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**THE
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COURT REPORTER**

Started in January, 1948, the *Industrial Court Reporter*, issued monthly, contains important orders and awards of the Industrial Court and Tribunals in Maharashtra State, as well as the selected decisions of the High Court and the Supreme Court of India. The *Reporter* serves employers, employees, trade unions and lawyers in finding at one place the case law on industrial and labour matters.

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LABOUR GAZETTE

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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 contains statistical and other information on consumer numbers for working class, industrial disputes, industrial cases under labour laws, labour legislation, etc. Special articles on labour etc., are published from time to time.

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VOL. LXIII

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ARTICLES, REPORTS, ENQUIRIES, ETC.

Unions and Productivity—by M. Kalyansundaram

GIST OF IMPORTANT NOTIFICATIONS UNDER VARIOUS LABOUR LAWS**CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS IN MAHARASHTRA STATE—**

Bombay

Solapur

Nagpur

Pune

Jalgaon

Nanded

Aurangabad

ALL INDIA AVERAGE CONSUMER PRICE INDEX NUMBER FOR INDUSTRIAL WORKERS**STATEMENT SHOWING THE CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS BY GROUPS FOR SEVEN CENTRES IN MAHARASHTRA STATE****LABOUR INTELLIGENCE—**

Industrial Relations in Maharashtra State . .

Industrial Disputes in Maharashtra State

Benefits under the Employees State Insurance Scheme . .

The Month in Brief

Consumer Price Index Numbers for Working Class

The Bombay, Solapur and Nagpur Consumer Price Index Numbers for Working Class for the month of February 1984, with average price for the year ended December 1960 equal to 100 were 578, 600 and 561, respectively. The Pune, Jalgaon, Nanded and Aurangabad consumer price Index Numbers for Working Class for the month of February 1984 with the average prices for the year ended December 1961 equal to 100 were 551, 568, 614 and 612 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 February 1984 was 561 as compared to 563 in January 1984. On base 1949—100 derived from 1960 based Index worked out to 682 as against 684 for January 1984.

Industrial Disputes in Maharashtra State

During the month of January 1984, there were 53 disputes involving 17,308 workmen and time loss of 4,01,562 working days as compared to 51 disputes in December 1983 involving 16,848 workmen and time loss of 3,84,357 mandays.

Further particulars of industrial disputes are given at pages 558 to 559 this issue.

Benefits under the Employees State Insurance Scheme

During the months of January 1984 and February 1984, 43,500 insured persons received Rs. 87,24,436.84 cash benefit due to employment injuries. This includes, 14,500 persons who were in receipt of pension for permanent disablement benefit and 5,165 persons who were in receipt of dependents of deceased Insured Persons. During these months 14,634 accidents were reported against 15,263 during the preceding months of November and December 1983.

Current Notes

How West German workers look at priorities

According to a survey carried out in the Federal Republic of West Germany, "to have a steady job" was easily first in the list of priorities expressed by employees (89 per cent of those questioned). Far behind came "a reliable pension" (40 per cent), "maintenance of acquired rights" (33 per cent) and "retirement at age 60" (29 per cent). It is interesting to note that the wish for higher incomes or more co-decision was expressed by only 10 per cent, whereas 18 per cent wanted better training, 14 per cent would like less pollution and 11 per cent asked for a 35 hour week. It is interesting also that only 8 per cent said they wanted lower taxes.

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

1.46 m. get jobs

According to the Minister of State for Labour and Rehabilitation over 1.46 million persons secured employment through employment exchanges during 1981-83. Over 493 lakh persons got employment in the Central Government establishments and public sector undertakings under the Central Government through exchanges during the same period.

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

Committee formed to study medical representatives demand

The Minister of State for Labour told the Rajya Sabha on February 27, 1984 that a Committee was formed by the Centre consisting of labour secretaries of four State Governments and the Deputy Chief Labour Commissioner of the Central Government to study the demands of the medical representatives of the country in December 1983. Its recommendations were under the Government's consideration.

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

Price Index base year for Farm Labour to be changed

The base year of the present series of consumer price index numbers for agricultural labourers is likely to be changed to 1977-78 from 1960-61. The Government had earlier decided to change the base year of consumer price index numbers for industrial workers from 1960 to 1982. The proposal is stated to have been approved by the Technical Advisory Committee on Statistics of Prices and Cost of Living. The administrative approval is now awaited. The index numbers, which influence the revision of minimum wages of agricultural workers, have already been completed for up to December 1983.

The new proposal is to replace the present series (base 1960-61=100) by a new series based on consumption expenditure data collected by the National Sample Survey Organisation during the 32nd round, i.e. 1977-78. The sample survey has been conducted for 15 states, namely Andhra Pradesh, Assam, including Manipur, Meghalaya, and Tripura, Bihar, Gujarat, Jammu and

Kashmir, Karnataka, Kerala, Madhya Pradesh, Maharashtra, Orissa, Punjab, including Delhi, Haryana and Himachal Pradesh, Rajasthan, Tamil Nadu, Uttar Pradesh and West Bengal.

Meanwhile, the all-India annual average consumer price index numbers for agricultural workers rose by 53 to 511 points during 1983 from 458 in 1982, according to the Labour Bureau. The maximum decrease was witnessed in Rajasthan.

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

Employee Cost in Labour Intensive Industries as high as 67 per cent

According to a study in a Reserve Bank publication entitled "Occasional Papers", in the category of public limited companies in the private sector, the share of compensation to employees was relatively low in the capital-intensive industries with the labour intensive industries having the highest share—between 58 to 67 per cent.

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

Registration of Job-seekers by computer sought by working panel

The Working Group on Employment Service set up by the Planning Commission in the context of preparing the Seventh Plan on February 22 suggested that the work of registration of job-seekers be computerised. This would not eliminate delay in placement but also put an end to complaints of malpractices it is felt.

The group is one of four set up by the Commission on matters connected with labour. The other three relate to industrial relations, vocational training and Women's training. It is felt that the four groups together constitute the core of the labour sector.

The group on Employment Service also noted that at present only 9,00,000 people had been placed in jobs through employment exchanges. The exchanges had to be properly geared to perform their new role of helping the unemployed young to be self-employed.

In this context it was considered that the employment exchanges role would in the main, be in the nature of personal guidance and motivation.

During the Sixth Plan period the role of motivating and guiding work-seekers into taking up self-employment was assigned to the Employment Service.

A scheme to strengthen the employment exchanges for this purpose had been initiated in 30 districts spread over 24 States, and Union Territories. The scheme will be evaluated before the end of the Sixth Plan.

Extension to other districts would depend on the results of the evaluation.

The employment officers are also members of the task forces set up at district level under the Prime Minister's scheme for providing self-employment to educated youth through District Industries Centres.

It has been suggested by the Working Group on Employment Service that employment officers attached to the task forces be given clear guidance so that they can in turn guide those seeking assistance in self-employment.

Headed by the Union Secretary in the Ministry for Labour and Rehabilitation, the Working group has among other representatives of the Planning Commission some Central Ministries and State Governments.

(Indian Worker, dated 5th March 1984).

Labour Cost Increases

An average labour cost per man-day worked has increased by Rs. 2.32 during 1978-79.

During 1977-78 per manday was Rs. 25.70 which has increased to Rs. 28.02 during 1978-79 according to the Survey conducted in 97 industries throughout the country, 80.4 per cent go as salaries wages 6.4 per cent as bonus, 2.2 per cent as benefits in kind, 7.0 per cent as old age benefits, 2.2 per cent as other Social Security charges and 1.8 per cent as other elements.

The Labour Cost per manday showed decline in respect of manufacture of jute hemp and mesta textiles and water works and supply by Rs. 1.48 and Rs. 0.50 respectively while the maximum increase has been noticed in manufacture of machinery, machine tools and parts except electrical machinery by Rs. 6.99 during 1978-79 against the preceding month.

Similarly out of 25 States including Union Territories only Himachal Pradesh claimed the distinction of decrease in average labour cost per day while Orissa registered the maximum increase in this respect of Rs. 5.17 and Rs. 12.72 respectively, minimum increase of 4 paise per man-day has been reported from Bihar to be followed by West Bengal where increase was only 58 paise per man-day worked.

In Manipur the minimum cost has been Rs. 9.49 during 1977-78 and no figures are, however, available for 1978-79 in the Union Territory. While maximum cost per man-day worked Rs. 35.11 has been registered in Maharashtra.

(Indian Worker, dated 5th March 1984)

Panel on khadi soon

The Government has decided to set up a Co-ordination Committee to further develop co-operation and co-ordination between various agencies dealing with khadi, handloom handicraft and silk sectors.

This committee will evolve a framework and draw a concrete plan of action for securing better results.

This decision was taken at a meeting under the chairmanship of Shri N. D. Tiwari, Union Minister of Industry at New Delhi on February 22. It also went into further steps needed to improve quality competitiveness and production in the khadi and village industries sector.

It was recommended that the Khadi and Village Industries Commission (KVIC) should introduce modern marketing techniques and explore possibilities for export of their products. It was suggested that the Commission should utilise the service of specialised agencies for improving quality of khadi and undertake improvement in tools and equipment.

(Indian Worker, dated 5th March 1984).

Advisory panel defers consideration of criteria for minimum wage

The 15th meeting of the Minimum Wages Advisory Board, held here on February 25 under the chairmanship of the INTUC nominee, Shri J. N. Bharadwaj, decided to defer the discussion on a proposal for a criteria for the fixation and revision of minimum wages.

Shri Bharadwaj chaired the meeting in the absence of Shri P. S. Safer, who had resigned from the chairmanship of the board.

The proposal for the formulation of criteria for fixing and revising the minimum wages was made by Shri M. Kalyanasundaram, another INTUC nominee, who has pointed out that the Minimum Wages Act did not lay down the criteria for the fixation of minimum wages.

In his broad outline on the determination of criteria, Shri Kalyanasundaram has referred to the report of the committee on Fair Wages, appointed by the Union Government, which had observed.

"We consider that a minimum wage must provide not merely for the bare sustenance of life, but for preservation of the efficiency of the worker. For this purpose the minimum wage must also provide for some measure of education, medical requirements and amenities."

He has also referred to two observations of the Supreme Court viz. the observation in the judgement in the case of Chandra Bhawan Boarding and Lodging vs. State of Mysore which said: "The concept of Minimum Wage is likely to undergo a change with the growth of our economy and with the change in the standard of living. It is not a static concept. Its concomitants must necessarily increase with the progress of the society," and the observation of Justice Gajendragadkar in his judgement on the Vacuum Refining Co. that "The policy of the Act is to prevent employment of sweated labour in the interest of general public and so in prescribing the minimum wage rates, the capacity of the employers need not be considered. What is being prescribed is minimum wage rates which a welfare State assures every employer must pay."

The staff development programmes would help train women in extension work, audio-visuals, management evaluation and report drafting, decision making and project monitoring.

The trainees' development programme would relate to home management, nutrition, population education and entrepreneurship.

And the income-generating programmes would involve short-term vocational training in liaison with industries.

Since 1977, with financial assistance from the Swedish International Development Agency (SIDA) and technical guidance from the International Labour Organization, three institutes have been developed for vocational training to women. The National Vocational Training Institute based in the capital is the apex organization, with the Bombay and Bangalore institutes serving as satellite centres.

Three institutes offer training courses at basic and advanced levels of skills in electronics, secretarial practice, embroidery and needle crafts, hair and skin care, dressmaking and the like.

Several trades suitable for training of women have been designated under the Apprenticeship Training Programme for on the job training in industry. On December 31 last 2,865 women were under training in different trades. In addition, 362 women graduates and diploma holders in engineering or technology were being trained as graduate and technician apprentices.

Experience has shown that an obvious reason for job utilization by women of the training capacity under the Apprenticeship Scheme is the socio-cultural conditions prevailing in the country. At the same time, it is realized that employers are reluctant to ask girls to work as trade apprentices in industry despite repeated requests by the Directorate-General of Employment and Training.

In addition to the efforts of the Directorate several Ministries and Central departments as also voluntary organizations at State and Central levels have their own training programmes for women.

The Ministry for Social Welfare for instance, has a scheme to assist projects sponsored by public undertakings or corporations and autonomous organizations for setting up training employment and production units which would provide sustained employment to women. The Khadi and Village Industries Commission trains women in Khadi industry, processing of cereals and pulses, fibre, cane and bamboo work.

(Indian Worker, dated 12th March 1984).

Working group on textile industry

The Government has appointed a working group to make an indepth study of the present difficulties and future growth prospects of the textile industry in the context of the Seventh Five-Year Plan.

working group will chalk out a long-term strategy to ensure that units not become sick. It may also suggest remedial measures to revive the existing sick mills.

The suggestion for appointing a working group was made at the first meeting of the Central Advisory Council on the textile industry, held on 19th January year. The meeting was presided over by the Union Minister of Commerce, V. P. Singh, who accepted the proposal.

The formal announcement of the setting up of the committee was made last month.

According to informed sources, the textile industry had demanded that unregulated growth of the powerloom sector be checked and a ban be imposed on the installation of additional spindles.

To overcome the problem of poor offtake, the textile industry has suggested that it should be provided with additional credit and incentives for export in the form of cash compensatory support and full refund of indirect taxes on export of yarn.

(Indian Worker, dated 12th March 1984).

Maharashtra to amend labour laws

The Government of Maharashtra is likely to move a legislation to amend the labour laws with a view to create 'proper atmosphere' for better industrial relations.

This was disclosed on 26th February by the State's Labour Minister, Shri M. G. Kimmatkar while addressing a seminar on "Industrial violence—Causes and Remedies" organised here by the Association of Indian Engineering Industry (Western region).

Shri Kimmatkar, pointing out that the Government had also a role to play as the third party in ensuring industrial peace in the State, observed that the present laws were riddled with lacunae and there was scope for increasing new legal measures.

(Indian Worker, dated 12th March 1984).

Cine workers welfare fund rules

The Union Government has decided to levy a cess of Rs. 1,000 on every feature film for the purpose of setting up a cine workers welfare fund.

The amount will be taken by way of a demand draft which will accompany every feature film submitted for certificate under Section 4 of the Cinematograph Act, 1952 to the Central Board for film certification.

According to a notification placed on the table of the Rajya Sabha by the Deputy Information and Broadcasting Minister, Shri Ghulam Nabi Azad, on 27th February the Cine Workers Welfare Cess Act, 1981 and the Cine Workers Welfare Cess Rules, 1984 came into force on 1st January this year.

Shri Kalyanasundaram has also drawn attention to the Government having been a party to the unanimous decision and acceptance of the caloric formula of Dr. Akroyd for the need of 2600 calories intake by an Indian worker.

He has further argued that the cost of the diet with 2600 calories as considered necessary for the Indian Worker varied between Rs. 5 and Rs. 6 a month on the basis of pre-war prices. For the purpose of deciding the minimum wage, the average family of a worker should be taken to consist consumption units, i.e. himself, his wife and two children. On the basis of the pre-war price of Rs. 5 or Rs. 6 food alone constituted 60 per cent of the entire family expenses if the cost of four adult consumption units came to Rs. 20.15 and the other 40 per cent worked out to Rs. 13.43 totalling Rs. 33.58.

On the basis of the above observations a minimum wage of Rs. 40 fixed at 160 points of the cost of living index worked out to Rs. 25 per month at the pre-war index of 100 points with 1936 as the base year.

According to Shri Kalyanasundaram, on the basis of the above figures, it would be easy to arrive at a rational approach to the fixation of a minimum wage. The cost of living index number of 100 with 1936 as the base is presently more than 3100 on the base and the minimum wage could be determined by the product of the wage of Rs. 25 at the pre-war index of 100 and the present index of 3100 with 1936 as the base year and divided by 100. He has, therefore, suggested the fixation of a minimum wage of Rs. 29.80 per day as against the present irrational wage of Rs. 9.25 a day.

He has also urged for the payment of wages at rates more or less equivalent to the rates available to workers in comparable occupations.

Earlier, the committee decided to add granite mines to the already listed 26 mines for which it had recommended categorisation. By this addition the workers presently treated as unskilled would be placed in semi-skilled category to get an additional wage of about Rs. 4 to Rs. 5 a day.

