

Newspaper  
R. N. 11549/57

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All correspondence and remittances should be addressed to—

THE COMMISSIONER OF  
LABOUR

"Commerce Centre", Tardeo  
Bombay 400 034

Tel. No. 393651

PRINTED AT GOVERNMENT CENTRAL PRESS, BOMBAY

Regd. No. BYW-10

Licence No. J  
Licensed to Post

372



# LABOUR GAZETTE

VOL. LXIII

No. 7

MARCH 1984

SINGLE COPY Rs. 5

ANNUAL SUBSCRIPTION Rs. 50

ISSUED MONTHLY BY

THE OFFICE OF THE COMMISSIONER OF LABOUR  
GOVERNMENT OF MAHARASHTRA

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10/1

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### LABOUR GAZETTE

Started in 1921, the *Labour Gazette*, issued monthly is a journal for the use of all interested in obtaining prompt and accurate information on matters specially affecting labour in India and abroad. It contains statistical and other information on consumer price index 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.

Annual subscription for the year Sept. 1983—Aug. 1984 is being accepted at Rs. 50.

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Inside page	Rs. P. 50.00	Rs. P. 540.00	Rs. P. 30.00	Rs. P. 324.00
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Maharashtra State, Bombay (Ex-Officio).

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# LABOUR GAZETTE

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

Vol. LXIII

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## The Month in Brief

### (a) Labour Legislation

- 1 A. Bill No. XLVIII of 1983
- A Bill to amend the Maharashtra Employment Guarantee Act, 1977.
- 1 C. Bill No. XXVI of 1983.
- A Bill to amend the Payment of Bonus Act, 1965
- 1 C. Bill No. XXVII of 1983.
- A Bill to amend the Employees State Insurance Act, 1948.

### Consumer Price Index for Working Class

The Bombay, Solapur and Nagpur Consumer Price Index Numbers for Working Class for the month of January 1984, with average price for the year ended December 1960 equal to 100 were 576, 611 and 571 respectively. The Pune, Jalgaon, Nanded and Aurangabad Consumer Price Index Numbers for Working Class for the month of January 1984 with the average prices for the year ended December 1961 equal to 100 were 555, 558, 629, and 617 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 January 1984, was 563 as compared to 559 in December 1983. On base 1949=100 derived from 1960 based index worked out to 684 as against 679 for December 1983.

### Industrial Disputes in Maharashtra State

During December 1983, there were 51 disputes involving 16,848 workmen and time loss of 3,84,357 working days as compared to 47 disputes in November, 1983 involving 19,408 workmen and time loss of 2,63,091 mandays.

Further particulars of Industrial Disputes are given at pages 486 and 487 of this issue.

### Benefits under the employees State Insurance Scheme

During the month 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 5165 persons who were in receipt of dependents benefits as dependents of deceased Insured Persons. During these months 14,634 accidents were reported as against 15,263 during the preceding months.

## Current Notes

### Criteria for recognition of Central Labour and Employers' Organisations

Only trade union organisations with a membership of more than five spread over four states and four industries, would be recognised as national organisations for representation on the Indian Labour Conference, as unanimously recommended by the National Tripartite Labour Conference held in September, 1982. Accepting all the recommendations of National Labour Conference relating to the composition of the Indian Labour Conference, the Union Labour Ministry has announced its decision to continue to follow the principles laid down by the Indian Labour Conference in 1959 in the matter of allocation of seats between the employers' and workers' organisations maintaining parity in the representation of the workers and employers.

Organisations not affiliated to any of the central trade union organisations would not be invited.

The representation for the employers' organisations would be maintained on the existing basis and *status quo* would also be kept regarding government representation.

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

### Law to regulate layoff and retrenchment

The Union Labour Minister, Mr. Veerendra Patil announced at the meeting of the consultative committee attached to his ministry held on February 7, 1984 that a separate law for the regulation of retrenchment and layoff would be brought forward. At present employers have to seek permission for layoff and retrenchment under Sections 25 (M) and 25 (N) of the Industrial Disputes Act. A number of decisions made by the Supreme Court and High Courts against these sections have made them inoperative. The new law is intended to overcome this problem.

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

### Labour representatives on Boards of NTC Mills.

According to the Union Deputy Minister for Commerce, one-third of the textile units under the National Textile Corporation will have representatives of labourers on the management committees by the end of September 1984. He said that the Government was ready to extend this to more units but the multi union system and inter union rivalries are a major block in the way.

(E.F. I. Bulletin dated 15th February 1984)

### Concessions, Profit Sharing and Unions as Shareholders in U.S.A.

Profit-sharing is showing up increasingly in union agreements and, according to 'Business Week' could, if the trend continues, produce a shift to non-inflationary wage settlements, increased productivity and reduced unemployment in cyclical downturns.

Most profit-sharing plans were installed unilaterally by management in non-union companies, often as a deferred source of income that can only be claimed at retirement. But the concession bargaining that swept through the US in 1982 produced profit-sharing plans that provide cash bonuses, as either partial or total substitutes for wage increases, in unionised companies. Such plans have been negotiated at Ford, General Motors, Pan Am, Uniroyal and International Harvester, Caterpillar, Deere Corp. among others. At Chrysler Corporation, the United Autoworkers of America recently gave up a three-year-old profit-sharing plan—which had produced no bonuses—because the workers wanted an immediate wage increase; they had not had a pay rise for nearly two years.

While there will always be a two-way pull between a stake in the company and higher wages, the future of profit-sharing is looking very promising at the moment to both labour and management. Even the New York Stock Exchange (NYSE) is looking approvingly at an idea, which only a short time ago, was considered revolutionary. The greater flexibility introduced into wages by such schemes, says the NYSE, means that "unemployment would be substantially diminished; and with higher employment, the economy's output would be higher as well".

Most studies show that employee stock ownership plans (ESOP) that are linked to productivity or labour costs tend to raise productivity, particularly if management allows worker participation in operating decisions. According to the director of the New Systems of Work and Participation Programme at Cornell University, "ESOPs can be a great means to improve commitment when combined with an active worker participation programme". Just forming an ESOP for financial reasons will not encourage people to work harder. According to the ESOP Association, what you need is "ownership plus something else". Among the "something else" are listed voting rights, participation programmes and improved communication. Two of the more interesting cases of union involvement in employee ownership originate with the United Food and Commercial Workers (UFCW). Both were motivated by failing companies struggling with difficult markets. In both cases, the companies are surviving and employee involvement, motivation and productivity are going up.

Apart from the spread of ESOPs, the unions are beginning to make inroads at shareholder meetings. According to the AFL-CIO, union campaigns at annual corporate meetings are beginning to be taken seriously and they are starting to get support from institutional investors who, up to now, have instinctively supported management positions on shareholder resolutions. The AFL-CIO quotes two union sponsored resolutions at two annual corporate meetings at which several institutional investors voted stock proxies in favour of the union resolutions. Although the union proposals were defeated they received significantly more support than usual for shareholder resolution opposed by company management.

—ILO Social and Labour Bulletin)

(E. F. I. Bulletin, dated 1-2-84)

**Tripartite Committee for Units Depending on Sugar industry.**

A tripartite committee to review the wages, privileges and the working conditions of the workers employed in the subsidiary and allied industries depended on the sugar industry in Maharashtra is to be constituted in the near future.

This was announced by the Maharashtra's Labour and Transport Minister Prof. S.M.I. Asseer while inaugurating the recently held conference of the INTUC-led Maharashtra State National Sugar Workers Federation.

The conference elected Shri Bhai Bhosale, who is the President of Maharashtra INTUC, President of the federation and Shri Baban Rao Pawar General Secretary with Sarvashri S.D. Patil, G. T. Suryavanshi, Vithalrao, Gurav, V. P. Borkar and Sashikant Basavanti as vice-presidents, P. S. Mitkari as Secretary, and S. R. Barhate, R. B. Shinde, Maula Chand Shekh, S. D. Shekh and A. D. Sonawane as Joint Secretaries and J. J. Kale as Treasurer.

