Oil hydrogenation factories.	Do.	The work, viz, refining, bleaching, filtering, generation of hydrogen, hydrogenating and deodorising processes also compression of oxygen and the cylinder filling.	Do.	Do.
(39) Factories having effluent Treatment Plant.	Do.	All continuous process work	Do.	Do.
(1) All Cotton ginning factories	64(2) (b) for work in the nature of preparatory or complementary work. 64(2) (f) for work carried out during fixed seasons and section 64(3) for consequential exemption from section 61.	Work performed by Gin Fitters Mochies and Oilers.	51, 52, 54, 55 and 61.	All the five conditions in X(i)8 (VI) Register or muster roll required to be maintained under section 62 shall show correctly full particulars of periods within which each such worker may be required to work; entries in the register or muster roll shall be up-to-date.

2	3	4	5	6
Pottery Works	64(2) (d) for work of continuous nature.	Work on Tunnel kilns.	52 and 55	All the conditions as in VII(1).
Gur (Jaggery) Factories.	64(2) (b) for work in the nature of preparatory or complementary work and 64(2) (c) for work which is necessarily intermittent in nature.	All work	51, 54, 55 and 56.	All the conditions as VIII(1).
News Printing Press	64(2) (i) for work in Printing of News Paper which is held up due to break down of machinery.	(a) All work on daily weekly News Papers.	51, 54, 55 and 56.	<p>(a) No worker shall be allowed to work for more than 56 hours in any week.</p> <p>(b) No overtime shall be carried on except for two days prior to the date of the publication of the weekly news paper.</p> <p>(c) The exemption under this entry shall be availed of only in that section of the press where there is break down of machinery and</p> <p>(d) Intervals for food and rest shall be given to all workers allowed to work on such work.</p>
All factories	64(2) for work notified by the State Government as work of National importance.	Workers engaged in any work which is notified by the State Government in the Official Gazette as work of national importance.	51, 52, 54, 55 and 56.	All the conditions as in X except condition No. (5).

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The attention of the Managers of all factories is drawn to the provisions of Section 59, 64(1) and Rules 95 and 96 regarding payment for overtime work to the exempted workers.

For further details, please refer to Government Notification, Industries, Energy and Labour Department No. FAC-1680/6604/Lab-4, dated 1st August, 1984, published in M.G.G., Part I-L, dated 20th September, 1984, at pages Nos. 4566 to 4582).

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10 MAY 1987

V. EMPLOYEES' STATE INSURANCE ACT, 1948.

(1) EXEMPTIONS UNDER THE ACT.

In exercise of the powers conferred by section 87 read with section 91A of the said Act, the Government of Maharashtra has exempted the Vishwa Bharati Spinning and Weaving Co-operative Society Limited, Kawad Village, Post Angaon, Taluka Bhiwandi, District Thane, from the operation of the said Act, except Chapter V-A thereof retrospectively from 1st January 1948 upto and inclusive of 30th September 1984.

(Vide Govt. Notification, I. E. and L. D. No. SIA-1783/4315/Lab-11 dated the 6th July 1984, published in M.G.G. Part I-L, dated the 20th September 1984, at page No. 4405).

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

(A) CONSTITUTION OF BOARD UNDER THE

In exercise of the powers conferred by sub-section (1) of section 4 of the said Act, the Government of Maharashtra has established a Board and republished a scheme for certain Scheduled Employment in—

(1) employments in Grocery Market 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; (2) employments in markets or Subsidiary Markets established under the Maharashtra Agricultural Produce Marketing (Regulation) Act, 1963 (Mah. XX of 1964), 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; (3) employments in connection with loading of goods into public transport vehicles or unloading of goods therefrom and any other operations incidental and connected hereto; (4) employments 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; and (5) employments in Cloth and Cotton Markets or shops in connection with loading, unloading, stacking, carrying, weighing, measuring, filling, stitching, cleaning, or such other work including work preparatory or incidental to such operations, in the areas of the Sangli Municipal Council and the Miraj Municipal Council and the same having been previously published as required by sub-section (1) of the said section 4, namely

1. *Title*.—This scheme may be called the Sangli-Miraj Grocery Markets or Shops and Markets or Subsidiary Markets, Public Goods Transport Undertakings, Iron and Steel Markets or Shops, Cloth and Cotton Markets or Shops Unprotected Workers (Regulation of Employment and Welfare) Scheme, 1984.

2. *Objects and application*.—(1) *Objects*.—Objects of the Scheme are to ensure an adequate supply and full and proper utilisation of unprotected workers employed in,—

(a) 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;

(b) markets or subsidiary markets established under the Maharashtra Agricultural Produce Marketing (Regulation) Act, 1963 (Mah. XX of 1964), 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;

(c) public goods transport undertakings in connection with loading of goods into public Transport Vehicle, or unloading of goods therefrom or any other operations incidental and connected thereto;

(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; and

(e) Cloth and Cotton Markets or shops in connection with loading, unloading, stacking, carrying, weighing, measuring, filling, stitching, cleaning or such other work including work preparatory or incidental to such operations;

for efficient performance of work and generally for making better provisions in the terms and conditions of employment of such workers and make provisions for their general welfare and safety.

(2) *Application*.—The scheme shall apply to the registered workers and registered employers in the areas within the limits of the Sangli Municipal Council and the Miraj Municipal Council for the scheduled employments mentioned in sub-clause (1).

3. *Commencement*.—(i) Clauses 14 and 15 shall come into force from 15th August 1984;

(ii) The remaining clauses shall come into force from 15th September 1984.

4. *Interpretation*.—(a) "Act" means the Maharashtra Mathadi Hamal and Other Manual Workers (Regulation of Employment and Welfare) Act, 1969;

(b) "Board" means the Sangli-Miraj Mathadi and Unprotected Labour Board constituted under section 6 of the Act;

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

(d) "monthly worker" means a worker who is employed by an employer or a group of employees on contract of monthly basis;

(e) "pool worker" means a registered worker in the pool who is not a monthly worker

(f) "pool" means a list of workers maintained by the Board, but which does not include monthly workers;

(g) "Personnel Officer" means the Personnel Officer appointed by the Board under clause 5;

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

(i) "Registered Worker" means a worker whose name is for the time being entered in the register of pool workers or in the register of monthly workers;

(j) "Register of employers" means the register of employers maintained under his scheme;

(k) "Register of Workers" means the register of workers maintained under this Scheme;

(l) "Rules" means the Maharashtra Mathadi, Hamal and Other Manual Workers (Regulation of Employment and Welfare) Rules, 1970;

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

(n) "Week" means the period of seven days commencing on mid-night of Saturday and ending on the mid-night of the Saturday next following;

(o) words and expressions used but not defined in the Scheme shall have the meaning assigned to them in the Act.

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

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

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

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

- (i) ensuring the adequate supply and the full and proper utilisation of registered workers for purpose of facilitating the rapid turnout of work ;
- (ii) regulating the recruitment and entry into and the discharge from the Scheme of workers and allotment of registered workers in the pool of registered employers;
- (iii) determining and keeping under review the number of registered workers, from time to time, on the registers or records and the increase or reduction to be made in the number of registered workers ;
- (iv) keeping, adjusting and maintaining the employers' registers, entering or re-entering therein the name of any employer and where circumstances so require removing from the register the name of any registered employer in accordance with the provisions of this Scheme ;

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

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

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

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

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

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

(xi) maintaining and administering Provident Fund and Gratuity Fund for registered workers in the pool when such Funds are constituted ;

(xii) assisting, subject to the availability of funds by way of grant of loan, the Co-operative Societies formed for the benefit of registered workers and staff of the Board.

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

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

- (a) all monies received by the Board from the State Government ;
- (b) all fees, wages and levies received by the Board under this Scheme ;
- (c) all monies received by the Board by way of sale and disposal of properties and other assets ;
- (d) interest on investment in securities and deposits, rents and all monies received by the Board in any other manner or from any other source.

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

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

Explanation.—For the purpose of this sub-clause "Nationalised Bank" means any Bank specified in Column 2 of the First Schedule to the Banking Companies (Acquisition and Transfer of Undertakings) Act, 1970 (5 of 1970).

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

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

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

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

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

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

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

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

(11) The Board may—

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

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

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

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

(v) determine the wages, allowances and other conditions of services including age of retirement of registered workers ;

(vi) fix the rate of levy under clause 41 (1) ;

(vii) sanction the annual budget ;

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

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

(x) settle dispute between registered employers and registered workers ;

(xi) discuss statistics of output of labour and turnout of work and record its observations and directions ;

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

7. *Annual Estimate.*—The Chairman shall at a special meeting to be held before the end of February in each year lay before the Board, the annual budget of the Scheme for the year commencing on the first day of April then next ensuing in such details and forms as the Board may, from time to time, specify. The Board shall consider the estimate so

presented to it and shall within four weeks of its presentation sanction the same either unaltered or subject to such alteration as it may deem fit.

