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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 specially affecting labour in India and abroad. It contains statistical and other information on consumer price index, conditions for working class, industrial disputes, industrial relations, laws, orders, labour laws, labour legislation, etc. Special articles on various topics are published from time to time.

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Consumer Price Index for Working Class

The Bombay, Solapur and Nagpur Consumer Price Index Numbers for Working class for the month of March 1984, with average price for the year ended March 1984 equal to 100 were 579, 590 and 569 respectively. The Pune, Nanded and Aurangabad Consumer Price Index Numbers for working class for the month of March 1984 with the average prices for the year ended December 1961 equal to 100 were 539, 556, 627 and 583 respectively.

All India Average Consumer Price Index Numbers for Industrial Workers

All India Average Consumer Price Index Numbers for Industrial Workers (General) base 1960-100 for March 1984 was 588 as compared to 561 in the month of February 1984. On base 1949-100 derived from 1960 based index worked out to 678 as against 682 for February 1984.

Industrial Disputes in Maharashtra State

During the month of February 1984, there were 44 disputes involving 16,507 workmen and time loss of 3,61,705 working days as compared to 53 disputes in January 1984, involving 17,308 workmen and time loss of 4,01,562 mandays.

Further particulars of Industrial Disputes are given at Pages 615 to 616 of this issue.

Benefits under the Employees State Insurance Scheme

During the month of March 1984, 89,381 workers paid Rs. 63,86,826.33 for the sickness and Rs. 6,11,607.80 were paid for the long term diseases under extended sickness benefit for the classified diseases e.g. T. B. Hemiplegia, Paraplegia, Psychoses etc. 21,978 workers were paid Rs. 47,14,028.40 on account of accidents as employment injury which included 7,222 cases for the permanent disablement and 2,649 for the pension to the dependents/families due to death of the workers in the accidents.

Current Notes

Seventh plan proposes to introduce Job-cum-Training Scheme

The Planning Commission is considering introducing new training programmes carrying stipend and job guarantee as part of the efforts to prevent wastage of human capital in the Seventh Plan (1985-90). There is a growing feeling in the Commission that the output of educational and training systems in the country is not matching the market requirements in the public and private sector resulting in tremendous wastage of human capital. The educated are not confident about getting jobs leading to purposelessness tendencies, it is being pointed out by some experts in the commission.

A two-fold attack on the problem through man-power planning assessment of demand for different skills and supply of educational output from the universities and other institutions, is considered necessary. The Commission feels that a modest beginning should be made with the proposed plan of job-guaranteed training programme in the Seventh Plan.

(E.F.I. Bulletin, dated 1st May 1984)

Increase in Female Labour Force in Japan

The female labour force in Japan has continued to increase in the long run particularly, since 1976. This is largely because the female population aged 15 or over has increased.

The female participation rate had continued to decline during the period 1960-75 primarily due to a decrease in the number of persons employed in agriculture. Factors causing the female participation rate to rise in recent years are as follows: (1) The average age for marriage has become higher, thus percentage of unmarried females has increased, (2) The birth rate has declined, so the child-bearing period for mothers has become shorter, (3) Nursery facilities have been improved. This has made it easier for female workers to be gainfully employed. In addition, the relative weight of the employment structure has shifted to tertiary industry and the opportunities for short-hours or part-time employment have increased accordingly.

(E.F.I. Bulletin, dated 1st May 1984)

Kerala to have Farm Workers Welfare Fund

According to the Labour Minister of Kerala, the State will shortly have a farm workers' welfare fund to cover about 17 lakh farm workers. As per the Kerala's Agricultural Workers' Welfare Act the welfare scheme had been launched by the State Government earlier which could not be implemented due to its own inherent constraints. As per the new scheme the proposal is that every farm worker in the State will have to donate 5 per cent of his yearly wages to the welfare fund. The land-owner will have to contribute 10 per cent of the earnings. The percentages of wages and earnings would be finalised only after assessing the total man-days in the respective farms owned by the land owners.

(E.F.I. Bulletin, dated 1st May 1984)

Training for Indian Labour abroad

The Union Labour Minister, Mr. Veerendra Patil informed the Lok Sabha on April 17, 1984 that steps were being taken to study the demand for Indian labour abroad, to publicise information and to provide the necessary training for those who intend to pursue the trades in which there is scope for employment.

(E.F.I. Bulletin, dated 15th May 1984)

Law to protect Labour in Construction Work

The Minister of State for Labour, Mr. Dharma Vir told the Lok Sabha on April 17, 1984 that a comprehensive legislation to safeguard service conditions, health and safety of the building and construction workers would be introduced soon in Parliament.

(E.F.I. Bulletin, dated 15th May 1984)

Worker participation in Public Sector

According to Mr. Dharma Vir, Minister of State for Labour, a total of 124 out of 192 public sector undertakings under the Central Government have implemented the two voluntary schemes for workers' participation in the management "in one form or the other." Replying to a question in the Lok Sabha on April 17, 1984, Mr. Vir said the scheme introduced in December last provided for setting up a tripartite machinery in the labour department to monitor the implementation and review of the scheme. The State Governments had been asked to introduce the scheme and the private sector would also be encouraged to do so, he added.

(E.F.I. Bulletin, dated 15th May 1984)

Bonus Act amended in Maharashtra

Replying to a question in the State Assembly on April 12, 1984, the Maharashtra Minister of State for Labour stated that the Payment of Bonus Act, 1965, would be applicable from this year to all establishments in the State with work force of more than 10 employees. The decision had been taken by the government after a notification was issued in December 1983. He said although the Act was a Central Act, the State government was empowered to amend its applicability according to the circumstances in the state.

(E.F.I. Bulletin, dated 15th May 1984)

Call to implement Labour Laws

Union Labour Minister Veerendra Patil has called upon labour officers to develop a constructive approach towards the implementation of the labour laws. They must understand the spirit behind these laws, which would go a long way in helping them in the performance of their duties.

Shri Patil, who was speaking at the conclusion of the first comprehensive programme for Central and State Labour Officers at the National Labour Institute (NLI) at Delhi, recently, said that there were numerous labour

laws to look after the welfare of the workers but he pointed out, that the benefits from these laws were being availed of by the workers from the organised sector. Ninety per cent of the workers in country were unorganised and were completely ignorant of the welfare legislations. It was the duty of the labour officers to look after the interest of such labour, he added.

The minister said that the best situation could be a "one union in one ministry" but the labour officers had to face the problems of multiplicity of unions with different views on numerous matters concerning the labour.

(Indian Worker, dated 2nd April 1984)

National Pay Panel Set up

Bangladesh's Military Government on April 2, set up a national pay commission to decide a new salary structure for Government and Semi-Government employees. The move follows demands by employees federations for higher pay to match the rising cost of living.

(Indian Worker, dated 9th April 1984)

Farm workers welfare law enactment

The centre has decided to leave it to the State Governments to enact legislation at the state levels to regulate the service conditions and provide for the welfare of agricultural labourers. Legislation could be on the lines of the Kerala Agricultural Act, 1974 and the Draft Central Bill which was circulated to them. There was no unanimity of view for a central law, the Lok Sabha was informed on April 4.

(Indian Worker, dated 16th April 1984)

125 Sick units taken over during 1 year

The Union Finance Minister, Shri Pranab Mukherjee, said on March 13 that one of the main causes of the losses suffered by the public sector was the take over of private sector sick units.

He told members during question hour in the Rajya Sabha that 125 sick units of the private sector had been taken over by the Government during the past one year.

The units included textile mills, sugar factories and a number of engineering units.

Shri Mukherjee said the Government's primary consideration in taking over and reviving the units was to discharge its social responsibility to see that thousands of workers employed in these units were not rendered jobless.

There was no political interference in the running of the units. They were, however, subjected to scrutiny by the Parliamentary Committee on Public Undertakings. This scrutiny made them accountable to Parliament.

Referring to the appointment of Chairmen of various public sector undertakings, Shri Mukherjee said this was done by the Public Sector Enterprises Board.

He made it clear that there was no question of handing over any public sector unit to the private sector. The Government was firm on its declared policy that the public sector should have a commanding role in the nation's economy.

One of the major steps taken to improve the performance of the public sector was the appointment of two Cabinet sub-committees and a number of committees of officials and experts to review and monitor the functioning of all units, he added.

(Indian worker, dated 2nd April 1984)

Bill to amend the Payment of Gratuity Act of 1972

The Labour Minister, Shri Veerendra Patil on March 27 introduced in the Lok Sabha a bill to amend the Payment of Gratuity Act of 1972 with the object, among others, of amplifying the definition of "continuous service".

The bill is occasioned by the Supreme Court ruling in the Lalappa Lingappa Vs. Lakshmi Vishnu Textile Mills case whose enforcement had led to denial of gratuity to a number of employees on the ground that their short term absence had remained unregularised.

The bill seeks to "specifically", provide that a period of absence in respect of which no punishment or penalty has been imposed would not operate to interrupt the continuity of service for the purpose of payment of gratuity.

In the statement of objects and reasons appended to the bill, Shri Patil said the amplified definition of continuous service provided—that an employee working in an establishment which works for less than six days in a week and who is not in uninterrupted service for one year, shall be deemed to be continuous service for a period of one year if he has actually worked for 190 days in the preceding year and—that for determining the continuous period of six months for the purpose of payment of gratuity, an employee should have completed half the number of days of actual work which constitute "continuous service" for a whole year.

The Bill seeks also to provide that a shop or establishment once covered shall continue to be covered under the Act notwithstanding that the number of persons employed by it at any time falls below 10. "This is intended to check the tendency among the employers to artificially reduce the number of employees so as to get out of the coverage under the Act.", Shri Patil explained.

(Indian Worker, dated and April 1984)

Comprehensive bill to develop industry

The Lok Sabha on March 3 passed a Bill empowering the Government to make reservation of any article or class of articles for exclusive production by an ancillary or small-scale industrial under-taking.

The Bill, which amends the Industries (Development and Regulation) Act, empowers the Government to specify the requirements to be complied with an industrial under-taking to enable it to be regarded as an ancillary or a small-scale industrial under-taking.

The Government has acquired power to fix the productive capacity of large and medium-scale units, already producing such reserved items on the date of reservation.

The Bill, which replaces an Ordinance, was passed after a resolution by a member seeking disapproval of the Ordinance, was rejected by the House.

The House took up discussion on the Bill as well as motion of disapproval simultaneously.