The notification on the fixation of minimum piece rates of wages for the workers in stone mine of Raisina District of Madhya Pradesh as per the directions of the Supreme Court was approved by the Board.

The Board will meet again on April 24 when Shri Kalyanasundaram's proposal for criteria may be taken up again.

(Indian Worker, dated 5th March 1984)

Wage law for Farm labour to be amended

The Legislation on Payment of minimum wages to agricultural workers will soon be appropriately amended to make it more effective.

Disclosing this in the Rajya Sabha on February 27, the Labour Minister, Shri Veerendra Patil said that the Proposal to amend the Act was in "advanced Stage of consideration".

He assured the House that an amendment bill would be introduced at the after the completion of certain formalities on the proposed bill.

Shri Patil agreed that the existing machinery in many States was inadequate for the enforcement of minimum wages in the agricultural sector and informed the centre was persuading the State Governments to improve enforcement.

The major obstacles in the implementation of the Act were the seasonal nature of agricultural employment, the illiteracy of the workers their inability to organise and non-availability of alternative employment opportunities. The socio economic conditions prevailing in the agricultural sector posed big difficulties in the enforcement of the legal provisions.

In a written reply, the Minister referred to a seminar on unionisation of rural labour and said that it was of that view that creation of awareness among the rural labour on the need to organise would facilitate implementation of minimum wage law that recently amended the Industrial Disputes Act of 1947.

He also disclosed that no decision had so far been taken on the recommendation made by the Sanat Mehta Committee for setting up the Industrial Relations commissions.

(Indian worker, dated 12th March 1984)

Self-employment Scheme

Nationalised banks have sanctioned upto January last Rs. 18.47 crores to about 13,000 applicants under the scheme for self employment of educated unemployed youth announced by the Prime Minister on Independence Day last year.

Besides, more than Rs. 18 crores have been given as assistance upto January, 25, this year to 12,998 applicants under the new self employment scheme.

Rajasthan accounts for the largest sum of Rs. 5 crores sanctioned to 2,500 persons.

Kerala is next with Rs. 2.37 crores for 1,298 persons. In Andhra Pradesh, 2,519 persons have been given Rs. 1.73 crores.

In Assam 374 persons have availed of the assistance totalling Rs. 1.7 crores).

(Indian worker, dated 12th March 1984)

New vocational training programme for women

Several new vocational training programmes for women are proposed to be taken up during the Seventh Plan Period.

These include skill training in new areas, staff development trainees development and income generating non-formal programmes. All this would be in addition to establishment of more regional vocational training institutes.

The staff development programmes would help train women in extension work, audio-visuals, management evaluation and report drafting, decision making and project monitoring.

The trainees' development programme would relate to home management, nutrition, population education and entrepreneurship.

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In addition to the efforts of the Directorate several Ministries and Central departments as also voluntary organizations at State and Central levels have their own training programmes for women.

The Ministry for Social Welfare for instance, has a scheme to assist projects sponsored by public undertakings or corporations and autonomous organizations for setting up training employment and production units which would provide sustained employment to women. The Khadi and Village Industries Commission trains women in Khadi industry, processing of cereals and pulses, fibre, cane and bamboo work.

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The working group will chalk out a long-term strategy to ensure that units do not become sick. It may also suggest remedial measures to revive the existing sick mills.

The suggestion for appointing a working group was made at the first meeting of the Central Advisory Council on the textile industry, held on 19th January this year. The meeting was presided over by the Union Minister of Commerce, Shri V. P. Singh, who accepted the proposal.

The formal announcement of the setting up of the committee was made last month.

According to informed sources, the textile industry had demanded that unregulated growth of the powerloom sector be checked and a ban be imposed on the installation of additional spindles.

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According to a notification placed on the table of the Rajya Sabha by the Deputy Information and Broadcasting Minister, Shri Ghulam Nabi Azad, on 27th February the Cine Workers Welfare Cess Act, 1981 and the Cine Workers Welfare Cess Rules, 1984 came into force on 1st January this year.

The rules have been framed in accordance with the powers conferred under Section 10 of the Act. The demand draft in favour of the Chairman of the Board, will be remitted to the Consolidated Fund of India and will form the nucleus for the welfare fund.

The Cine Workers Welfare Act also provides for crediting of any grants to be made by the Central Government or for acceptance of donations from different sources.

The Cine Workers Welfare Cess Act was passed by both Houses of Parliament and received the assent of the President on 11th September 1981. It provided for setting up of the fund.

(Indian Worker, dated 19/26th March 1984).

Law on lay-offs, closures soon

The Government has decided to bring into force as soon as possible the provisions relating to retrenchment, lay-off and closure contained in the act that recently amended the Industrial Disputes Act, 1947, Labour Minister, Veerendra Patil told the Rajya Sabha on 27th February.

In reply to a member the Minister said no decision had so far been taken on the recommendation made by the Sanat Mehta Committee for setting up the Industrial Relations Commissions.

Minister of State for Labour, Dharam Vir said that a committee was formed by the Centre consisting of Labour Secretaries of four State Governments and the Deputy Chief Labour Commissioner of the Central Government, to study the demands of the medical representatives of the country in December 1981.

(Indian Worker, dated 19/26th March 1984).

Fourth pay panel

The Fourth Central Pay Commission is in the process of financing a questionnaire which is expected to be issued shortly, Minister of State for Finance, S. M. Krishna told the Rajya Sabha on 28th February.

(Indian Worker, dated 19/26th March 1984).

Sick units

A huge number of 58,549 small scale industrial units were sick at the end of December 1982, according to the latest available statistics. At the end of June 1982, the number of large industrial units sick was 435, Shri S. B. P. Patabhi Rama Rao said in the Lok Sabha on 21st March.

West Bengal topped list the with 111 large sick units and 11,201 small scale units followed by Maharashtra with 88 and 5,910 large and small scale units respectively.

There were 53 large and 6,771 small scale sick units in Uttar Pradesh, Tamil Nadu had 35 large and 8,111 small scale sick units.

(Indian Worker, dated 19/26th March 1984).

Bonded labour

all bonded labourers had been identified and freed till 21st December

(Indian Worker, dated 19/26th March 1984).

Amendment of Bonus Act ruled out

Labour Minister Veerendra Patil said in a written reply in the Lok Sabha on March 13, that there was no proposal under consideration of Government to amend the Bonus Act to cover employees drawing salary more than Rs. 1,600 per month.

He was replying to a member of the House who sought an amendment to the act.

(Indian Worker, dated 19/26th March 1984)

Session Court at Gondia from March, 1

The Government of Maharashtra has decided to create from March 1, 1984 sessions division for the revenue tahsils of Gondia, Tirora, Goregaon, Amgaon Salekasa and to establish a court of session at Gondia for trial of cases arising from the area of this session division.

(Daily Note, dated 1st March 1984).

Minimum Wages revised in 6 Employments

The Government of Maharashtra has revised the minimum rates of wages in 6 employments namely oil mill, public motor transport, stone breaking and stone crushing, automobile repairing workshops and garages, potteries and bakeries with effect from March 16, 1984.

The notification in this respect has been published in part I-L of State Government Gazette, extra-ordinary dated March 9, 1984.

(Daily Note, dated 10th March 1984).

Educational concessions in Vidarbha

The Government of Maharashtra has decided to continue the scheme of the Vidarbha Educational Concessions for the year 1983-84 on the usual conditions.

The scheme is in connection with the free education to children of age group 6-14 years limited to students studying in standard V, VI and VII.

(Daily Note, dated 16th March 1984).

Revised Wages for Potters

The minimum rates of wages payable to the workers in the potteries employment i.e. manufactories of crockery, sanitary ware and glazed tiles, porcelain insulators and porcelain electrical fittings, glazed jars used for storing pickles, oils, acids and such other materials, and stone-ware pipes, glazed, have been revised according to a State Government notification.

To be effected from March 16, the new rates have been published in the part I-L of the Gazette, extraordinary of March 9, 1984.

For this purpose, there will be three zones for payment the mode of which is monthly daily as follows —

Skilled—Rs. 462 and Rs. 18.48 ; Rs. 420 and Rs. 16.80 ; Rs. 402 and Rs. 16.08.

Semi-skilled—Rs. 336 and Rs. 13.44 ; Rs. 306 and Rs. 12.24 ; Rs. 294 and Rs. 11.76.

Un-skilled—Rs. 210 and Rs. 8.40 ; Rs. 198 and Rs. 7.92 ; Rs. 180 and Rs. 7.20.

Employees not mentioned in either of these categories, will get the same rates as payable to the un-skilled ones in the similar group. Those below 18 years are entitled to get 80 per cent of wages admissible to the adult employees.

(Daily Note, dated 22nd March 1984).

**Articles, Reports, Enquiries, etc.**

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

UNIONS AND PRODUCTIVITY

By

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It is a little over a quarter century since the productivity movement was given due importance with the start of the National Productivity Council. In its efforts to promote productivity consciousness in the people, the Council has been conducting innumerable seminars, symposiums, workshops, training courses and a considerable number of publications.

An assessment of the achievements of the Council during the twenty-five years of its activities does not project so encouraging a picture as was expected. It can not be denied that the workers, who constitute the main human factor in achieving higher productivity, and their trade unions continue to remain unconcerned about productivity and even those evincing some interest adopt a negative attitude to the factors involved in productivity.

In this context four major questions loom large before us. They are —

- (i) Why is the requisite awareness about productivity is not generated as yet ?
- (ii) What are hurdles in this regard ?
- (iii) Where do the mistakes lie and with whom ? and
- (iv) Whether there has been a serious analysis by the organisations of the employers and the trade unions ?

To answer these questions an examination of various factors is called for, such as —

- negligible percentage of organised labour in the working population ;
- a large section of even the employed is under employed ;
- the deplorable economic and social condition of the workers ;
- the misguided view on the role of trade unions confined to improving the economic and living conditions of their members ;
- the master to servant approach of the outdated management ;

*Based on the speech of the author in the Symposium on "Unions and Productivity" held at Madras on February 13 and 14 under the joint auspices of the National Productivity Council and the Labour Department of Tamil Nadu.

- no say to the workers in the decision making process ;
- denial to the workers their legitimate share in the gains of productivity ;
- absence of any commitment on the part of the employers ;
- Workers continued feeling that productivity technic means more production through higher workload, increased working hours and reduction in the workforce ;
- continued conflict based industrial relations without the realisation of the 'commonality of interest' resulting in the perpetual resistance to the proposals of the management as anti-labour ;
- disunity in the workers on political lines ;
- absence of necessary incentives ; and
- seeking workers cooperation only in productivity while at the same time employers' indulgence in unfair means in matters relating to industrial relations.

Bleak future

The ultimate result has been that the productivity committees are being viewed as yet another works committees. In many of the industries even these works committees have not been constituted as provided for in the Industrial Disputes Act and wherever they are set up, the committees are not functioning in most cases the decisions of the functioning committees are not implemented, thus forcing the workers to entertain the feeling that any dialogue on productivity will not be meaningful. Workers do not have access to all relevant information. There is complete absence of mutual trust. These are hard realities that demand a deeper study.

Productivity techniques have advanced by leaps and bounds in the developed countries and India lags far behind them and the gap is ever widening. Without determined efforts are taken to narrow the gap and productivity campaign is not conducted vigorously with the involvement of all including the trade unions, the future looks bleak. The huge expenditure incurred on the promotion of the productivity movement is from the tax payers' money and we are accountable to the tax payers. The workers, while being the producers of goods are consumers too, thus contributing considerably to the revenue from taxes. The National Productivity Council and its local councils therefore owe a duty to the consumers particularly to the workers, to enlighten them in order to elicit their active participation.

Basic condition for survival

The Union Minister of Industry, Shri Narain Datt Tiwari, while addressing the National Productivity Council in 1983, said : Productivity is no more a matter of option but a basic condition of survival and growth. He highlighted the imperative need for the trade unions' active involvement without which productivity efforts could not subservise the larger objective of promoting human and social welfare.

The trade unions on their part should free themselves from their present negative attitude and get more and more involved in all activities of productivity organisations and while doing so, the workers should be assured of certain pre-requisites before being asked to partake in the activities.

Collective bargaining has also to undergo a drastic change to be in time with the change of time Productivity should assume greater role and importance in the collective bargain process. At the national level, trade unions should be given greater weight in consultations with the planning authorities in matters of economic planning for total production, total employment, total income generation and other macro level considerations in order to ensure that regional imbalances and accentuation of income inequalities are reduced.

The productivity agreements at the industry or unit level should be reached on the basis of equitable sharing of the gains of productivity. Workers' contribution in generating surplus through improved production should be recognised and hence they should be major beneficiaries in productivity gains. Industries' complete maps of production, wage, profit, price and marketing should be made available to the trade union to embark upon its own research in order to formulate a more scientific and rational approach while sitting at the productivity bargaining table.

Over enthusiastic and un-imaginative employers, in their urge to put into gear the productivity techniques, arbitrarily impose the execution of the process on the workers without a proper assessment of their readiness to adopt the changed situation. The blame for the resultant failure is thrust on the workers while taking the entire credit in the event of its success. The prerequisite is, therefore, a realisation that the change in attitude and behaviour is a slow process and can be achieved only by stages through a long process of education of the workers for identification and adjustment to factors leading to the requisite change through constant dialogue.

The end result

Instead of preaching sermons to the workers, the management should be emotionally and intellectually committed to productivity. The management and the unions should think in unison on the basic need of involvement in productivity being a national involvement. The end result of our efforts towards productivity should mean :—

- to the Government growth in national income, reduction in imports and expansion of quality goods and services ;
- to the employer, reduction in cost of production and manufacturing goods and marketability ensuring adequate return on investment ;
- to the workers, more leisure, ensured safety provisions and equitable distribution of the gains of productivity ensuring better living standards ; and
- to the community, uninterrupted availability of quality goods and services at prices within reach.

Trade unions should no more remain in their sectarian shell and come forward to play their positive role in the productivity field. They can ill afford to be passive spectators any longer. The days of perpetual confrontation because of the large scale exploitation almost extinct. The employers have come to recognise the need for and role of trade unions. In the context of the emergence of the public sector as the biggest employer in the country and the trade unions have gained a place of pride. Workers' participation in management is a constitutional commitment to give the trade unions a major say in the conduct and operation of the industries.

Cardinal Principles

Participation in the management is for the overall prosperity of the industry which can be achieved only through higher productivity, participation also means involvement in all activities with mutual trust and understanding. As for the employers are concerned, they should observe the following as cardinal principles.

- respect to trade unions with trust ;
- recognition of the need to give representation to the workers on the board with no discrimination in status ;
- communication of the problems of the industry with the workers and initiate discussions from the plant level ;
- creation of conditions to motivate the workers to give their best ;
- realisation of the need to enter into wage agreements to the satisfaction of both parties ;
- assurance of a reasonable share of the gains of productivity to the workers ;
- reduction in workload and more leisure hours to better utilise the working hours ;
- to ensure an atmosphere free from all class and cast prejudices among the partners in production ;
- to take an active interest in the welfare of the families of the workers by providing for educational facilities to their children, medical care, etc.; and
- listen and respect the constructive criticisms of the workers and initiate corrective measures.

The need of the hour is a new industrial climate with a new look on industrial relations for congenial climate to make work a pleasure. An attitudinal change on the part of the employers, workers and trade unions that the ultimate owners is the community is imperative to make productivity a way of life.

(Published in *Indian Worker*, dated 5th March 1984)

Gist of Important Notifications under Various Labour Laws

I BOMBAY INDUSTRIAL RELATIONS ACT, 1946.

1. (A) *Appointments under the Act.*—In exercise of the powers conferred by section 9 of the said Act, the Government of Maharashtra has appointed from the date of taking over charge Shri F. N. Velati, Civil Judge (Senior Division), Yeotmal, to preside over the Labour Court, Amravati in place of Shri R. V. Amrutwar.

(Notification No. BIR/1183/7068/Lab.-9, dated 8th December 1983 published in *M. G. G.*, Part I-L, dated 9th February 1984, page No. 539).