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

- (a) to ensure that the decisions of the Board in regard to the adjustment of the registers of workers are carried out expeditiously ;
- (b) to ensure that the sanctions for temporary registration of workers are carried out without delay ;
- (c) to supervise and control the working of the Scheme ;
- (d) to take suitable steps, if any irregularities are detected by him or brought to his notice ;
- (e) to ensure that the provisions of the Scheme in regard to transfer and promotion of workers are carried out ;
- (f) to constitute medical Boards when required ;
- (g) to ensure that conditions laid down in the Scheme for the registration of employers are complied with by them ;
- (h) to ensure that all forms, registers, returns and documents, devised by the Board are properly maintained ;
- (i) to ensure that suitable statistics in regard to the output of labour is compiled and placed before the Board with appropriate remarks and explanations at such intervals as the Board may desire ;
- (j) (i) to sanction the creation of posts the maximum salary of which exclusive of allowance is below Rs. 1,000 per month and to make appointment to the posts ;
- (ii) to make appointment to the post, the maximum salary of which exclusive of allowance is below, Rs. 1,000 per month ;
- (k) to take disciplinary action against registered workers and registered employers in accordance with the provisions of this Scheme ;
- (l) to declare that there has been "a go-slow" and to take action as authorised under this Scheme ;
- (m) to sanction the transfer of a monthly worker to the pool at the request of the registered employer or the registered worker, as provided for in this Scheme ;
- (n) to deal with appeals from registered workers and registered employers under clauses 37 and 38 ;
- (o) discharge all functions relating to disciplinary action against registered employers and workers to the extent permitted under clause 34.

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

- (a) keeping, adjusting and maintaining the register of employee entering or reentering therein the name of any employer and where the circumstances so require removing from the register the name of any registered employer in accordance with the provisions of this Scheme ;
- (b) keeping, adjusting and maintaining from, time to time, such registers or records as may be necessary of workers, including any register or records of workers, who are temporarily not available for work and whose absence, has been approved by the Board and where the circumstances require, removing from any registers or records the name of any registered worker, either at his request or in accordance with the provisions of this Scheme ;
- (c) the employment and control of registered workers who are available for work when

(d) the grouping or re-grouping of registered workers in suitable pools, in accordance with the instructions received from the Board in such groups as may be determined by the Board ;

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

- (i) make the fullest possible use of registered workers in the pool ;
- (ii) keep the record of attendance at call stands or control points of registered workers ;
- (iii) provide for the maintenance of records of employment and earnings of registered workers ;
- (iv) make or cause to be made the necessary entries in the attendance cards and the wage slips of the registered workers in the reserve pool as laid down in clause 23 ;
- (f) (i) the collection of levy or any other contribution from the employers under the Scheme ;
- (ii) the collection from registered workers of contribution to the Provident Fund, Insurance Fund or any other fund which may be constituted under the Scheme ;
- (iii) the payment to each registered daily worker of all earnings lawfully due to him from the registered employer and the payment to such registered worker of all moneys payable by the Board in accordance with the provisions of this Scheme ;
- (g) appointing subject to budget provisions such officers and servants, from time to time, as may be authorised by the Board or the Chairman to appoint ;
- (h) the keeping of proper accounts of the cost of operating this Scheme and of all receipts and expenses under it and making and submitting to the Board an Annual Report and Audited Balance-Sheet and profit and loss accounts statements ;
- (i) framing budget annually for submission to the Board on or before the 15th day of February each year ;
- (j) maintaining complete service records of all registered workers and record sheets of all registered employers ;
- (k) authorising the employment of unregistered workers in case registered workers are not available for work in the pool or in such other circumstances as the Chairman may approve ; and
- (l) such other functions as may, from time to time, subject to the provisions of the Scheme, be assigned to him by the Board or the Chairman.

10. *Functions of Personnel Officer.*—The Personnel Officer shall assist the Secretary in the discharge of his duties and shall in particular carry out the functions assigned to him by clause 34 of this Scheme.

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

(2) *Register of Workers.*—There shall be a register of workers who are registered by the Board wherein the names and addresses of workers registered under this Scheme shall be entered. It shall be duly maintained.

(3) *Monthly register.*—There shall be a register of workers who are engaged by each employer on contract on monthly basis and the who are known as monthly workers.

(4) *Pool register.*—There shall be a register of workers other than those on the monthly register known as pool workers. This register shall include a sub-pool of workers who are not attached to any gang to fill casual vacancies in gangs. The workers included in such a sub-pool shall be known as leave reserve workers.

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

13. *Fixation of number of workers on the register.*—The Board shall determine, before the commencement of registration in any category, the number of registered workers required in that category in consultation with the registered employers.

14. *Registration of employers.*—Every employer including a Mukadam, commission agent, clearing agent, purchaser, importer, exporter, engaged in selling, purchasing or trading or acting as agent in grocery markets or shops and agricultural produce markets or subsidiary markets in areas to which this Scheme applies shall get registered with the Board by applying in Form 'A' appended to the Scheme within fifteen days from the date of coming into force of this clause, Provided, however, that an employer of any establishment coming into existence after the commencement of the Scheme shall apply for a registration simultaneously on the commencement of his business.

15. *Registration of existing and new workers.*—(1) (a) Any worker who on the date of enforcement of this Scheme is already working in the employment in the area to which the Scheme applies shall be registered under this Scheme ;

(b) The qualification for new registration shall be such as may be specified by the board having regard to local conditions, physical fitness, capacity and/or experience. Citizen of India only shall be eligible for registration;

(c) Registration of workers in any new category shall be from among workers who have been or were working in the said employment on any such date as the Board may specify in this behalf provided that, the worker is medically fit and is not more than 60 years of age.

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

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

16. *Promotion and transfer of registered workers.*—(1) A vacancy (other than casual vacancy), in any category of registered workers in pool register shall ordinarily be filled by promotion of registered workers from the next lower category within the same gang.

(2) A vacancy (other than a casual vacancy), in any category of registered monthly worker may be filled only by promotion from lower categories of registered monthly workers in the gang or, if no registered worker is suitable for promotion from lower categories of registered monthly worker in the same gang, by transfer of a registered worker in the same or a superior category in the pool who may be selected by registered employers or a group of registered employers.

Explanation.—The criteria for promotion shall ordinarily be :—

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

Note.—A transfer from the pool register to the monthly register in the same category or vice-versa shall not be deemed a promotion.

(3) The chairman or the Secretary may, for sufficient and valid reasons, allow the transfer of a registered monthly worker to the pool on : request in writing of the registered employer, or the registered worker explaining fully the reasons for the transfer provided that at such transfer shall be subject to the fulfilment of any contract subsisting between the registered monthly worker and his registered employer regarding termination of employment. No transfer shall take place without the prior approval of the Chairman or the Secretary.

whether or not the registered worker should be employed by the Board and if so, whether in the same or a lower category. The registered worker should be given an opportunity of being heard and pleading his case before the Secretary, either himself or through his representatives.

(5) If a registered monthly worker is transferred to, or employed in, the pool under sub-clause (3) or sub-clause (4) as the case may be, his previous service shall be reckoned for all benefits in the pool and the registered employer shall transfer to the Board all benefits that have accrued to the registered worker in respect of his previous service as if such service has not been transferred. The registered employer shall contribute to the Board such amount of the Provident Fund of the registered worker, if any standing to his credit in the Provident Fund of which he is a member and such amount towards his leave and gratuity as may have been due to him under any contract subsisting between the registered worker and his registered employer or under any law, award or agreement applicable to such registered worker, as if his services had been terminated by the registered employer.

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

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

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

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

19. *Supply of Cards.*—(1) Every registered worker shall be supplied with (i) an identity card ; (ii) an attendance card ; (iii) wage slips in the forms, devised by the Board.

(2) In case of loss of card, a fresh card will be issued but the cost thereof, which will be fixed by the Board, shall be payable by the registered worker concerned.

20. *Service records for registered workers.*—A service record for every registered monthly and daily registered worker shall be maintained in a form to be specified by the Board which shall contain amongst other thing, a complete record of disciplinary action, taken against the registered worker, promotions, commendations for good work, etc., and such other matters as the Board may think fit, such details in respect of the registered monthly worker shall be supplied to the Board by the registered employers.

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

22. *Surrender of cards.*—A registered worker's card shall be surrendered to the Board in the following circumstances, namely :—

- (a) when proceeding on leave for seven days or more;
- (b) when retiring from service.

Provided that, the registered employer of a registered monthly worker shall also surrender the card of the registered worker to the Board in the case of (a), (b), (c), (d) and (e) above.

23. *Entries in Attendance Card and Wage Slip.*—(1) A registered worker in the pool shall hand over to the Board at the time he is allotted for work to a registered employer his Attendance Card, the Board shall make necessary entries in the Attendance Card in respect of the period of work done by the registered worker, and return it to him on completion of the engagement. For each day of work, the Board shall supply as soon as possible a wage slip showing the wages earned by a registered worker.