Shri Bhai Bhosale in his address reviewed the industrial relations situation in Maharashtra in general and the problems of labour in the sugar industry in particular.

Leading labour leaders in the sugar industry like Shri Kishore Pawar who was a special invitee and Sarvashri Madhukar Bhise, B. R. Patel and Baburao Pawar highlighted the huge profits amassed by the sugar barons from the by-products like alcohol, acid, acytone, ethel and paper and demanded that labour engaged in the subsidiary industries should also be given a share in the profits in the form of better wages, dearness allowance and other amenities. This demand evoked an immediate response from the Labour Minister who announced the early appointment of the tripartite committee.

Some of the major demands raised by the conference were change in the existing nomenclature and classification of different categories of workers and the appointment of a third pay commission for the sugar industry, increase in dearness allowance, house rent allowance as paid to the textile workers and removal of the disparity in wages between the workers in the State's Farming Corporation and the sugar industry.

*(Indian Worker, dated 20th February 1984)*

**4 More ESI Hospitals by 1986.**

Four more hospitals are proposed to be built in the Capital under the Employees State Insurance (ESI) scheme. The first one to be ready in the trans-Yamuna area by 1986 would be a 200-bed hospital and is expected to cost Rs. 5 crore. The other three hospitals are a 200-bed one in south Delhi, a 250-bed one in Rohini scheme and a 150-bed TB hospital, according to Shri Harmindar Singh, Director General of ESI who stated here on Feb. 26.

The ESI scheme is providing health cover to 345,000 people in Delhi.

All over the country 63 lakh people have been covered under the scheme with the beneficiaries totalling 2 crore, claimed Shri Singh.

*(Indian Worker, dated 27th February 1984)*

**Strike period waived for increment to textile men.**

The INTUC-led Rashtriya Mill Mazdoor Sangh (RMMS) has successfully concluded a settlement with the Millowners Association by which the stipulation of 240 days attendance in a year for eligibility for ad hoc increment and leave with wages for the year 1982, has been waived.

As a result of this agreement over 60,000 workers in various textile units in Bombay will be benefited.

Because of the strike in 1982, a very large number of the city's textile workers could not put in 240 days work in the year and stood to forfeit the eligibility for the grant of the ad hoc increment and leave with wages as per the prevalent regulations.

The understanding reached between the RMMS and the Association provides for the annual increment of Rs. 6 with effect from January 1, 1983 to those permanent operatives with 60 days of work during 1982. Likewise permanent operatives will be given leave with wages at the rate of one day for every 20 days worked provided they had put in a minimum of 60 days work during 1982.

The agreement was entered into by the RMMS and employers with the endorsement of the Joint Board of Representatives given at its meeting held at the RMMS premises on February 8.

RMMS General Secretary Haribhau Naik, MLC apprised the Joint Board of Representatives with the salient features of the agreement. He also gave the details of the benefits accrued from the agreements on house rent allowance and pointed out that on certain counts, the provisions of the settlement were better than the recommendation of the Deshpande Committee.

The meeting of the Joint Board, by a resolution, demanded the immediate take over of "Shreenivas Mills which was on the verge of closure as a result of dispute between the partners. The resolution pointed out that the dispute between the partners had led to the unemployment of about 6,000 workers. The worker's dues by way of provident fund, gratuity, unpaid bonus, contribution to the co-operative society and others worked out to Rs. 70 crores. The resolution also urged the government to intervene at the earliest since attempts were being made to dispose off the mill properties.

The meeting condoled the death of Shri Ravindra Mhatre, Dy. High Commissioner of India in England who was brutally murdered.

*(Indian Worker, dated 20th February 1984.)*

**Bill likely on regulating unit closures**

The Union Labour Ministry is understood to have given the highest priority to law for regulating lay-offs and closures in industrial units.

A Bill to withdraw the provisions regarding layoffs and closures from the purview of the Industrial Disputes Act and to provide for adequate notice to the Government by units wanting to lay off or declare closure, is likely to be introduced in the budget session of Parliament.

Another bill the Ministry is likely to press is regarding amendment of the Payment of Gratuity Act. The amendment would remove the clause that prevents workers who have not put in 240 days of attendance in any year from receiving gratuity for that year.

*(Indian Worker, dated 27th February 1984)*

**Tiwari urges for workers safety and health**

Union Minister of Industry Narayan Dutt Tiwari called upon all managements, inspectorate and the Government to improve safety and health of worker employed in different industrial processes.

Inaugurating a one-day national seminar on 'Safety Management in Industry' here on February 15 he said that if trained personnel were scarce, necessary steps should be taken to make available to the industry adequate professional manpower to advise, undertake and coordinate safety programmes for the workers.

More than 300 delegates representing State Labour Secretaries, Labour Commissioners and Chief Inspectors of Factories, trade union leaders, safety personnel and senior executives participated in the seminar.

It considered adequacy of the provisions of the Factories Act and problems of the administration in ensuring safety and health at the establishment level including the role of employers, trade unions and research institutions.

Shri Tiwari said that workers should be educated and trained in adoption of safe practices.

While the means of production should be optimally utilised to maximise the supply of goods and services it was morally incumbent on society to ensure safe, clean and healthy working environment for those who are engaged in production, he added.

If the country could claim tremendous growth in industrialisation among developing countries it was equally important to take stock of industrial injuries and fatalities. During the past 10 years, the fatality rate of injuries showed marginal improvement, he said, adding that it could be further improved.

While stating that mere legislation was not enough to curb accidents, the Minister said what was required was the necessary will on the part of all concerned to avoid industrial accidents.

*(Indian Worker, dated 27th February)*

**Wage limit for paying compensation to go**

The Government of India is likely to do away with the wage limit for coverage under the Workmans' Compensation Act with a view to covering its benefits to all employees. At present, workers drawing up to Rs. 1,000 per month are covered under the Act.

An official press note on the deliberations of the national symposium on "Safety Management in Industry" also said on February 16, that the proposed changes would enable younger employees get proportionately higher compensation.

The Union Labour Ministry, in addition, is contemplating to upgrade the Central Labour Institute. A working group is examining the unification of various law concerning safety and drawing up programme to help the small units in safety efforts.

The symposium has recommended effective statutory provisions, strengthening of inspectorate and extensive use of voluntary organisations, including educational and motivational efforts.

There should be permanent consultative forum to discuss implementation of Factories Act and matters connected with safety environment and occupational diseases.

Another suggestion is to provide compensation to all categories of workers, including contract and casual labour. It was also suggested to provide linking of insurance premium under ESIC and insurance scheme with safety consideration consciousness.

Meanwhile, the Centre has constituted an experts committee to study the causes and trend of accidents in the open cast mines of Delhi, Haryana, Rajasthan, Himachal Pradesh and U.P.

The committee will review the existing provisions of relevant acts, rules and regulations and their impact on the safe working of the mines. The panel will include representatives of Indian Bureau of Mines, Department of Environment, Director-General of Mines Safety and Governments of the four states, official sources said.

*(Indian Worker, dated 27th February 1984)*

**Bombay's textile workers to get Rs. 35 to Rs. 65 HRA**

The agreement reached on February 9 between the INTUC led Rashtriya Mill Mazdoor Sangh (RMMS) and the Millowners' Association of Bombay provides for the payment of house rent allowance ranging from Rs. 35 to Rs. 65 to the city's textile workers with effect from April 1, 1983.

The RMMS has been demanding the payment of house rent allowance for textile workers since July 1, 1982. Meanwhile the tripartite Deshpande Committee, constituted by the Centre in August, 1982 to go into the problems of the textile workers, particularly in Bombay, recommended the payment of house-rent allowance with effect from April 1, 1983. Subsequently, the Sangh gave a notice of change on August 22 last year and the Conciliation in this regard ended in a failure. The issue was later referred to the Industrial Court.

Regardless of the reference to Industrial Court and implementation of the Deshpande Committee's recommendation, the Sangh and the Association carried on with their negotiations which concluded in an agreement on February 9.