2. In exercise of the powers conferred by Section 10 of the said Act, the Government of Maharashtra has appointed, with effect from the date of taking over charge, Shri B. N. Dongre, Joint Secretary to Government of Maharashtra, Law and Judiciary Department, to be member of the Court of Industrial Arbitration.

(Notification No. BIR/1183/7071/Lab.-9, dated 13th December 1983, published in *M. G. G.*, Part I-L, dated 9th February 1984, page No. 540).

3. In exercise of the powers conferred by Section 1 of the said Act, the Government of Maharashtra has appointed Shri G. H. Kadam, Judge Second Labour Court, Nagpur to preside over the first Labour Court in place of Shri S. V. Vaze.

(Notification No. BIR/1083/7074/Lab.-9 dated 13th December 1983, published in *M. G. G.*, Part I-L, dated 9th February 1984, page No. 542).

4. In exercise of the powers conferred by section 9 of the said Act, the Government of Maharashtra has appointed Shri M. S. Deshpande, Judge, Third Labour Court, Nagpur to preside over the second Labour Court in place of Shri G. H. Kadam.

(Notification No. BIR/1083/7077/Lab.-9, dated 13th December 1983, published in *M. G. G.*, Part I-L, dated 9th February 1984, page No. 543-44).

5. In exercise of the powers conferred by section 9 of the said Act, the Government of Maharashtra has appointed Shri D. S. Umrikar, Judge, 3rd Labour Court, Bombay, in place of Shri S. V. Kotnis to be the Presiding Officer of the First Labour Court, Bombay.

(Notification No. BIR/1183/7082/Lab.-9, dated 15th December 1983, published in *M. G. G.*, Part I-L, dated 9th February 1984, page No. 545).

6. In exercise of the powers conferred by Sub-section (2) of Section 5 of the said Act, the Commissioner of Labour, Bombay has appointed Shri M. M. Bayas, Government Labour Officer, Nagpur to be the Assistant Registrar of Unions for the Local areas of Vidarbha Division of the State in place of Shri S. M. Yawalkar, Government Labour Officer, Nagpur and confer him all the powers of the Registrar of Unions under the Act for the said local areas.

(Notification No. CL/BIR/NTF/1083/H. O.-III(B), dated 1st July 1983, published in *M. G. G.*, Part I-L, dated 16th February 1984, page No. 657).

7. In exercise of the powers conferred by Sub-section (2) of section 6 of the said Act, the Commissioner of Labour, Bombay has appointed

The Assistant Commissioner of Labour (Pune Division), to be the Conciliator for the local areas of Pune Division (excluding Pune District) and (2). The Assistant Commissioner of

Labour, Bhandara to be the Conciliator for the local area of Bhandara District and adds the following entry No. 7-A, after Serial No. 7 and No. 16-A after Serial No. 16 respectively in the said Notification as follows :—

Serial No.	Officer	Local Area
1	2	3
(1) 7-A	Assistant Commissioner of Labour, Pune Division	All the local areas in Pune Division (excluding Pune District).
(2) 16-A	Assistant Commissioner of Labour Bhandara.	Bhandara District.

(Notification No. CL/IR/BIR/NTF/1083/H.O.-III, dated 15th December 1983, published in M. G. G., Part I-L, dated 23rd February 1984, page No. 752).

(B) Notification Under the Act.—(1) In exercise of the powers conferred by Section 9 of the said Act, the Government of Maharashtra has assigned to the Labour Courts mentioned in column No. 1 of the Schedule hereto jurisdiction over the local areas respectively shown against each of them in column No. 2 of the schedule

SCHEDULE

Labour Courts (1)	Local Areas (2)
1 First Labour Court, Bombay	Bombay District.
2 Second Labour Court, Bombay	Do.
3 Third Labour Court, Bombay	Do.
4 Fourth Labour Court, Bombay	Do.
5 Fifth Labour Court, Bombay	Do.
6 Sixth Labour Court, Bombay	Do.
7 Seventh Labour Court, Bombay	Do.
8 Eighth Labour Court, Bombay	Do.
9 Ninth Labour Court, Bombay	Do.
10 Tenth Labour Court, Bombay	Do.
11 First Labour Court, Thane	Thane and Raigad Districts.
12 Second Labour Court, Thane	Do.
13 Labour Court, Nasik	Nasik District.
14 Labour Court, Ahmednagar	Ahmednagar District.
15 Labour Court, Dhule	Dhule District.
16 Labour Court, Jalgaon	Jalgaon District.
17 First Labour Court, Pune	Pune District.
18 Second Labour Court, Pune	Do.
19 Labour Court, Kolhapur	Kolhapur, Ratnagiri and Sindhudurg District.
20 Labour Court, Sangli	Sangli and Satara Districts.
21 First Labour Court, Solapur	Solapur, Osmanabad and Latur Districts.
22 Second Labour Court, Solapur	Do.
23 Labour Court, Aurangabad	Aurangabad, Jalna, Beed, Nanded, Parbhani Districts.
24 First Labour Court, Nagpur	Nagpur, Chandrapur, Wardha and Gadchiroli Districts.
25 Second Labour Court, Nagpur	Do.
26 Third Labour Court, Nagpur	Do.
27 Fourth Labour Court, Nagpur	Do.
28 Labour Court, Akola	Akola and Buldhana Districts.
29 Labour Court, Amravati	Amravati and Yeotmal Districts.
30 Labour Court, Bhandara	Bhandara District.

(Notification No. BIR 1083/6986/Lab.-9, dated 8th December 1983, published in M. G. G., Part I-L, dated 9th February 1984, page Nos. 537-38).

खालील शासन निर्णय सर्वांच्या माहितीसाठी

“ मुंबईतील कापड गिरणी कामगारांना देशपांडे समितीच्या शिफारशीनुसार मिळणाऱ्या घरभाडे वस्तुप्रमाणे मुंबई बाहेरील कापड गिरणी कामगारांना घरभाडे भत्ता देण्याबाबत.

महाराष्ट्र शासन

उद्योग, ऊर्जा व कामगार विभाग

शासन निर्णय, क्रमांक बीआयआर-१०८३/७१०१/कामगार-१

मंत्रालय, मुंबई ४०० ०३२, दिनांक ३ जानेवारी १९८४

शासन निर्णय

खालील कापड गिरणी कामगारांच्या प्रश्नांच्या विचार करण्यासाठी केंद्र शासनाने दिनांक १३ ऑगस्ट १९८२ रोजी नियुक्त केलेल्या देशपांडे समितीकडे मुंबईतील गिरणी कामगारांच्या वृत्ती मागण्यांना आयम्यत्रमाने विचार करण्याचे काम सांबाळतात आले होते त्यामध्ये कापड गिरणी घरभाडे वस्तुप्रमाणे हीती या बाबतीचे घटनेत नदरील समितीने आपला अंतरिम अहवाल केंद्र शासनास मार्च १९८३ मध्ये सादर केला सदर समितीच्या शिफारशी ३३ शासनाने स्वीकारल्या आणि त्यानुसार मुंबईतील कापड गिरणी कामगारांना दिनांक १ एप्रिल १९८३ पासून घरभाडे भत्ता दिला जात आहे.

या अहवालानुसार घरभाडे भत्ता मिळण्याबाबत मुंबई बाहेरील कापड गिरणी कामगारांच्या वेळटवाकळाही मागणी डाल होती. या बाबतीचे शासन केल्यानंतर शासन या निर्णयाप्रत आले आहे ती, मुंबईतील गिरणी कामगारांना देशपांडे समितीच्या शिफारशीनुसार कापड गिरणी घरभाडे भत्ता मिळतो, त्याचप्रमाणे घरभाडे भत्ता मुंबई बाहेरील उर्वरित कापड गिरणी कामगारांनाही दिनांक १ जानेवारी १९८४ पासून मिळणे उचित होईल.

देशपांडे समितीच्या संबंधीत शिफारशी सोबतच्या प्रपत्रात (इंग्रजीमध्ये मराठी तर्जुम्याच्या) दिलेला आहेत. मुंबई बाहेरील उर्वरित महाराष्ट्रातील कापड गिरणी कामगारांच्या कामगारांना शासन असे आश्वासन करीत आहे की, त्यांनी त्यांच्या कामगारांना दिनांक १ जानेवारी १९८४ पासून उपरोक्त देशपांडे समितीच्या शिफारशीनुसार घरभाडे भत्ता द्यावा. शासन या शिफारशीच्या व्यवस्थापनांना या बाबतीचे पुढे असे मुचवित की, त्यांनी देशपांडे समितीच्या उपरोक्त शिफारशीच्या अंमलबजावणीबाबत त्यांच्या तर्फे गिरणीतील कामगारांच्या प्रतिनिधित्व क मान्यताप्राप्त संघटनेबरोबर मुंबई नौबागोक मध्य अधिनियम, १९४३ मधील उपरोक्तानुसार आवश्यक ते करार करावे.

खालील माहितीसाठी हा शासन निर्णय महाराष्ट्र शासनाच्या राजपत्र, भाग १-२ मध्ये प्रसिद्ध करण्यात यावा.

जोडपत्र

केट शासनाने मुंबई उच्च न्यायालयाचे निवृत्त न्यायाधीश श्री. व्ही. एस. वेसापाते यांच्या अध्यक्षतेखाली कापड वस्त्रोद्योगाबाबत नेमलेल्या विषमतीय समितीच्या (ही समिती वेसापाते समिती म्हणून ओळखली जाते) मुंबईतील गिरणी कामगारांना द्यावयाच्या घरभाडे भत्त्याबाबतच्या शिफारशी.

(१) मुंबई (वृहत्मुंबई) मंडळ कापड गिरणी कामगारांना घरभाडे भत्ता देण्यात येणार.

(२) घरभाडे भत्ता देण्यासाठी कर्मचाऱ्यांचे ३ गटांमध्ये वर्गीकरण करण्यात येईल. पहिला गटाला दर महिने रु. २५० पर्यंत वेतन घेणाऱ्यांचा समावेश असेल, तसेच रु. ७५१ ते १,०५० दरमहा वेतन घेणाऱ्यांचा दुसऱ्या गटात समावेश होईल, रु. १,२५० व त्यावरील वेतन घेणाऱ्या कर्मचाऱ्यांचा तिसऱ्या गटात समावेश होईल.

(३) १. वर्गीकरण करताना वेतन म्हणजे दरमहा मिळणारे मूळ वेतन/वेतन असलेले पगार व वार्षिक पगारवाढ, यदर्थ (ad-hoc) वाज, इतर व्यक्तीगत भत्ते, देय असलेला जादा परिष्वद्य भत्ता तसेच महागाडिभत्ता. तथापि या वेतना मध्ये वातसे वा इतर कारणांनी मिळालेल्या शावकासाठी देय असलेल्या रकमेचा समावेश नव्हणार नाही.

(४) जर तसेच केलेल्या वर्गीकरणाप्रमाणे कोटल्या गटामध्ये कर्मचाऱ्यांचा समावेश होणार ठरविताना सदर कर्मचाऱ्यांचा उपरोक्त शिफारस क्र. ३ मध्ये विहित केलेला त्यांचा माच १९८३ चा पगार आधारभूत मानावा. जसे मासिक वेतन ठरविताना त्या कर्मचाऱ्यांचे जरी संपूर्ण महिना काम केले तसेच तराही त्याने माहिती वर काम केले आहे असे ठरवले जाईल. वर तसेच केलेल्या गटाप्रमाणे कर्मचाऱ्यांचे वर्गीकरण १९८३ च्या अखेरपर्यंत अमलात राहिल. डिसेंबर १९८३ चे कर्मचाऱ्यांचे असे वेतन या पगार लक्षात घेऊन १९८३ साठी व त्याच प्रकारे पुढे प्रत्येक वेळी वर्गीकरण करण्यात येईल. कापड गिरणीमध्ये नव्या भरती झालेल्या कामगारांचे वेतन. वा पगार लक्षात घेऊन त्यांचे वरीलप्रमाणे वर्गीकरण करण्यात येईल.

(५) जर तसेच केलेल्या पहिल्या गटातील कर्मचाऱ्यांना दरमहा रु. १२० दुसऱ्या गटातील कर्मचाऱ्यांना दरमहा रु. ८० तसेच तिसऱ्या गटातील कर्मचाऱ्यांना दरमहा रु. ६५ घरभाडे भत्ता मिळेल.

(६) जर कर्मचारी विनावेतन वेतन असेल तर तो घरभाडे भत्ता देण्यात येणार नाही. जर कर्मचाऱ्यांचा गॅरहजेरी योग्य करणास्तर असेल म्हणून अपघातामूळ वा प्रसूती रजमूळ वा पगारी रकमेने असेल तर त्याला घरभाडे भत्ता मिळेल.

(७) वरीलप्रमाणे घरभाडे भत्त्याचा निवृत्त करण्यासाठी मासिक वेतनावरील कर्मचाऱ्यांचा वेतन आणि रोजंदारी वा उक्त्या कामावरील कर्मचाऱ्यांसाठी ११ दिवसांचा महिना घरण्यात यावा.

(८) वरील शिफारस १ एप्रिल १९८३ पासून अमलात येतील.

(९) बोनस वा इतर फायदे यांच्या हिशेबासाठी घरभाडे भत्ता विचारात घेतला जाणार नाही.

(१०) ज्या कर्मचाऱ्यांना मालकांनी वेतनाच्या दराने वा विनामूल्य घर उपकष्य करून दिले असेल तर असे कर्मचारी घरभाडे भत्त्यास पात्र रहाणार नाहीत.

(११) रजेवर असणाऱ्या कामगारांचे बदली काम करण्यासाठी राखीव कर्मचाऱ्यांच्या कामाचे समावून घेतल्या कर्मचाऱ्यांनाही या प्रकारे घरभाडे भत्त्याचा लाभ मिळेल. वरती कामगार ज्या प्रमाणात त्यांच्या महिन्यामध्ये वेतन मिळत असेल या ज्या प्रमाणात त्याला काम देण्याची हमी देण्यात आली असेल त्याच्या प्रमाणात घरभाडे भत्ता मिळण्यास पात्र राहिल.

(१२) लोकसभेमध्ये दिनांक ९ जुलै १९८३ रोजी घाषित केलेल्या केट शासनाच्या निवृत्तीच्या काळाच्या दिनांक १ जुलै १९८२ पासून घरभाडे भत्ता तसेच वाढलेले वेतन यासाठी घर महिन्याला रु. ३० एतदर्थ अतिरिम गहाळ देण्यात येते. शिफारशी प्रमाणे सदर रकम १ जुलै १९८२ ते ३१ मार्च १९८३ च्या कालावधीसाठी देय असलेल्या रकमेच्या हिशेबासाठी असल्याची गणले जाऊन ती रकम घरभाडे भत्ता म्हणूनच गणली जावी व याप्रमाणे सदर रकमेचे समावोजन करावे. वरून भत्ता देण्याची शिफारस जरी सध्या करण्यात आलेली नसली तरी वर तसेच केलेले रु. ३० व अतिरिम गहाळ दिनांक १ एप्रिल १९८३ पासून पुढे देऊ नये. वर विनाय केलेल्याप्रमाणे १ जुलै १९८२ ते ३१ डिसेंबर १९८३ च्या कालावधीसाठी ३० रुपयांपेक्षा अधिक घरभाडे भत्ता देता येणार नाही."

(Notification No. BIR/1083/7101/Lab-9, dated 9th January 1984, published in M. G. G. Part I-L, dated 16th February 1984, page Nos. 682-685.

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

(a) Declaration of relief undertakings under the.—(1) In exercise of the powers conferred by sections 3 and 4 of the said Act, the Government of Maharashtra has declared as relief undertaking Messrs. W. G. Forge and Allied Industries Limited, Bombay having units of Thane and Kudal for further period of one year commencing on the 28th day of December 1983 and ending on the 27th day of December 1984 (both days inclusive).

(Notification No. BRU/1083/975/IND-10, dated 23rd December 1983, published in M. G. G. Part I-L, dated 9th February 1984, page Nos. 555-556).