(2) A registered monthly worker shall hand over to his registered employer, at the time when he is allotted his work, Attendance Card. The registered employer shall make necessary entries in the Card in respect of the period of work done by the registered worker and return it to him on the completion of his allotted work. For each day of work, the registered employer shall supply, as soon as possible, a wage slip showing wages earned by a registered worker.

24. *Employment of registered workers.*—(1) A registered monthly worker of a particular category allotted to a registered employer or a group of registered employers shall be entitled to be employed for work in that category by that registered employer or group of registered employers in preference to any registered worker of the same category in the pool.

(2) If the number of registered workers on the monthly register in a particular category is not sufficient for the work available, the registered workers on the pool register in that category shall be employed.

(3) A registered monthly worker of one registered employer or a group of registered employers shall not be employed by an other registered employer or group of registered employers, except with the previous approval of the Chairman or Secretary.

25. *Filling up of casual vacancies.*—Casual vacancies of registered monthly worker shall be filled up in the following manner, namely :—

When a Head Mukadam or Mukadam is absent the vacancy shall be filled by senior registered person of the same gang in the employment of the registered employer.

26. *Disappointment money.*—When a registered worker in the pool presents himself for work and for any reason the work for which he has been allotted cannot commence or proceed and no alternative work can be found for him and he is relieved within two hours of his attending for work he shall be entitled to disappointment money from the registered employer at a rate as may be fixed by the Board appropriate to the category to which he belongs. A registered worker detained for more than two hours shall be paid full wages inclusive of dearness allowance.

27. *Holidays.*—Each registered worker shall be entitled in a year to four holidays with pay at such rates as may be specified by the Board under clause 32. Out of the four holidays, three holidays will be on (i) 26th January (Republic Day), (ii) 1st May (Maharashtra Day), and (iii) 15th August (Independence Day). The fourth holiday shall be decided by the Board.

23. *Obligations of registered workers.*—(1) Every registered worker shall be deemed to have accepted the obligations of this Scheme.

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

(3) A registered worker in the pool who is available for work shall carry out directions on the Board and shall—

(a) report at such call stands or control points and at such times as may be specified by the Board and shall remain such call stands or control points ;

(b) accept any employment under a registered employer whether in the category in which he has been registered or any other category for which he is considered suitable by the Board.

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

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

(2) Subject to the provisions of clause 24, a registered employer shall not employ a worker other than a registered worker who has been allotted to him, by the Secretary in accordance with the provisions of clause 9(e).

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

(4) A registered employer shall lodge with the Board, unless otherwise directed, particulars of the work-load handled by registered workers on piece-rate and such other statistical data as may be required in respect of the registered workers engaged by him.

(5) (i) A registered employer shall pay to the Board within five days from the end of every fortnight or such shorter periods as may be specified by the Board by a special or general order, the levy payable under clause 41(1) and the gross wages due to registered workers for the work done by such registered workers during the fortnight and other amount due to daily registered workers ;

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

(iii) A registered employer, who persistently makes default in remitting the amount of wages of registered workers within the time limit specified in sub-clause (i) above, shall further pay by way of penalty, a surcharge of such amount not exceeding ten percent. of the amount to be remitted as may be determined by the Board. The said surcharge shall be credited to the Board within ten days from the date of the order of the Secretary of the Board to that effect.

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

(7) A registered employer who fails to make the payment of any amount due from him to the Board under aforesaid clauses within the time specified therein, the Secretary of the Board shall, without prejudice to the right of the Board to take any other action under the Scheme to which the registered employer may be liable for the said default, serve a notice on the registered employer to the effect that unless he pays his dues within three days from the date of receipt of the notice the supply of registered workers to him shall be suspended. On the expiry of the notice period the Secretary shall suspend supply of registered worker to the defaulting registered employer until he pays all the dues.

30. *Restriction on employment.*—(1) No employer (other than a registered employer in any area to which this Scheme applies) shall engage for employment a worker unless that

(2) Notwithstanding the preceding provisions of the clause—

(a) where the Secretary is satisfied that—

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

(ii) it is not reasonably practicable to obtain registered worker for that work the Secretary may, subject to any limitation imposed by the Board, allow a registered employer to employ a worker who is not a registered worker :

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

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

(c) in the case referred to in items (a) and (b), the person so employed as aforesaid by a registered employer shall for the purposes of clauses 29(4), (5) and (6) and clause 32 be treated in respect of that work, as if he were a daily worker.

(3) A registered worker in the pool may, provided he fulfils fully his obligations under clause 28, take up employment elsewhere on those days on which he is not allotted for work by the Board.

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

(2) This Scheme shall cease to apply to a registered employer when his name has been removed from the Employers' register in accordance with the provisions of this Scheme.

(3) Nothing in this clause shall affect any obligation incurred or right accrued during any time when a person was a registered worker or a registered employer.

32. (1) *Wages, allowances and other conditions of service of registered workers.*—(1) Without prejudice to the provisions of any award it shall be, unless otherwise specifically provided for in this Scheme an implied condition of the contract between a registered worker (whether in the pool or on the monthly register) and registered employer that the rates, allowances and overtime, hours of work, rest intervals, leave with wages and other conditions of service shall subject to the provisions of sub-clauses (2), (3), (4), (5) and (6) be such as may be fixed by the Board for each category of workers.

(2) For the purpose of fixing rates of wages, allowances and overtime, hours of work, rest intervals, leave with wages and other conditions of service (hereinafter collectively referred to as 'the conditions of service') of registered workers or for revising or for modifying the same, the Board shall call upon the associations of registered employers and trade unions of registered workers covered by this Scheme to make such representations as they may think fit as respects the conditions of service which may be fixed or revised or modified under this Scheme in respect of registered workers. If there is no such association of registered employers and union of registered workers, then such representations from registered employers and registered workers may be invited through notice published in such manner as the Board may think fit.

(3) Every such representation shall be in writing and shall be made within such period as the Board may specify and shall state the conditions of service which in the opinion of

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

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

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

33. *Disbursement of wages and other allowances to registered workers.*—The Board may permit the registered employers to pay wages and other allowances to the registered monthly workers employed by them directly after making such deductions as may be authorised and recoverable from them under this Scheme. In respect of registered workers other than registered monthly workers employed by the registered employers, from time to time, the wages and other allowances payable by the registered employers shall be remitted by the registered employers by cheque to the Secretary of the Board every fortnight. The Secretary thereupon shall arrange to disburse the wages and other dues, if any, to the registered workers on a specified day every month subject to deductions recoverable from them under this Scheme.

34. *Disciplinary procedure.*(1) (i) The Personnel Officer may on receipt of the information whether on a complaint or otherwise that a registered employer has failed to carry out the provisions of this Scheme after investigating the matter, give him a warning in writing; or

(ii) Where in his opinion, a higher penalty is merited, the Personnel Officer shall report the case to the Chairman who may then cause such further investigation to be made, as he may deem fit and take any of the following steps as regards that employer, that it to say he may—

(a) censure him and record the censure in his record sheet ; or

(b) subject to the approval of the Board and after one month's notice in writing given to the registered employer, remove his name from the employers' register for such period as determined by the Board or permanently.

(2) A registered worker in the pool who fails to comply with any of the provisions of the Scheme or commits any act of indiscipline or misconduct may be reported in writing to the Personnel Officer who may after investigating the matter give him a warning in writing or suspend him for a period not exceeding four days.

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

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

(a) give him a warning in writing ;

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

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

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

(7) Without prejudice to the powers of the Chairman under clause 35 a registered employer shall have full powers to take disciplinary action against the registered monthly workers employed under him.

35. *Special disciplinary powers of the Chairman.*—(1) Notwithstanding anything contained in the Scheme, if the Chairman is satisfied after enquiry that a "go slow" has been resorted to by any gang of a registered workers or any individual registered worker and is being continued or repeated by the same gang or registered worker or different gangs or registered workers on the same or different places of work he may make a declaration in writing to that effect.

(2) When a declaration under sub-clause (1) has been made it shall be lawful for the Chairman—

(i) in case of registered monthly workers, to take, without prejudice to the rights of the registered employers, such disciplinary action including removal against such registered workers as he may consider appropriate; and

(ii) in case of registered workers in the pool to take such disciplinary action including dismissal against such registered workers as he may consider appropriate.

(3) The Chairman may take disciplinary action—

(i) where "go slow" is resorted to by a gang against all the members of the gang, and

(ii) where "go slow" is resorted to by a registered worker against the worker concerned

(4) Before any disciplinary action is taken under this clause against any registered worker or any gang of registered workers, such registered worker or gang shall be given an opportunity to show cause why the proposed action should not be taken against him or it :

Provided that, the Chairman may, before giving an opportunity to show cause under this sub-clause, suspend from work any registered worker or gang of registered workers immediately after a declaration has been made under sub-clause (1).