Replying to the debate, Shri Pattabhi Rama Rao, Minister of State for Industry, assured the House that Government proposed to bring a comprehensive Bill for development of Industry. He quoted statistics to bring home the point that there had been phenomenal growth of the small scale industries, production by them had gone up and a large number of persons got employment.

(Indian Worker, dated 2nd April 1984)

Employees PF scheme makes rapid strides

The Employees Provident Fund Scheme was extended to 90,000 new subscribers and covered 34,000 new establishments during 1982-83.

The total coverage under provident fund upto March 1983 touched 12.6 million subscribers and about 1,45,000 establishments, says an official release here on March 25.

To liquidate areas from defaulting establishments 5,069 prosecutions were launched and damages amounting to Rs. 3.20 crores were levied.

According to the annual report of the employees provident fund 1982-83 out of the total net savings of Rs. 24,075 crores in 1981-82 in the country, Rs. 9,90 crores, which is around 4.01 per cent of the total net savings was generated by provident fund.

The report further indicates that there was marked improvement over the previous years in issuance of annual statement of accounts and settlement of claims. Over 9.4 million accounts slips were issued and 4,24,000 claims settled. The highest claims preferred were due to termination of services (58.31 per cent) followed by retrenchment (17.4 per cent) and superannuation (10.61 per cent).

According to the report of the 1,41,000 unexempted establishments covered, 6,640 were included in the remittance of provident fund contribution by the end of March 1983. The contribution in arrears was around Rs. 42.3 crores.

In the case of exempted establishments the board of trustees of 59 establishments failed to invest Rs. 3.8 crores in 1982-83.

The organisation launched 2,60,000 inspections to look into the compliance of provisions of the provident fund. Of this 47,000 were conducted with respect to uncovered establishments with a view to bring them under the ambit of the act.

The benefits under the family pension scheme were extended to 9,00,000 new subscribers during the year bring a total number of subscribers to 7.75 million.

According to the report 2,58,000 family pension claims were settled involving a sum of Rs. 5 crores. It is stated that 61,268 family pension claims pending with the organisation will be disposed of on top priority.

Under the deposit linked insurance scheme 9,915 claims were settled out of 16,740 claims received in the organisation. The delay in settlement of claims is due to verification in service and also due to 'ertainment of average balance in deceased's provident fund account.

(Indian Worker, dated 2nd April 1984)

Panel Soon to Look into Legislation for brick-kiln workers

A tripartite committee, headed by Shri R.K.A. Subramaniya, Additional Secretary in the Labour Ministry will be constituted soon to go into the question of having a separate legislation for workers in the Brick-kiln Industry, it was announced here on March 15.

If the committee favoured a legislation, it will also work out its details.

In view of the special features of the Brick-kiln Industry, the committee will have a look at the special security schemes needed for these workers.

In the meantime, the ministry has sought views of the states for the constitution of a welfare fund at their level for promoting welfare of worker and also on collection of cess together with the royalty by them so that fund could be constituted on the pattern of welfare funds in existence at the centre for iron-ore, manganese ore, mica and beedi workers. The rationale behind constitution of this fund will be to supplement the efforts of the employers for the welfare measures and not to substitute them.

(Indian Worker, dated 9th April 1984)

Provident fund rules amended

The Government has decided to raise the salary limit for contributions to the Provident Fund under the Family Pension Scheme with retrospective effect from April 1, 1983.

According to an official release here on March 22, the limit for payment of monthly contributions has been raised from Rs. 1,250 to Rs. 1,600.

Provided that where the pay of a member employed in a newspaper establishment exceeds Rs. 1,600 per month, the contribution payable by the members and by the employer and the Union Government shall be limited to the amount payable on his pay per month.

(Indian Worker, dated 9th April 1984)

Workmen's Compensation Act rates being revised

The Union Labour Minister, Shri Veerendra Patil, on March 3 introduced a Bill in the Rajya Sabha abolishing the current wage limit for payment of compensation to workmen (or their dependents) in case of injury, disablement or death caused by accidents during employment.

The proposed revised rates of compensation, Shri Patil said, were based on the rates specified in the ILO convention concerning minimum standards of social security, except that the compensation payable in respect of those drawing wages exceeding Rs. 1,000 per month was proposed to be restricted to the amount payable on the wages of Rs. 1,000 per month.

The Workmen's Compensation Act, 1923 at present applies to railway servants and persons employed in certain hazardous employments specified in Schedule II of the Act and drawing wages not exceeding Rs. 1,000 per month.

The National Commission on Labour had recommended that the wage limit for coverage under the Act may be removed. The Law Commission of India which had reviewed the provisions of the Act, had also made a similar recommendation.

Under the circumstances, the Minister proposed to do away with the limit for coverage altogether. It is likely to benefit a large number of workmen who were drawing wages exceeding Rs. 1,000 per month, he said.

The Minister said section 4 of the Act provided for payment of compensation at the rates specified in Schedule IV of the Act. These rates, he said, were last revised in 1976 and there was a demand for its upward revision. Further, the amount of compensation was at present determined without reference to the age of the workman. This was not considered fair.

It was, therefore, now proposed to provide for payment of compensation in terms of percentage of monthly wages linked to the age of the workman at the time of his disablement or death.

Shri Patil said the list of occupational diseases specified in Schedule III of the Act was also proposed to be substituted by a revised list, which was based on the revised list of occupational diseases adopted by the ILO in 1980.

Shri Patil said the statement of object in regard to the Bill and their application to the workmen employed in the Central Government would involve increased expenditure from the Consolidated Fund of India by way of payment of compensation. However, as compensation became payable only in the event of an employment injury resulting in disablement or death, it was not possible to estimate in advance the amount of additional expenditure involved.

The Minister stated the Bill did not involve any other expenditure whether of recurring or non-recurring nature.

The Act, it is pointed out, is also applicable in the case of workmen who are masters of ships or seamen.

(Indian Worker, dated 9th April 1984)

Bonded labour

The incidence of bonded labour system has been reported from 11 States—Andhra Pradesh, Bihar, Gujarat, Karnataka, Kerala, Madhya Pradesh, Maharashtra, Orissa, Rajasthan, Tamil Nadu and Uttar Pradesh—Labour Minister Paul told the Rajya Sabha on March 5.

In reply to a member, he said the remaining States including Haryana and Punjab had reported that this system was non-existent in their areas.

As per the latest reports received from the 11 State Governments, the total number of bonded labourers identified and freed in the States as on 31st December 1983 was 1,61,075 out of which 1,19,219 had been rehabilitated, he added.

(Indian Worker, dated 9th April 1984)

Brick Kiln Panel

It has been decided to constitute a tripartite committee at the Central level to consider and formulate if necessary a separate self-contained legislation for brick kiln industry, Shri Dharma Vir, Minister of State for Labour, said in the Rajya Sabha on March 19.

(Indian Worker, dated 9th April 1984)

Bonus ceiling

There is no proposal under Government consideration for raising the existing ceiling of Rs. 750 in the Bonus Act following erosion in the value of the rupee, Labour Minister, Veerendra Patil said in the Rajya Sabha on March 19.

(Indian Worker, dated 9th April 1984)

PF for construction workers

The Delhi High Court recently ruled that construction workers employed by companies are entitled to benefits under the Provident Fund scheme provided they have served at least three months in continuation. •

A bunch of petitions filed by the Hindustan Constructions Limited and others challenging the Section 1(b) (3) of the Employees Provident Fund and Miscellaneous Provisions Act, 1952, were dismissed by the High Court which has imposed Rs. 1,000 as cost on each of the 53 petitioners.

In a trend-setting verdict, Justices Rajinder Sachar and Smt. Leila Seth ruled that with the amendment of the Act in 1980, the legislature has been consistently trying to bring within the fold of the Act a large number of employees consistent with the social justice obligations mandatory in the Constitution.

The Court rejected the petitioners' argument that the Act was meant to apply only to long-term employees and not to those engaged in job for period between one and four years.

Justice Sachar who delivered the judgement, observed, that there was no plausible reason for denying small benefits to the employees who work even for three months, as stipulated under the Act. The Court also observed that breaking the company into group by the petitioner was 'misconceived' and violative of the Act.

The aggregate cost of Rs. 53,000 imposed on the petitioners will be distributed among the Central Government, the Regional Provident Fund Commissioner and the Indian Council of Legal Aid and Service.

Justice Sachar admitted a petition of a business house, directing the Regional Provident Fund Commissioner to provide opportunity to the petitioner to explain that it was not covered under the Act.

(*Indian Worker, dated 9th April 1984*)

New schemes for industrial training centres

The labour ministry's working group in vocational training has recommended a centrally sponsored scheme, for the replacement of old and outdated equipment and machinery in industrial training institutes in the states.

To encourage trainers, short courses will be undertaken. The scheme of "earn while you learn" is to be extended to all ITIs. Already operated in 12 states, it has been found useful in providing the trainers with confidence in handling production job. The incentives under the scheme ensure full involvement of the trainees.

The other recommendations include a scheme of national entrepreneurship training for ex-craftsmen trainees and apprentices.

More training institutes for women are to be set up after assessing their training needs. As it is difficult to reach the large population of women through formal training programmes, it will be essential to lay emphasis on non-formal training programmes with particular reference to the rural sector.

These non-formal programmes may be designed either to teach new skills to women to supplement their family income or to improve existing skills for improving productivity.

(*Indian worker, dated 16th April 1984*)

Centre looking into case of 5 D.A. instalments

Sanction of payment of five instalments of D. A. due to the Central Government employees is receiving the attention of the Government. Shri Janardhan Poojary, Deputy Finance Minister said in the Lok Sabha on March 30.

However, it was not possible to indicate any time limit for taking a decision in this regard, Shri Poojary said in a written reply.

Each instalment cost the exchequer Rs. 78 crores per annum, including Rs. 8 crores for pensioners and its payment had to be considered carefully taking into account its impact on the economic situation, Shri Poojary added.

(*Indian worker, dated 16th April 1984*)

Maharashtra for amending Bonus Act

The State Government was in favour of amending the Bonus Act with a view to raising the maximum limit bonus payable from Rs. 750 to Rs. 1,600 and removing the wage limit of Rs. 1,600 for bonus entitlement.

This was announced by Maharashtra Minister of State for Labour Madhukar Kumatkar in the Legislative Council on March 23 while replying to a discussion on a non-official Bill introduced by RMMS General Secretary, Harihbhai Naik, MLA, amending the Bonus Act.