For the payment of the agreed house-rent allowance, all employees have been divided into three groups by which those getting wages upto Rs. 750 will be paid a house-rent allowance of Rs. 32 per month, those getting above Rs. 750 but less than Rs. 1250 per month an allowance of Rs. 45 per month and Rs. 65 per month to those with wages above Rs. 1250 per month.

The wage for the payment of this allowance will comprise basic wage, personal allowance if any, high cost allowance if any and the dearness allowance.

For purposes of determining the employees falling under the aforesaid three groups, their wages or salary drawn in March 1983 will be taken for the calculation of the allowance and will be treated as having worked for the full month even if the attendance falls short.

For 1984, the group-wise division will be determined with reference to the salaries for the month of December, 1983 and likewise for subsequent years.

The house rent allowance, as in the case of wages and salaries, is liable to be deducted for the period of absence or leave without wages, but not liable to be deducted when the absence is attributable to accident, maternity leave, casual leave with wages sick leave, paid holidays or union subscription collection duty.

The house rent allowance will not be taken into account for the payment or bonus and other benefits. Such of the employees with free accommodation or concessional rents are not entitled to house rent allowance.

Disputes and differences arising in regard to the unimplementation or interpretation of the agreement will be settled by negotiations failing which the issue will be referred to a committee of two persons, one each nominated by the Association and the Sangh and its decision will be binding on both parties.

While Shri Haribhau Naik, General Secretary of RMMS signed on behalf of the workers, the Secretary General signed the agreement on behalf of the employers.

*(Indian Worker, dated 27th February 1984)*

**Minimum Wages for Chemical Fertiliser Industry**

The Government of Maharashtra proposes to fix, with effect from April 17, 1984 the minimum rates of wages for employment in any chemical fertiliser manufactory and processes incidental thereto, under the Minimum Wages Act, 1948.

For this purpose, the employment is intended to be added to part-I of the schedule to the Act.

The notification has been published in part I-L of the Gazette, extraordinary of January 13, 1984.

*(Daily note, dated 2nd February 1984)*

**Pension for Freedom Fighters**

The Government of Maharashtra has decided to sanction pension and other facilities on certain conditions to the freedom fighters who had served imprisonment in the jails of Sind province.

As Sind forms part of Pakistan the freedom fighters are not able to submit certificates in respect of the jail terms served by them in the jails of Sind. They are required to forward Sanmanpatra issued to them earlier and if it fulfills all the conditions essential for granting pension then, these freedom fighters will be held eligible for pension and other facilities available to freedom fighters.

*(Daily Note, dated 3rd February 1984)*

**Judicial Magistrate Court at Manmad from March 1, 1984**

The Government of Maharashtra has decided to establish a first class judicial Magistrate's Court at Manmad in Nandgaon taluka of Nasik district from March 1, 1984.

*(Daily Note, dated 28th February 1984)*

# Labour Legislation

L. C. BILL No. XXVII OF 1983

A BILL

*Further to amend the Employees' State Insurance Act, 1948, in its application to the State of Maharashtra.*

WHEREAS, it is expedient to amend the Employees' State Insurance Act, 1948, in its application to the State of Maharashtra for the purpose hereinafter appearing; It is hereby enacted in the Thirty-fourth Year of the Republic of India as follows, namely:—

1. *Short title and commencement.*—(1) This Act may be called the Employees' State Insurance (Maharashtra Amendment) Act, 1983.

(2) It shall come into force at once.

2. *Amendment of section 2 (9)(b) of XXXIV of 1948.*—In section 2 of the Employees State Insurance Act, 1948, in its application to the State of Maharashtra, for entry 9(b) the following shall be substituted, namely:—

“(b) any person so employed whose wages (excluding remuneration for overtime work) exceed two thousand rupees a month:

Provided that an employee whose wages (excluding remuneration for overtime work) exceed two thousand rupees a month at any time after (and not before) the beginning of the contribution period, shall continue to be an employee until the end of that period.”

## STATEMENT OF OBJECTS AND REASONS

It is almost over three decades now that the Employees' State Insurance Act, 1948, is in existence. This enactment which is a piece of social legislation is beneficial to the working class. Many a change have taken place in the Act since then but definition of the term 'Employee' has remained as it is. As a result employee whose wages exceed one thousand rupees per mensem are deprived of the benefits provided by this Act.

Because of inflationary trends in the prices of commodities and consequential erosion of the value of rupee in terms of real wages this ceiling of one thousand rupees for the purposes of these benefits needs modification.

This Bill intends to extend the benefits of this social legislation to persons earning wages upto rupees two thousand a month.

Hence the Bill.

(Published in M G G Part V dt, 26-1-84 Page Nos. 642-44)

LABOUR GAZETTE—MARCH, 1984

L. C. BILL No. XXVI OF 1983

A BILL

*Further to amend the Payment of Bonus Act, 1965, in its application to the State of Maharashtra*

WHEREAS, it is expedient further to amend the Payment of Bonus Act, 1965, (21 of 1965) in its application to the State of Maharashtra, for the purpose hereinafter appearing; It is hereby enacted in the Thirty-fourth Year of the Republic of India as follows, namely:—

1. *Short title and commencement.*—(1) This Act, may be called the Payment of Bonus (Maharashtra Amendment) Act, 1983.

(2) It shall come into force at once.

2. *Amendment of section 1(1)(b) of 21 of 1965.*—In section 1 of the Payment of Bonus Act, 1965, in its application to the State of Maharashtra (hereinafter referred to as “the Principal Act”) in sub-section (3) for paragraph (b) the following shall be substituted, namely:—

“(b) every other establishment in which ten or more persons are employed on any day during an accounting year.

3. *Amendment of section 2(13) of 21 of 1965.*—In section 2 of the Principal Act, for entry (13), the following shall be substituted, namely:—

(13) “employee” means any person (other than an apprentice) employed on a salary or wage not exceeding two thousand and one hundred rupees per mensem in any industry to do any skilled or unskilled, manual, supervisory, managerial, administrative, technical or clerical work for hire or reward whether the terms of employment be express or implied.

4. *Deletion of section 12 of 21 of 1965.*—Section 12 of the Principal Act, shall be deleted.

## STATEMENT OF OBJECTS AND REASONS

The Payment of Bonus Act, 1965, applies *inter alia* to every establishment in which twenty or more persons are employed on any day during an accounting year. This provision deprives employees of those establishments where the number of employees is 10 or more of their fair share in the profits. This anomalous position needs to be changed.

Similarly an employee whose monthly salary exceeds one thousand six hundred rupees per mensem is excluded from the purview of the benefits admissible under the Act. In view of the inflationary trend in the prices of essential commodities real value of rupee has been eroded. It is, therefore necessary to modify this ceiling upto rupees two thousand one hundred per mensem. Section 12 of the Act provides that the bonus paid to employees

coming under the purview of the Act, where salary exceeds seven hundred forty rupees *per mensem* shall be calculated as if his salary of wages were seven hundred and fifty rupees *per mensem*. This provision needs to be done away with as this ceiling of rupees seven hundred fifty deprive many an employee of bonus.

This Bill seeks to amend the Payment of Bonus Act, 1965, in its application to the State of Maharashtra for the above purposes.

Hence the Bill.

(Published in M.G.G., Part V, dated 26th January 1984, page Nos. 639-641.)

## L. A. BILL No. XLVIII OF 1983

### A BILL

Further to amend the Maharashtra Employment Guarantee Act, 1977

WHEREAS, it is expedient further to amend the Maharashtra Employment Guarantee Act, 1977, Mah. XX of 1978, for the purposes hereinafter appearing; It is hereby enacted in the Thirty-fourth Year of the Republic of India as follows :—

1. *Short title and commencement.* (1) This Act may be called the Maharashtra Employment Guarantee (Amendment) Act, 1983.

(2) It shall be deemed to have come into force on the 3rd March 1983.