(5) A declaration by the Chairman that a "go slow" has been resorted to by a registered worker or a gang of registered workers shall be final, and shall not be liable to be questioned on any ground whatsoever.

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

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

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

37. *Appeals by registered workers.*—(1) Save as otherwise provided in this clause, a registered worker in the pool who is aggrieved by an order passed by an authority under clause 34, or an order, or appeal against the order of the Personnel Officer to the Chairman

(iii) requiring him under clause 28(4) (b) to undertake any work which is not of the same category to which he belongs may prefer an appeal to the Chairman.

(3) Any registered worker who is aggrieved by an order under clause 16(1) may prefer an appeal to the Chairman.

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

Provided that, an appeal shall lie to the Chairman where the registered worker alleges that he does not belong to the class or description of registered workers referred in the instruction of the Board.

(5) Every appeal referred to in sub-clauses (1), (2), (3) or (4) shall be in writing and be preferred within fourteen days of the date of receipt of the order appealed against :

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

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

(ii) In the case of an appeal against an order under clause 34(1)(ii)(b) the Chairman shall forthwith refer the matter to the State Government. The State Government shall make such order on the appeal as it thinks fit.

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

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

39. *Powers of Revision of the Chairman.*—Notwithstanding anything contained in the Scheme, the Chairman, in case of an order passed by Personnel Officer under clause 34, may at any time call for the record of any proceeding in which the Personnel Officer has passed the order for the purpose of satisfying himself as to the legality or propriety thereof and may pass such order in relation thereto as he may think fit :

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

40. *Stay of order in case of certain appeals.*—Where an appeal is made by a registered worker in accordance with the provisions of clause 37 against an order of termination of service on one month's notice or where an appeal is preferred by a registered employer in accordance with provisions of clause 38 against an order removing his name from the employers' register under clause 34(1)(ii)(b), the appellate authority may suspend the operation of the order appealed from pending the hearing and disposal of the appeal.

41. *Cost of operating the Scheme and provision for amenities and benefits to the registered workers.*—(1) The cost of operating this Scheme and for providing different benefits, facilities and amenities to registered workers as provided in the Act and under this Scheme, shall be defrayed by payments made by the registered employers to the Board. Every registered employer shall pay to the Board such amount by way of levy in respect of registered workers allotted to and engaged by him as the Board may, from time to time, specify by public notice

he gets himself registered within the time-limit laid down in clause 14 of this Scheme or any time thereafter.

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

(4) The Board shall not sanction any levy exceeding fifty per cent of the estimated total wage bill calculated on the basis of the daily time rate wage without the prior approval of the State Government.

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

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

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

42. *Provident Fund and Gratuity.*—(1) The Board shall frame and operate rules providing for Contributory Provident Fund for registered workers. The rules shall provide for the rate of contribution, the manner and method of payment and such other matters as may be considered necessary so however, that the rate of contribution is not less than 6½ per cent. of the wages of a registered worker and is not more than 8½ per cent. of such wages :

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

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

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

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

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

43. *Penalties.*—whoever contravenes the provisions of clauses 14, 29 and 30 shall, on conviction be punished,—

(1) if it is a first contravention with imprisonment for a term which may extend to three months, or with fine which may extend to five hundred rupees, or with both;

(2) if it is a subsequent contravention, with imprisonment for a term which may extend to six months, or with fine which may extend to one thousand rupees, or with both;

(3) if such contravention continues after the subsequent conviction, with a fine which may extend to one hundred rupees for each day on which the contravention is made till

(See clause 14)

THE SANGLI-MIRAJ MATHADI AND UNPROTECTED LABOUR BOARD

Application for the registration of employer

Registration No.

(to be filled in by office)

I, hereby apply for registration as an employer, etc. The necessary particulars are given below —

1. Name and address of the Establishment and Telephone No.

2. Whether a firm or a company

Name of the Proprietor—

(1)

(2)

(1)

(2)

3. Are you a member of any Association. If so, state the name of the Association.

4. Whether your Establishment is registered under the Bombay Shops and Establishments Act, 1948. If so, state Registration No.

5. The places of work with location in details where the loading, unloading, stacking, carrying, etc. of goods is carried on in connection with trade, business of your Establishments.

6. Are you employing workers through contractors? If so, state the name of the contractors.

7. Are you employing workers through Tollis? If so, state the name of the mukadam/s of the Tollis, or of all workers.

(Vide Government Notification, Industries, Energy and Labour Department No. UWA-1479/CR-2618/Lab-5, dated 13th July 1984, published in Maharashtra Government Gazette, Part I-L, dated 20th September 1984, at pages No. 4540 to 4557.)

(B) AMENDMENT TO THE SCHEME.—

(1) In exercise of the powers conferred by sub-section (1) and clause (a) of the second proviso to sub-section (1) and sub-section (2) of section 4 of the said Act, read with section 24 of the Bombay General Clauses Act, 1904 (Bom. I of 1904), and of all other powers enabling

Committee has made the following scheme further to amend the principal scheme, the same having been previously published as required by sub-section (1) of the said section 4, namely—

[1. (1) This Scheme may be called the Nagpur Grocery Markets or Shops, Railway Yards and Goods-sheds Public Transport Vehicles, Khoka Making Establishments, and Timber Markets or Shops, Iron and Steel Market or Shops, Markets, Factories and other connected Establishments Unprotected Workers (Regulation of Employment and Welfare) (Amendment) Scheme, 1984.

(2) It shall come into force from 6th day of September 1984.

2. In the heading of the principal Scheme, for the portion beginning with the words, "The Nagpur Grocery" and ending with the brackets, words and figures "(Regulation of Employment and Welfare) Scheme, 1974" following shall be substituted, namely—

"The Nagpur Grocery Markets or Shops, Railway Yards and Goods-Sheets, Public Transport Vehicle, Khoka making Establishments, Timber Markets or Shops, Iron and Steel Market or Shops, Markets, Factories and Other connected establishments Unprotected Workers (Regulation of Employment and Welfare) Scheme, 1974."

3. For clause 1 of the principal Scheme, the following shall be substituted, namely—

"1. *Title*.—This Scheme may be called the Nagpur Grocery Markets or Shops, Railway Yards and Goods-Sheds, Public Transport Vehicles, Khoka making Establishments, Timber Markets or Shops, Iron and Steel Markets or Shops, Markets, Factories and other connected establishments Unprotected Workers (Regulation of Employment and Welfare) Scheme 1974."

4. In clause 2 of the principal Scheme,—

(i) in sub-clause (i), after paragraph (d) the following paragraphs shall be added, namely

"(e) 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; and

(f) employment in markets, factories and other establishments 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 carried on by workers not covered by any other employment in the Schedule to the Maharashtra Mathadi, Hamal and Other Manual Workers (Regulation of Employment and Welfare) Act, 1969 (Mah. XXX of 1969)";

(ii) For sub-clause (2), the following shall be substituted, namely—

"(2) *Application*.—The scheme shall be, and shall be deemed to have applied to the workers and the employers, in the scheduled employments specified in column 2 of the Schedule hereto in the areas respectively specified against each of them in column 3 and applicable on and from the dates respectively specified against them in columns 4 and 5 of the said Schedule.

5. For clause 3 of the principal Scheme, the following shall be substituted, namely—

"3. *Commencement*.—This scheme shall commence or, as the case may be shall be deemed to have commenced on and from the date, in respect of each of the scheduled employment mentioned against each of them, in such area or areas as specified in the

"14. *Registration of employers*.—Every employer engaged in any of the employments specified in the Schedule hereto shall, within forty-five days from the date on which the scheme applies to him, apply to the Board for registration in Form 'A' appended to this scheme, unless the said period has already expired in respect of the employments mentioned in clauses (a), (b), (c) and (d) of sub-clause (1) of clause 2.

Provided that, an employer of any establishment coming into existence after the dates referred to in this clause shall apply for registration simultaneously with the commencement of his business.

15. *Registration of existing and new workers*.—(1) Every worker, working in any of the employment referred to in the Schedule hereto on the dates specified against each of such employment, 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 registered if he is a citizen of India and possesses such qualifications as have been or may be specified by the Board having regard to local conditions, physical fitness, capacity or experience and is not more than sixty years of a age or medically unfit.

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

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

7. In clause 16 of the principal Scheme,—

(a) in the marginal note, for the words "transfer of workers" the words "transfer of registered workers" shall be substituted;

(b) in sub-clause (1),—

(i) for the words "category of workers" the words "category of registered workers" shall be substituted;

(ii) for the words "a worker" the words "a registered worker" shall be substituted;

(c) in sub-clause (2),—

(i) for the words "monthly workers", the words "monthly registered workers" shall be substituted;

(ii) for the words "monthly worker" wherever they occur, the words "registered monthly worker" shall be substituted;

(iii) for the words "no worker" the words "no registered worker" shall be substituted;

(iv) for the words "group of employers" the words "group of registered employers" shall be substituted.