III. BOMBAY SHOPS AND ESTABLISHMENTS ACT, 1948.

(a) Suspensions under the Act.—(1) In exercise of the powers conferred by section 6 of the said Act, the Government of Maharashtra has suspended the operation of the provisions of section 78 of the said Act in respect of the employees employed in the New Business Department at Zonal, Divisional and Branch Offices, L. I. C. Western Zonal Office, Jeevan Kendra Bombay 400 020 on 1st, 8th and 15th January 1984, subject to the conditions as specified in the said notification.

(Notification No. P-7383/36474/769/Lab-9, dated 29th December 1983, published in M. G. G., Part I-L, dated 2nd February 1984, page No. 431).

(2) In exercise of the powers conferred by section 6 of the said Act, the Government of Maharashtra has suspended the operation of the provisions of section 13, 14, 17 and 18 of the said Act in respect of 19 employees employed in the Accounts Department of Messrs. Cyanamid India Ltd., Nylon House, 254-D-2, Dr. Annie Besant Road, P. O. Box No. 9109, Bombay 400 025, with effect from 1st December 1983 to 31st January 1984 subject to the conditions as specified in the said notification.

(Notification No. P-7383/34901/751/Lab-9, dated 22nd December 1983 published in M. G. G., Part I-L, dated 2nd February 1984, page Nos. 431-32).

(b) Notifications under the Act.—(1) In exercise of the powers conferred by the second provisions of section 70 of the said Act, the Government of Maharashtra has directed that all the provisions of the Factories Act, 1948 (LXIII of 1948) shall apply to the Cloth Shop of Narsinggirji Mills, Solapur situated within the precincts of the said Mills.

(Notification No. BSE/1583/12992/600/Lab-9, dated 9th December 1983, published in M. G. G., Part I-L, dated 23rd February 1984, page No. 743).

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

In the said Schedule II of the said Act, in entry No. 305, in column 2, after entry No. 304 the following entry shall be added, namely :—

“ 305—The management of the Tata Memorial Hospital, All provisions. (Tata Memorial Centre), Dr. Ernest Borges Marg, Parel Bombay 400 012 ”.

(Notification No. BSE/1483/CR-578/Lab.-9, dated 8th December 1983, published in *M. G. G.*, Part I-L, dated 23rd February 1984, page No. 744).

IV. EMPLOYEES PROVIDENT FUND AND MISCELLANEOUS PROVISIONS ACT, 1952

(a) *Exemptions under the Act.*—In exercise of the powers conferred by section 17(1) (a) of the said Act the Government of Maharashtra has exempted, from the date of issue of this notification, Messrs. Ghatge Patil Industries, P. O. Uchgaon, Kolhapur 416 006, from the operation of Employees' Provident Fund Scheme, 1952 subject to the conditions as specified in the said notification.

(Notification No. EPF-1083/9046/Lab-4, dated 9th November 1983, published in *M.G.G.*, Part I-L, dated 23rd February 1984, page No. 741-43).

2. In exercise of the powers conferred by sub-section (4) of section 17 of the said Act, the Government of Maharashtra has ordered that the exemption from the operation of Employees Provident Fund Scheme, 1952 granted to Messrs. Universal Pictures India Pvt. Ltd., Bombay under Government of Maharashtra Notification I. E. and L. D., No. EPF-1171/130672/Lab-I, dated 24th September 1971 should be cancelled with immediate effect.

(Notification No. EPF-1183/9072/Lab-4, dated 9th November 1983, published in *M.G.G.*, Part I-L, dated 23rd February 1984, page No. 744).

3. In exercise of the powers conferred by sub-section (4) of section 17 of the said Act, the Government of Maharashtra has ordered that the exemption from the operation of the Employees' Provident Fund Scheme, 1952 granted to Messrs. Paramount Films of India Ltd., Haque Building, Sprott Road, Ballard Estate, Bombay under Government of Maharashtra Notification, I. E. and L. D., No. EPF/1163/Lab-1, dated 22nd August 1963 should be cancelled from 1st November 1983.

(Notification No. EPF-1083/9056/Lab-4, dated 1st November 1983, published in *M.G.G.*, Part I-L, dated 23rd February 1984, page No. 745).

V. EMPLOYEES STATE INSURANCE ACT, 1948

(a) *Exemptions under the Act.*—In exercise of the powers conferred by section 87 read with section 91-A of the said Act, the Government of Maharashtra has exempted the Maharashtra Electro Smelt Limited, Mul Road, Chandrapur, from the operation of the said Act retrospectively from 1st October 1983 till the date of issue of this notification and prospectively upto and inclusive of 30th September 1984 or till the medical facilities are provided, whichever is earlier.

(Notification No. SIA-1583/4109/Lab-11, dated 16th December 1983, published in *M.G.G.*, Part I-L, dated 2nd February 1984, page No. 431).

2. In exercise of the powers conferred by section 90 read with section 91-A, of the said Act, the Government of Maharashtra has exempted the Printing Press, owned by the Nagpur Municipal Corporation, Nagpur, from the operation of the said Act retrospectively for the period from 1st January 1976 to 13th July 1981.

(Notification No. SIA-1282/3739/Lab-11, dated 4th January 1984, published in *M.G.G.*, Part I-L, dated 2nd February 1984, page No. 432).

VI. FACTORIES ACT, 1948

(a) *Notification under the Act.*—The following draft of rules further to amend the Maharashtra Factories Rules, 1963, which the Government of Maharashtra proposes to make in

exercise of the powers conferred by sections 41 and 112 of the Factories Act, 1948 (LXIII of 1948), and of all other powers enabling it in that behalf, is hereby published as required by section 115 of the said Act for the information of all persons likely to be affected thereby ; and notice is hereby given that the said draft will be taken into consideration by the Government of Maharashtra on or after the 1st day of March 1984.

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

DRAFT RULES

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

2. After rule 73-H of the Maharashtra Factories Rules, 1963, the following rule shall be inserted, namely :—

“ 73-I. *Planting of trees.*—In every factory wherein more than one hundred workers are ordinarily employed, the occupier of a factory shall plant and maintain trees within the precincts of the factory after the approval of the number, type and lay-out of trees by the District Forest Officer concerned or any qualified horticulturist.”

(Notification No. FAC-1881/8138/Lab-4, dated 28th November 1983, published in *M.G.G.*, Part I-L, dated 9th February 1984, page No. 535).

VII. INDIAN BOILERS ACT, 1923

(a) *Exemptions under the Act.*—In exercise of the powers conferred by sub-section (2) of section 34 of the said Act, the Government of Maharashtra has exempted the waste Heat Boiler bearing No. MR/EX-24, belonging to the National Organic Chemical Industries Ltd., Thane from the operation of Regulation 380 of the Indian Boiler Regulations, 1950.

(Notification No. IBA-1083/29337/668/Lab-9, dated 29th October 1983, published in *M.G.G.*, Part I-L, dated 9th February 1984, page No. 522).

2. In exercise of the powers conferred by sub-section (2) of section 34 of the said Act, the Government of Maharashtra has exempted the boiler bearing No. MR-10826 belonging to the New Urea Plant of Rashtriya Chemical and Fertilizers Limited, Trombay, Bombay, from the Operation of Regulation 380 of the Indian Boilers Regulations, 1950.

(Notification No. IBA-1083/23032/CR-618/Lab-9, dated 9th October 1983, published in *M.G.G.*, Part I-L, dated 9th February 1984, page No. 522).

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-8727, belonging to the Century Rayon, Shahad, Kalyan, from the operation of clause (c) of section 6 of the said Act, for the period of two months from the 10th November 1983 to 9th January 1984 (both days inclusive).

(Notification No. IBA-1083/31650/721/Lab-9, dated 10th November 1983, published in *M.G.G.*, Part I-L, dated 9th February 1984, page No. 522).

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-7795, belonging to the Bharat Petroleum Corporation Limited, Mahul, Bombay 400 003 from the operation of clause (c) of Section 6 of the said Act, for the period of three months from 14th November 1983 to 13th February 1984 (both days inclusive).

(Notification No. IBA-1083/31786/724/Lab-9, dated 3rd November 1983, published in *M.G.G.*, Part I-L, dated 9th February 1984, page No. 523).

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. MR-10553 belonging to the Maharashtra State Electricity Board, Nashik, Thermal Power Station, Eklahare,

Nashik, from the operation of clause (c) of section 6 of the said Act, for the period of six months from 11th November 1983 to 10th May 1984 (both days inclusive).

(Notification No. IBA-1083/50760/720/Lab-9, dated 8th November 1983, published in M.G.G., Part I-L, dated 9th February 1984, page No. 523).

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-10562 and belonging to the High Explosives Factory, Kirkee, Pune from the operation of clause (c) of section 6 of the said Act, for the period of three months from the 18th December 1983 to 17th March 1984 (both days inclusive).

(Notification No. IBA-1083/36688/765/Lab-9, dated 15th December 1983, published in M.G.G., Part I-L, dated 16th February 1984, page No. 598).

7. In exercise of the powers conferred by sub-section (2) of section 34 of the said Act, the Government of Maharashtra has exempted the boiler bearing No. MP-2510 and belonging to the Kamptee Colliery Western Coalfields Limited, District Nagpur, from the operation of clause (c) of section 6 of the said Act, for the period of three months from 20th December 1983 to 19th March 1984 (both days inclusive).

(Notification No. IBA-1083/36689/764/Lab-9, dated 15th December 1983, published in M.G.G., Part I-L, dated 16th February 1984, page No. 598).

CORRIGENDUM

(b) *Corrigendum*.—In Government Order, Industries, Energy and Labour Department No. IBA-1083/34830/752/LAB-9, dated the 5th December 1983 for the date "27th November 1983" appearing in eighth line the date "27th December 1983" shall be substituted.

(Notification No. IBA-1083/CR-763/Lab-9, dated 7th December 1983, published in M.G.G. Part I-L, dated 16th February 1984, page No. 602).

VIII. INDUSTRIAL DISPUTES ACT, 1947

(a) *Notifications under the Act*—In exercise of the powers conferred by sub-section (1) of section 38 of the said Act, and all other powers enabling it in that behalf, the Government of Maharashtra has made the following rules further to amend the Industrial Disputes (Bombay) Rules, 1957, the same having been previously published as required by the said section 38 namely.

1. These rules may be called the Industrial Disputes (Bombay) (Amendment) Rules, 1983.

2. In the Industrial Disputes (Bombay) Rules, 1957, in rule 82-B,—

(1) In sub-rule (1) after the words "in English" the words "and in Marathi also" shall be inserted;

(2) In sub-rule (2) for the words "A copy of the application, alongwith its version in the regional language and", the words "English and Marathi copies of the application, alongwith its version" shall be substituted;

(3) in sub-rule (3) for the words "A copy of the application", the words "English and Marathi copies of the application" shall be substituted.

(Notification No. IDA-1088/6583/Lab-9, dated 7th December 1983, published in M.G.G., Part I-L, dated 9th February 1984, page No. 536).

(2) In exercise of the powers conferred by sub-clause (vi) of clause (n) of section 2 of the said Act, the Government of Maharashtra has declared "Industry engaged in the assembly, manufacture or overhaul of air-crafts and their components" to be a public utility service for the purpose of the said Act for a further period of six months commencing from 20th January 1984.

(Notification No. IDA/1483/4189/Lab-2, dated 18th January 1984, published in M. G. G., Part I-L, dated 16th February 1984, page No. 686).

(3) The following draft of rules further to amend the Industrial Disputes (Bombay) Rules, which the Government of Maharashtra proposes to make in exercise of the powers conferred by section 38 of the Industrial Disputes Act, 1947 (XIV of 1947) and of all other powers enabling it in that behalf, is hereby published as required by sub-section (1) of the said section 38 for the information of all persons likely to be affected thereby; and notice is hereby given that the said draft will be taken into consideration by the Government of Maharashtra on or before the expiry of one month from the date of publication of this notification in the *Official Gazette*.

(4) Any objections or suggestions which may be received by the Commissioner of Labour, Maharashtra State, Commerce Centre, Tardeo, Bombay 400-034, from any person in respect of the said draft before the aforesaid date will be considered by Government.

DRAFT RULES

1. These rules may be called the Industrial Disputes (Bombay) (Amendment) Rules, 1984.

2. For rule 6 of the Industrial Disputes (Bombay) Rules, 1957 the following shall be substituted, namely—

"6. Notification of reference.—(1) An order of reference of a dispute to a Board or Court under the Act shall be notified by the State Government in the *Official Gazette*.

(2) A copy of the order of reference of a dispute to a Labour Court or Tribunal under the Act, shall be displayed conspicuously,—

(a) by the Labour Court or, as the case may be, the Tribunal, on the notice board at its office, and such Labour Court or Tribunal shall inform the authority issuing the order and the parties concerned the fact of having so displayed a copy of the order on the notice board of its office; and

(b) by the employer concerned, on the notice board of the Industrial establishment and the fact of having so displayed the copy of the order shall be informed by him, within reasonable time, to the authority issuing the order and the concerned Labour Court or Tribunal."

(Notification No. IDA/1083/2456/Lab-2, dated 27th January 1984, published in M. G. G., Part I-L, dated 16th February 1984, page No. 688).

(b) *Appointments under the Act*.—1. In exercise of the powers conferred by Section 8 of the said Act, the Government of Maharashtra has appointed Shri F. N. Velati Civil Judge, (Senior Division) Yeotmal to preside over as presiding officer, Labour Court, Amravati, in place of Shri R. V. Amrutwar.

(Notification No. IDA/1083/7027/Lab-9, dated 8th December 1983, published in M.G.G., Part I-L, dated 9th February, 1984, page No. 538-39).

2. In exercise of the powers conferred by Section 8 of the said Act, the Government of Maharashtra has appointed from the date of taking over charge Shri B. N. Dongre, Joint Secretary to Government of Maharashtra (Law and Judiciary Department) to be the presiding Officer of the Industrial Tribunal, in place of Shri B. P. Talathi.

(Notification No. IDA/1083/7072/Lab-9, dated 13th December 1983, published in M.G.G., Part I-L, dated 9th February 1984, page No. 541).

3. In exercise of the powers conferred by Section 8 of the said Act, the Government of Maharashtra has appointed Shri G. H. Kadam, Presiding Officer of the Second Labour Court, Nagpur to be the Presiding officer, First Labour Court, Nagpur, in Place of Shri S. V. Vaze.

(Notification No. IDA/1183/7075/Lab-9, dated 13th December 1983 published in M.G.G., Part I-L, dated 9th February 1984, Page No. 542-43).

4. In exercise of the powers conferred by Section 8 of the said Act the Government of Maharashtra has appointed Shri M. S. Deshpande, Judge, Third Labour Court, Nagpur, to be the Presiding Officer of the Second Labour Court, Nagpur in place of Shri G. H. Kadam.

(Notification No. IDA/1183/7028/Lab-9, dated 13th December 1983, published in M.G.G., Part I-L, dated 9th February 1984. Page No. 544).

5. In exercise of the powers conferred by Section 8 of the said Act, the Government of Maharashtra has appointed Shri D. S. Umrikar, Presiding Officer, Third Labour Court, Bombay to be the Presiding Officer of the First Labour Court, Bombay in place of Shri S. V. Kotnis.

(Notification No. IDA/1182/7083/Lab-9, dated 15th December 1983, published in *M.G.G.* Part I-L, dated 9th February 1984 page No. 545-46).

6. In exercise of the powers conferred by Section 4 of the said Act, the Commissioner of Labour, Bombay has appointed officers mentioned in column 2 of the schedule appended hereto to be conciliation officers for all industries in respect of areas in specified against each one of them in column 3 of the schedule and added the following entries order serial Nos. 13 and 23 serial No. 13 A and 23A respectively in the said notification.

Serial No	Designation of the Officer	Area
1	2	3
13-A	Assistant Commissioner of Labour, Pune Division.	Pune Division (excluding Pune District).
23-A	Assistant Commissioner of Labour, Bhandara	Bhandara District.

(Notification No. CL/IR/IDA/Notification Con/1083/H.O. III (A), dated 15th December 1983, published in *M.G.G.*, Part I-L, dated 23rd February 1983, Page No. 750).