Amendments suggested by Naik related to making the Bonus Act applicable to all industrial units employing 10 or more persons so that it would benefit nearly 1,50,000 workers in the State : fixation of a 90-day period for the employer to make an application to the Government for permission to make bonus payment on any grounds and compelling the employer to deposit with the High Court the amount equal to the minimum bonus amount if the employer desired to go in appeal against Govt. amended and if necessary, would prepare a draft bill in this regard and submit it to the Centre for the approval, Labour Minister assured the House.

(*Indian worker, dated 16th April 1984*)

Scheme for beedi workers

The Government should contribute 57 per cent towards share capital loan to encourage co-operativisation of beedi workers.

The Central Advisory Committee for beedi workers welfare, which made this recommendation on March 15 felt that this contribution for the welfare fund was necessary as the workers were low paid and need financial assistance.

Under the scheme of co-operation of 5,00,000 beedi workers, the contribution will cost the fund about Rs. 4 crores.

The scheme envisages that the value of the share be fixed at Rs. 100 and the worker may take one share and contribute Rs. 20 and the balance be shared capital loan.

The meeting of the board which was presided over by Shri Dharam Vir, Minister of State for Labour, also approved the setting up of a medical benefit council.

The minister informed the board that additional welfare commissioners' offices had been opened at Karma, Hyderabad and Nagpur to look after the administration of welfare fund for Bihar, Andhra Pradesh, Tamil Nadu and Maharashtra. Five more dispensaries at Dasratpur (Orissa), Garhkote (Madhya Pradesh), Gudleper, Chamrajnagar and Kapipale (Karnataka) had also been opened, bringing the total number to 180.

The minister stated that over 9,50,000 identity cards had been issued until the beginning of this year to beedi workers for entitlement to medical and specialised treatment.

He said the responses under the housing scheme had not been encouraging, except in Karnataka.

(*Indian worker, dated 23rd/30th April 1984*)

Bonded labourers freed rehabilitated

As many as 469 cases of bonded labour had been detected in three districts of Thane, Nasik and Ratnagiri. All these labourers were freed and rehabilitated by providing them employment and houses by the State Government.

Of these cases detected, 208 bonded labourers were freed in Vasai Taluka of Thane district alone. These cases remained undetected as the bonded labourers were afraid of reporting to the authorities.

This information was given by Minister of State for labour and Rehabilitation Anantrao Thopte in the State Legislative Council during question hour recently.

The Government had made a provision of Rs. 10 lakhs in the current year's State budget for giving grants to the freed bonded labourers at the rate of Rs. 6,000 per head, the Minister said.

(Indian worker, dated 23rd/30th April 1984).

Industrial disputes bill change soon

Labour Minister, Veerendra Patil told the Lok Sabha on April 17 that he proposed to move during the current session of Parliament itself the Industrial Disputes Amendment Bill in order to re-structure section 25, two clauses of which were struck down by some High Courts and the Supreme Court.

He said this while replying to the discussion on the demands for grants relating to his Ministry, which was passed.

Shri Patil called upon both workers and employers to extend co-operation for increasing production in national interest.

He also informed the House that a new scheme of workers' participation in management had been launched from this year and called upon both labour and management to make it a success. Although it is meant first for public sector organisations, the Minister expressed the hope that the private sector too would give this scheme a trial.

The Minister denied allegations that the Government believed in confrontation with workers. In fact the Government was anxious to see that the workers were not exploited.

Shri Patil said that industrial relations marked an improvement in 1983 with the total man-days lost decreasing from 32.21 million in 1982-25.05 million last year. (This does not take in to account the loss in the textile strike in Bombay).

(Indian worker, dated 23rd/30th April 1984).

Gratuity Bill approved by the Parliament

Parliament has approved two Bills amending the Payment of Gratuity Act, 1972, to safeguard the interests of workers.

The Payment of Gratuity (Amendment) Bill, 1984, and the Payment of Gratuity (Second Amendment) Bill 1984 was passed by the Rajya Sabha recently. Both the Bills were passed by the Lok Sabha previously.

The first Bill seeks to extend the benefit of gratuity entitlement to persons drawing wages upto Rs. 1,600 a month including those holding administrative those holding administrative or managerial posts. The other Bill seeks to amplify the definition of "continuous service" with retrospective effect from February 11, 1981.

Replying to the debate, Labour Minister Veerendra Patil said both the Bills were for the limited purpose of removing certain difficulties in the implementation of the Workmen's Compensation Act.

He agreed there was need for increasing the wage limit for entitlement of more than Rs. 1,600. In course of time, this could be done, he said.

(Indian worker, dated 23rd/30th April 1984).

Implementation of HRA to be implemented

Deshpande Committee's recommendations on payment of house rent allowance for workers of six textile mills run by Maharashtra State Textile Corporation in fussy areas of the State will be implemented before the end of current session of the State Legislature.

This information was given by Minister of State for Labour Madhukar Khatkar in the Legislative Council recently.

Making a statement on a calling attention notice by INTUC leader Haribhau Khatkar and others, Khatkar said that MRTC had sought loans from the State Government to pay HRA to about 11,000 workers employed in the six MRTC-run mills in fussy areas.

(Indian worker, dated 23rd/30th April 1984).

Voluntary bodies aid sought to identify bonded labour

The Union Labour Minister, Shri Veerendra Patil, told the Lok Sabha recently that the Government was firmly committed to the abolition of bonded labour in the country.

Responding to a calling attention motion on the subject, he said his Ministry would welcome voluntary and social organisations lending a helping hand in identifying bonded labourers.

"We want more and more voluntary organisations to come forward and assist State Governments in identifying bonded labourers so that they could be freed and rehabilitated expeditiously," the Minister said.

Shri Patil also assured the House that the Government would implement in 'letter and spirit' the guidelines and directives issued by the Supreme Court to eradicate this social evil.

The Centre has given directive to State Governments to spare no effort in identifying and rehabilitating bonded labourers as this was their responsibility.

In this context, he said the Centre has agreed to bear 50 per cent of the expenditure incurred for rehabilitation purposes.

On increasing the quantum of compensation for such labourers, Shri Patil said a bill to amend the Workmen's Compensation Act had already been passed by the Upper House.

He hoped the same would be taken up and adopted by the House during the current session itself. Once Parliament gave its approval to the bill, labourers working in stone quarries would also be entitled to higher compensation.

Earlier, the Deputy Labour Minister, Shri Dharma Vir, read a prepared statement about the reported deaths of bonded labourers and deplorable conditions of work in red sandstone quarries in Delhi and Faridabad and inhuman atrocities on them in the Chittorgarh district of Rajasthan.

He denied that any incidence of bonded labour has been reported by the Haryana Government and the Delhi Administration.

Shri Dharma Vir said the Delhi Administration has accepted the recommendations of the Deshpande Committee which went into the working of the Bhatti-Bajri mines in the capital.

It has decided among other things not to grant any mining permits to private parties in future.

He said mining operations in the Bhatti-Bijri mines had been started in a virgin area in a systematic manner and departmentally by the Delhi State Industrial Development Corporation (DSIDC).

The Rajasthan Government has denied that a bonded labourer had died in Chittorgarh. It had also denied reports of any atrocities on labourers. The Centre has directed all State Governments to constitute vigilance committees at the district level and at the sub-divisional level to monitor the programme of identification, release and rehabilitation of bonded labourers, he added.

The minister said that according to reports received from States which are to implement the programme some 1,62,637 bonded labourers had been identified and 1,23,124 have been rehabilitated. Since 1957, 5,254 cases had been registered for offences, 633 prosecutions launched and 1,754 persons fined. This was a social problem dating back to five centuries and everyone had to join in fighting, he added.

(*Indian Worker*, dated 23rd/30th April 1984)

Labour Welfare Board Reconstituted

The Government of Maharashtra has reconstituted the Maharashtra Labour Welfare Board, under the Chairmanship of Shri Haribhau Naik, MLC.

The above board has come into existence from April 10, 1984.

The other members of the board are

Representatives of Employers.—The Chairman or his nominee, Mill Owners' Association, Bombay; Shri M. S. Marathe, Managing Director, Maharashtra Rajya Sahakari Sakhar Karkhana Sangh Limited, Bombay; Shri Y. H. Gharpure, Managing Director, Hindustan Antibiotics, Pimpri, Pune; Shri D. P. Rathi, Chief Executive Officer, Pulgaon Cotton Mills, Pulgaon; Shri Dhanraj Acharya, Vidarbha Industries Association, Nagpur; Shri M. D. Karkhanis, Manager (Indl. Regulation) N.T.C. (North) N.T.C. House, Bombay.

Representatives of Employees.—Shri Madhukar Kamble, Akola Mill Mazdoor (INTUC), Akola; Shri M. A. Ghaffar, C/o Indian National Trade Union Congress, Kokadpura, Aurangabad; Shri Dwarkanath Pawar, INTUC, Bombay; Shri Manohar Nare, Secretary, Rashtriya Mill Mazdoor Sangh, Bombay; Shri E. D'Souza, Secretary, Pune Girni Kamgar Sangh, Pune and Shri Jitendra Joshi, Kamgar Utkarsha Sabha, Bombay.

Independent Members.—Shri Haribhau J. Naik, MLC, Dhantoli, Nagpur; Shri Ravindra Duragkar, Nagpur; Shri Shridhar Gajanan Madgulkar, PUNE; Shri Suryakant Dongre, MLC., Nagpur; Dr. W. R. Sherekar, MLC, Bombay; Shri Dajiba Patil, MLC, Amalner; Shri Naresh-Kumar, Pugliya, MLC, Chandrapur and The Administrator/Commissioner, Greater Bombay Municipal Corporation.

Members representing women.—Smt. Tarabai Vartak, Thane; Smt. Roza Deshpande, Bombay; Smt. Ansuya Mistry, Bombay; Smt. Amita Sengupta Nagpur; Smt. Sudha Kolhe, Nagpur; and Smt. Vimal-devi Borade, MLC Solapur.

(*Daily Note*, dated 18th April 1984)

New Pay Scales for Librarians

The Government of Maharashtra has sanctioned further revision of the Pay-scales for librarians and directors/instructors of physical education in the non-agricultural universities and affiliated non-Government colleges of arts, science, commerce and education.

To be effected from April 1, 1980, the revised scales have been recommended by the University Grants Commission. The additional expenditure upto 1985 will be shared by the Government of India and the State Government in the ratio of 80 : 20.