(d) in sub-clause (3),—

(i) for the words "monthly worker," wherever they occur, the words "registered monthly worker" shall be substituted;

(ii) for the word "employer", wherever it occurs, the words "registered employer" shall be substituted;

(e) in sub-clause (4),—

(i) for the words "monthly worker" the words "registered monthly worker" shall be substituted ;

(ii) for the word "employer" the words "registered employer" shall be substituted ;

(iii) for the words "the worker" the words "the registered worker" shall be substituted ;

(f) in sub-clause (5),—

(i) for the words "monthly worker" the words "registered monthly worker" shall be substituted ;

(ii) for the word "worker" wherever it occurs, the words "registered worker" shall be substituted ;

(iii) for the word "employer" wherever it occurs, the words "registered employer" shall be substituted ;

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

9. In clause 20 of the principal Scheme,—

(a) for the words "monthly and daily workers" the words "registered monthly and daily workers" shall be substituted ;

(b) for the words "the workers" the words "the registered workers" shall be substituted ;

(c) for the words "monthly workers" the words "registered monthly workers" shall be substituted.

10. In clause 22 of the principal Scheme,—

(a) for the words "A worker's" the words "A registered worker's" shall be substituted.

(b) in the proviso,—

(i) for the words "employer of a monthly worker" the words "registered employer of a registered monthly worker" shall be substituted ;

(ii) for the word "worker" the words "registered workers" shall be substituted.

11. In clause 23 of the principal Scheme,—

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

(b) in sub-clause (2),—

(i) for the words "monthly worker" the words "registered monthly worker" shall be substituted ;

(ii) for the word "employer" wherever it occurs, the words "registered employer" shall be substituted ;

(iii) for the word "worker" wherever it occurs, the words "registered worker" shall be substituted ;

12. In clause 24 of the principal Scheme,—

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

(b) in sub-clause (1)—

(i) for the words "monthly worker" the words "registered monthly worker" shall be substituted ;

(ii) for the words "any worker" the words "any registered worker" shall be substituted ;

(d) in sub-clause (3),—

(i) for the words "monthly worker" the words "registered monthly worker" shall be substituted ;

(ii) for the word "employer" wherever it occurs, the words "registered employer" shall be substituted ;

(iii) for the words "employers" wherever it occurs the words "registered employers" shall be substituted.

13. In clause 25 of the principal Scheme,—

(i) for the words "monthly worker" the words "registered monthly worker" shall be substituted ;

(ii) for the word "employer" the words "registered employer" shall be substituted.

14. In clause 26 of the principal Scheme,—

(i) for the word "worker" at both the places where it occurs the words "registered worker" shall be substituted ;

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

16. In clause 29 of the principal Scheme, the sub-clause (2) shall be deleted.

17. In clause 30 of the principal Scheme,—

(a) in sub-clause (2) for the words "other than a worker" the words "other than a 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.

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

19. In clause 33 of the principal Scheme,—

(a) in the marginal note for the words "service of workers" the words "service of 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 (2), for the word, "employers" the words "registered employers" shall be substituted.

20. 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.

21. In clause 35 of the principal Scheme,—

(a) in sub-clause (4).—(i) for the words "employers" the words "registered employers" shall be substituted ;

(ii) for the words "the worker" the words "the registered worker" shall be substituted ;

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

22. In clause 36 of the principal Scheme,—

- (a) in sub-clause (1), for the words "individual worker" the words "individual registered workers" shall be substituted ;
 (b) for the words "gang of workers or different group of workers" the words "gang of registered workers or different group of registered workers" shall be substituted ;
 (c) in sub-clause(2) for the words "monthly workers" the words "registered monthly workers" shall be substituted ;
 (d) in sub-clause (3) ,in paragraph (ii) for the word "worker" at both the places where it occurs, the words "registered worker" shall be substituted ;
 (e) in sub-clause (4), for the words "any worker or any gang of workers" the words "any registered worker or gang of registered workers" shall be substituted ;
 (f) in sub-clause (5), for the words "a worker or a gang of workers" the words "a registered worker or a gang of registered workers" shall be substituted.

23. In clause 38 of the principal Scheme,—

- (a) in the marginal note, for the word "workers" the words "registered workers" shall be substituted ;
 (b) in sub-clause(1), (2) and (3), for the word "worker" the words "registered worker" shall be substituted.

24. In clause 39 of the principal Scheme,—

in the marginal note for the word "employer" the words "registered employers" shall be substituted.

25. In clause 41 of the principal Scheme —

- (a) for the words "a worker" the words "a registered worker" shall be substituted ;
 (b) for the words "an employer" the words "a registered employer" shall be substituted.

26. In clause 42 of the principal Scheme,—

- (a) in sub-clause (2), for the word, "workers" the words "registered workers" shall be substituted ;
 (b) in sub-clause (6), for the words "the employer" when it occurs for the second time the words "the registered employer" shall be substituted.

27. For the Schedule to the principal Scheme, the following Schedule shall be substituted ; namely —

SCHEDULE

[Clause 2(2)]

Serial No.	Name of employment	Area of application	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	Employment in 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.	Agarwal Dal Mill East North Area of South Grocery Market Shops	1st May 1974	1st June 1974.

1	2	3	4	5
		West Railway Gate Wholesale near Pili cloth Market Marbat Chowk Chowk.		

Area Bounded By :

On the West.—From Railway Gate of South, Eastern Railway (Broad Gauge) Near Pili Marbat Chowk upto wholesale Cloth Market Chowk via Bharat Mata Chowk and Tin Nai Chowk.

On the South —From wholesale Cloth Market Chowk upto Dr. Ambedkar Chowk Near Babul Ban via Itwari City Post Office, Tanga Stand, Nikaldas Chowk, Awadoot Mandir, Azamsha Chowk, Amrut Dal Mill Chowk and Garoba Chowk.

On the East.—From Dr. Ambedkar Chowk upto South Eastern Railway (Narrow Gauge) Line Behind Agarwal Dal Mills via Itwari S. T. Motor Depot.

On the North.—From South Eastern Railway (Narrow Gauge) Line behind Agarwal Dal Mill upto Railway Gate of South Eastern Railway, Gate of South Eastern Railway (Broad Gauge) near Pili Marbat Chowk.

2	Employment in railway yards and Goods sheds in connection with loading, unloading, stacking, carrying, weighing, measuring or such other work including work preparatory or incidental to such operations (excluding workmen employed by the Railway Authorities).	Area of Railway yards and Goods Sheds (A)(i) Nagpur Main Railway Station, Central Railway and South Eastern Railways (Broad and Narrow Gauges), Opposite Santra Market, Nagpur. (ii) Itwara Railway Station South Eastern Railway and Central Railway (Broad and Narrow Gauges). (iii) Ajni Railway Station (Central Railway) and Railway Siding Touching the Godown of Food Corporation of India.	1st May 1974.	1st June 1974.
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1	2	3	4	5
	(iv) Railway Goods Sheds and Yards, Motibagh South Eastern Railway (Narrow Gauge) at Nagpur.			
	(v) Ajni Railway Station (Central Railway) and the Railway Siding entering the Model Mills, Nagpur.			
	(B) Railway Siding touching or adjacent to Railway yards near Tata Iron and Steel Company Limited, Ganesh Peth, Nagpur.	6th September 1984.	6th October 1984.	
3	Employment in connection with loading of goods into public transport vehicle or unloading of Goods therefrom and any other operation incidental and connected thereto.	(i) The City of Nagpur as defined in the city of Nagpur Corporation Act, 1948 (CP and Berar II of 1950). (ii) The Nagpur Taluka of Nagpur District excluding the area referred to in clause (i).	1st November 1977.	1st December 1977.
4	Employment in Khoka making Establishments and Timber Markets and Shops in connection with Sawing, Cutting, Chiselling, Planing, joining, nailing, assembling, loading, unloading, stacking, carrying, weighting, measuring or such other work including the work preparatory or incidental to such operation.	Agarwal Dal Mill, Dr. Ambedkar Chowk. EAST North Area of Khoka making and Timber Market South WEST Over bridge of South Eastern Railway (Narrow and Broad Gauge) near Itwari Railway Station upto Azamasha Chowk. <i>Area Bounded by on the West</i> From over Bridge of South Eastern Railway (Narrow and Broad Gauges) near Itwari Railway Station upto Azamsha Chowk via old Itwari Motor Stand, Ganga Jamuna and Awadhoot Chowk. <i>On the North</i> From South Eastern Railway (Narrow Gauge) line behind	1st May 1974.	1st June 1974.