7. In exercise of the powers conferred by section 4 of the said Act, the Commissioner of Labour, Bombay has appointed the Government Labour Officer, Ratnagiri to be conciliation officers for all industries in relation to which the Central Government is not appropriate Government in respect of the areas of Ratnagiri District and charges him with the duty of mediating and promoting settlements in relation to the Industrial Disputes within the meaning of Section 2A of the said Act and deleting the entry No. 2 in column 3 of the said Notification accordingly as below :

Serial No.	Designation of the Officer	Area
1	2	3
1	Government Labour Officer, Ratnagiri	Ratnagiri District.

(Notification No. CL/IR/IDA/Notification 2A/1083/H.O. III-(A), dated 6th August 1983, published in *M.G.G.*, Part I-L, dated 23rd February 1984, page Nos. 750-51).

8. In exercise of the powers conferred by Section 4 of the said Act, the Commissioner of Labour, Bombay has appointed Officers mentioned in column 2 of the schedule appended hereto to be conciliation officers for all Industries in relation to which the Central Government is not the appropriate Government in respect of areas specified against each one of them in column 3 of the schedule and charges them with the duty of mediating in and promoting settlements in relation to industrial disputes within the meaning of Section 2-A of the said Act.

SCHEDULE

Serial No.	Designation of the Officer	Area
1	2	3
<i>Bombay Division</i>		
1	Government Labour Officer, Sindhudurg	Sindhudurg District.
<i>Pune Division</i>		
2	Government Labour Officer, Barshi	Solapur District.
<i>Aurangabad Division</i>		
3	Government Labour Officer, Jalna	Jalna District.

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

(A) *Appointments under the Act.*—(1) In exercise of the powers conferred by Section 6 of the said Act, the Government of Maharashtra has appointed from the date of taking over charge, Shri F. N. Velati, Civil Judge (Senior Division), Yeotmal to preside over the Labour Court, Amravati.

(Notification No. ULP/1983/7069/Lab-9, dated 8th December 1983, published in *M. G. G.*, Part I-L, dated 9th February 1984, page No. 540).

(2) In exercise of the powers conferred by section 4 of the said Act, the Government of Maharashtra has appointed with effect from the date of taking over charge, Shri B. N. Dongre, in place of Shri B. P. Talathi to be Member of the Industrial Court.

(Notification No. ULP/1083/7073/Lab.-9, dated 13th December 1983, published in *M. G. G.*, Part I-L, dated 9th February 1984, page No. 541).

(3) In exercise of the powers conferred by section 4 of the said the Government of Maharashtra has appointed Shri G. H. Kadam, to preside over the First Labour Court, Nagpur.

(Notification No. ULP/1083/7076/Lab.-9, dated 13th December 1983, published in *M. G. G.*, Part I-L, dated 9th February 1984, page No. 543).

(4) In exercise of the powers conferred by Section 4 of the said Act, the Government of Maharashtra has appointed from the date of taking over charge, Shri M. S. Deshpande, in place of Shri G. H. Kadam, to preside over the second Labour Court, Nagpur.

(Notification No. ULP/1083/7079/Lab.-9, dated 13th December, 1983, published in *M. G. G.*, Part I-L, dated 9th February 1984, page No. 545).

(5) In exercise of the powers conferred by Section 6 of the said Act, the Government of Maharashtra has appointed Shri D. S. Umrikar, Judge, 3rd Labour Court, Bombay in place of Shri S. V. Kotnis, to preside over the First Labour Court, Bombay.

(Notification No. ULP/1083/7084/Lab.-9, dated 15th December 1983, published in *M. G. G.*, Part I-L, dated 9th February 1984, page No. 546).

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

SCHEDULE

Labour Courts	Local Areas
(1)	(2)
1 First Labour Court, Bombay	.. Bombay District
2 Second Labour Court, Bombay	do.
3 Third Labour Court, Bombay	do.
4 Fourth Labour Court, Bombay	Bombay District.
5 Fifth Labour Court, Bombay	.. do.
6 Sixth Labour Court, Bombay	do.
7 Seventh Labour Court, Bombay	do.
8 Eighth Labour Court, Bombay	do.
9 Ninth Labour Court, Bombay	.. do.
10 Tenth Labour Court, Bombay	.. do.
11 First Labour Court, Thane	.. Thane and Raigad Districts.
12 Second Labour Court, Thane	.. do.
13 Labour Court, Nashik	.. Nashik District.
14 Labour Court, Ahmadnagar.	.. Ahmadnagar District.
15 Labour Court, Dhule	Dhule District.
16 Labour Court, Jalgaon	.. Jalgaon District.
17 First Labour Court, Pune	.. Pune District.
18 Second Labour Court, Pune	do.
19 Labour Court, Kolhapur	.. Kolhapur, Ratnagiri and Sindhudurg Districts.
20 Labour Court, Sangli	.. Sangli and Satara Districts.
21 First Labour Court, Solapur	Solapur, Osmanabad and Latur Distircts.
22 Second Labour Court, Solapur	do.
23 Labour Court, Aurangabad	.. Aurangabad, Jalna, Beed, Nanded, Parbhani Districts.
24 First Labour Court, Nagpur	Nagpur, Chandrapur, Wardha and Gadchiroli Districts.
25 Second Labour Court, Nagpur	do.
26 Third Labour Court, Nagpur	do.
27 Fourth Labour Court, Nagpur	do.
28 Labour Court, Akola	.. Akola and Buldana Districts.
29 Labour Court, Amravati	.. Amravati and Yavatmal Districts.
30 Labour Court, Bhandara.	.. Bhandara District.

(Notification No. ULP/1083/6985/Lab-9, dt. 8th Dec. 1983, published in MGG Part-I-L, dt. 9th Feb. 1984, Page No. 536).

VI. MAHARASHTRA SAFETY OFFICERS (DUTIES, QUALIFICATIONS AND CONDITIONS OF SERVICE) RULES, 1982.

1. (A) *Notifications under the Act.*—In pursuance of provision to sub-rule (2) of rule 3 of the said Rules, the Government of Maharashtra has relaxed the requisite qualifications mentioned in sub-rule (1) and (2) of the said rule 3 in favour of Shri S. V. Varma who has been working as a safety officer in Messrs. Mahindra and Mahindra Limited, Automotive Division, Kandivali (East), Bombay-400 1101.

(Notification No. FAC/1083/8659/Lab-4, dated 3rd January 1984, published in MGG, Part-I-L, dated 2nd February, 1984 Page No. 432).

XII. MINIMUM WAGES ACT, 1948.

1. (A) *Appointments under the Act.*—In exercise of the powers conferred by sub-section (1) of section 20 of the said Act, the Government of Maharashtra has appointed Shri S. G. Bhosale, Judge, 1st Labour Court, Pune to be authority to hear and decide for the areas of Pune and Haveli Talukas of Pune District, all claims arising out of the payment of less than the minimum rates of wages in respect of wages not paid within the time prescribed under sub-section (1) of section 12.

(Notification No. MWA/1582/5236/Lab-7, dated 21st December 1983, published in M.G.G., Part-I-L, dated 9th February 1984, Page No. 547-48).

2. In exercise of the powers conferred by sub-section (1) of section 20 of the said Act, the Government of Maharashtra has appointed Shri S. C. Deshmukh, Judge, Labour Court, Dhule to be the authority to hear and decide for the areas of the Jalgaon and Dhule Districts, all claims arising out of the payment of less than the minimum rates of wages or in respect of wages not paid within the time prescribed under sub-section (1) of section 12 or in respect of the payment of remuneration for days of rest or for work done on such days under clause (b) or clause (c) of sub-section (1) of Section 13 or of wages at the overtime rate under section 14, to employees employed or paid in those areas in any scheduled employment for which each of the Government of Maharashtra and the Central Government is the appropriate Government; and for that purpose amends Government Notification, Industries and Labour Department No. MWA/1573/202225/LAB. III-A, dated the 20th November 1973, as follows, namely —

In the Schedule to the said notification after entry 6-A, the following entries shall be inserted, namely :—

"6-A Shri S. N. Patil, Judge, Labour Court, Nashik, Nashik District".

6AA Shri S. C. Deshmukh, Judge, Labour Court, Dhule, Jalgaon and Dhule District".

(Notification No. MWA/6482/5187/Lab-7, dated 22nd December 1983, Published in M.G.G., Part-I-L, dated 9th February 1984, Page No. 553)

(B) *Corrigendum.*—1. In Government Notification, Industries, Energy and Labour Department, No. MWA. 6482/5183/LAB-7, dated the 22nd June 1983, published in the *Maharashtra Government Gazette*, Part-I-L, Extraordinary, dated the 22nd June 1983, at pages 199 to 201 in item (C) of the Explanation below the Schedule for the words 'and failing' read the words 'not falling'.

(Notification No. MWA/1582/5231/Lab-7, dated 21st December 1983, Published in M.G.G., Part-I-L, dated 9th February 1984, Page No. 552)

2. In the Notification published in *Maharashtra Government Gazette*, Part-I-L, dated 1st September 1983, at pages 5584 to 5586, the following correction shall be made :

On page 5586 in Schedule III in column (3) against serial No. 1 the figure '69-90' shall be substituted by the figure '69-70'.

(Notification No. MWA/SPL/Tanneries and Leather Manufacturing dt. Nil, Published in MGG Part I-L, dt. 16th Feb. 1984, page No. 657).

XIII. PAYMENT OF BONUS ACT, 1965

1. (A) *Notifications under the Act.*—The following draft of notification which is proposed to be issued under the proviso to sub-section (3) of section 1 of the Payment of Bonus Act,

1965 (21 of 1965), is hereby published for the information of the persons likely to be affected thereby and notice is hereby given as required under the proviso to sub-section (3) of the said section 1 that the said draft will be taken into consideration after the expiry of two months from the date of publication of this notification in the *Maharashtra Government Gazette* by the State Government.

Any representation which may be received by the Commissioner of Labour Commerce Centre, Tardeo, Bombay 400 034, from any persons in respect of the said draft before the expiry of the aforesaid period, will be considered by the State Government.

DRAFT NOTIFICATION

No. PBA. 1275(3)/LAB. 12.—Whereas, Government of Maharashtra is the appropriate Government within the meaning of sub-clause (ii) of clause (5) of section 2 of the Payment of Bonus Act, 1965 (21 of 1965) (hereinafter referred to as "the said Act");

And whereas, the Government of Maharashtra is of the opinion that the said Act shall apply, with effect from the accounting year 1983, to the following classes of establishments, namely

(a) Every establishment which is a factory where ten or more but less than twenty workers are employed on any day during that accounting year and in any part of which a Manufacturing process is being carried on without the aid of power or is ordinarily so carried on, and

(b) Every other establishment in which ten or more but less than twenty persons are employed on any day during that accounting year.

Now, therefore, in exercise of the powers conferred by the proviso to sub-section (3) of section 1 of the Payment of Bonus Act, 1965 (21 of 1965), Government of Maharashtra hereby applies all the provisions of the said Act to the classes of establishments aforesaid from the accounting year, 1983, the notice of the intention of the Government to apply all the provisions of the said Act to the classes of establishments aforesaid having been previously published as required under the said proviso.

(Notification No. PBA. 1275(3)/Lab-12, dated 23rd December 1983, Published in *M. G. G.* Part I-L, dated 9th February 1984, Page No. 554).

(B) *Notifications under the Act.*—In exercise of the powers conferred by sub-section (7) of section 7 of the said Act, the Government of Maharashtra, has specified the authorities mentioned in column (1) of the schedule hereto to be the other appellate authorities for the purpose of the said sub-section (7) for the areas respectively specified against each of them in column (2) of that schedule.

SCHEDULE

Authorities	Areas
(1) The President, Industrial Court, Bombay.	Whole State of Maharashtra.
(2) The Members, Industrial Court, Bombay.	Greater Bombay.
(3) The Members, Industrial Court, Thane.	Thane District and Raigad District.
(4) The Members, Industrial Court, Pune . .	Pune District.
(5) The Member, Industrial Court, Nashik . .	Nashik District, Dhule District, Jalgaon District.
(6) The Member, Industrial Court, Aurangabad	Aurangabad District, Jalna District, Parbhani District, Nanded District, Beed District, Ahmadnagar District, Solapur District, Osmanabad District.

Designation of the Officer 1	Areas 2
The Member, Industrial Court, Kolhapur.	Kolhapur District, Satara District, Sangli District, Ratnagiri District, Sindhurdurga District.
(8) The Members, Industrial Court, Nagpur . .	Nagpur District, Bhandara District, Wardha District, Chandrapur District, Gadchiroli District.
(9) The Member, Industrial Court, Amravati.	Amravati District, Akola District, Buldana District, Yavatmal District.

(Notification No. PGA. 1083/5681/Lab-7, dated 6th January 1984, published in *M. G. G.* Part I-L, dated 16th February 1984, Page No.s 681-82).

XV. PAYMENT OF WAGES ACT, 1936.

1. (A) *Appointments under the Act.*—In exercise of the powers conferred by sub-section (1) of section 15 of the said Act, the Government of Maharashtra has appointed presiding officers of the Labour Courts specified in column 2 of the schedule hereto to be the authorities, for the areas respectively specified against each of them in column 3 of that schedule, to hear and decide all claims arising out of deductions from wages of persons employed or paid in those areas including all matters incidental to such claims.

In the Schedule to the said notification,—

- (a) after entry 9, the following entry shall be inserted, namely
"9A. Judge, Tenth Labour Court, Bombay, Greater Bombay,";
- (b) for entry 12, the following entry shall be substituted, namely
"12. Judge, Labour Court, Nashik, Nashik District";
- (c) after entry 24, the following entry shall be inserted, namely
"25. Judge, Labour Court, Dhule, Dhule and Jalgaon District."

SCHEDULE

Serial No. 1	Designation of officers 2	Area 3
1	Judge, Tenth Labour Court, Bombay	Greater Bombay.
2	Judge, Labour Court, Nashik	Nashik District
3	Judge, Labour Court, Dhule	Dhule and Jalgaon District.

(Notification No. PWA/1083/5231/Lab-7, dated 21st December, 1983, published in *M.G.G.*, Part-I-L, dated 9th February, 1984, Page No. 551).

(2) In exercise of the powers conferred by sub-section (1) of section 15 of the said Act, the Government of Maharashtra has appointed the Judge, First Labour Court, Solapur, to be the authority to hear and decide within the area of Labour District all claims arising out of

In the Schedule to the notification, in entry at Serial No. 17, in column 3, for the words "Solapur and Osmanabad Districts" the words "Sholapur, Osmanabad and Latur Districts" shall be substituted.

(Notification No. PWA/1083/10180/CR/5649/Lab-7, dated 22nd December 1983, Published in M.G.G., Part I-L, dated 9th February 1984, Page No. 553).

XVI. SALES PROMOTION EMPLOYEES (CONDITIONS OF SERVICES) ACT, 1976.

1. (A) *Appointments under the Act.*—In exercise of the powers conferred by sub-section (1) of section 8 of the said Act and in supersession of all the previous Notifications issued in this behalf, the Government of Maharashtra has appointed the persons specified in column 1 of the Schedule hereto be Inspectors for the purposes of the said and (ii) defined the local limits respectively specified against them in column 2 of the said schedule to be the local limits within which they shall exercise their functioning.