(*Daily Note*, dated 27th April 1984)

Scheme to award labour productivity

The Union Government has drawn up a scheme for labour productivity award for sustained and highest productivity improvements at enterprise level.

The scheme will be implemented initially in the labour intensive industries of textile, jute, sugar, engineering and plantations.

The productivity performance of the enterprises will be arrived at on the basis of the rate of growth in labour productivity index between the base year average of the previous three years and the year for which the awards will be declared, according to an official release here recently.

All enterprises in the particular industrial sector will be invited to participate through either advertisements or invitation letters, however, the participation will be voluntary.

The scheme to be considered at the tripartite meeting on productivity to be held in the capital on April 5, suggests that entries will be evaluated by a jury representing industry like management, labour, Government and concerned organisations.

The Ministry is also working on a scheme to institute memorial lecture in the fields of labour management and its role in development in developing countries. Lectures on this topic and important related matters are to be delivered by some eminent persons in public or in academic world. Along with this, another matter under consideration is the institution of two fellowships to promote research on topic in field of labour.

The Ministry of Labour is also working on a scheme of computerring disputes data to ensure effective monitoring. The unit will initiate independent and joint studies in the field with academic institutions and State Governments.

An analysis by the Government's industrial relations monitoring unit reveals that industrial disputes are getting long drawn in nature and also result in sickness of industrial units and violence.

The unit received 741 cases of industrial unrest last year, which included 554 strikes and 187 lockouts. It was successful in resolving 632 disputes including 492 strikes and 140 lockouts with the help of State Governments.

The Government has decided to further strengthen and expand the unit to undertake survey of sensitive areas and conduct studies on causes of unrest.

The feed-back on industrial relations from the States will be further strengthen and mechanism geared up to launch quick preventive action so that production is not interrupted.

The Planning Commission is considering introducing new training programmes carrying stipend and job guarantee as part of the efforts to prevent wastage of human capital in the Seventh Plan (1985-90).

There is a growing feeling in the commission that the output of educational and training systems in the country is not matching the market requirements in the public and private sector resulting in a tremendous wastage of human capital.

The educated are not confident about getting jobs leading to purposelessness and fissiparous tendencies, it is being pointed out by some experts in the commission.

A two fold attack on the problem through manpower planning assessment of demand for different skills and supply of educational output from the universities and other institutions—is considered necessary.

There is a feeling in the commission that a modest beginning should be made with the proposed stipend and job guaranteed training programme in the Seventh Plan.

The proposal for this scheme presupposes indepth studies to assess the demand for different skills and the training needs. These studies will also consider steps to improve current manpower utilisation and the need for training retaining upgrade skills to match changing requirements.

(*Indian Worker*, dated 2nd April 1984)

Experiment on labour roll in management

Scheme to cover more NTC Mills

The experiment of workers' participation in Management will cover one-third of the mills under the control of National Textile Corporation (NTC) by the end of September next, according to the Union Commerce Minister, Shri V. P. Singh.

Presiding over a seminar on "Worker's participation in management—an NTC experiment" here recently, the Minister said workers' participation at management level is a vital aspect of the industrial system and is a commitment of the Government to the most important sector in industrial democracy.

He said it was started as an experiment in two NTC mills in Gujarat and Maharashtra and today it is a fully evolved scheme and has been extended to other NTC Mills.

The Union Labour Minister, Shri Veerendra Patil, inaugurated the seminar and Shri P. A. Sangma, Deputy Minister for Commerce, gave the welcome address. Other present included Shri N. R. Laskar, Minister of State for Commerce, members of Parliament, leaders of the labour movement and official from the ministries of Commerce, Labour Bureau of Public Enterprises and N. T. C.

The Commerce Minister thanked the Labour Minister for his guidance in the evolution of the scheme and for the benefits NTC had derived from his national perspective of Industrial Relations.

The origin of NTC, Shri Singh said was in itself a commitment to labour. Sick mills were taken-over primarily to accommodate the workers who would have otherwise been thrown out of employment.

An analysis of the working of the management committees was highlighted by the Minister and it showed that workers were more enthusiastic in discussing, analysing and finding solutions to the various problems of the mills. Many of their suggestions have resulted in concrete savings, benefits, reductions of loss and waste.

Similarly, problems connected with absenteeism, low morale, etc., have also been tackled through these fora. In one of the first experiments, spindleage utilisation in the mill went up by seven per cent and cost reduction was brought down by Rs. 1.25 lakh per month after suggestions made by labour representatives on the committee were adopted.

Shri Singh said the very birth of NTC was a commitment to labour. The NTC took over sick mills with old machinery and tried to make them viable for the sake of the workers. As the workers did not want a closure, they became a vested interest in ensuring that the mill functioned efficiently.

And when given a share in the management of the industry that vested interest was recognised and given a chance to produce results. It also removed the dehumanising effects of industrialisation, where man was reduced to a machine. Shri Singh added.

Shri Patil said for the Government, workers' participation in the management was an accepted article of faith and policy. The scheme intended to bring in a participative culture in the country's industrial system which would help create a harmonious labour management relationship and ultimately result in increased production and productivity.

Shri Patil said that the idea of workers' participation in management was mooted as early as 1947 when the Industrial Disputes Act was enacted. It had the limited aim of promoting good relations between management and workers. The second Five Year Plan mooted the idea of joint management councils, which were enacted in 1953. The real break came in 1971 when representatives of workmen sat on the board of directors of industries.

Worker's participation, the Minister said, would enhance productivity and ensure optimum utilisation of resources.

(Indian Worker, dated 2nd April 1984)

Gist of Important Notifications under Various Labour Laws

INDIAN BOILERS ACT, 1923.

(A) *Exemptions under the Act.*—1. In exercise of the powers conferred by sub-section (2) of section 34 of the said Act, the Government of Maharashtra has exempted the boiler bearing No. MR-8479, belonging to the Hindustan Petroleum Corporation Ltd., Mahul, Bombay-400 074 from the operation of clause (c) of section 6 of the said Act, for the period of eight weeks from the 3rd November 1983 to 28th December 1983 (both days inclusive).

(Notification No. IBA-1083/31937/725/Lab-9, dated 2nd December 1983, published in *M.G.G.*, Part I-L, dated 8th March 1984, page No. 1136).

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 MR-9037, belonging to the Maharashtra State Electricity Board, Khapar-Kheda Thermal Power Station, Khapar-Kheda, from the operation of clause (c) of section 6 of the said Act, for the period of six months from the 25th December 1983 to 24th June 1984 (both days inclusive).

(Notification No. IBA/1083/34837/753/Lab-9, dated 5th December 1983, published in *M.G.G.*, Part I-L, dated 8th March 1984, page Nos. 1136-37).

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-7885, belonging to the Tata Electric Company Limited, from the operation of clause (c) of section 6 of the said Act, for the period of six months from the 14th December 1983 to 13th June 1984 (both days inclusive).

(Notification No. IBA. 1083/3436/754/Lab-9, dated 5th December 1983, published in *M.G.G.*, Part I-L, dated 8th March 1984, page No. 1137).

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-10311, belonging to the Rashtriya Chemicals and Fertilizers Limited, Chembur, Bombay-79, from the operation of clause (c) of section 6 of the said Act, for the period of one month from 28th November 1983 to 27th December 1983 (both days inclusive).

(Notification No. IBA. 1083/34830/752/Lab-9, dated 5th December 1983, published in *M.G.G.*, Part I-L, dated 8th March 1984, page No. 1137).

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 boiler bearing No. 10236 belonging to the Rashtriya Chemicals and Fertilizers Limited, Chembur, Bombay-400 074, from the operation of clause (c) of section 6 of the said Act, for a further period from 23rd November 1983 to 31st January 1984 (both days inclusive).

(Notification No. IBA/1083/35901.762/Lab-9, dated 8th December 1983, published in *M.G.G.*, Part I-L, dated 8th March 1984, page No. 1143).

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-8597 and belonging to the Paras Power Station P.O. Vidyutnagar, Paras (CR) 444109 from the operation of clause (c) of section 6 of the said Act, for the period of six months from the 22nd December 1983 to 21st June 1984 (both days inclusive).

Provided that a fresh order constituting the Authority is issued once every two years.

6G. Meetings.—(1) The Authority shall meet at least once a week.

(2) The meeting of the Authority shall be regulated by the Chairman in consultation with the members and even decision of the Authority shall be decided by majority vote :

Provided that at every meeting besides the Chairman, at least one Member representing each the employer and the workman shall be present.

6H. Reference of Industrial disputes to the Authority.—Where grievance concerned with an individual workman arises, the workmen, or a trade union of which he is a member duly authorised by the workmen in this regard, shall file the grievance in Form B-I within a period of one month of the dispute remaining unresolved before the Authority, either personally or by registered post and authority shall acknowledge receipt of the grievance in Form B-II giving it a number and date by recording it in a grievance register in Form B-III.

6I. Procedure to be followed by the Authority.—(1) On receipt of the grievance, the Authority shall within even days of the receipt obtain the views of the employer on the grievance in form B-III.A.

(2) Thereafter the Authority shall include it in the agenda of the next meeting and if necessary, have a personal hearing of the aggrieved workman who would be entitled to seek the assistance of a co-worker or an office bearer of a registered trade union of which he is a member. During the course of hearing, the Authority shall have discretion in examine witnesses if any, and also to look into any documentary evidence relied on by the parties.

(3) After hearing the matter, the Authority may discuss the same further in the same sitting or subsequent sitting and take a decision on the grievance within a period of two months from the date of receipt of the grievance.

(4) The Authority shall communicate the decision or report of failure to the workmen trade union, employer in Form B-IV.

6J. Returns to appropriate Government.—Every employer of an industrial establishment to which the provision of Chapter II B of the Act applies, send an annual return in Form B, V to the appropriate Government on the enforcement of the provision of the said Chapter in his establishment.

FORM B-I

rule 6 H (1)]

FORM OF GRIEVANCE CONCERNING ON INDUSTRIAL DISPUTES CONNECTED WITH AN INDUSTRIAL WORKMAN.

(To be submitted in triplicate).

- (1) Name of the workman token No. . .
- (2) Designation of the workman
- (3) Place of employment, Name of establishment/Shop/Section/Department.
- (4) Particulars of the grievance and earlier efforts taken for redressal.
- (5) Details of documents/records relevant to the grievance
- (6) Other relevant particulars
- (7) List of enclosures

(1) Signature/Thumb impression of the workman.