1	2	3	4	5
	<i>On the East</i> From Dr. Ambedkar Chowk near Babul Ban upto South Eastern Railway (Narrow gauge) Line behind Agarwal Dal Mill near Siraz Industry.			
	<i>On the South</i> From South Eastern Railway (Narrow Gauge) line behind Agarwal Dal Mill near Siraj Industry upto over Bridge of South Eastern Railway (Narrow and Broad Gauges) near Itwari Railway Station.			
5	Employment in Iron and Steel Markets or Shops in connection with loading, unloading, stacking, carrying, weighting, measuring or such other work including work preparatory or incidental to such operations.	(i) The City of Nagpur as defined in the City of Nagpur Corporation Act, 1948 (C.P. and Berar I of 1950). (ii) The Maharashtra Industrial Development Corporation Area of Nagpur and Hingana Tahsil of Nagpur District.	6th September 1984.	6th October 1984.
6	Employment in Markets and factories and other establishments 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 carried on by workers not covered any other entries in the Schedule to the Maharashtra, Mathadi, Hamal and other Manual workers (Regulation of Employment and Welfare) Act, 1969. (Maharashtra Act XXX of 1969)."	(i) The City of Nagpur as defined in the City of Nagpur Corporation Act, 1948 (C.P. and Berar I of 1950). (ii) The Maharashtra Industrial Development Corporation Areas of Nagpur and Hingana Tahasil of Nagpur District.	6th September 1984.	6th October 1984.

(Vide Government Notification, Industries, Energy and Labour Department No. UWA-1483/CR-10343/Lab-5, dated 4th August 1984, published in M.G.G. PART I-L, dated 20th September 1984, at pages Nos. 4599 to 4609).

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

(A) *Amendment under the Act.*—In exercise of the powers conferred by sections 3 and 4 of the said Act, the Government of Maharashtra has amended the said notification as follows.

ment Corporation of India Limited, The Industrial Finance Corporation of India, United State of America Agency for International Development, State Industrial and Investment Corporation of Maharashtra Ltd., American Express International Banking Corporation, State Bank of Patiala, Bank of Madura Limited and Sarswat Co-operative Bank shall be added.

(Vide Government Notification, Industries, Energy and Labour Department No. BRU-1084 (9845) IND-10, dated 21st July 1984, published in *M.G.G.*, Part I-L, dated 20th September 1984 at pages Nos. 4558-4559.)

(B) *Declaration under the Act.*—In exercise of the powers conferred by section 3 and sub-clause (iv) of clause (a) of sub-section (1) of section 4 of the said Act, the Government of Maharashtra has declared that—

(a) [The Industrial undertaking called "Messrs. Gaekwar Mills Limited" whose registered office is in Bombay (hereinafter referred to as "the said relief undertaking") in whose favour the Government of Maharashtra has provided a guarantee of Rs. 1 lakh (Rupees one lakhs) to the Bank of India, shall, for a period of twelve months commencing on the 18th day of August 1984 and ending on the 17th day of August 1985 (both days inclusive) be conducted to serve as a measure of unemployment relief; and

(b) Directs that in relation to the said relief undertaking and in respect of the said period for which the said relief undertaking continues as such, any right privilege obligation or liability (excepting the obligations or liabilities incurred in favour of workmen of the said relief undertaking, or in favour of the Industrial Units which are registered as small scale industrial units with the Directorate of Industries of the Government of Maharashtra, the Maharashtra State Electricity Board, the State Industrial and Investment Corporation Limited, the Maharashtra State Financial Corporation, Nationalised Banks, Industrial Development Bank of India, Industrial Reconstruction Corporation of India, and the dues of the Employees' State Insurance Corporation, and any liability incurred under the Bombay Sales Tax Act, 1959 (Bom. LI of 1959), the Maharashtra State Tax of Professions, Trades callings and Employments Act, 1975 (Mah. XVI of 1975), and the Employees Provident Fund and Miscellaneous Provisions Act, 1952 (19 of 1952)) accrued or incurred before the 18th day of August 1984 and any remedy for the enforcement thereof shall be suspended and all proceedings relative thereto pending before any court, tribunal, officer or authority shall be stayed.]

(Vide Government Notification, Industries, Energy and Labour Department No. BRU-1084 (9889) IND-10, dated 18th August 1984, published in *M.G.G.*, Part I-L, dated 20th September 1984 at Page No. 4611).

VIII. INDUSTRIAL DISPUTES ACT, 1947

(A) *Declaration under the Act.*—(1) In exercise of the powers conferred by sub-clause of the clause (4) of section 2 of the said Act, the Government of Maharashtra, has declared "Industry engaged in the assembly, manufacture or overhaul as air crafts and their components" to be a public utility service for the purpose of the said Act for a period of six months commencing from 27th July 1984.

(Vide Government Notification, Industries, Energy and Labour Department No. IDA-1484 (4189)/Lab-2, dated 27th July 1984, published in *M.G.G.*, Part I-L, dated 20th September 1984, at page No. 4561).

(2) In exercise of the powers conferred by sub-clause (vi) of clause (4) of section 2 of the

(Vide Government Notification, Industries, Energy and Labour Department No. IDA-1488/5104/Lab-2, dated 14th August 1984, published in *M.G.G.*, Part I-L, dated 20th September 1984, at Page No. 4610).

(B) *Specification of Courts under the Act.*—(1) In exercise of the powers conferred by sub-section (2) of section 33-C of the said Act, the Government of Maharashtra, has specified for the purpose of the said sub-section (2); and Labour Courts mentioned in column No. 1 of the Schedule hereto, for the areas respectively shown against each of them, with effect from the dates, these respective Labour Courts have been Constituted.

SCHEDULE

Name of the Courts	Areas
1	2
1. First Labour Court, Bombay	.. Bombay District.
2. Second Labour Court, Bombay	.. Do.
3. Third Labour Court, Bombay	.. Do.
4. Fourth Labour Court, Bombay	.. Do.
5. Fifth Labour Court, Bombay	.. Do.
6. Sixth Labour Court, Bombay	.. Do.
7. Seventh Labour Court, Bombay	.. Do.
8. Eighth Labour Court, Bombay	.. Do.
9. Ninth Labour Court, Bombay	.. Do.
10. Tenth Labour Court, Bombay	.. Do.
11. First Labour Court, Thane	.. Thane and Raigad Districts.
12. Second Labour Court, Thane	.. Do.

(Vide Government Notification, Industries, Energy and Labour Department No. IDA-1084 (7404)/Lab-9, dated 14th August 1984, published in *M.G.G.*, Part I-L, dated 20th September 1984 at pages Nos. 4609-4610).

Consumer Price Index Numbers for Industrial Workers for September 1984

BOMBAY CENTRE*

A fall of 1 point.

In September, 1984 the Consumer Price Index Number for Industrial Workers (New Series) for Bombay Centre with base January to December 1960 equal to 100 was 609 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 2 points to 677 due to a fall in the average prices of fish fresh bumbrows, pamfret, edible oils and vegetables and fruits sub-group.

The index number for the pan supari and tobacco etc. group decreased by 12 points to 630 due to a fall in the average price of pan leaf.

The index number for the fuel and light group increased by 2 points to 799 due to a rise in the average price of charcoal.

The index number for housing remained steady at 184 being a six monthly item.

The index number for clothing, bedding and footwear group increased by 3 points to 565 due to a rise in the average prices of saree trouser's cloth, bush-shirt and full pant.

The index number for the miscellaneous group increased by 1 point to 471 due to a rise in the average prices of barbar charges, hair oil and washing soap.

CONSUMER PRICE INDEX NUMBERS FOR INDUSTRIAL WORKERS (NEW SERIES) FOR BOMBAY CENTRE

(Average prices for the calendar year 1960 = 100)

Group	Weight proportional to the total expenditure	Group Index Numbers	
		August 1984	September 1984
I-A. Food	57.1	679	677
I-B. Pan, Supari, Tobacco, etc.	4.9	642	630
II. Fuel and Light	5.0	797	799
III. Housing	4.6	184	184
IV. Clothing, Bedding and Foot-Wear	9.4	562	565
V. Miscellaneous	19.0	470	471
Total ..	100.0	.....	.....
Consumer Price Index Number ..		610	609

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

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

SOLAPUR CENTRE*

620—A rise of 9 points.

In September, 1984 the Consumer Price Index Number for Working Class (New Series) for Solapur Centre with base January to December, 1960 equal to 100 was 620 being 9 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Solapur Centre.

The index number for the food group increased by 14 points to 678 due to a rise in the average prices of jowar, arhardal, gramdal, goatmeat, ghee, chillies dry, and vegetables and fruits groups.

The index number for the pan, supari and tobacco etc. group decreased by 1 point to 534 due to a fall in the average price of pan leaf only.

The index number for the fuel and light group increased by 4 points to 734 due to a rise in the average price of coal.

The index number for housing remained steady at 266 being a six monthly item.