2. *Insertion of section 7-A in Mah. XX of 1978*—In the Maharashtra Employment Guarantee Act, 1977 (hereinafter referred to as “the principal Act”), after section 7, the following section shall be inserted, namely

“7A. *Provision for permission to be absent and ex-gratia payment in cases of maternity and sterilization operations and of accidents to accompanying children etc.*—(1) Subject to such conditions as the State Government may by general or special order, specify, every woman, who has been employed under the Scheme for a period of not less than one hundred and fifty days, or for such lesser period as may be prescribed, in the twelve months immediately preceding the date of her expected delivery, shall be permitted to be absent from work for a period of thirty days, and during this period to *ex-gratia* payment of daily wages payable or paid to her in the month immediately preceding the date from which she absents herself on account of such permission.

(2) Subject to such conditions as the State Government may, by general or special order, specify, every person, who has been employed under the Scheme and undergoes sterilization operation or any other operation or treatment for birth control and family planning, as may be approved in this behalf by the State Government, shall be permitted to remain absent from work for rest and recuperation for such period not exceeding fourteen days as may be recommended by a medical officer approved by the State Government, and during this period to *ex-gratia* payment of his average daily wages.

(3) If personal injury is caused by accident to a child accompanying any person, who has been employed under the Scheme, or where temporary, partial or total disablement or death of such child results from such injury, the person shall be entitled, free of charge, to such medical treatment for the child as the State Government may, by general or special order, determine, and to *ex-gratia* payment of such amount as may be determined by the Collector or by an officer authorised by him, in this behalf, which shall in no case exceed the scale laid down in clause (xiv) of sub-section (2) of section 7 for personal injuries etc., caused to the person concerned.

(4) The State Government may, on the merits of each case, sanction *ex-gratia* payment to any person who has been employed under the Scheme of such amount, not exceeding five thousand rupees, as it deems necessary to meet any other like hardships or contingencies not provided for in this section, arising out of his employment on an Employment Guarantee Scheme work, subject to such conditions as it may deem fit to impose by general or special order.”

3. *Amendment of section 12 of Mah. XX of 1978*—In section 12 of the principal Act, in sub-section (5), alter the words “the Scheme” the words “including for meeting the administrative charges and for making *ex-gratia* payments as provided under this Act” shall be added.

### STATEMENT OF OBJECTS AND REASONS

The Maharashtra Employment Guarantee Act, 1977 (Mah. XX of 1978), came into force on the 26th January 1979. It has been found necessary to make certain amendments in the Act for conferring certain fringe benefits on the persons, who are employed under the Scheme, for some of which administrative orders have already been issued from the 3rd March 1983.

2. For this purpose, it is proposed to insert a separate section 7A in the Act. It provides for grant of permission to remain absent from work and *ex-gratia* payment to women employed under the Scheme towards maternity and for all persons who undergo approved operation or treatment for birth control and family planning. Section 7 (2) (xiv) of the Act provides for free medical treatment and *ex-gratia* payment for personal injuries due to accidents to persons employed under the Scheme. It is proposed to extend the benefit of such provision in cases of children, who accompany persons employed, if they meet with any personal injury or death due to accident. Provision is also being made for granting necessary *ex-gratia* payments in other like hard cases, on the merits of each case.

3. Section 12 (5) is being amended to make supplemental and consequential amendment.

4. The Bill is intended to achieve the above objects.

(Published in M. G. G. Part V dated 26th January 1984 page No. 600-604).

### ANNUAL REPORT OF THE CONSUMER PRICE INDEX NUMBERS FOR THE INDUSTRIAL WORKERS FOR THE STATE OF MAHARASHTRA FOR THE YEAR 1983

#### BOMBAY

The Consumer Price Index Number for Industrial Workers (1960 Series) for the Bombay Centre varied between 518 to 569 during the year under review. The average of the index numbers for the whole year came to 549 which was about 5.5 times higher than that of base year (1960—100)

The following table gives the monthly Consumer Price Index Numbers (New Series) during the year 1983.

Month and Year	Consumer Price Index Number	Variation in points as Compared to previous month
1983—		
January	519	+ 1
February	519	—
March	518	—1
April	532	+ 14
May	547	+ 15
June	559	+ 12
July	566	+ 7
August	564	—2
September	566	+ 2
October	566	—
November	566	—
December	569	+ 3
Average	549	—

The following table shows the groupwise index numbers for the Bombay centre for each month of the year :—

Month and Year	Food	Pan, supari tobacco etc.	Fuel and Light	Housing	Clothing Bedding and Footwear	Miscellaneous
1983—						
January	567	518	674	162	535	412
February	565	524	675	162	538	416
March	560	533	682	162	546	419
April	580	557	693	162	550	422
May	602	582	696	162	556	424
June	623	572	697	162	554	427
July	630	600	705	163	556	428
August	628	579	721	163	553	427
September	632	572	723	163	553	430
October	631	567	727	163	554	434
November	629	569	735	163	556	435
December	632	583	737	163	557	439
Average	607	563	705	162	551	426

The average of the index numbers was higher than that of the base year for the food by about 6.1 times, the pan Supari tobacco etc., group by about 5.6 times, the fuel and light group by about 7.0 times, the housing group by about 1.6 times the clothing, bedding and footwear group by about 5.5, times and the miscellaneous group by about 4.3. times.

#### SOLAPUR

The Consumer Price Index Number for Industrial workers (1960 series) for the Solapur Centre varied between 515 to 607 during the year under review. The average of the Index Numbers for the whole year comes to 559 which was about 6 times higher than that of base year (1960—100).

The following table gives the monthly Consumer Price Index Numbers (New Series) during the year 1983.

Month and Year	Consumer Price Index Number	Variation in points as compared to previous month
1983—		
January	518	= 9
February	524	+ 6
March	515	+ 9
April	522	+ 7
May	546	+ 24
June	554	+ 8
July	565	+ 11
August	584	+ 19
September	588	+ 4
October	589	+ 1
November	595	+ 6
December	607	+ 12
Average	559	

The following table shows the groupwise Index Number for the Solapur Centre for each month of the year 1983

Month and Year	Food	Pan, supari tobacco etc.	Fuel and light	Housing	Clothing bedding and footwear	Miscellaneous
1	2	3	4	5	6	7
January 1983	541	454	679	243	544	422
February 1983	550	462	679	243	546	421
March 1983	534	466	699	243	546	421
April 1983	543	475	701	243	546	425
May 1983	578	485	706	243	559	430
June 1983	589	486	707	243	560	432
July 1983	607	472	707	252	560	432
August 1983	634	554	708	252	567	443
September 1983	640	471	708	252	567	443
October 1983	643	470	708	252	567	445
November 1983	650	472	708	252	567	445
December 1983	669	471	708	252	567	447
Average	598	471	702	248	558	434

The average of the index number was higher than that of the base year for the Food by about 6.0 times, the Pan, Supari, tobacco etc., 4.7 times, the fuel and light 7.0 times, the clothing bedding and footwear 5.6 times, the miscellaneous 4.3 times and for housing by about 2.5 times.

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**NAGPUR**

The Consumer Price Index Number for Working Class (New series) for the Nagpur Centre varied between 513 to 578 during the year under review. The average of the Index Number for the whole year come to 546 which was about 5.5 times higher than that of base period (1960=100).  
The following table gives the monthly Consumer Price Index Number (New series) during the year, 1983.

Month and Year	Consumer Price Index Number	Variation in points as compared to previous month
1	2	3
1983—	519	— 1
January .. ..	518	— 1
February .. ..	517	— 1
March .. ..	515	— 2
April .. ..	530	+ 15
May .. ..	548	+ 18
June .. ..	550	+ 2
July .. ..	559	+ 9
August .. ..	578	+ 19
September .. ..	576	— 2
October .. ..	575	— 1
November .. ..	569	— 6
December .. ..		
Average .. ..	546	

The following table shows the groupwise index numbers for the Nagpur Centre for each month of year 1983.