(2) Signature, designation of the office bearer of the trade union with particulars of the trade union.

To
The Employer,

FORM B-II

[See rule 6 H(1)]

ACKNOWLEDGEMENT OF GRIEVANCE.

This is to acknowledge receipt of a grievance received from.....
(Particulars of workman)

on..... and this has been allotted No.
(date of receipt) (Serial No.....allotted to grievance)

.....in the register of grievances. Signature of
Authorised officer of the employer.

Name
Designation
Telephone No.
Address of the employers' establishment.

Place
Date
To

(Workmen/Trade union)

FORM B-IIA

[See rule 6(I)(1)]

FORM FOR OBTAINING COMMENTS OF THE EMPLOYER ON THE GRIEVANCE

No. Dated

To

Ref :
Grievance No.

Dear Sir,

Grievance No. Dated Concerning Shri is forwarded herewith. You are requested to furnish your views on grievance (in triplicate) within a period of 7 days.

Yours faithfully,
()

Chairman, Grievance Settlement Authority.
(Name and particulars).
Copy forwarded for information to :
Workman (Name and particulars of the workman).

FORM B-III

(See rule 6 H)

REGISTER OF GRIEVANCE

Department Section/Shop.

Serial No.	Name of workman	Department/Section/Staff	Date of receipt of grievance	Nature of grievance
1	2	3	4	5

Date of Disposal	Manner in which disposed	Date of enforcement of decision	Signature of authorised office of the employer to be given at the time of initial entry of columns 1 to 5.
6	7	8	9

FORM B-IV

[See rule 6 I (4)]

FORM OF COMMUNICATION OF DECISION/REPORT OF FAILURE

No. Dated

To

(Address of workman/office bearer of trade union).

Ref :—Grievance No.
dated concernig

Dear Sir,
Your grievance was considered
(details)
by the Grievance Settlement Authority at its sittings held on and the
(dates)
following taken by the Authority in the matter

(Give details of decision).

*Whichever is applicable.

Yours faithfully,

(Chairman)

Grievance Settlement Authority
Name :
and particulars.

Copy forwarded for information and where necessary further action to :

(Particulars of employer).

Chairman.

FORM B-V

(See rule 6 J)

FORM OF ANNUAL RETURN

1. Name and address of the establishment
2. Number of workmen in the establishment
3. Number of registered trade unions functioning in the establishment.
4. Composition and structure of the Grievance Settlement Authority, with particulars of Chairman and Members and when it was constituted.
5. Number of grievance handled by the Authority during the year.
6. Nature of disposal of grievances
Number of cases where decisions taken.
In favour of workmen. Against workmen.
7. Number of grievances pending with the Authority at the time of report :—

Signature of authorised
officer of the employer.

(Notification No. IDA/1083/CR-7041/Lab-9, dated 30th November 1983, published in M. G. G., Part—1-L, dated 8th March 1984, Pages No. 1147-1153).

III. MINIMUM WAGES ACT, 1948.

DECLARATION OF SPECIAL ALLOWANCE UNDER THE—

(1) *Printing Press*.—In exercise of the powers, conferred on him, The Deputy Commissioner of Labour (Rural Wing and Enforcement), 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 January 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)
		Rs.
1	A	.. 377.50 per month.
2	B ₁	.. 332.20 per month.
3	B ₂	.. 302.00 per month.
4	C	.. 286.90 per month.

Explanation.—For the purpose of the 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, (Notification No. MWA/SPL/Printing Press, dated 2nd February 1984, published in *Maharashtra Government Gazette*, Part I-L, dated 1st March 1984, pages 1007 to 1009).

(2) *Tanneries and leather Manufacture*.—In exercise of the powers, conferred on him, The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay 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 January 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)
		Rs.
1	I	.. 98.60 per month.
2	II	.. 69.60 per month.
3	III	.. 55.10 per month.
4	IV	.. 40.60 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.

(Notification No. MWA/SPL/Tanneries and Leather Manufacture, dated 2nd February, 1984, published in *Maharashtra Government Gazette*, Part I-L, dated 1st March 1984, pages 1010 to 1012).

(3) *Hospital/Bombay*.—In exercise of the powers, conferred on him, The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay 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 January 1984 at the rates mentioned in column (3) of the said 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. 398.00 per month.

(Notification No. MWA/SPL/Hospital/Bombay, Dated 2nd February 1984, Published in *M. G. G.*, Part-I-L, dated 1st March 1984, pages 1013 to 1015).

(4) *Dispensary/Greater Bombay*.—In exercise of the powers, conferred on him, The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay 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 January 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 the Municipal Corporation of Greater, Bombay. Rs. 207.00 per month

(Notification No. MWA/SPL/Dispensary/Greater Bombay, dated 2nd February 1984 Published in *M. G. G.*, Part I-L, dated 1st March 1984, pages 1016 to 1018).

(5) *Hospital/Pune*.—In exercise of the powers, conferred on him, the Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay 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 January 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)
		Rs. per month
1	I	256.50
2	II	256.50
3	III	256.50

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/L-A(i)/Lab-7, dated 26th September

(Notification No. MWA/SPL/Hospital, Pune, dated 2nd February 1984, published in *M. G. G.*, Part I-L, dated 1st March 1984 page 1019 to 1021).

(6) *Dispensary (Pune)*.—In exercise of the powers, conferred on him, The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay 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 January 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. 256.50 per month
2	II	Rs. 256.50 per month.
3	III	Rs. 256.50 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

(Notification No. MWA/SPL/Dispensary (Pune), dated 2nd February 1984, Published in *M. G. G.*, Part I-L, dated 1st March 1984, pages 1022 to 1024).

(7) *Laundry*.—In exercise of the powers, conferred on him, The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay 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 January 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. 355.00 per month.
2	II	Rs. 355.00 per month.
3	III	Rs. 355.00 per month.
4	IV	.. Rs. 355.00 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. 5274/100201/Lab-III-A, dated 22nd January 1975.

(Notification No. MWA/SPL/Laundry, dated 2nd February 1984, published in *M. G. G.* Part—I-L, dated 1st March 1984, pages 1025 to 1027).

(8) *Plastics*.—In exercise of the powers, conferred on him, The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay 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 January 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)
	(2)	(3)
1	I	.. Rs. 9.24 per day
2	II	.. Rs. 9.24 per day
3	III	.. Rs. 9.24 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. 5275/776-7, dated 3rd November 1976.

(Notification No. MWA/SPL/Plastics, Dated 2nd February 1984, Published in *M. G. G.* Part I-L, dated 1st March 1984, page 1028 to 1030).

(9) *Card Board and Straw Board*.—In exercise of the powers, conferred on him, The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay 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 January, 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	I	.. Rs. 462.00 per month.
2	II	.. Rs. 462.00 per month.
3	III	.. Rs. 308.00 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.

(Notification No. MWA/SPL/Card Board and Straw Board, dated 2nd February, 1984 published in *Maharashtra Government Gazette*, Part I-L, dated 1st March, 1984, page 1031 to 1033).

(10) *Cotton Ginning and Cotton Pressing.*—In exercise of the powers, conferred on him, The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay 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 January, 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. 135.00 per month.
2	II	Rs. 135.00 per month
3	III	Rs. 135.00 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 Notification, Industries Energy and Labour Department, No. MWA. 2574/122/Lab-7, dated 10th October 1977.

(Notification No. MWA/SPL/Cotton Ginning and Cotton Pressing, dated 2nd February, 1984, published in *Maharashtra Government Gazette*, Part-I-L, dated 1st March 1984, page 1034 to 1036)

(1) *Utensils and/or other household articles.*—In exercise of the powers, conferred on him, The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay 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 January 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. 10.68 per day.
2	II	Rs. 10.68 per day.
3	III	Rs. 10.68 per day.
4	IV	Rs. 10.68 per day.
5	V	Rs. 10.68 per day.

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/3880/2822/Lab-7, dated 21st January 1981.

(Notification No. MWA/SPL/Utensils and/or other household articles, dated 2nd February 1984 published in *M. G. G.*, Part I-L, dated 1st March 1984, Page 1037 to 1039.

(12) *Fountain Pens, Ball Point Pens.*—In exercise of the powers, conferred on him, the Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay 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 January 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. 9.24 per day.
2	II	Rs. 9.24 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, dated 23rd February 1981 (Notification No. MWA/SPL/Fountain Pens, Ball Point Pens, dated 2nd February 1984, published in *M. G. G.*, Part I-L, dated 1st March 1984, page 1040 to 1042.)

(13) *Hair Cutting Saloon.*—In exercise of the powers, conferred on him, The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay has declared the then Spl. 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 January 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. 142.80 per month.
2	II	Rs. 142.80 per month.
3	III	Rs. 142.80 per month.
4	IV	Rs. 142.80 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. 4282/4632/Lab-7 dated 11th August 1982.

(Notification No. MWA/SPL/Hair Cutting Saloon, dated 2nd February 1984, published in *M. G. G.* Part—I-L, dated 1st March 1984 page 1043 to 1045).

(14) *Optical Frames.*—In exercise of the powers, conferred on him the Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay 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 January 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. 8.39 per day.
2	II	Rs. 8.39 per day.

Explanation.—For the purpose of this Notification, Zones I and II, shall respectively means Zones I and II, formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA. 6282/4721/Lab-7, dated 9th August 1982.

(Notification No. MWA/SPL/Optical Frames, dated 2nd February 1984, Published in M. G. G. Part—I-L, dated 1st March 1984, page 1046 to 1048).

(15) *Manufacturing Readymade Garments and Tailoring Establishments.*—In exercise of the powers, conferred on him, the Deputy Commissioner of Labour (Rural Wing & Enforcement) Bombay 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 January 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. 262.60 per month.
2	II	Rs. 262.60 per month.
3	III	Rs. 262.60 per month.

Explanation.—For the purpose of this Notification, Zones I, II and III, shall respectively means 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.

(Notification No. MWA/SPL/Manufacturing Ready made Garments and Tailoring Establishments, dated 2nd February 1984, published in M.G.G. Part I-L, dated 1st March 1984 page 1051 to 1053).

(16) *Film Production industry (Cine Studios and Cine Laboratories) Bombay.*—In exercise of the powers, conferred on him, the Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay, 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 January 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. 186.00 per month.

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

(Notification No. MWA/SPL/Film Production industry (Cine Studios and Cine Laboratories) (Bombay) dated 2nd February 1984, published in M.G.G., Part I-L, dated 1st March 1984 page 1051 to 1053).