The index number for clothing, bedding and footwear group increased by 3 points to 575 due to a rise in the average price of marking

The index number for the miscellaneous group increased by 1 point to 466 due to a rise in the average price of toilet soap

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

(Average prices for the calendar year 1960=100)

Groups	Weight proportional to the total expenditure	Group Index Numbers	
		August 1984	September 1984
I-A. Food	63.0	664	678
I-B. Pan, Supari, Tobacco etc.	3.4	535	534
II. Fuel and Light	7.1	730	734
III. Housing	5.2	266	266
IV. Clothing, Bedding and Footwear	9.0	572	575
V. Miscellaneous	12.3	465	466
Total ..	100.00		
Consumer Price Index Number ..		611	620

*Details regarding the scope and method of compilation of the index may be seen on page 607 to 613 December 1963 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 CENTRE*

605—Index remained steady.

In September 1984 the Consumer Price Index Number for Working Class (New Series) for Nagpur Centre with base January to December, 1960 equal 100 was 605 being remained steady as compared with that of 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 increased by 1 point to 656 due to a rise in the average prices of rice, ghee, turmeric, dry chillies, garlic and sugar.

The index number for the pan supari and tobacco etc. group remained steady at 578.

The index number for the fuel and light group remained steady at 848.

The index number for housing remained steady at 316 being a six monthly item.

The index number for clothing, bedding and footwear group decreased by 3 points to 620 due to a fall in the average price of marking only.

The index number for miscellaneous group remained steady at 451.

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	
		August 1984	September 1984
I-A. Food	57.2	655	656
I-B. Pan, Supari, Tobacco, etc.	3.8	578	578
II. Fuel and Light	5.7	848	848
III. Housing	6.6	316	316
IV. Clothing, Bedding and Footwear	10.9	623	623
V. Miscellaneous	15.8	451	451
Total	100.0		
Consumer Price Index Number		605	605

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

Note—For arriving at the equivalent of the old Index Number (1939 = 100), the new Index Number should be multiplied by the linking factor viz. 5.22.

PUNE CENTRE*

568—A fall of 1 point

In September 1984 the consumer Price Index Number for Industrial Workers (New series) for Pune centre with base year 1961 equal to 100 was 568 being 1 point lower than that in 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 decreased by 2 points to 640 due to a fall in the average prices of wheat, groundnut oil, karad oil, banana and sugar.

The index number for the fuel and light group remained Steady at 732.

The index number for housing remained steady at 146 being a six monthly item.

The index number for clothing and footwear remained Steady at 538.

The index numbers for the miscellaneous group increased by 2 points to 469 due to a rise in the average prices of washing soap and toilet soap.

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	
		August 1984	September 1984
I. Food	55.85	642	640
II. Fuel and Light	6.89	732	732
III. Housing	6.65	146	146
IV. Clothing and Footwear	10.31	538	538
V. Miscellaneous	20.30	467	469
Total	100.00		
Consumer Price Index Number			568

*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*

587—A fall of 8 points

In September 1984 the Consumer Price Index Number for Industrial Workers (New Series) for Jalgaon Centre with base year 1961 equal to 100 was 587 being 8 points lower than that in 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 638 point to 14 due to rise in the average price of ground nut oil, dry and fresh fish, dry chillies, vegetables fruits sugar and gur.

The index number for the fuel and light group remained steady at 714.

The index number for housing remains steady at 188 being a six monthly item.

The index number for clothing and footwear remained steady at 617.

The index number for the miscellaneous group increased by 469 points to 2 due to a rise in the average prices of washing soap and toilet soap.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR
JALGAON CENTRE

(Average prices for the calendar year 1961—100)

Group	Weight proportional to total expenditure	Group Index Number	
		Aug. 1984	Sept. 1984
I. Food	60.79	651	638
II. Fuel and Light	7.20	714	714
III. Housing	6.11	188	188
IV. Clothing and Foot wear	10.29	617	617
V. Miscellaneous	15.61	467	469
Total	100.00	....	....
Consumer Price Index Number .. ..	....	595	587

*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 of base 1961 = 100 should be multiplied by the linking factor viz. 5.29.

NANDED*

658—A rise of 1 point.

In September 1984 the Consumer Price index Number for industrial Workers (New Series) for Nanded Centre with base Year 1961 equal to 100 was 658 being 1 point higher than that in preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Nanded Centre.

The index number for the food group decreased by 731 point to 1 due to fall in the average price of rice turdal, oils and fats and vegetables.

The index number for the fuel and light group remained steady at 780.

The index number for housing remains steady at 386 being a six monthly item.

The index number for clothing and footwear increased by 525 points to 5 due to a rise in the average prices of Shoes, a chappals.

The index number for the miscellaneous group increased by 507 points to 3 due to a rise in the average prices of Utensils aluminium, washing soap, hair oil and toilet soap.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR
NANDED CITY

(Average prices for the calendar year 1961 = 100)

Group	Weight proportional to total expenditure	Group Index Numbers	
		Aug. 1984	Sept. 1984
I. Food	61.46	732	731
II. Fuel and Light	5.88	780	780
III. Housing	4.62	386	386
IV. Clothing, Bedding and Footwear	12.22	520	525
V. Miscellaneous	15.82	504	507
Total	100.00	....	....
Consumer Price Index Number .. ..	....	657	658

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

Note.—To obtain the equivalent old index number on base August 1943 to July 1944 = 100 the new index number of base 1961 = 100 should be multiplied by the linking factor viz. 2.45.

(O.C.P.) Ra 4538—8 (535—2-85)

AURANGABAD CENTRE*

617—A rise of 9 points.

In September 1984 the consumer Price index Number for Industrial Worker (New series) for Aurangabad centre with base year 1961 equal to 100 was 617 being 9 points higher than that in preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Aurangabad centre.

The index number for the food group increased by 15 points to 680 due to a rise in the average prices of wheat, jowar, chillies dry and vegetables.

The index number for the fuel and light group remained same at 771.

The index number for housing remained steady at 326 being a six monthly item.

The index number for clothing and footwear increased by 1 point to 566 due to a rise in the price of drill.

The index number for the miscellaneous group increased by 2 points to 477 due to a rise in the average prices of toilet Soap (Lifebuoy and Hamam).

CONSUMER PRICE INDEX NUMBERS FOR INDUSTRIAL WORKERS
FOR AURANGABAD CENTRE

(Average prices for the calendar year 1961 = 100)

Groups	Weight proportional to total expenditure	Group Index Number	
		Aug. 1984	Sept. 1984
I. Food	60.72	665	680
II. Fuel and Light	7.50	771	771
III. Housing	8.87	326	326
IV. Clothing and Foot-wear	9.29	565	566
V. Miscellaneous	13.62	475	477
Total	100.00	.....	.....
Consumer Price Index Number	.....	608	617

*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 October 1983 to September 1984 are given in the following table —

TABLE

Month	Base 1960=100	*Base 1949=100	
	1	2	3
October 1983	558	678
November 1983	561	682
December 1983	559	679
January 1984	563	684
February 1984	561	682
March 1984	558	678
April 1984	559	679
May 1984	562	683
June 1984	574	698
July 1984	585	711
August 1984	586	712
September 1984	589	716

*Index numbers under this column are derived from the 1980 based index.

THE STATEMENT SHOWING THE CONSUMER PRICE INDEX NUMBER FOR INDUSTRIAL WORKERS GROUPS FOR SEVEN CENTRES OF MAHARASHTRA STATE FOR THE MONTH OF SEPTEMBER 1984.

LABOUR GAZETTE—NOVEMBER 1984

Centre	Base	Food	Pan, Supari, tobacco etc.	Fuel and Light	Housing and footwear	Clothing, bedding and miscellaneous	Miscellaneous	Consumer Price Index Number	Consumer Price Index Number August 1984		
									1984	1984	
1	2	3	4	5	6	7	8	9	10	11	12
Bombay	1960=100	677	630	799	184	565	471	609	2,704	610	2,708
Solapur	1960=100	678	534	734	266	575	466	620	2,368	611	2,334
Nagpur	1960=100	656	578	848	316	620	451	605	3,158	605	3,158
Pune	1961=100	640	...	732	146	538	469	568	...	569	...
Jalgaon	1961=100	638	...	714	188	617	469	587	3,105	595	3,148
Nanded	1961=100	731	...	780	386	525	507	658	1,612	657	1,610
Aurangabad	1961=100	680	...	771	326	566	477	617	1,370	608	1,350

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, SOLAPUR : 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 AUGUST 1984

Industrial Courts, Tribunals and Labour Courts

In all 1,689 applications were received by the Industrial Courts, Tribunals and Labour Court during the month. Their break-up are as under—