Month and Year	Food	Pan, supari tobacco etc.	Fuel and light	Housing	Clothing bedding and footwear	Miscellaneous
1	2	3	4	5	6	7
1983—						
January .. ..	549	493	744	260	580	400
February .. ..	545	504	744	260	586	401
March .. ..	540	505	772	260	588	401
April .. ..	539	511	750	260	590	403
May .. ..	557	533	750	260	599	418
June .. ..	583	579	750	260	602	422
July .. ..	585	577	756	278	602	422
August .. ..	602	567	760	278	596	422
September .. ..	633	550	774	278	599	423
October .. ..	630	548	774	278	599	424
November .. ..	628	544	774	278	598	425
December .. ..	616	550	774	278	602	426
Average .. ..	584	538	760	269	595	416

The average of the index number was higher than that of the base year for the food by about 5.8 times, the pan, supari, tobacco etc., 5.4 times, the fuel and light 7.6 times, the clothing, bedding and footwear 6.0 times, the miscellaneous group 4.2 times and housing by about 2.7 times.

**PUNE**

The Consumer Price Index Number for Industrial workers (new series) for the Pune Centre varied between 468 and 557 during the year under review. The average of the index number for the whole year come to 522 about 5 times higher than that of the base year (1961=100).  
The following table gives the monthly Consumer Price Index Number during the year 1983.

Year and month	Consumer Price Index Number	Variation in points as compared to that of the various month.
1983—		
January .. ..	477	— 4
February .. ..	468	— 9
March .. ..	471	+ 3
April .. ..	494	+ 23
May .. ..	521	+ 27
June .. ..	526	+ 5
July .. ..	541	+ 15
August .. ..	551	+ 10
September .. ..	553	+ 2
October .. ..	549	— 4
November .. ..	554	+ 5
December .. ..	557	+ 3
Average .. ..	522	

The following table shows groupwise index number for the Pune Centre for each month of the year 1983.

Year and month	Food	Fuel & Light	Housing	Clothing & footwear	Miscellaneous
1	2	3	4	5	6
1983—					
January .. ..	508	681	143	524	406
February .. ..	496	666	143	511	411
March .. ..	498	675	143	511	417
April .. ..	528	710	143	515	433
May .. ..	579	689	143	516	433
June .. ..	587	688	143	516	435
July .. ..	615	674	143	516	435
August .. ..	632	674	143	518	435
September .. ..	631	675	143	520	451
October .. ..	621	677	143	513	458
November .. ..	628	679	143	517	458
December .. ..	636	680	143	515	454
Average .. ..	580	681	143	516	436

The average of the index numbers was higher than that of the base year by for the Food about 5.8 times, Fuel and Light 6.8 times for Housing by about 1.4 times, for the Clothing and Footwear 5.2 times and the Miscellaneous group by about 4.4 times.

## JALGAON

The Consumer Price Index Number for industrial Workers (New series) for the Jalgaon Centre varied between 495 and 570 during the year under review. The average of the index number for the whole year came to 539 which was about 5 times higher than that of the base year (1961=100).

The following table gives the monthly Consumer Price Index Number (New series) during the year 1983.

Year & Month.	Consumer Price Index Number	Variation in points as compared to that of previous month
<b>1983</b>		
January.	495	— 5
February.	510	+ 15
March	498	— 12
April.	519	+ 21
May.	549	+ 30
June	543	— 6
July	550	+ 7
August.	565	+ 15
September.	570	+ 5
October	556	— 14
November.	552	— 4
December	561	+ 9
Average	539	

The following table shows groupwise index number for the Jalgaon Centre for each month of the year 1983 :—

Year & Month	Food	Fuel & Light	Housing	Clothing & Footwear	Miscellaneous
1	2	3	4	5	6
<b>1983</b>					
January	529	706	183	480	394
February	554	707	183	480	394
March	535	708	183	481	394
April	562	709	183	485	417
May	605	710	183	490	436
June	594	710	183	491	442
July	606	710	183	490	444
August	629	710	183	495	448
September	634	710	183	509	448
October	613	710	183	502	448
November	601	710	183	529	449
December	615	711	183	529	448
Average	590	709	183	497	430

The average of the index number was higher than that of the base year for the Food group by about 5.9 times for the fuel and light group by about 7.1 times for housing by about 1.8 times for clothing and footwear group by about 5.0 times and the miscellaneous group by about 4.3 times.

## NANDED

The Consumer Price Index Number for Industrial Workers (New series) the Nanded Centre varied between 517 and 615 during the year under review. The average of the index number for the whole year came to 576 was about 6 times higher than that of the base year (1961=100).

The following table gives the monthly consumer Price Index Number (Series) during the year 1983.

Year and Month	Consumer Price index Number	Variation in points as compared to that of the previous month
<b>1983</b>		
January	547	—16
February	517	—30
March	537	+20
April	547	+10
May	559	+12
June	570	+11
July	583	+13
August	608	+25
September	608	
October	615	+ 7
November	609	— 6
December	612	+ 3
Average	576	

The following tables shows group wise index number for the Nanded Centre for each month of the year 1983.—

Year and Month	Food	Fuel and Light	Housing	Clothing footwear	Miscellaneous
1	2	3	4	5	6
<b>1983</b>					
January	598	687	302	480	417
February	543	740	302	481	423
March	583	670	302	481	423
April	597	670	302	491	424
May	615	670	302	498	424
June	628	670	302	498	443
July	647	673	310	499	443
August	685	680	310	511	443
September	682	680	310	528	444
October	693	680	310	518	452
November	682	680	310	519	454
December	683	694	310	520	463
Average	636	683	306	502	438

The average of the index numbers was higher than that of the base year for the food group by about 6.4 times, for the fuel and light group by about 6.8 times, for the housing by about 3.1 times for the clothing and footwear group by about 5.0 times and the miscellaneous group by about 4.4 times.

## AURANGABAD

The consumer Price Index Number for Industrial Workers (New Series) for the Aurangabad Centre varied between 523 and 613 during the year under review. The average of the index number for the whole year came to 559 which was about 5.6 times higher than that of the base year (1961=100).

The following table gives the monthly Consumer Price Index Number (New Series) during the year 1983.—

Year and month	Consumer Price Index Number	Variation in point as compared to that previous month
<b>1983</b>		
January	535	+ 2
February	528	- 7
March	523	- 5
April	534	+11
May	547	+13
June	552	+ 5
July	564	+12
August	570	+ 6
September	572	+ 2
October	576	+ 4
November	597	+21
December	613	+16
Average	559	

The following table shows group wise Index Number for the Aurangabad Centre for each month of the year 1983.—

Year and month	Food	Fuel and Light	Housing	Clothing and footwear	Miscellaneous
	1	2	3	4	5
<b>1983</b>					
January	574	754	316	473	423
February	558	757	316	497	423
March	550	760	316	497	427
April	563	763	316	517	430
May	584	765	316	517	432
June	590	765	316	517	438
July	610	765	316	517	444
August	619	767	316	520	440
September	621	767	316	520	444
October	628	771	316	522	447
November	662	771	316	520	448
December	684	771	316	534	453
Average	604	765	316	513	437

The average of index number was higher than that of the base year for the food group by 6.0 times, for fuel and light group by 7.6 times, for housing by about 3.2 times, for the clothing and footwear group by 5.1 times and the miscellaneous group by about 4.4. times.

## Gist of Notifications under Various Labour Laws

## BOMBAY INDUSTRIAL RELATIONS ACT, 1946

(A) *Appointments under the Act.*—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 charge Shri S. A. Patil, Commissioner of Workmen's Compensation, Bombay and S. V. Kotnis, Judge, First Labour Court, Bombay, to the Members of the Court of Industrial Arbitration.