(17) *Film Production industry (Cine Studios and Cine Laboratories) KLB.*—In exercise of the powers, conferred on him, the Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay 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 January 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	II	Rs. 175.00 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.

(Notification No. MWA/SPL/Film Production Industry (Cine Studios and Cine Laboratories, KLB., dated 2nd February 1984, published in M.G.G., Part I-L, dated 1st March 1984 page 1051 to 1055).

(18) *Hotels.*—In exercise of the powers, conferred on him the Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay 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 January 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. 49.50 per month.
2	II	Rs. 49.50 per month.
3	III	Rs. 49.50 per month.
4	IV	Rs. 49.50 per month.
5	V	Rs. 49.50 per month.

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

(Notification No. MWA/SPL/Hotels, dated 2nd February 1984, published in M.G.C. Part-I-L, dated 1st March 1984 page 1056 to 1058).

(19) *Canteen and Clubs.*—In exercise of the powers, conferred on him, The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay 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 January 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. 199.50 per month.
2	II	Rs. 199.50 per month.
3	III	Rs. 199.50 per month.
4	IV	Rs. 199.50 per month.
5	V	Rs. 199.50 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. 3676/12401/Lab-7, dated the 13th July 1977.

(Notification No. MWA/SPL/Canteen of Clubs, dated 2nd February 1984, Published in M. G. G. Part I-L, dated 1st March 1984 (page 1059 to 1061).

(20) *Advocates or Attorneys of the High Court.*—In exercise of the powers, conferred on him, The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay 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 January 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. 50.00 per month.
2	IIA	Rs. 50.00 per month.
3	IIB	Rs. 50.00 per month.
4	III	Rs. 50.00 per month.

Explanation.—For the purpose of the this notification, Zones I, IIA, IIB and III, shall respectively mean 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.

(Notification No. MWA/SPL/Advocates or Attorneys of the High Court, dated 2nd February 1984, Published in M. G. G. Part I-L, dated 1st March 1984, page 1062 to 1064.)

(7) *Furniture.*—In exercise of the powers, conferred on him, the Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay 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 January 1984 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE

Serial No.	Zones	Amount of special allowance (cost of living allowance payable).
1	2	3
1	I	Rs. 3.48 per day.
2	II	Rs. 2.32 per day.
3	III	Rs. 1.74 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 CR)/Lab-7, dated 7th September 1983.

(Notification No. MWA/SPL/Wooden Furniture, dated 2nd February 1984, Published in M. G. G., Part I-L, dated 1st March 1984, page 1065 to 1067).

(22) *Wooden Photo*.—In exercise of the powers, conferred on him, the Deputy Commissioner of Labour (Rural, Wing and Enforcement), Bombay 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 January 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. 92.00 per month.
2	II	Rs. 69.00 per month.
3	III	Rs. 46.00 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.

(Notification No. MWA/SPL/Wooden Photo, dated 2nd February 1984, Published in *M. G. G.*, Part I-L, dated 1st March 1984, page 1068 to 1970).

(23) *Shops*.—In exercise of the powers, conferred on him, the Deputy Commissioner of Labour (Rural, Wing and Enforcement), Bombay 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 January 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	
1	I	Rs. 354.60 per month.
2	II	Rs. 295.50 per month.
3	III	Rs. 275.80 per month.
4	IV	Rs. 236.40 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.

(Notification No. MWA/SPL/Shops, dated 2nd February 1984, published in *M. G. G.*, Part I-L, dated 1st March 1984, Page 1071 to 1073).

(24) *Rice Flour of Dal Mills*.—In exercise of the powers, conferred on him, the Deputy Commissioner of Labour (Rural, Wing and Enforcement), Bombay 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 January 1984 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Area	Amount of special allowances (cost of living allowance) payable per month
1	2	3
		Rs.
1	Areas within the limits of Municipal Corporation of Greater Bombay.	368.40
2	Areas within the limits of the Thane Municipal Council and areas within a distance of eight kilometres from the periphery of such limits of Thane Municipal Council, excluding the areas falling within the limits of Municipal Corporation of Greater Bombay.	307.00
3	Areas within the limits of Municipal Councils of Kalyan, Bhiwandi, Nizampur, Dombivali, Ambernath, Ulhasnagar, Nashik, Malegaon, Nashik Road, Deolali.	230.25
4	All other areas in Bombay Revenue Division except those specified at Serial Nos. 1, 2 and 3 areas in Jalgaon and Dhule Districts.	153.50
5	Areas within the limits of Municipal Councils of Dhule, Nandurbar, Jalgaon, Bhusawal and Amalner.	210.00
6	All other areas in Jalgaon and Dhule Districts except those specified at Serial No. 5 above.	140.00
7	Areas within the limits of the Municipal Corporation of Pune and the areas within a distance of ten kilometres from the periphery of such limits.	302.00
8	Areas within the limits of Municipal Council of Ahmednagar	226.50
9	Areas within the limits the Cantonments of Pune and Kirkee	226.50
10	All areas in Pune and Ahmednagar District except those specified at Serial Nos. 7, 8, and 9.	151.00
11	Areas within the limits of the Municipal Corporation of Kolhapur and the areas within a distance of ten kilometres from the periphery of such limits.	301.00
12	Areas within the limits of the Municipal Corporation of Solapur and the areas within a distance of ten kilometers from the periphery of such limits.	201.00
13	Areas within the limits of the Municipal Councils of Satara City, Sangli, Miraj, Barshi, Pandharpur and Ichalkaranji.	150.00
14	All other areas in the Pune Revenue Division except areas in Pune and Ahmednagar Districts and those specified at Serial Nos. 11, 12 and 13 above.	102.00
15	Areas within the limits of Municipal Corporation of Nagpur and areas within a distance of ten kilometres from the periphery of such limits.	291.00

SCHEDULE—contd.

1	2	3
16	Areas within the limits of the Municipal Councils of Khamsaon, Akola, Amravati, Yavatmal, Wardha, Kamptee, Gondia and Chandrapur.	218.25
17	All other areas in the Nagpur Revenue Division except those specified at Serial Nos. 15 and 16 above.	145.50
18	Areas within the limits of the Municipal Councils of Aurangabad, Jalna and Latur.	111.00
19	Areas within the limits of the Aurangabad Cantonment	111.00
20	All other areas in Aurangabad, Beed and Osmanabad Districts except those specified at Serial Nos. 18 and 19 above.	74.00
21	Areas within the limits of the Municipal Councils of Parbhani and Nanded.	113.25
22	All other areas in the Nanded and Parbhani Districts except those specified at Serial No. 21 above.	75.50

(Notification No. MWA SPL, Rice Flour or Dal Mills, dated 2nd February 1984, published in M. G. G., Part I-L, dated 1st March 1984, Page 1074 to 1078).

(25) *Powerlooms.*—In exercise of the Powers, conferred on him, the Deputy Commissioner of Labour (Rural, Wing and Enforcement), Bombay 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 January 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 per month	Rs. P	
		1	2
I. Area falling within the limits of the Municipal Corporation of Greater Bombay.	286.50		
II. Area falling within the limits of the Municipal Councils of Bhuvandi, Nizampur, Ulhasnagar, Kalyan and Thane and areas falling within eight kilometres from such limits.	286.50		
III. Area falling within the limits of the Pune Municipal Corporation and areas falling within eight kilometres from such limits.	285.00		
IV. Areas falling within the limits of—			
(i) The Solapur Municipal Corporation, the Kolhapur Municipal Corporation.	133.00		
(ii) Municipal Councils of Ichalkaranji, Sangli, Miraj, Jaysingpur, Vita (District Sangli) and Vadgaon (District Kolhapur).			
(iii) Gram Panchayats of Madhavnagar and Tikokarwadi and areas falling within eight kilometres from limits of each of such Municipal Corporation, Municipal Council, or as the case may be, Gram Panchayat.			

SCHEDULE—contd.

1	2	3
V.	Area falling within the limits of the Malegaon Municipal Council and areas falling within eight kilometres from such limits.	191.00
VI.	Area falling within the limits of the Nagpur Municipal Corporation and of Kamptee Municipal and Kamptee Cantonment and areas falling within eight kilometres from such limits.	192.00
VII.	Area falling within the limits of the Dhule Municipal Council and Jalgaon Municipal Council and areas falling within eight kilometres from such limits.	188.00
VIII.	Area falling within the limits of Aurangabad Municipal Council and areas falling within eight kilometres from such limits.	99.00
IX.	Area falling within the limits of the Nanded Municipal Council and areas falling within eight kilometres from such limits.	103.00
X.	Area falling within the limits of the Ahmadnagar Municipal Council and areas falling within eight kilometres from such limits.	190.00
XI.	All other areas in the Bombay Revenue Division except Jalgaon and Dhule Districts and those specified above.	191.00
XII.	All other areas in Jalgaon and Dhule Districts except those specified above.	188.00
XIII.	All other areas in Nagpur Revenue Division except those specified above.	192.00
XIV.	All other areas in Pune and Ahmadnagar Districts except those specified above.	190.00
XV.	All other areas in Pune Revenue Division except Pune and Ahmadnagar Districts.	133.00
XVI.	All other areas in Aurangabad, Beed and Osmanabad Districts except those specified above.	99.00
XVII.	All other areas in Nanded and Parbhani Districts except those specified above.	103.00

(Notification No. MWA/SPL/Powerloom, dated 2nd February 1984, Published in M. G. G. Part I-L, dated 1st March 1984 page 1079 to 1083).

(26) *Paper and Paper Board Manufacturing.*—In exercise of the powers, conferred on him, the Deputy Commissioner of Labour (Rural, Wing and Enforcement), Bombay 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 January 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	I	Rs. 80.40 per month.
2	II	Rs. 80.40 per month.

Explanation.—For the purpose of this Notification Zones I and II, shall respectively mean Zonen 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.

(Notification No. MWA/SPL/Paper and Paper Board Manufacturing, dated 2nd February 1984, published in M. G. G., Part I-L, dated 1st March 1984, page 1084 to 1086).

(27) *Cloth Dyeing and cloth Printing.*—In exercise of the powers, conferred on him, the Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to 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 January 1984 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zones	Amount of Special Allowances (cost of living allowance payable)
(1)	(2)	(3)
		Rs.
1	I	.. 342.00 per month.
2	II	.. 342.00 per month.