SCHEDULE

Designation of the Officers 1	Area 2
I.	
(1) The Deputy Commissioner of Labour (Enf.), Bombay ..	
(2) The Assistant Commissioner of Labour, Bombay ..	
(3) The Government Labour Officer, Bombay ..	
(4) The Deputy Commissioner of Labour, Thane ..	
(5) The Assistant Commissioner of Labour, Thane ..	
(6) The Government Labour Officer, Thane ..	
(7) The Assistant Commissioner of Labour, Raigad ..	Within the limits of
(8) The Government Labour Officer, Raigad ..	Greater Bombay,
(9) The Assistant Commissioner of Labour, Kalyan ..	Thane, Raigad,
(10) The Government Labour Officer, Kalyan ..	Ratnagiri and
(11) The Government Labour Officer, Bhiwandi ..	Sindhudrug, Nashik,
(12) The Government Labour Officer, Ratnagiri/Sindhudurg ..	Dhule, Jalgaon
(13) The Assistant Commissioner of Labour, Nashik ..	and Ahmadnagar
(14) The Assistant Commissioner of Labour, Jalgaon ..	District.
(15) The Assistant Commissioner of Labour, Ahmadnagar ..	
(16) The Government Labour Officer, Nashik ..	
(17) The Government Labour Officer, Malegaon ..	
(18) The Government Labour Officer, Jalgaon ..	
(19) The Government Labour Officer, Dhule ..	
(20) The Government Labour Officer, Ahmadnagar ..	
II	
(1) The Deputy Commissioner of Labour, Pune Division, Pune ..	
(2) The Deputy Commissioner of Labour, Pune District, Pune ..	
(3) The Assistant Commissioner of Labour, Pune Division, Pune ..	
(4) The Assistant Commissioner of Labour, Pune District, Pune ..	
(5) The Assistant Commissioner of Labour, Solapur ..	Within the limits of
(6) The Assistant Commissioner of Labour, Sangli ..	Pune, Satara, Sangli,
(7) The Assistant Commissioner of Labour, Kolhapur ..	Solapur and Kolha-
(8) The Government Labour Officer, Pune ..	pur Districts.
(9) The Government Labour Officer, Sangli ..	
(10) The Government Labour Officer, Satara ..	
(11) The Government Labour Officer, Solapur ..	
(12) The Government Labour Officer, Kolhapur ..	
(13) The Government Labour Officer, Ichalkarnaji ..	
(14) The Government Labour Officer, Barshi ..	

SCHEDULE

Designation of the Officers 1	Areas 2
III.	
(1) The Deputy Commissioner of Labour, Nagpur Division, Nagpur.	
(2) The Assistant Commissioner of Labour, Nagpur Division, Nagpur.	
(3) The Assistant Commissioner of Labour, Nagpur District, Nagpur.	
(4) The Assistant Commissioner of Labour, Gondia	
(5) The Assistant Commissioner of Labour, Bhandara	
(6) The Government Labour Officer, Nagpur District, Nagpur	
(7) The Government Labour Officer, Wardha	Within the limits of
(8) The Assistant Commissioner of Labour, Chandrapur/Gadchiroli.	Nagpur, Wardha,
(9) The Government Labour Officer, Chandrapur/Gadchiroli ..	Bhandara, Chandra-
(10) The Government Labour Officer, Bhandara ..	pur, Amravati
(11) The Government Labour Officer, Gondia ..	Akola, Buldana,
(12) The Government Labour Officer, Tumsar ..	Yavatmal and Gad-
(13) The Government Labour Officer, Tirora ..	chiroli Districts.
(14) The Assistant Commissioner of Labour, Amravati ..	
(15) The Government Labour Officer, Amravati ..	
(16) The Assistant Commissioner of Labour, Akola ..	
(17) The Government Labour Officer, Akola ..	
(18) The Government Labour Officer, Buldana ..	
(19) The Government Labour Officer, Yavatmal ..	
IV.	
(1) The Deputy Commissioner of Labour, Aurangabad Division, Aurangabad.	
(2) The Assistant Commissioner of Labour, Aurangabad District, Aurangabad.	Within the limits
(3) The Government Labour Officer, Aurangabad ..	of Aurangabad
(4) The Assistant Commissioner of Labour, Nanded ..	Jalna, Parbhani,
(5) The Government Labour Officer, Nanded ..	Beed, Nanded
(6) The Government Labour Officer, Parbhani ..	and Osmanabad/L
(7) The Government Labour Officer, Beed ..	Latur Districts.
(8) The Government Labour Officer, Osmanabad/Latur ..	
(9) The Government Labour Officer, Jalna ..	

(Notification No. IDI/1583/9095/Lab-4, dated 6th December 1983, published in M.G.G., Part-I-L, dated 23rd February 1984, page No. 745-47).

XVII. WORKING JOURNALISTS AND OTHER NEWSPAPER EMPLOYEES (CONDITIONS OF SERVICE) AND MISCELLANEOUS PROVISIONS ACT, 1955.)

1. (A) *Appointments under the Act.*—In exercise of the powers conferred by sub-section (1) of section 17 B of the said Act, and in supersession of all the previous notifications issued in this behalf, the Government of Maharashtra has appointed the officers mentioned in column 1 of the schedule appended hereto be Inspectors for the purpose of the said Act and assigned to them the jurisdiction over the areas respectively specified against them in column 2 of the schedule.

SCHEDULE

Designation of the Officers 1	Areas 2
I.	
(1) The Deputy Commissioner of Labour (Enf.), Bombay ..	
(2) The Assistant Commissioner of Labour, Bombay ..	
(3) The Government Labour Officer, Bombay ..	
(4) The Deputy Commissioner of Labour, Thane ..	
(5) The Assistant Commissioner of Labour, Thane ..	
(6) The Government Labour Officer, Thane ..	
(7) The Assistant Commissioner of Labour, Raigad ..	
(8) The Government Labour Officer, Raigad ..	Within the limits of
(9) The Assistant Commissioner of Labour, Kalyan ..	Greater Bombay,
(10) The Government Labour Officer, Kalyan ..	Thane, Raigad,
(11) The Government Labour Officer, Bhiwandi ..	Ratnagir, Sindhu-
(12) The Government Labour Officer, Ratnagiri/Sindhudurg ..	durg, Nashik, Dhule
(13) The Assistant Commissioner of Labour, Nashik ..	Jalgaon and Ahmad-
(14) The Assistant Commissioner of Labour, Jalgaon ..	nagar Districts.
(15) Assistant Commissioner of Labour, Ahmadnagar ..	
(16) The Government Labour Officer, Nashik ..	
(17) The Government Labour Officer, Malegaon ..	
(18) The Government Labour Officer, Jalgaon ..	
(19) The Government Labour Officer, Dhule ..	
(20) The Government Labour Officer, Ahmadnagar ..	
II.	
(1) The Deputy Commissioner of Labour, Pune Division, Pune.	
(2) The Deputy Commissioner of Labour, Pune District, Pune...	
(3) The Assistant Commissioner of Labour, Pune Division, Pune.	
(4) The Assistant Commissioner of Labour, Pune District, Pune.	Within the limits of
(5) The Assistant Commissioner of Labour, Solapur ..	Pune, Satara, Sangli,
(6) The Assistant Commissioner of Labour, Sangli ..	Solapur and Kolha-
(7) The Assistant Commissioner of Labour, Kolhapur ..	pur Districts.
(8) The Government Labour Officer, Pune ..	
(9) The Government Labour Officer, Sangli ..	
(10) The Government Labour Officer, Satara ..	
(11) The Government Labour Officer, Solapur ..	
(12) The Government Labour Officer, Kolhapur ..	
(13) The Government Labour Officer, Ichalkaranji ..	
(14) The Government Labour Officer, Barshi ..	
III.	
(1) The Deputy Commissioner of Labour, Nagpur, Division, Nagpur.	
(2) The Assistant Commissioner of Labour, Nagpur Division Nagpur.	
(3) The Assistant Commissioner of Labour, Nagpur District, Nagpur.	
(4) The Assistant Commissioner of Labour, Gondia	
(5) The Assistant Commissioner of Labour, Bhandara	
(6) The Government Labour Officer, Nagpur District, Nagpur	Within the limits of
(7) The Government Labour Officer, Wardha	Nagpur, Wardha-
(8) The Assistant Commissioner of Labour, Chandrapur	Bhandara, Chandra,
Gadchiroli.	pur, Amravati,
(9) The Government Labour Officer, Chandrapur/Gadchiroli ..	Akola, Buldana,
(10) The Government Labour Officer, Bhandara ..	Yavatmal and Gad-
(11) The Government Labour Officer, Gondia ..	chiroli Districts.

Designation of the Officers 1	Arcas 2
(2) The Government Labour Officer, Tumsar ..	
(3) The Government Labour Officer, Tirora ..	
(4) The Assistant Commissioner of Labour, Amravati ..	
(5) The Government Labour Officer, Amravati ..	
(6) The Assistant Commissioner of Labour, Akola ..	
(7) The Government Labour Officer, Akola ..	
(8) The Government Labour Officer, Buldana ..	
(9) The Government Labour Officer, Yavatmal ..	
(1) The Deputy Commissioner of Labour, Aurangabad Division, Aurangabad.	
(2) The Assistant Commissioner of Labour, Aurangabad District Aurangabad.	
(3) The Government Labour Officer, Aurangabad ..	Within the limits of
(4) The Assistant Commissioner of Labour, Nanded ..	Aurangabad, Jalna,
(5) The Government Labour Officer, Nanded ..	Parbhani, Beed,
(6) The Government Labour Officer, Parbhani ..	Nanded and Osma-
(7) The Government Labour Officer, Beed ..	nabad/Latur
(8) The Government Labour Officer, OImanabad/Latur ..	Districts.
(9) The Government Labour Officer, Jalna ..	

(Notification No. WJA/1083/9090/Lab-4, dated 28th November, 1983, published in M.G.G., Part I-L, dated 23rd February, 1984 page No. 747-749).

XVIII. WORKMENS; COMPENSATION ACT, 1923.

(A) *Corrigendum*.—In Government Notification, Industries, Energy and Labour Department, No. WCA 1980/1973/Lab.-11, dated the 6th September 1982, published in the *Maharashtra Government Gazette*, Part I-L, dated the 14th October 1982, on page 7518 in the Schedule for the entry No. "(XXXIV)" read "(XLI)".

(Notification No. WCA/1080/1973/Lab.-II, dated 25th October, 1983, published in M. G. G., Part I-L, dated 9th February 1984, page No. 525).

XIV. PAYMENT OF GRATUITY ACT, 1972.

(A) *Appointments under the Act*.—(1) In exercise of the powers conferred by section 3 of the said Act, the Government of Maharashtra has appointed the presiding Officers of the Labour Courts specified in column 1 of the schedule hereto to be the controlling authorities for the areas respectively specified against them in column 2 of that schedule, and for that purpose amended Government Notification, Industries, Energy and Labour Department, No. PGA/1074/172758/Lab.-IV, dated the 12th August 1975, as follows, namely:—

In the Schedule to the said notification, in column 1—

(a) after entry 4 under the heading "Labour Courts at Bombay constituted under the Industrial Disputes Act, 1947", the following entry shall be inserted, namely—

"(5) Tenth Labour Court, Bombay.":

(b) under the heading "Labour Courts at Thane and Nashik constituted under the Industrial Disputes Act, 1947, and Bombay Industrial Relations Act, 1946,"

"for the existing entries (1), (2) and (3)" the following shall be substituted, namely—

- (1) First Labour Court, Thane,
- (2) Second Labour Court, Thane,
- (3) Labour Court, Nashik,
- (4) Labour Court, Dhule."

SCHEDULE

Court	Areas
1	2
Labour Court at Bombay Constituted under the Industrial Relations Act, 1946.	Greater Bombay as defined in clause (a) of section 3 of the Bombay Municipal Corporation Act.
(4) Tenth Labour Court, Bombay	The following areas in the Thane District —
Labour Courts at Thane and Nashik constituted under the Industrial Disputes Act, 1947 and the Bombay Industrial Relations Act, 1946	1. Thane Municipal Area.
(1) First Labour Court, Thane ..	2. Thane Taluka excluding Thane Municipal area.
(2) Second Labour Court, Thane ..	3. Bhiwandi, Nizampur Municipal Area.
(3) Labour Court, Nashik ..	4. Bhiwandi Taluka excluding.
(4) Labour Court, Dhule ..	5. Dahanu Taluka.
	6. Mokhada Taluka.
	7. Bassein Taluka.
	8. Palghar Taluka.
	9. Wada Taluka.
	10. Kalyan Taluka.
	11. Murbad Taluka.
	12. Shahapur Taluka.
	13. Jawhar Taluka.
	The following areas in the Raigad District —
	1. Panvel Taluka.
	2. Uran Taluka.
	3. Karjat Taluka.
	4. Khalapur Taluka.
	5. Roha Taluka.
	6. Mangaon Taluka.
	7. Mahad Taluka.
	8. Peladpur Taluka.
	9. Alibag Taluka.
	10. Pen Taluka.
	11. Murud Taluka.
	12. Shriwardhan Taluka.
	13. Mhasala Taluka.
	14. Sudhagad Taluka.
	15. Matheran Hill Station, Municipal area.
	The following areas in the Nashik District —
	1. Malegaon Taluka.
	2. Nashik Taluka. ..
	3. Dindori Taluka.
	4. Igatpuri Taluka.
	5. Baglan Taluka.
	6. Kalwa Taluka.
	7. Nandgaon Taluka.
	8. Niphad Taluka.
	9. Sinnar Taluka.
	10. Yeola Taluka.

Court	Areas
1	2
	11. Chandur Taluka.
	12. Peint Mahal.
	13. Surgana Taluka.
	The following areas in the Jalgaon District —
	1. Jalgaon Municipal area.
	2. Chalisgaon Municipal area.
	3. Amalner Municipal area.
	4. Jalgaon Taluka excluding Jalgaon Municipal area.
	5. Chalisgaon Taluka excluding Chalisgaon Municipal area.
	6. Amalner Taluka excluding Amalner Municipal area.
	7. Yaval Taluka.
	8. Raver Taluka.
	9. Bhusawal Taluka.
	10. Edlabad Taluka.
	11. Chopada Taluka.
	12. Erandol Taluka.
	13. Parola Taluka.
	14. Jamner Taluka.
	15. Panchora Taluka.
	16. Bhadgaon Taluka.
	The following areas in the Dhule District
	1. Dhule Municipal area.
	2. Dhule Taluka excluding Dhule Municipal area.
	3. Sakri Taluka.
	4. Sindkheda Taluka.
	5. Taloda Taluka.
	6. Shahada Taluka.
	7. Shirpur Taluka.
	8. Nandurbar Taluka.
	9. Akarani Mahal.
	10. Akkalkuwa Taluka.

(Notification No. PGA/1082/5231/Lab.-7, dated 21st December 1983, published in *M. G. G.*, Part I-L, dated 9th February 1984, page Nos. 548-550).

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

(A) *Notification under the Act*,—(1) In Government Notification, Industries, Energy and Labour Department, No. UWA. 1082/CR/8088/LAB.-5, dated the 14th November 1983, published in the *Maharashtra Government Gazette*, Part I-L, Extraordinary, dated the 14th November 1983, at pages 416 to 433 (both inclusive), in the preamble, for the figures, letters and words, " 20th Day of December 1983 " the figures, letters and words " 5th January 1984 " shall be substituted.

(Notification No. UWA/1082/CR-8088/Lab.-5, dated 20th December 1983, published in *M. G. G.*, Part I-L, dated 9th February 1984, page No. 547).

(2) In the Government Notification, Industries, Energy and Labour Department, No.UWA. 1479 Lab-5, published in the *Maharashtra Government Gazette*, Extraordinary, Part I-L, date 19th November 1983 at pages 438 to 455—

In the beginning for the date of Notification ' 11th November 1983 ' read ' 19th November 1983 '.

In clause 1 of the *Draft Scheme* on page 439, at the end of the clause 1 for the year ' 1979 ' read ' 1983 '.

(Notification No. UWA/1479/Lab.-5, dated 20th December 1983, published in *M. G. G.*, Part I-L, dated 9th February 1984, page No. 547).

(3) In Government Notification, Industries Energy and Labour Department, No. UWA. 1484. CR-10408 Lab-5, dated the 4th January 1984, published in the *Maharashtra Government Gazette*, Part I-L, Extraordinary, dated 4th January 1984 at pages 1 to 19 (both inclusive) in the preamble, for the figures, letters and words, " 31st January 1984 " the figures, letters and words " 28th February 1984 " shall be substituted.

(Notification No. UWA/1484/CR-10408/Lab.-5, dated 25th January 1984, published in *M. G. G.*, Part I-L, dated 16th February 1984, page No. 687).