(Notification, No. BIR/1183/7035/Lab.-9, dated 17th November 1983, published in M.G.G., Part I-L, dated 12th January 1984, page No. 214)

## II. BOMBAY RELIEF UNDERTAKING (SPECIAL PROVISION) ACT, 1958

(A) *Declaration of relief undertakings under the Act.*—In exercise of powers conferred by Sections 3 and 4 of the said Act, the Government of Maharashtra has declared that the relief undertaking called Messrs. Pulgaon Cotton Mills Ltd., shall for a period of one year commencing on the 26th day of November 1983 and ending on the 25th November 1984 (both days inclusive) be conducted to serve as a measure of unemployment relief subject to conditions as specified in the said notification.

(Notification No. BRU/1083/9747/IND-10, dated 24th November 1983, published in M.G.G., Part I-L, dated 12th January 1984, page No. 235-36)

## III. BOMBAY SHOPS AND ESTABLISHMENTS ACT, 1948

(A) *Notifications under the Act*—(1) 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—

304 "The Computer Division of Sections 13 and 18, subject to the conditions the Amalgamated Electricity Company Limited, situated at 17-8, Dena Bank Building, Horniman Circle, Fort, Post Box No 879, Bombay 400 023. that—

- (i) the employees are given work in shifts by rotation as far as possible,
- (ii) no employee should be allowed to work in the night for more than a week continuously,
- (iii) the employees are allowed one day in a week as holiday with deducting wages on account thereof.

(Notification No. BSE/1482/CR-143/LAB-9, dated 30th November 1983, published in M.G.G., Part I-L, dated 12th January 1984, page No. 163)

(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

"302-Jas. Restaurant and Bar, Section 33(3) subject to the condition that—  
Natraj Market, S. V. Road Malad, Bombay 400 064.

- (i) The female employees are not required or allowed to work beyond 12-00 midnight,
- (ii) The female employees are not required or allowed to work in the permit room,
- (iii) The female employees who are required to work after 8-30 p.m. shall be provided escorted transport by the establishment upto the residence of the concerned employees.

(Notification No. BSE/1483/CR.-617/LAB-9, dated 29th October 1983, published in M.G.G., Part I-L, dated 12th January 1984, page No. 164).

(3) In exercise of 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—

"303. Persons occupying position of management in the offices of the Maharashtra State Electricity Board at Bombay, provided that the number of such persons in the office of the Maharashtra State Electricity Board, at Bombay shall not exceed 15 percent of the total number of employees therein any fraction being rounded up to the next higher integer :

Provided further that in case of doubt as to whether a person is occupying position of management, the decision of the Commissioner of Labour or any Officer appointed by him in this behalf will be final.

(Notification No. BSE/1481/CR-47/LAB-9, dated 3rd November 1983, published in *M.G.G.*, Part I-L, dated 26th January 1984, page No. 342).

#### IV. EMPLOYEES STATE INSURANCE ACT, 1948.

(4) *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 Brick Kilns in Maharashtra from the operation of the said Act retrospectively with effect from 1st October 1982 till the date of this Notification and prospectively upto and inclusive of 30th September 1983.

(Notification No. SIA/1783/4078/LAB-11, dated 26th September 1983, published in *M.G.G.*, Part I-L, dated 12th January 1984, page No. 164).

(2) 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 Vishwa Bharati Spinning and Weaving Co-operative Society Ltd., Kawad Village, Post Angaon, Tal. Bhiwandi, District Thane, from the operations of the said Act except Chapter V-A thereof retrospectively from 1st April 1983, upto and inclusive of 31st December 1983.

(Notification No. SIA/1783/4128/LAB-11, published in *M.G.G.*, Part I-L, dated 26th January 1984, page No. 342).

#### V. FACTORIES ACT, 1948

(a) *Notifications under the Act.*—The following draft of rules further to amend the Maharashtra Factories Rules, 1963, which the Government of Maharashtra proposed to make in exercise of the powers conferred by sub-section (4) of Section 10 and Section 112 of the said Act 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 1st day of March 1984.

2. Any objections or suggestions which may be received by the Commissioner of Labour (Factory Department), Commerce Centre, Fifth 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, 1983.

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

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

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

(Notification No. FAC./1183/9015/Lab-4, dated 24th November 1983, published in *M.G.G.*, Part I-L, dated 12th January 1984, Page No. 237.)

(2) In exercise of the powers conferred by the proviso to sub-section (1) of section 66 of the said Act, the Government of Maharashtra has in respect of the Ginning and Processing Factories in the State of Maharashtra varied the limit laid down in clause (b) of the said sub-section (1), so that no women shall be employed in any factory except between the hours of 5-00 p.m. and 10-00 p.m. during the period from 1st July 1983 to 30th June 1984.

(Notification No. FAC./1683/9093/Lab-4, dated 23rd November 1983, published in *M.G.G.*, Part I-L, dated 26th January 1984, Page No. 343).

#### VI. INDIAN BOILERS ACT, 1923

(a) *Exemptions under the Act.*—(1) In exercise of the powers conferred by sub-section (2) of Section 34 of the said Act, the Government of Maharashtra has exempted the boiler bearing No. MR-9737 and MR-9704 belonging to the Hindustan Organic Chemicals Limited, Rasayani, District Raigad from the operation of Clause (c) of Section 6 of the said Act, for the period of one month from the 20th December 1983 to 19th January 1984 (both days inclusive).

(Notification No. IBA. 1083/34327/749/Lab-9, dated 29th November 1983, published in *M.G.G.*, Part I-L, dated 12th January 1984, Page No. 158).

(2) In supersession of Government Order, Industries, Energy and Labour Department, No. IBA. 1083/31786/724/Lab-9, dated 3rd November 1983, and 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 400 074, from the operation of clause (c) of Section 6 of the said Act for the period of one year from the 14th November 1983 to 13th November 1984 (both days inclusive).

(Notification No. IBA. 1083/33102/724/LAB-9, dated 21st November 1983, published in *M.G.G.*, Part I-L, dated 12th January 1983, Page No. 160).

(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. MP-2118 belonging to the Empress Mills, Nagpur from the operation of clause (c) of section 6 of the said Act, for the period of four months from the 17th November 1983 to 16th March 1984 (both days inclusive).

(Notification No. IBA. 1083/33273/735/Lab-9, dated 16th November 1983, published in *M.G.G.*, Part I-L, dated 12th January 1984, Page No. 160).

(4) In exercise of the powers conferred by sub-section (3) of section 34 of the said Act, the Government of Maharashtra has excluded H. P. Heater No. 5-N, having Serial No. 4711 (Drawing No. Q-2306-1-D), Manufactured by Messrs. Construction Metallic, France and to be connected to Boiler No. MR-9594 at Nasik Thermal Power Station, Ek-lahare, via-Nasik Road, from the operation of the said Act, subject to the conditions and restrictions as specified in the said Notification.

(Notification No. IBA. 1083/27541/674/Lab-9, dated 30th November 1983, published in *M.G.G.*, Part I-L, dated 12th January 1984, Page No. 163).

#### VII. INDUSTRIAL DISPUTES ACT, 1947

(a) *Notifications under the Act.*—(1) 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 the industry viz., the Public Passenger Transport Service by Bombay Metropolitan Transport Corporation Limited, to be a Public Utility Service for the purpose of the said Act, for a period of six months commencing from the 19th November 1983.

(Notification No. IDA./1483/2843/LAB-2, dated 19th November 1983, published in *M.G.G.*, part I-L, dated 12th January 1984, Page No. 234).

(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 the industry engaged in production supply and distribution of petroleum products to be a utility service for the purpose of the said Act for a further period of six months from 23rd November 1983.

(Notification No. IDA. 1483 2416/Lab-2, dated 22nd November 1983, published in *M.G.G.*, Part I-L, dated 12th January 1984, Page No. 234).

(3) In exercise of the powers conferred by proviso of sub-clause (vi) of clause (n) of section 2 of the said Act, the Government of Maharashtra has declared Oxygen and Acetylene Industry to be a Public Utility Service for a period of six months from the 24th November 1983.

(Notification No. IDA. 1483 50102/(3078)/Lab-2, dated 24th November 1983, published in *M.G.G.*, Part I-L, dated 12th January 1984, Page No. 235).