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. 6274/904/Lab-7, dated 4th January 1977.

(Notification No. MWA/SPL/Cloth Dyeing and Cloth Printing, dated 2nd February 1984, published in M. G. G., Part I-L, dated 1st March 1984, pages 1087 to 1089).

(28) —In exercise of the powers, conferred on him, The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay 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 January 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)
		Rs.
1	I	.. 11.55 per day.
	II	.. 11.55 per day.
	III	.. 11.55 per day.
	IV	.. 11.55 per day.

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. 5274/198006/Lab-III-A, dated 15th November 1974

(Notification No. MWA/SPL/Engineering, Dated 2nd February 1984, published in M. G. G., Part I-L, dated 1st March 1984, pages 1090 to 1092.)

Rubber Manufacturing Industry.—In exercise of the powers, conferred on him, The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to 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 January 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. 11.31 per day.

(Notification No. MWA/SPL/Rubber Manufacturing Industry, dated 2nd February 1984, published in M. G. G., Part I-L, dated 1st March 1984, pages 1093 to 1095.)

(30) *Cinema Exhibition Industry.*—In exercise of the powers, conferred on him, the Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay 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 January 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)
		Rs.
1	I	242.00 per month.
2	II	242.00 per month.
3	III	242.00 per month.
4	IV	157.30 per month.
5	V	157.30 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.

(Notification No. MWA/SPL/Cinema Exhibition Industry, dated 2nd February 1984, published in M. G. G., Part I-L, dated 1st March 1984, Pages 1096 to 1098).

(8) *Corrigendum.*—In the notification published in *Maharashtra Government Gazette*, Part I-L, dated 1st November 1983 at pages 7430 to 7432, the following corrections shall be made:—

On Page 7431, in 2nd last line of the last para, the word 'six' appearing after the word 'to' and before the word 'Months' shall be substituted by the word 'three'.

(Notification No. MWA/SPL/Engineering, dated 21st December 1984, published in M. G. G., Part I-L, dated 8th March 1984, Page No. 1154).

Consumer Price Index Numbers for Industrial Workers for March 1984

BOMBAY*

A rise of 1 Point

In March 1984 the Consumer Price Index Number for Industrial Workers (New Series) for Bombay Centre with base January to December 1960 equal to 100 was 579 being 1 point higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at the Bombay Centre.

The index number for the Pan, Supari and Tobacco etc. group increased by 16 points to 629 due to a rise in the average prices of pan leaf, bidi and chewing tobacco.

The index number for the Fuel and Light group increased by 4 points to 764 due to a rise in the average prices of charcoal only.

The index number for housing remained steady at 171 being a six monthly item.

The index number for the miscellaneous group increased by 4 points to 448 due to a rise in the average prices of cinema show, hair oil, toilet soap, utensils, Brass, Laundry charges, washing soap and tailoring charges.

The index number for the food group and clothing, bedding and footwear group remained steady at 639 and 557.

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

(Average prices for the calendar year 1960=100)

Group	Weight proportional to the total expenditure	Group Index Numbers	
		February 1984	March 1984
I-A. Food	57.1	639	639
I-B. Pan, Supari, Tobacco, etc.	4.9	613	629
II. Fuel and Light	5.0	760	764
III. Housing	4.6	171	171
IV. Clothing, Bedding and Foot-wear	9.4	557	557
V. Miscellaneous	19.0	444	448
Total	100.0		
Consumer Price Index Number		578	579

*Details regarding the scope and method of compilation of the index will be found on pages 598 to 615 of December 1965 issue of Labour Gazette. For Errata (see) page 867 of January 1966 issue.

Note.—To obtain the equivalent old index number on base 1933-34 = 100, the general

SOLAPUR*

590—A fall of 10 Points

In March 1984 the Consumer Price Index Number for Working Class (New Series) for Solapur Centre with base January to December 1960 equal to 100 was 590 being 10 points lower than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Solapur Centre.

The index number for the food group decreased by 17 points to 638 due to a fall in the average prices of rice, wheat, jowar, arhaldal masurdal and groundnut oil.

The index number for the pan, supari and tobacco etc. group increased by 10 points to 481 due to a rise in the average prices of Supari and Katha.

The index number for the fuel and light group remained steady at 708.

The index number for housing remained steady at 255 being a six monthly item.

The index number for clothing, bedding and footwear group decreased by 2 points to 577 due to a fall in the average prices of Markin and trouser cloth.

The index number for the miscellaneous group increased by 2 points to 452 due to a rise in the average prices of Ex. book, pencil, toilet soap and washing soap.

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

(Average prices for the calendar year 1960=100)

Group	Weight proportional to the total expenditure	Group Index Numbers	
		February 1984	March 1984
I-A. Food	63.0	655	638
I-B. Pan, Supari, Tobacco, etc.	3.4	471	481
II. Fuel and Light	7.1	708	708
III. Housing	5.2	255	255
IV. Clothing, Bedding and Foot-Wear	9.0	579	577
V. Miscellaneous	12.3	450	452
Total	100.00		
Consumer Price Index Number		600	590

*Details regarding the scope and method of compilation of the index may be seen on pages 607 to 613, December 1965 issue of Labour Gazette, For Errata (see) page 897 of January 1966 issue.

Note.—For arriving at the equivalent of the old index number 1927-28 = 100, the new

NAGPUR*

A rise of 8 points

In March 1984 the Consumer Price Index Number for Working Class (New Series) for Nagpur Centre with base January to December 1960 equal to 100 was 569 being 8 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Nagpur Centre.

The index number for the food group increased by 14 points to 603 due to a rise in the average prices of wheat, jowar and vegetable and fruits.

The index number for the Pan-Supari, and tobacco etc. group decreased by 2 points to 549 due to a fall in the average price of supari only.

The index number for the fuel and light group increased prices by 10 points to 846 due to rise in the average prices of firewood, coke and coal.

The index number for housing remained steady at 297 being a six monthly item.

The index number for clothing, bedding and footwear group remained steady at 602.

The index number for the miscellaneous group increased by 1 points to 441 due to a rise in the average prices of face powder, cot and earthenware.

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

(Average prices for the calendar year 1960=100)

Group	Weight proportional to the total expenditure	Group Index Numbers	
		February 1983	March 1983
I-A. Food	57.2	589	603
I-B. Pan, Suprai, Tobacco, etc.	3.8	551	549
II. Fuel and light..	5.7	836	846
III. Housing	6.6	297	297
IV. Clothing, Bedding and Foot-Wear ..	10.9	602	602
V. Miscellaneous	15.8	440	441
Total	100.0		
Consumer Price Index Number		561	569

*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.

PUNE*

539—A fall of 12 points

In March 1984 the consumer Price Index Number for industrial workers (New Series) for Pune centre with base year 1961 equal to 100 was 539 being 12 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 Pune centre.

The index number for the food group decreased by 26 points to 597 due to a fall in the average prices of jowar, bajri, turdal, gr. oil, Karad oil, eggs, milk, vegetables, banana, sugar and gur.

The index number for the fuel and light group increased by 28 points to 714 due to a rise in the average price of charcoal only.

The index number for housing remained steady at 144 being a six monthly item.

The index number for clothing and footwear increased by 4 points to 523 due to a rise in the average price of long cloth only.

The index numbers for the miscellaneous group increased by 2 points to 457 due to a rise in the average prices of pan leaf, Supari and hair oil.

**CONSUMER PRICE INDEX NUMBERS FOR INDUSTRIAL
WORKERS FOR PUNE CENTRE**

(Average prices for the calendar year 1961=100)

Groups	Weight proportional to total expenditure	Group Index Numbers	
		Feb. 1984	Mar. 1984
I. Food	55.85	623	597
II. Fuel and light	6.89	686	714
III. Housing	6.65	144	144
IV. Clothing and Footwear ..	10.31	519	523
V. Miscellaneous	20.30	455	457
Total ..	100.00	.....	.....
Consumer Price Index Number ..		551	539

JALGAON***556—A fall of 12 points**

In March 1984 the consumer Price Index Number for Working class (New series) for Jalgaon centre with base year 1961 equal to 100 was 556 being 12 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 decrease of 25 Points to 601 due to a fall in the average Price of rice, jowar, turdal, groundnut oil, chillies dry, vegetables fruit, gur.

The index number for the fuel and light group remained steady at 711 points to

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

The index number for clothing and footwear increase of 10 points to 539 due to a rise in the average price of dhoti cloth for trouser, longcloth

The index numbers for the miscellaneous group increase of 11 points to 463 due to a rise in the average prices of Panfinished, Supari, Katha, hair oil.

**CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS
FOR JALGAON CENTRE**

(Average prices for the calendar year 1961 = 100)

Groups	Weight proportional to total expenditure	Group Index Numbers	
		February 1984	March 1984
I-A Food	60.79	626	601
II. Fuel and Light	7.20	711	711
III. Housing	6.11	183	183
IV. Clothing and Foot-Wear	10.29	529	539
V. Miscellaneous	15.61	452	463
Total			
Consumer Price Index Number		568	556

*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 1939=100, the new index number of base 1961=100 should be multiplied by the linking factor viz. 5.29.

NANDED**627—A rise of 13 points**

In March 1984 the consumer Price Index Number for working class (New series) for Nanded centre with base year 1961 equal to 100 was 627 being 13 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 Nanded centre.

The index number for the food group increase of 22 points to 696 due to rise in the average price of jowar, moongdal, uriddal, ghee, chillies dry, tamarind, mixed spices, potatoes, tomatoes, garlic gur.

The index number for the fuel and light group increase of 7 points to 780 due to a rise in the average prices of firewood only.

The index number for housing remains steady at 310 being a six monthly item.

The index number for clothing and footwear decrease of 8 points to 506 due to a fall in the average price of saree and Longcloth.

The index numbers for the miscellaneous group remained steady at 488.

**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	
		February 1984	March 1984
I-A. Food	61.46	674	696
II. Fuel and Light	5.88	773	780
III. Housing	4.62	310	310
IV. Clothing, Bedding and Foot-Wear	12.22	514	506
V. Miscellaneous	15.82	488	488
Total	100.00		
Consumer Price Index Number	....	614	627

Details regarding the scope and method of compilation of the index will be found on pages 1107 to 1112 of the March 1966 issue of *Labour Gazette*.

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

Aurangabad

583—A fall of 29 points.

In March 1984 the consumer Price Index Number for industrial workers (New series) for Aurangabad centre with base year 1961 equal to 100 was 583 being 29 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 Aurnagabad centre.