Serial No.	Name of the Industrial Court/Tribunal and Labour Court	No. of applications, etc. received during the month under the—			Total
		B.I.R. Act, 1946	I.D. Act, 1947	Other Acts.	
1	2	3	4	5	6
I. Industrial Courts/Tribunals—					
1	Industrial Court, Bombay ..	19		101	120
2	Industrial Tribunal, Bombay ..		42		42
3	Industrial Court, Nagpur ..	9		66	75
4	Industrial Tribunal, Nagpur ..		1		
5	Industrial Court, Pune ..	3		21	24
6	Industrial Tribunal, Pune ..				2
7	Industrial Court, Thane ..	2		42	44
8	Industrial Tribunal, Thane ..		3		3
9	Industrial Court, Kolhapur ..	4		9	13
10	Industrial Tribunal, Kolhapur ..				
11	Industrial Court, Amravati ..	1		33	34
12	Industrial Tribunal, Amravati ..		1		1
13	Industrial Court, Nasik ..			23	23
14	Industrial Tribunal, Nasik ..		4		4
15	Industrial Court, Aurangabad ..	11		48	59
16	Industrial Tribunal, Aurangabad ..				
	Total ..	49	53	343	445
II. Labour Courts—					
1	Labour Court, Bombay ..	223	177	185	585
2	Labour Court, Pune ..	6	33	31	70
3	Labour Court, Nagpur ..	8	46	84	138
4	Labour Court, Thane ..	4	23	51	78
5	Labour Court, Kolhapur ..	7	23	31	61
6	Labour Court, Solapur ..	7	30	237	274
7	Labour Court, Akola ..	1	9	22	32
8	Labour Court, Nashik ..	13	9	24	46
9	Labour Court, Aurangabad ..		39	64	103
10	Labour Court, Sangli ..	1	46	20	67
11	Labour Court, Amravati ..		2	31	33
12	Labour Court, Dhule ..		17	16	33
13	Labour Court, Jalgaon ..		16	19	35
14	Labour Court, Bhandara ..	2	16	19	37
15	Labour Court, Ahmednagar ..	13	70	12	95
	Total ..	285	556	846	1,687

Wage Boards— No references 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 August 1984 under various Acts given below—

(a) Cause-wise analysis of the cases received during the month—

Act 1	Issues relating to pay, allowances and Bonus 2	Employment, leave, hours of work and Miscellaneous causes 3	Total
1 Industrial Disputes Act, 1947	350	118	468
2 Bombay Industrial Relations Act, 1946	17	8	25
3 Bombay Industrial Relations (Extensions and Amendment) Act, 1964.		....
Total	367	126	493

(b) Result-wise analysis of the cases dealt with during the month—

Act 1	Pending at the beginning of the month 2	No. of cases received during the month 3	Settled amicably 4	Ended in failure 5	With-drawn or not pursued by parties 6	Closed 7	Total (4 to 7) 8	Pending at the end of the month 9
I. D. Act, 1947	1,087	468	91	161	66	152	372	1,083
B. I. R. Act, 1946	150	25	6	4	6	8	21	158
B. I. R. (Ext. and Amdt.) Act, 1964.	---	---	---	---	---	---	---	---
Total	1,237	494	99	169	72	168	563	1,241

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

Act 1	Cotton Textile 2	Silk Textile 3	Chemical 4	Textile Processing 5	Hosiery 6	Banking 7	Sugar 8	Misc. 9	Transport 10	Total 11
B.I.R. Act, 1946	5	4		5	4		1	3	2	25

Act 1	Textile Industry 2	Paper Industry 3	Chemical Industry 4	Press Industry 5	Electricity 6	Banking 7	Chemical Engineering 8	Local Bodies 9	Other Misc. 10	Total 11
I. R. (Extension And Amendment) Act, 1964										

District-wise analysis is given below :—

Act 1	Bombay 2	Pune 3	Thane 4	Nagpur 5	Nanded 6	Auranga-bad 7	Ahamad-nagar 8	Total 9
R. Act, 1946	6	6	3	2	..	5	3	25

Act 1	Amravati 2	Bombay 3	Wardha 4	Chanda 5	Akola 6	Buldana 7	Total 8
R. (Extention and Amendment) Act, 1964			

LABOUR GAZETTE—NOVEMBER 1984
INDUSTRIAL DISPUTES IN MAHARASHTRA STATE
DURING AUGUST 1984

	August 84	July 84	August 83
No. of Disputes	62	52	66
No. of Workers involved	19,692	17,986	51,529
No. of Man-days lost	4,48,826	4,10,617	6,97,251

Industry-wise classification is given below :—

Name of the Industry Group	Number of disputes in progress			Number of work people involved in all disputes	Aggregate man-days lost in
	Started before beginning of the month i.e. before August 1984	Started during the month i.e. August 1984	Total		
1	2	3	4	5	6
Textile	5		5	6,994	1,73,910
Engineering	30	7	37	8,042	1,78,744
Chemical ..	11	2	13	3,689	83,223
Miscellaneous	7		7	967	12,949
August 84 Total ..	53	9	62	19,692	4,48,826
July 84 Total ..	44	8	52	17,986	4,10,617

of the disputes arose over questions of " pay, allowances and bonus issues ", related to " Retrenchment and grievances about personnel " disputes on " leave and hours of work and the remaining were due to other causes.

Out of the disputes that terminated during the course of the month, disputes were settled either entirely or partially in favour of the workers, in favour of the employers, while the result of remaining dispute was indefinite.

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

THE FOLLOWING STATEMENT GIVES THE DETAILED INFORMATION OF IMPORTANT INDUSTRIAL DISPUTES CAUSING MORE THAN 10,000 MAN-DAYS LOST DURING THE MONTH OF AUGUST 1984

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	10	
1	2	3	4	5	6	7	8	9	10	11	
1	Punjab State Lt. Co. Ltd. (Punjab State Lt. Co. Ltd.)	Pvt	L	Govt	15-5-84	20-8-84	966	17,388	82,110		Unsuccessful
2	Thane—Teksans Ltd., W. O. Thane.	Pvt	S	Retrenchment	20-4-81	....	459	12,096	4,67,224		Continued.
3	Bombay—Calico Dyeing & Printing Mills Ltd., Industrial Estate, Dr. Ambedkar Road, Bombay 12.	Pvt	L	Labour Trouble	22-12-82	....	585	15,795	3,10,635		Continued.
4	Bombay—M/s. Devidayal Steel, In-Steel, Pvt. Ltd. Kanjur Bandup, y-78.	Pvt.	S	Wages	2-9-83	....	697	16,937	2,06,804		Continued.

THE FOLLOWING STATEMENT GIVES THE DETAILED INFORMATION ON IMPORTANT INDUSTRIAL DISPUTES CAUSING MORE THAN 10,000 MANDAYS LOST DURING THE MONTH OF AUGUST 1984

Serial No.	Name of the Concern	Sector	S/L	Reason	Date of work stoppage			No. of workers Involved	Mandays lost			Result
					Began	Ended		During the month	Till the close of the month	
1		3	4	5	6	7	8	9	10	11		
5	Bombay - Estrella Batteries Ltd., Plot No. 1 D, Aravi Matunga Bombay 19.	Pvt.	L	Unfair labour Practices	3-11-83	....	1,170	31,590	3,03,030	Continued	
6	Thane - The National Rayon Corporation Ltd., Molbone District Thane.	Pvt.	L	Go-slow	24-11-83	....	5,985	1,46,943	14,46,713	"	
7	Thane - Messrs. Mukund Iron and Steel Works Ltd. Balapur Kalwa, District Thane	Pvt.	L	Go-slow Indiscipline	27-11-83	....	1,358	36,666	3,23,204	"	
8	Thane - Winco Ltd. Western Region, Ambarnath District Thane.	Pvt.	L	Go-slow	12-1-84	....	1,176	31,752	2,29,320	"	
9	Bombay - Bombay Forgings Pvt. Ltd., Vidyavanagari Marg, Kalina, Bombay 98.	Pvt.	S	Others Fighting the amongst the Workmen.	11-7-84	....	625	16,875	28,125	"	

PRESS NOTE ON ESIS BENEFITS IN MAHARASHTRA AND GOA
ESIS has paid Rs. 1.02 Crores as Cash Benefit in September, 1984

The Employees' State Insurance Scheme protects the industrial Workers as defined under the ESI Act in the event of Sickness, Maternity, Disablement and Death due to employment injury besides providing full medical care to the Workers and their families.

In Maharashtra 1301976 employees were under the coverage of the Scheme in the month of September 1984. The high-light of the benefits paid to them employees were as follows:—

- (i) 79031 Workers were paid Rs. 54,17,771.30 on account of Sickness and Rs. 5,50,156.25 were paid for the long term diseases under Extended Sickness Benefit for the classified diseases, e.g., T.B., Cancer Hemiplegia, Paraplegia, Psychosis etc., etc.
- (ii) 19881 Workers were paid Rs. 3917,248.44 on account of accidents as employment injury which included 6836 cases for the permanent disableness and 2621 for pension to the dependents/families due to death of the Workers in the accidents.
- (iii) Rs. 3,99,094.45 were paid to the Women Workers as Maternity Benefit for the period of confinement. In addition to the above 51 Persons were sterilized and they were paid Rs. 10,625.00 as family planning benefit.

There were 113 cases where legal proceedings were initiated against defaulting employers for the recovery of arrears of contributions.

Mrs. T. AMMUKUTTY,
Deputy Regional Director.

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ANNOUNCEMENT

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