(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 from the date of taking over charge, Shri S. A. Patil, Commissioner of Workmen's Compensation, Bombay, to be the Presiding Officer of the Industrial Tribunal, Bombay in place of Shri R. V. Amrutwal

(Notification No. IDA. 1083/1036/Lab-9, dated 17th November 1983, published in *M.G.G.*, Part I-L, dated 12th January 1984, Page No. 215).

(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 S. V. Kotnis, Judge, First Labour Court, Bombay to be the Presiding Officer of the Industrial Tribunal, Kolhapur in place of Shri B. D. Borude.

(Notification No. IDA. 1083/1037/Lab-9, dated 17th November 1983, published in *M.G.G.*, Part I-L, dated 12th January 1984, Page No. 215-216).

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

(A) *Draft Scheme under the Act* :—The following draft of a scheme for (1) employments in Grocery Market or Shops, in connection with loading, unloading, stacking, carrying, weighing, measuring, filling, stitching, sorting, cleaning or such other work including work preparatory or incidental to such operations; (2) employments in markets or subsidiary Markets established under the Maharashtra Agricultural Produce Marketing (Regulation) Act, 1963 (Mah. XX of 1964), in connection with loading, unloading, stacking, carrying, weighing, measuring, filling, stitching, sorting, cleaning, or such other work including work preparatory or incidental to such operations; (3) employments in connection with loading of goods into public transport vehicles or unloading of goods therefrom and any other operations incidental and connected thereto; (4) employments in Iron and Steel Markets or shops in connection with loading, unloading, stacking, carrying, weighing, measuring, or such other work including work preparatory or incidental to such operations; and (5) employments in Cloth and Cotton Markets or shops in connection with loading, unloading, stacking, carrying, weighing, measuring, filling, stitching, cleaning or such other work including work preparatory or incidental to such operations, in the areas of the Sangli Municipal Council and the Miraj Municipal Council, which the Government of Maharashtra, after consultation with the Advisory Committee, proposes to make in exercise of the powers conferred by sub-section (1) of section 4 of the Maharashtra Mathadi Hamal and Other Manual Workers (Regulation of Employment and Welfare) Act, 1969 (Mah. XXX of 1969), and of all other powers enabling it in that behalf 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 25th December 1983.

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

#### DRAFT SCHEME

1. *Title*.—This scheme may be called the Sangli-Miraj Grocery Markets or Shops and Markets or Subsidiary Markets, Public Goods Transport Undertakings, Iron and Steel Markets or Shops, Cloth and Cotton Markets or Shop Unprotected Workers (Regulation of Employment and Welfare) Scheme, 1979.

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

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

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

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

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

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

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

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

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

(ii) The remaining clauses shall come into force from 1st March 1984.

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

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

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

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

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

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

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

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

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

(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 the industry engaged in production supply and distribution of petroleum products to be a utility service for the purpose of the said Act for a further period of six months from 23rd November 1983.

(Notification No. IDA./1483 2416 Lab-2, dated 22nd November 1983, published in *M.G.G.*, Part I-L, dated 12th January 1984, Page No. 234).

(3) In exercise of the powers conferred by proviso of sub-clause (vi) of clause (n) of section 2 of the said Act, the Government of Maharashtra has declared Oxygen and Acetylene Industry to be a Public Utility Service for a period of six months from the 24th November 1983.

(Notification No. IDA./1483 50102/(3078). Lab-2, dated 24th November 1983, published in *M.G.G.*, Part I-L, dated 12th January 1984, Page No. 235).

(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 from the date of taking over charge, Shri S. A. Patil, Commissioner of Workmen's Compensation, Bombay, to be the Presiding Officer of the Industrial Tribunal, Bombay in place of Shri R. V. Amrutwal

(Notification No. IDA./1083/1036 Lab-9, dated 17th November 1983, published in *M.G.G.*, Part I-L, dated 12th January 1984, Page No. 215).

(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 S. V. Kotnis, Judge, First Labour Court, Bombay to be the Presiding Officer of the Industrial Tribunal, Kolhapur in place of Shri B. D. Borude.

(Notification No. IDA./7083/1037/Lab-9, dated 17th November 1983, published in *M.G.G.*, part I-L, dated 12th January 1984, Page No. 215-216).

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

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

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

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

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

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

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

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

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

(j) "register of employers" means the register of employers maintained under 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 midnight 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 is Rs. 1,000 and above per mensem shall be created and no appointment to such post shall be made by the Board except with the previous approval of the State Government :

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

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

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

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

(iv) keeping, adjusting and maintaining the employers' registers, entering or reentering 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 measure in places where workers are employed in so far as such provision does not exist apart from this Scheme;

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

(xi) maintaining and administering Provident Fund and gratuity fund for registered workers in the pool when such funds are constituted.

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

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

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

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

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

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

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

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

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

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

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

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

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

(8) The Board shall have the authority to spend such sum as it thinks fit for the purposes authorised under the Scheme from out of the general fund of the Board or from the reserve 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 Committee Chairman, Secretary or to any other officer of the Board any of its functions under this Scheme.

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

8. *Responsibilities and duties of Chairman.*—Without prejudice to the powers and functions of the Board, the Chairman shall be generally responsible for satisfactory execution of the Scheme and shall have powers to execute the 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 workers are carried out ;

(f) to constitute medical Boards when required ;

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

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

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

(j) (i) to sanction the creation of posts the maximum salary of which exclusive of allowance is below Rs. 1000 per month and to make appointment to the post ;

(ii) to make appointment to the post, the maximum salary of which exclusive of allowance is below Rs. 1000 per month ;

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

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

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

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

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

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

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

(c) the employment and control of registered workers who are available for work when they are not otherwise employed in accordance with the 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 workers in the reserve pool as laid down in clause 23 ;

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

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

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

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

(h) the keeping of proper accounts of the cost of operating this Scheme and of all receipts and expenses under it and making and submitting to the Board an Annual Report and

(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 registered by the Board wherein the names and addresses of workers registered under this Scheme shall be entered. It shall be duly maintained.

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

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

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

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

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

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

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

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

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

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

*Promotion and transfer of registered workers.*—(1) A vacancy (other than a casual vacancy) in any category of registered workers in pool register shall ordinarily be filled by a registered worker 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 pool register or, if no registered worker is suitable for promotion from lower categories of registered monthly worker in the same gang, by transfer of a registered worker in the same or a superior category in the pool who may be selected by registered employers or a group of registered employers.

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

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

A transfer from the pool register to the monthly register in the same category of registered workers 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 and 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 same or a lower category. 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 by the Board and if so, whether in the same or a lower category. The registered worker should be given an opportunity of being heard and pleading his case before the Secretary, either himself or through representatives.

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

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.

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

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

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

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

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

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

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

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

(2) A registered monthly worker shall hand over to his registered employer, at the time when he is allotted his work, attendance card. The registered employer shall make necessary entries in the card in respect of the period of work done by the registered worker and return 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

(2) If the number of registered workers on the monthly register in a particular category is insufficient for the work available, the registered workers on the pool register in that category shall be employed.

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

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

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

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

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

(3) A registered worker in the pool who is available for work shall carry out directions 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 the 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 registered worker who has been allotted to him, by the Secretary in accordance with the provisions of clause (9e).

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

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

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

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

(iii) A registered employer, who persistently makes default in remitting the amount of wages of registered workers within the time limit specified in sub-clause (i) above, shall further pay by way of penalty, a surcharge of such amount not exceeding ten 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 clauses within the time specified therein, the Secretary of the Board shall, without prejudice to the right of the Board to take any other action under the Scheme to which the registered employer may be liable for the said default, serve a notice on the registered employer to the effect that unless he pays his dues within three days from the date of receipt of the notice the supply of registered workers to him shall be suspended. On the expiry of the notice period the Secretary shall suspend supply of registered 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

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

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

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

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

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

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

(3) Every such representation shall be in writing and shall be made within such period as the Board may specify and shall state the conditions of service which in the opinion of 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 seem 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) Infixing or revising or, as the case may be, modifying the conditions of service of the registered workers, the Board shall have regard to the cost of living, the prevalent conditions of service in comparable employments in the local areas, the capacity of the registered employers to pay, and any other circumstances which may seem relevant to the Board.