The index number for the food group decreased by 47 points to 633 due to a fall in the average prices of rice, jower turdal, Kardel oil and vegetables.

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

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

The index number for clothing and footwear decreased by 2 points to 528 due to a fall in the average price of sarce only.

The index numbers for the miscellaneous group remained steady at 458.

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	
		February 1984	March 1984
I. Food ..	60.72	680	633
II. Fuel and Light ..	7.50	771	771
III. Housing ..	8.87	326	326
IV. Clothing and Footwear ..	9.29	530	528
V. Miscellaneous ..	13.62	458	458
Total ..	100.00		
Consumer Price Index Number		612	583

*Details regarding scope and method of compilation of the index will be found on pages 1130 to 1134 of March 1966 issue of Labour Gazette.

Note.—To obtain the equivalent old index number on base August 1943 to July 1944=100 the new index number on base 1961=100 should be multiplied by the linking factor viz 2.22.

ALL INDIA AVERAGE CONSUMER PRICE INDEX NUMBERS FOR INDUSTRIAL WORKERS

The statistics for the Last 12 calendar months from April 1983 to March 1984 are given in the following table:—

TABLE

Month	Base 1960=100	*Base 1949=100
	2	3
April 1983	508	617
May 1983	521	633
June 1983	533	648
July 1983	541	658
August 1983	549	667
September 1983	554	673
October 1983	558	678
November 1983	561	682
December 1983	559	679
January 1984	563	684
February 1984	561	682
March 1984	558	678

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

LABOUR GAZETTE—MAY 1984

Centre	Base	Food	Pan, Supari, Tobacco etc.	Housing	Clothing, bedding and Foot-wear	Miscellaneous	Consumer Price Index March 1984	Final value (Old Index Number)	Equivalent Price Index Number		
									1984	1984	1984
1	2	3	4	5	6	7	8	9	10	11	12
Bombay	1960=100	639	629	764	171	557	448	579	2,571	570	2,566
Solapur	1960=100	638	481	708	255	577	452	590	2,254	600	2,292
Nagpur	1960=100	603	549	846	297	602	441	569	2,970	561	2,928
Pune	1961=100	597	....	714	144	523	457	539	....	551	....
Jalgaon	1961=100	601	....	711	183	539	463	556	2,941	568	3,005
Nanded	1961=100	696	....	780	310	506	488	627	1,536	614	1,504
Aurangabad	1961=100	633	....	771	326	528	458	583	1,294	612	1,359

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 FEBRUARY 1984

Industrial Courts, Tribunals and Labour Courts

In all 2,739 applications were received by the Industrial Courts, Tribunals and Labour Court during the month. Their break-up are as under:—

Serial No.	Name of the Industrial Court/Tribunal and Labour Court	No. of applications, etc. received during the month under the—			Total
		B.I.R. Act, 1946	I.D. Act, 1947	Other Acts.	
1	2	3	4	5	6
I. Industrial Court/Tribunals—					
1	Industrial Court, Bombay ..	7		61	68
2	Industrial Tribunal, Bombay ..		42		42
3	Industrial Court, Nagpur ..	2		32	34
4	Industrial Tribunal, Nagpur ..		1		1
5	Industrial Court, Pune ..	7		31	38
6	Industrial Tribunal, Pune ..		19		19
7	Industrial Court, Thane ..	1		65	66
8	Industrial Tribunal, Thane ..		5		5
9	Industrial Court, Kolhapur ..	1		113	114
10	Industrial Court, Amravati ..	16		13	29
11	Industrial Court, Nashik ..	2		20	22
12	Industrial Tribunal, Nashik ..		1		1
Total		36	68	335	439
II. Labour Courts—					
1	Labour Court, Bombay ..	36	279	271	586
2	Labour Court, Pune ..	129	485	45	659
3	Labour Court, Nagpur ..	27	50	109	186
4	Labour Court, Thane ..	1	31	59	91
5	Labour Court, Kolhapur ..		15	19	34
6	Labour Court, Solapur ..	2	24	129	155
7	Labour Court, Akola ..		21	26	41
8	Labour Court, Nashik ..	1	7	6	14
9	Labour Court, Aurangabad ..		46	37	83
10	Labour Court, Dhule ..		77	12	89
11	Labour Court, Sangli ..	6	4	16	26
12	Labour Court, Bhandara ..		68	7	75
13	Labour Court, Amravati ..		5	25	30
14	Labour Court, Ahmadnagar ..	6	218	7	231
Total		208	1,330	762	2,300

Wage Boards— No reference was received by the Wage Board for Silk textile Industry during the month under review.

Conciliation

An analysis of disputes handled by the Conciliation machinery in the State during February 1983 under various Acts is 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 4
(1) Industrial Disputes Act, 1947	294	150	444
(2) Bombay Industrial Relations Act, 1946	3	12	15
(3) Bombay Industrial Relations (Extensions and Amendment) Act, 1964.	....	....	....
Total	297	162	459

(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	Withdrawn or not pursued by parties 6	Closed 7	Total (4 to 7) 8	Pe at end m
I. D. Act, 1947	1,337	444	140	147	53	68	408	1
B. I. R. Act, 1946	197	15	4	7	1	17	29	
B. I. R. (Ext. and Amdt.) Act, 1964.	....	....	....	....	....	....	....
Total ..	1,534	459	144	154	54	85	437	1,5

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	Wollen Textile 4	Textile Processing 5	Hosiery 6	Banking 7	Sugar 8	Misc. 9	Transport 10
B. I. R. Act, 1946	4	2	..	3	1	1	1	1	2

Act 1	Textile Industry 2	Paper Industry 3	Printing Industry 4	Press Industry 5	Electricity 6	Banking 7	Chemical Engineering 8	Local Bodies 9	Other Misc. 10
B. 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	Kolhapur 8
B. I. R. Act, 1946	7	2	3	1		1	1

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

INDUSTRIAL DISPUTES IN MAHARASHTRA STATE DURING FEBRUARY 1984

	February 1984	January 1984	February 1983
No. of Disputes	44	53	79
No. of Workers involved	16,507	17,308	62,744
No. of Man-days lost	3,61,705	4,01,562	15,08,764

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 February 1984	Started during the month i.e. February 1984	Total		
1	2	3	4	5	6
Textile	5		5	1,089	24,625
Engineering			19	4,836	1,10,505
Chemical	5	2	7	7,678	1,83,394
	10	3	13	29,04	43,181
Total	39	5	44	16,507	3,61,705
Total	40	13	53	17,308	4,01,562

Eighteen of the disputes arose over questions of "pay, allowances and bonus issues" related to "Retrenchment and grievances about personnel". No disputes on "leave and hours of work" and the remaining 18 were due to other causes.

Out of the 7 disputes that terminated during the course of the month, 3 disputes were terminated in favour of the workers, 1 in favour of the management, while the remaining one dispute was indefinite.

Note: 1 — The figures given in the above Table are based on returns received under the collection of statistics for 1983. In compiling statistics on industrial disputes, Ministry of Labour, Government of Maharashtra, has not included any disputes which are not reported to it.

Note: 2 — The total number of man-days lost in February 1984 has been 3,61,705.

THE FOLLOWING STATEMENT GIVES THE DETAILED INFORMATION OF IMPORTANT INDUSTRIAL DISPUTES CAUSING MORE THAN 10,000 MANDAYS LOST DURING THE MONTH OF FEBRUARY 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	
1	2	3	4	5	6	7	8	9	10	11
1	Thane— Teksons Ltd., Thane	Pvt.	S	Reinstatement	20-4-1981	....	459	10,800	3,96,178	Continued
2	Pune— Swastik Rubber Products Ltd. Pune 411 003.	Pvt.	L	Wages	14-3-1982	....	1,260	28,762	7,62,415	Do.
3	Bombay— Calico Dyeing Printing Mills Ltd., Industrial Estate, Bombay 400 012.	Pvt.	L	Labour Frontline	2-2-1983	....	585	14,625	2,18,205	Do.
4	Bombay— Messrs. The Mineral Stores Pvt. Ltd., Industrial Estate, Bombay 400 078.	Pvt.	S	Wages	2-9-1983	....	697	16,426	1,04,568	Do.
5	Bombay— Estron Batteries Ltd., D. V. Matunga, Bombay 400 019.	Pvt.	L	Unfair Labour Practice	3-11-1983	....	1,170	28,080	1,19,340	Do.

THE FOLLOWING STATEMENT GIVES THE DETAILED INFORMATION OF IMPORTANT INDUSTRIAL DISPUTES CAUSING MORE THAN 10,000 MAN-DAYS LOST DURING THE MONTH OF FEBRUARY 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	
1		3	4	5	6	7	8	9	10	11
	<i>Thane—</i>									
6	The National Rayon Corporation Ltd., District Thane.	Pvt.	L	Go-slow	24-11-1983	....	5,985	1,52,192	5,14,372	Continued.
	<i>Thane—</i>									
7	Messrs Mukund Iron & Steel Works Ltd., Belapur Road, Kalwa, Thane.	Pvt.	L	Go-slow	27-11-1983	....	1,358	32,592	1,08,640	Do.
	<i>Thane—</i>									
8	Wimco Limited, Western Region, Ambarnath, Thane.	Pvt.	L	Go-slow	12-1-1984	....	1,176	28,224	48,216	Do.

PRESS NOTE ON ESIS BENEFITS IN MAHARASHTRA AND GOA

ESIS Pays Rs. 1.22 lakhs In March 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 medical care to the workers, and their families.

In Maharashtra 12,89,263 employees were under the coverage of the scheme in the month of March 1984. The high-lights of the benefits paid to these employees were as follows.

(I) 89,381 workers were paid Rs. 63,86,826.33 for the Sickness and Rs. 4,11,607.80 were paid for the long term diseases under Extended Sickness benefit for the classified diseases, e.g., T.B., Hemiplegia, Paraplegia, Psychoses etc.

(II) 21,978 workers were paid Rs. 47,14,028.40 on account of accidents as employment injury which included 7,222 cases for the permanent disablement and 2,649 for the pension to the dependent/families due to death of the workers in the accidents.

(III) Rs. 5,09,681.70 were paid to the women workers for the Maternity Benefit.

Besides above 248 persons were sterilized and they were paid Rs. 47,001 as family planning benefit.

There were 107 cases where legal proceedings were initiated against defaulting employers for the recovery of arrears of contributions.

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