(4) The following draft of a Scheme for employments in (1) Iron and Steel Market or shops in connection with loading, unloading, stacking, carrying, weighing, measuring or such other work including work preparatory or incidental to such operations; (2) Cloth and Cotton Markets or shops in connection with loading, unloading, stacking, carrying, weighing, measuring, filling, stitching, sorting, cleaning or such other work including work preparatory or incidental to such operations; (3) Grocery Markets or shops in connection with loading, unloading, stacking, carrying, weighing, measuring, filling, stitching, sorting, cleaning or such other work including work preparatory or incidental to such operations; (4) Markets and factories and other establishments in connection with loading, unloading, stacking, carrying, weighing, measuring, filling, stitching, sorting, cleaning or such other work including work preparatory or incidental to such operations carried on by workers not covered by any other entries in the Schedule to the Maharashtra Mathadi, Hamal and Other Manual Workers (Regulation of Employment and Welfare) Act, 1969 (Mah. XXX of 1969) (hereinafter referred to as " the said Act "); (5) employment in connection with loading of goods into public transport vehicles or unloading of goods therefrom and any other operation incidental and connected thereto; (6) employment in vegetable markets (including onions and potatoes markets) in connection with loading, unloading, stacking, carrying, weighing, measuring, filling, stitching, sorting, cleaning or such other work including work preparatory or incidental to such operation; (7) employment in Markets or Subsidiary Markets established under the Maharashtra Agricultural Produce Marketing (Regulation) Act, 1963 (Mah. XX of 1964), in connection with loading, unloading, stacking, carrying, weighing, measuring, filling, stitching, sorting, cleaning or such other work including work preparatory or incidental to such operations; and (8) employment in *Khokha* making and in timber markets, in the areas within the limits of Solapur Municipal Corporation and Barsi Municipal Council which the Government of Maharashtra, after consultation with the Advisory Committee, proposes to make in exercise of the powers conferred by the sub-section (1) of section 4 of the Maharashtra Mathadi, Hamal and Other Manual Workers (Regulation of Employment and Welfare), Act, 1969 (Mah. XXX of 1969), and of all other powers enabling it in that behalf, is hereby published as required by sub-section (1) of the said section 4 for the information of all persons likely to be affected thereby; and notice is hereby given that the said draft will be taken into consideration by the Government of Maharashtra on or after 31st January 1984.

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

DRAFT SCHEME

Solapur-Barsi Iron and Steel Markets or Shops, Cloth or Cotton Markets or Shops, Grocery Markets or Shops, Markets and Factories and other Establishments, Public Goods Transport Undertakings, Vegetable Markets, Markets and Subsidiary Markets and *Khokha* making and Timber Markets Unprotected Workers (Regulation of Employment and Welfare) Scheme, 1984.

1. *Title*.—This Scheme may be called the Solapur-Barsi Iron and Steel Markets or Shops, Cloth or Cotton Markets or Shops, Grocery Markets or Shops, Markets and factories and other Establishments, Public Goods Transport Undertakings, Vegetable Markets, Markets and Subsidiary Market and *Khokha* making and Timber Markets Unprotected Workers (Regulation of Employment and Welfare) Scheme, 1984.

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

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

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

(c) Grocery Markets or shops in connection with loading, unloading, stacking, carrying, weighing, measuring, filling, stitching, sorting, cleaning or such other work including work preparatory or incidental to such operations;

(d) Markets and factories and other Establishments in connection with loading, unloading, stacking, carrying, weighing, measuring, filling, stitching, sorting, cleaning or such other work including work preparatory or incidental to such operations carried on by workers not covered by any other entries in the Schedule to the said Act;

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

(f) Vegetable markets (including onions and potatoes markets) in connection with loading, unloading, stacking, carrying, weighing, measuring, filling, stitching, sorting, cleaning or such other work including work preparatory or incidental to such operations;

(g) Markets or Subsidiary markets established under the Maharashtra Agricultural Produce Marketing (Regulation) Act, 1963 (Mah. XX of 1964) in connection with loading, unloading, stacking, carrying, weighing, measuring, filling, stitching, sorting, cleaning or such other work including work preparatory or incidental to such operations

(h) *Khokha* making and in timber markets for efficient performance of work and general for making better provision in terms and conditions of employment of such workers and make provisions for their general welfare and safety.

(2) The Scheme shall apply to the registered workers and registered employers in the areas within the limits of Solapur Municipal Corporation and Barsi Municipal Council for the scheduled employments mentioned in sub-clause (1).

3. *Commencement*.—(1) The clauses 14 and 15 shall come into force on 1st April 1984.

(2) The remaining clauses shall come into force on 1st May 1984.

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

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

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

(2) In the Government Notification, Industries, Energy and Labour Department, No. UWA. 1479/Lab.-5, published in the *Maharashtra Government Gazette*, Extraordinary, Part I-L, date 19th November 1983 at pages 438 to 455—

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1. This Scheme may be called the Solapur-Barsi Iron and Steel Markets or Shops, Cloth or Cotton Markets or Shops, Grocery Markets or Shops, Markets and factories and other Establishments, Public Goods Transport Undertakings, Vegetable Markets, and Subsidiary Market and *Khokha* making and Timber Markets Unprotected (Regulation of Employment and Welfare) Scheme, 1984.

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

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

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

(c) Grocery Markets or shops in connection with loading, unloading, stacking, carrying, weighing, measuring, filling, stitching, sorting, cleaning or such other work including work preparatory or incidental to such operations ;

(d) Markets and factories and other Establishments in connection with loading, unloading, stacking, carrying, weighing, measuring, filling, stitching, sorting, cleaning or such other work including work preparatory or incidental to such operations carried on by workers not covered by any other entries in the Schedule to the said Act ;

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

(f) Vegetable markets (including onions and potatoes markets) in connection with loading, unloading, stacking, carrying, weighing, measuring, filling, stitching, sorting, cleaning or such other work including work preparatory or incidental to such operations ;

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(h) *Khokha* making and in timber markets for efficient performance of work and general for making better provision in terms and conditions of employment of such workers and make provisions for their general welfare and safety.

(2) The Scheme shall apply to the registered workers and registered employers in the areas within the limits of Solapur Municipal Corporation and Barsi Municipal Council for the scheduled employments mentioned in sub-clause (1).

3. *Commencement.*—(1) The clauses 14 and 15 shall come into force on 1st April 1984.

(2) The remaining clauses shall come into force on 1st May 1984.

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

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

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

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

"Pool Worker" means a registered worker in the pool who is not a monthly worker ;

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

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

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

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

(f) "Register of Employers" means the register of employers maintained under this Scheme ;

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

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

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

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

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

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

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

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

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

(i) ensuring the adequate supply and the full and proper utilisation of registered workers for purpose of facilitating the rapid turnout of work ;

(ii) regulating the recruitment and entry into and the discharge from the Scheme of workers and allotment of registered workers in the pool to registered employers ;

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

(iv) keeping, adjusting and maintaining the employers' registers, entering or re-entering therein the name of any employer and where circumstances so require removing from the register the name of any registered employer in accordance with the provisions of this Scheme ;

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

(11) The Board may—

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

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

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

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

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

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

(vii) sanction the annual budget;

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

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

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

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

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

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

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

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

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

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

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

(e) to ensure that the provisions of the Scheme in regard to transfer and promotion of registered workers are carried out;

(f) to constitute medical Boards when required;

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

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

(i) to ensure that suitable statistics in regard to the output of labour are compiled and placed before the Board with appropriate remarks and explanations at such intervals as the Board may desire;

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

(ii) to make appointment to the post, the maximum salary of which exclusive of allowance is below Rs. 1,000 per month;

(k) to take disciplinary action against registered workers and registered employers in accordance with the provisions of this Scheme;

(l) to declare that there has been "a go-slow" and to take action as authorised under this Scheme;

(m) to sanction the transfer of a monthly worker to the pool at the request of the registered employer or the registered worker, as provided for in this Scheme;

(n) to deal with appeals from registered workers and registered employers under clauses 37 and 38;

(o) discharge all functions relating to disciplinary action against registered employers and registered workers to the extent permitted under clause 34.

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

(a) keeping, adjusting and maintaining the register of employers entering or re-entering therein the name of any employer and where the circumstances so require removing from the register the name of any registered employer in accordance with the provisions of this Scheme;

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

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

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

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

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

(ii) keep the record of attendance at call stands or control points of registered workers;

(iii) provide for the maintenance of records of employment and earnings of registered workers;

(iv) make or cause to be made the necessary entries in the attendance cards and the wage slips of the registered workers in the reserve pool as laid down in clause 23;

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Notwithstanding any provisions of this Scheme, where the Board is of opinion that a registered worker has obtained registration by furnishing false information in his application or has furnished any information required therein or where it appears that a worker has been employed improperly or incorrectly the Board may direct the removal of his name from the register.

... before giving any such direction, the Board shall give such worker and showing cause why the proposed direction should not be issued.

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

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

Explanation.—The criteria for promotion shall ordinarily be —

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

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

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

(4) If the services of a registered monthly worker are terminated by the registered employer for an act of indiscipline or misconduct he may apply to the Board for employment in the pool. The Secretary on behalf of the Board shall then decide on the merits of the case, whether or not the registered worker should be employed through the Board and if so, whether in the same or a lower category. The registered worker should be given an opportunity of being heard and pleading his case before the Secretary, either himself or through his representatives.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

(3) A registered monthly worker of one registered employer or a group of registered employers except with the previous approval of the Chairman or Secretary.

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

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

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

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

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

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

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

- (a) report at such call stands or control points and at such times as may be specified by the Board and shall remain at such call stands or control points;
- (b) accept any employment under a registered employer whether in the category in which he has been registered or any other category for which he is considered suitable by the Board.

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

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

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

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

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

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

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

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

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

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

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

(2) Notwithstanding the preceding provisions of the clause—

(a) where the Secretary is satisfied that—

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

- (a) give him a warning in writing ;
- (b) suspend him for a period not exceeding four days ;
- (c) terminate his services after giving one month's notice or one month's wages inclusive dearness allowance in lieu thereof ; or
- (d) dismiss him.

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

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

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

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

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

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

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

(3) The Chairman may take disciplinary action—

- (i) where "go slow" is resorted to by a gang against all the members of the gang, and
- (ii) where "go slow" is resorted to by an individual registered worker against the worker concerned.

(4) Provided that, the Chairman may, before giving an opportunity to show cause under clause 34(1)(ii) suspend any registered worker or gang of registered worker if a declaration has been made under sub-clause (1).

by the Chairman that a "go slow" has been resorted to by a registered registered workers shall be final, and shall not be liable to be questioned

Termination of employment.—(1) The employment of a registered worker in the pool shall be terminated except in accordance with the provisions of this Scheme.

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

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

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

(2) A registered worker who is aggrieved by an order of the Secretary—

- (i) placing him in a particular group in the register or record ; or
- (ii) refusing registration under clause 15 ; or
- (iii) requiring him under clause 28(4)(b) to undertake any work which is not of the same nature to which he belongs may prefer an appeal to the Chairman.

(3) Any registered worker who is aggrieved by an order under clause 16(4) may prefer an appeal to the Chairman.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

42. *Provident Fund and Gratuity.*—(1) The Board shall frame and operate rules providing for Contributory Provident Fund for registered workers. The rules shall provide for the rate of contribution, the manner and method of payment and such other matters as may be considered necessary so however, that the rate of contribution is not less than $6\frac{1}{4}$ per cent of the wages of a registered worker and is not more than $8\frac{3}{4}$ per cent of such wages :

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

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

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

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

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

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

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

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

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

FORM 'A'

(See clause 14)

THE SOLAPUR-BARSI MATHADI AND UNPROTECTED LABOUR BOARD

Application for the registration of employer

Registration No.

(to be filled in by office)

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

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

2. Whether a firm or a company

Name of the Proprietor—

(1)

(2)

(1)

(2)

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

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

5. The places where work is done location in
 retain the same of goods is
 stacking, with trade/
 carried on with trade/
 business of your Establishments.
6. Are you employing workers thorough
 ? 1 state the name
 of the establishment.
7. Are you employing workers through
 the use of the
 Tolti/s, or of all
 workers.

Date :

Form No. UWA/1114/CR-10408/Lab-5, dated 4th January 1984, published in
 M.G.G. Part-I-L dated 16th February 1984, page Nos. 662-680.

(B) *Constitution of Government Committees, Industries, Energy and Labour Depart-
 ment, No. UWA 1382/CR 1088-Lab-5, dated 11th November 1983, published in Man-
 rashtra Government Gazette, Extraordinary, Part I-L, dated 11th November 1983, on
 page 415—*

Ministry of Labour, Government of Maharashtra, Mumbai

*Form No. UWA/1114/CR-10408/Lab-5, dated 4th January 1984, published in
 M.G.G. Part-I-L dated 16th February 1984, page No. 662.*

Consumer Price Index Numbers for Industrial Workers for February 1984

BOMBAY

*78 A rise of 2 points

In February 1984 the Consumer Price Index Number for Industrial Worker (New Series) for Bombay Centre with base January to December 1960 equal to 100 was 576 being 2 points higher than that in the preceding month. The index number for the standard of life ascertained during the year 1958-59 family living survey at Bombay Centre

The index number for the food group decreased by 1 point to 639 due to a fall in the average price of arhar dal, dry-chillies, onion, Zerra and vegetables and fruits

The index number for the Pan, Supari, and Tobacco etc., group increased by 12 points to 613 due to a rise in the average prices of pan leaf and chewing Tobacco

The index number for the Fuel and Light group increased by 17 points to 760 due to a rise in the average prices of firewood, El.-charges and charcoal.

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

The index number for clothing, bedding and footwear group has remained steady at 557.

The index number for the miscellaneous group increased by 2 points to 444 due to rise in the average prices of Cinema show, toilet soap, tooth powder, utensils brass, washing soap and tailoring charges.

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

(Average prices for the calendar year 1960 = 100)

Group	Weight proportional to the total expenditure.	Group Index Numbers	
		January 1984	February 1984
I-A. Food	57.1	640	639
I-B. Pan, Supari, Tobacco, etc.	4.9	601	613
II. Fuel and Light	5.0	743	760
III. Housing	4.6	171	171
IV. Clothing, Bedding and Foot-Wear	9.4	557	557
V. Miscellaneous	19.0	442	444
Total	100.0	...	...
Consumer Price Index Number	...	576	578

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

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

SOLAPUR*

600 A fall of 11 points.

In February 1984 the Consumer Price Index Number for Industrial Workers (New Series) for Solapur Centre with base January to December 1960 equal to 100 was 600 being 11 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 19 points to 655 due to a fall in the average prices of wheat, jowar, arhardal, masurdal, fish fresh chillies dry, onions, garlic, gur and vegetables and fruits.

The index number for the pan, supari and tobacco etc., group increased by 1 point to 471 due to a rise in the average price of cigarettes only.

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 remained steady at 579.

The index number for the miscellaneous group increased by 2 points to 450 due to a rise in the average prices of toilet soap and washing soap.

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

(Average prices for the calendar year 1960 = 100)

Groups	Weight proportional to the total expenditure	Group Index Numbers	
		January 1984	February 1984
I-A. Food	63.0	674	655
I-B. Pan, Supari, Tobacco etc.	3.4	470	471
II. Fuel and Light	7.1	708	708
III. Housing	5.2	255	255
IV. Clothing, Bedding and Footwear	9.0	579	579
V. Miscellaneous	12.3	448	450
Total	....	....	....
Consumer Price Index Number	100.00	611	600

*Details regarding the scope and method of compilation of the index may be seen on pages 607 to 613 December 1963 issue of *Labour Gazette*. For Errata (see) page 897 of January 1966 issue.

Note.—For arriving at the equivalent of the old index number 1927-28=100, the new index number should be multiplied by the linking factor of 3.82.

NAGPUR*

A fall of 10 points

In February 1984 the Consumer Price Index Number for Industrial Workers (New Series) for Nagpur Centre with base January to December 1960 equal to 100 was 561 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 Nagpur Centre.

The index number for the food group decreased by 23 points to 589 due to a fall in the average prices of rice, jowar, arhardal, gramdal, gingelli oil, groundnut oil, linseed oil, milk, ghee, turmeric, chillies dry, onions, zeera, gur and vegetable and fruits.

The index number for the pan, supari and tobacco etc., group decreased by 2 points to 551 due to a fall in the average prices of katha and bidi.

The index number for the Fuel and Light group increased by 21 points to 836 due to rise in the average prices of fire-wood, coal and coke.

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 6 points to 440 due to a rise in the average prices of toilet soap, tooth powder, face powder, cinema, cot, aluminium, brass, laundry charges and washing soap.

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

(Average prices for the calendar year 1960=100)

Groups	Weights proportional to total expenditure	Group Index Numbers	
		January 1984	February 1984
I-A. Food	57.2	612	589
I-B. Pan, Supari, Tobacco, etc.	3.8	553	551
II. Fuel and Light	5.7	815	836
III. Housing	6.6	297	297
IV. Clothing, Bedding and Footwear	10.9	602	602
V. Miscellaneous	15.8	434	440
Total	100.0	....	....
Consumer Price Index Number		571	561

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

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

PUNE*

551-A fall of 4 points

In February 1984 the Consumer Price Index Number for Working Class (New Series) for Pune centre with base year 1961 equal to 100 was 551 being 4 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 8 points to 623 due to a fall in the average prices of turdal, gramdal, oils and fats, mutton, fish and eggs, milk and vegetables.

The index number for the Fuel and Light group increased by 1 point to 686 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 1 point to 519 due to a rise in the average prices of Dhoti and Saree.

The index number for the miscellaneous group remained steady at 455.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR PUNE CENTRE

(Average prices for the calendar year 1961 = 100)

Groups	Weight proportional to total expenditure	Group Index Numbers	
		January 1984	February 1984
I. Food ..	55.85	631	623
II. Fuel and Light ..	6.89	685	686
III. Housing ..	6.65	144	144
IV. Clothing and Footwear ..	10.31	518	519
V. Miscellaneous ..	20.30	455	455
Total ..	100.00	.....	.....
Consumer Price Index Number ..	.....	551	547

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

JALGAON

568. A rise of 10 points

In February 1984 the consumer Price Index Number for Working Class (New series) for Jalgaon centre with base year 1961 equal to 100 was 568 being 10 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 Jalgaon

The index number for the food group increased by 15 points to 626 due to rise in the average price of rice, jowar, turdal gramdal oils and fats dry fresh fish ghee, turonic (Sangli), corriander other vegetables, sugar tea-leaf.

The index numbers for the miscellaneous group increased by 4 points to 452 due to a rise in the average prices of supari (Manglori) and 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	
		January 1984	February 1984
I. Food ..	60.79	611	626
II. Fuel and Light ..	7.20	711	711
III. Housing ..	6.11	183	183
IV. Clothing and Footwear ..	10.29	529	529
V. Miscellaneous ..	15.61	448	452
Total ..	100.00	558	568
Consumer Price Index Number ..	.....	558	568

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

Note. — To obtain the equivalent old index number on base August 1939 = 100 index number on base 1961 = 100 should be multiplied by the linking factor viz. 5.0.

NANDED

614—A fall of 15 points

In February 1984 the consumer Price Index Number for Working Class (New series) for Nanded centre with base year 1961 equal to 100 was 614 being 15 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 Nanded centre.

The index number for the food group Decreased by 29 points to 674 due to a fall in the average price of rice, jowar, turdal, uriddal, tamarind, vegetable and vegetable products.

The index number for the fuel and light group increased by 58 points to 773 due to a rise in the average prices of Firewood only.

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

The index number for clothing and footwear decreased by 7 points 514 due to a fall in the average prices of dhoti and saree.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR
NANDED CITY

(Average prices for the calendar year 1961=100)

Groups	Weight proportional to total expenditure	Group Index Numbers	
		January 1984	February 1984
I. Food	61.46	703	674
II. Fuel and Light	5.88	715	773
III. Housing	4.62	310	310
IV. Clothing and Footwear	12.22	521	514
V. Miscellaneous	15.82	488	488
Total ..	100.00	629	614
Consumer Price Index Number ..	.....	....	....

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

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

AURANGABAD

612-A fall of 5 points.

In February 1984 the consumer Price Index Number for Working class (New series) for Aurangabad centre with base year 1961 equal to 100 was 612 being 5 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 Aurangabad centre.

The index number for the food group decreased by 9 points to 680 due to a fall in the average prices of wheat, jowar, turdal, oils and fats 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 group increased by 2 points to 530 due to a rise in the average price of Saree only.

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

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS
FOR AURANGABAD CENTRE

(Average prices for the calendar year 1961=100)

Groups	Weight proportional to total expenditure	Group Index Number	
		January 1984	February 1984
I. Food	60.72	689	680
II. Fuel and Light	7.50	771	771
III. Housing	8.87	326	326
IV. Clothing and Footwear	9.29	528	530
V. Miscellaneous	13.62	458	458
Total	100.00	....	....
Consumer price Index Number ..	.....	617	612

*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.

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ALL INDIA AVERAGE CONSUMER PRICE INDEX NUMBERS FOR INDUSTRIAL WORKERS

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

TABLE

Month	Base 1960=100	*Base 1949=100
1	2	3
March 1983	502	610
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	563	684
January 1984	561	682
February 1984	561	682

*Index numbers under this column are derived from the 1960 based index.

THE STATEMENT SHOWING THE CONSUMER PRICE INDEX NUMBER FOR (INDUSTRIAL WORKERS) GROUPS FOR SEVEN CENTRES OF MAHARASHTRA STATE FOR THE MONTH OF FEBRUARY 1984

Centre	Base	Food	Pan, Supari, Tobacco etc.	Fuel and light	Housing	Clothing bedding and footwear	Miscellaneous	Consumer Price Index No. February 1984	Equivalent Old Index No. February 1984	Consumer Price Index No. January 1984	Equip-ment Index No. January 1984	12
Bbomay ..	1960 ..	100	639	613	760	171	444	578	2566	576	2557	
Solapur ..	1960 ..	100	655	471	708	255	450	600	2292	611	2334	
Nagpur ..	1960 ..	100	589	551	836	297	440	561	2928	571	2981	
Pune ..	1961 ..	100	623	..	686	144	455	551	..	555	..	
Jalgaon ..	1961 ..	100	626	..	711	183	529	568	3005	558	2952	
Nanded ..	1961 ..	100	674	..	773	310	488	614	1504	629	1541	
Aurangabad ..	1961 ..	100	680	..	771	326	458	612	1359	617	1370	

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
JALGAON : 5.29

SOLAPUR : 3.82
NANDED : 2.45

NAGPUR : 5.22
AURANGABAD : 2.22

Labour Intelligence

INDUSTRIAL RELATIONS IN MAHARASHTRA REVIEW FOR THE MONTH OF JANUARY 1984

Industrial Courts, Tribunals and Labour Courts

Total 2,207 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	21	22	176	197
2	Industrial Tribunal, Bombay	2	15	17	17
3	Industrial Court, Nagpur	1	1	1	1
4	Industrial Tribunal, Nagpur	3	93	96	96
5	Industrial Court, Pune	3	3	3	3
6	Industrial Tribunal, Pune	1	53	54	54
7	Industrial Court, Thane	10	10	10	10
8	Industrial Tribunal, Thane	2	13	15	15
9	Industrial Court, Kolhapur	17	17	19	19
10	Industrial Tribunal, Kolhapur	2	1	1	1
11	Industrial Court, Amravati	1	23	23	23
12	Industrial Tribunal, Amravati	1	1	1	1
13	Industrial Court, Nashik	1	1	1	1
Total ..		31	37	296	458

II Labour Courts—

1	Labour Court, Bombay	54	182	296	532
2	Labour Court, Pune	3	24	24	51
3	Labour Court, Nagpur	52	150	100	302
4	Labour Court, Thane	2	41	44	87
5	Labour Court, Kolhapur	4	19	29	52
6	Labour Court, Solapur	3	11	56	70
7	Labour Court, Akola	2	11	22	35
8	Labour Court, Nashik	1	5	14	20
9	Labour Court, Aurangabad	1	8	8	8
10	Labour Court, Sangli	3	56	196	255
11	Labour Court, Dhule	2	189	12	201
12	Labour Court, Amravati	2	6	24	32
13	Labour Court, Jalgoan	75	4	4	79
14	Labour Court, Bhandara	8	9	8	25
15	Labour Court, Ahmednagar	1	1	1	1
Total ..		134	778	837	1,749

reference was received by the Wage Board for Silk textile Industry

Conciliation

An analysis of disputes handled by the Conciliation machinery in the State during August 1983 under various Acts is given below :-

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

Act	1	Total
(1) Industrial Disputes Act, 1947	120	143
(2) Bombay Industrial Relations Act, 1946	23	143
(3) Bombay Industrial Relations (Extensions and Amendment) Act, 1966	...	143
Total ..		143
	294	308
Employment, leave, hours of work and Miscellaneous causes	14	308
3	...	308
Total	4	451

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

Act	1	Total
(1) Industrial Disputes Act, 1947	134	199
(2) Bombay Industrial Relations Act, 1946	177	199
(3) Bombay Industrial Relations (Extensions and Amendment) Act, 1966	...	199
Total ..		199
	571	571
Ended in Failure	5	571
5	...	571
Settled Amicably	113	571
113	...	571
No. of cases received during the month	414	571
414	...	571
Pending at the beginning of the month	134	571
134	...	571
Pending at the end of the month	197	571
197	...	571
Total	8	1,408
8	...	1,408
With-drawn or not pursued by parties	0	1,408
0	...	1,408
Ended in Failure	5	1,408
5	...	1,408
Settled Amicably	113	1,408
113	...	1,408
No. of cases received during the month	414	1,408
414	...	1,408
Pending at the beginning of the month	134	1,408
134	...	1,408
Pending at the end of the month	197	1,408
197	...	1,408
Total	8	1,408
8	...	1,408
With-drawn or not pursued by parties	0	1,408
0	...	1,408
Ended in Failure	5	1,408
5	...	1,408
Settled Amicably	113	1,408
113	...	1,408
No. of cases received during the month	414	1,408
414	...	1,408
Pending at the beginning of the month	134	1,408
134	...	1,408
Pending at the end of the month	197	1,408
197	...	1,408

Act	Cotton Textile	Silk Textile	Chemical	Textile Processing	Hosiery	Banking	Sugar	Misc.	Transport	Total
1	2	3	4	5	6	7	8	9	10	11
B. I. R. Act, 1946	4	3	1	5	2	2	7	9	4	37

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

District-wise analysis is given below :-

Act	Bombay	Pune	Thane	Nagpur	Nanded	Aurangabad	Ahamadnagar	Total
1	2	3	4	5	6	7	8	9
B. I. R. Act, 1946	15	8	4	1	1	2	6	37

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

LABOUR GAZETTE—APRIL 1984

INDUSTRIAL DISPUTES IN MAHARASHTRA STATE DURING JANUARY 1984

	January 1984	December 1983	January 1983
No. of Disputes	53	51	82
No. of Workers involved	17,308	16,848	1,16,979
No. of Man-days lost	4,01,562	3,84,357	15,81,348

Industry-wise classification is given below :-

Name of the Industry Group	Number of disputes in progress			Number of people involved in all disputes	Average man-day lost in
	Started before beginning of the month i.e. before January 1984	Started during the month i.e. January 1984	Total		
1	2	3	4	5	6
Textile	3	6	9	7,415	1,94,242
Engineering	17	1	18	4,059	92,084
Chemical	1	2	1	246	4,045
Miscellaneous	19	4	25	5,198	1,11,392
January 1984 Total	40	13	53	17,209	4,01,562
December 1983 Total	18	17	51	16,848	1,16,979

Six of the disputes arose over questions of "pay, allowances and bonus" 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 9 disputes that terminated during the course of the month, 4 disputes were settled either entirely or partially in favour of the workers and 5 in favour of the employers.

Not—(1) The figures given in the above table are based on returns received under the Collection Statistics Act, 1953. In some cases, the Statistics of Industrial Disputes however disputes in which 10 or more persons are involved are included.

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

558

Serial No.	Name of the concern	Sector	S/L	Reason	Date of work-stoppages		No. of workers involved	Mandays lost		Remarks
					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., Kolshet Road, Thane.	Pvt.	S	Reinstatement	20-4-1981		459	11,700	3,85,378	Continued.
2	Pune— Swastik Products Khadki, Pune 411 003.	Rubber Pvt.	S/I.	Others— Labour Trouble.	14-3-1982		1,260	31,174	7,33,653	Do.
3	Bombay— Calico Dyeing Mills Ltd., Bombay 400 012.	Printing Pvt.	L	Labour Trouble— Bonus for the year 1981.	22-12-82		585	15,210	2,03,580	Do.
4	Thane— Krishna Industries, Thane.	Steel Pvt.	L	Violence	31-8-1983		394	10,124	51,160	Do.
5	Bombay— Messrs. Stainless Industries Pvt. Ltd., Bhandup, Bombay 400 078.	Devidayal Steel Pvt. Ltd.	Pvt.	S	Wages	2-9-1983	697	18,684	88,142	Do.

LABOUR GAZETTE—APRIL 1984

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

Serial No.	Name of the Concern	Sector	S/L	Reason	Date of work-stoppages		No of Workers Involved	Mandays lost		Remarks
					Began	Ended		During the month.	Till the close of the month	
1	2	3	4	5	6	7	8	9	10	11
6	Bombay— Estrella Batteries Ltd., Matunga, Bombay 400 019.	Pvt.	L	Unfair Labour practices.	3-11-1983		1,170	31,590	91,260	Continued.
7	Thane— The National Rayon Corporation Ltd., District Thane.	Pvt.	L	Go-slow	24-11-1983		5,985	1,61,900	3,62,180	Do.
8	Thane— Messrs. Mukund Iron and Steel Works Ltd., District Thane.	Pvt.	L	Demand of Bonus of 20 per cent on gross wages and ex-gratia.	27-11-1983		1,358	35,308	76,048	Do.
9	Thane— Wimco Ltd, Western Region, Ambernath.	Pvt.	L	Go-slow	12-1-1984		1,176	19,992	19,992	Do.

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

Press note showing the progress during the month of January and February 1984.

The Employees' State Insurance Scheme applies to Maharashtra area and includes Bassein and Goa and provides protection to 15,29,475 workers in the events of Employment Injuries, Sickness and Maternity. This protection is made available in two ways namely by provision of Medical Care and cash Benefits when needed. During the month of January and February, 1984, 43,500 Insured Persons received Rs. 87,24,436.84 cash benefit due to employment injuries. This includes 14,500 persons who were in receipt of pension for permanent disablement benefit and 5,165 persons who were in receipt of dependents of deceased Insured Persons. During the month 14,643 accidents were reported against 15,263 during the preceding months of November and December 1983.

Comparatively fewer persons need the employment injury benefits but a fairly large number need cash benefit in the event of Sickness. During January and February 1984 1,61,368 claims were received and an amount of Rs. 1,09,92,613.95 was paid as Sickness Benefit. During the preceding month 1,64,240 claims were received and an amount of Rs. 1,10,36,284.45 was disbursed as Sickness Benefit.

Some Insured Persons suffering from T. B. Mental Maligant and oher long term d seases required more attention and they are being paid additional benefits called Extended Sickness Benefit. During the month an amount of Rs. 1,30,9645.00 was paid towards this benefits.

During the month 1,465 Insured Women claimed Rs. 10,33,621.80 by way of Maternity Benefit.

The attendance at the dispensaries as per certificates received was 3,63,467 during the month.

During the month Funeral Benefit in 185 cases amounting to Rs. 18,500.00 was paid.

During the month confinement charges in respect of wives of Insured Persons amounting to Rs. 57,180 was paid.

During the month an amount of Rs. 61,913.50 was paid as Enhanced, Sickness Benefit to 336 Insured Persons who had undergone sterilisation operation for family planning.

For recovery of arrears of contribution under the Scheme Legal proceeding were initiated in 196 cases against defaulting Employers.

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