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

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

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

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

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

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

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

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

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

(a) give him a warning in writing ;

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

(c) terminate his services after giving one month's notice or one month's wages inclusive of 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 investigations under sub-clauses (2) and (4) above, the registered workers concerned may be suspended by the Chairman.

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

35. *Special disciplinary powers of the Chairman.*—(1) Notwithstanding anything contained in the Scheme, if the Chairman is satisfied after enquiry that a "go-slow" has been resorted to by any gang of a registered workers or any individual registered worker and is being continued or repeated by the same gang or registered worker of 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 against such registered workers as he may consider appropriate ; and

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

(3) The Chairman may take disciplinary action,—

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

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

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

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

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

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

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

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

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

(3) Any registered worker who is aggrieved by an order under clause 16(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 the Scheme, the Chairman, in case of an order passed by Personnel Officer under clause 34, may at any time call for the record of any proceeding in which the Personnel Officer has passed the order for the purpose of satisfying himself as to the legality or propriety thereof and may pass such order in relation hereto 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 in one month's notice or where an appeal is preferred by a registered employer in accordance with provisions of clause 28 against an order removing his name from the employers' register under clause 34(1)(ii)(b), the appellate authority may suspend the operation of the order appealed from pending the hearing and disposal of the appeal.

41. *Cost of operating the Schemes and provision for amenities and benefits to the registered workers.*—The cost of operating this Scheme and for providing different benefits, facilities and amenities to registered workers as provided in the Act and under this Scheme, shall be defrayed by payments made by the registered employers to the Board. Every registered employer shall pay to the Board such amount by way of levy in respect of registered workers allotted to and engaged by him as the Board may, from time to time, specify by public notice or 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 get himself registered within the time-limit laid down in clause 14 of this Scheme or any time thereafter.

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

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

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

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

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

42. *Provident Fund and Gratuity.*—(1) The Board shall frame and operate rules providing for contributory Provident Fund for registered workers. The rules shall provide for the rate of contribution, the manner and method of payment and such other matters as may be considered necessary so however, that the rate of contribution is not less than 6 per cent of the

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 Employers' 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 SANGLI-MIRAJ MATHADI AND UNPROTECTED LABOUR BOARD

*Application for the registration of employer*

Registration No.

(to be filed in by office)

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

1 Name and address of the Establishment and Telephone No.

2 Whether a firm or a company  
Name of the Proprietor—

(1)

(2)

(1)

(2)

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

4 Whether your Establishment is registered under the Bombay Shops and Establishments Act, 1948. If

- 5 The places of work with location in details where the loading, unloading, stacking, carrying, etc. of goods is carried on in connection with trade/business of your Establishments.
- 6 Are you employing workers through contractor? If so, state the name of the contractors.
- 7 Are you employing workers through Tolti? If so, state the name of the Mukadam's of the Tolti's, or of all workers.

Date :

Place :

Signature of the Applicant.

(Notification No. UWA/1479/Lab-5, dated 11th November 1983, published in *M. G. G.* Part I-L, dated 12th January 1984, page Nos. 216—33).

(B) *Appointments under the Act.*—(1) In exercise of the powers conferred by sub-section (3) and (b) of Section 6 of the said Act, the Government of Maharashtra has nominated Shri G. K. Shinde, Secretary, Agriculture Produce Market Committee, Pune as a member of the Poona Grocery Market or Shops and Agricultural Produce Market Labour Board, Pune in place of Shri M. R. Tupe.

(Notification No. UWA/1383/CR-10339 Lab-5, dated 25th November 1983, published in *M. G. G.*, Part I-L, dated 12th January 1984, page Nos. 237—38).

(2) In exercise of the powers conferred by sub-section (3) and (p) of Section 6 of the said Act, the Government of Maharashtra hereby nominated, on and from the 29th day of November 1983, the following members representing the employers and the unprotected workers as follows, namely—

#### Members Representing Employers

- (1) Shri Bhagwatilal C. Sanghavi, Messrs. Sangam Metal Industries, 96, Kika Street, Bombay 400 004.
- (2) Shri Vithaldas K. Shah, Messrs. V. M. Metal Company, 180, Kika Street, Bombay 400 004.
- (3) Shri Bhanwar V. Mehta, Messrs. Manmal Metal Syndicate, 34, 3rd Panjrapole Lane, Bombay 400 004.
- (4) Shri Ramesh S. Desai, Messrs. R. Desai and Co., 11, Dr. V. B. Gandhi Marg, Fort, Bombay 400 023.
- (5) Shri Naresh M. Mehta, Messrs. Vijay Paper Traders, Manikeshwar Building, 1st floor, 79/110, B. Road, Bombay 400 033.

- (1) Shri Bhauroo Patil, Member of the Legislative Assembly, President, Metal Bazar Kamgar Sangh.
- (2) Shri V. P. Deshmukh, Vice-President, Metal Bazar Kamgar Sangh.
- (3) Shri Baburao K. Ethape, General Secretary, Metal Bazar Kamgar Sangh.
- (4) Shri Prataprao Salunkhe, Secretary, Metal Bazar Kamgar Sangh.
- (5) Shri Tulshiram Bapu Salve.

C/o Metal Bazar Kamgar Sangh, 9,  
2nd Bhoiwad T. mb.,  
Bombay 400 002.

(b) publishes the names of the additional members nominated on the said Board, as follows, namely—

- (1) Shri Bhagwatilal C. Sanghavi.
- (2) Shri Vithaldas K. Shah.
- (3) Shri Bhanwar V. Mehta.
- (4) Shri Ramesh S. Desai.
- (5) Shri Naresh N. Mehta.
- (6) Shri Bhauroo Patil, Member of the Legislative Assembly.
- (7) Shri V. P. Deshmukh.
- (8) Shri Baburao K. Ethape.
- (9) Shri Prataprao Salunkhe.
- (10) Shri Tulshiram Bapu Salve.

(c) directs that the terms of office of members nominated by this notification shall be coterminous with that of the members nominated, or, as the case may be, renominated by Government Notification, Industries, Energy and Labour Department, No. UWA-1382/CR-10206/Lab-5, dated the 7th September 1983; and

(d) for that purpose amends the said notification, as follows, namely—

In the said notification,—

(1) in clause (a),—

(i) under the heading “(A) *Members Representing Employers*”, after entry (8), the following shall be inserted, namely—

- (9) Shri Bhagwatilal C. Sanghavi, Messrs. Sangam Metal Industries, 96, Kika Street, Bombay 400 004.
- (10) Shri Vithaldas K. Shah, Messrs. V. M. Metal Company, 180, Kika Street, Bombay 400 004.
- (11) Shri Bhanwar V. Mehta, Messrs. Manmal Metal Syndicate, 34, 3rd Panjrapole Lane, Bombay 400 004.
- (12) Shri Ramesh S. Desai, Messrs. R. Desai and Company, 11, Dr. V. B. Gandhi Marg, Fort, Bombay 400 023.

(13) Shri Naresh N. Mehta, Messrs. Vijay Paper Traders, Manikeshwar Building, 1st floor, 79/110, B. Road, Bombay 400 033.

(ii) for the heading “(B) *Members Representing Workers*” the heading (B) *Members Representing Unprotected Workers*” shall be substituted and under that heading as so.

(9) Shri Bhaurao Patil, Member of the Legislative Assembly, President, Metal Bazar Kamgar Sangh.

(10) Shri V. P. Deshmukh, Vice President, Metal Bazar Kamgar Sangh. C/o. Metal Bazar Kamgar Sangh, 9 2nd Bhoiwada, Tamba Kantha, Bombay 400 002.

(11) Shri Baburao K. Ethape, General Secretary, Metal Bazar Kamgar Sangh.

(12) Shri Prataprao Salunkhe, Secretary, Metal Bazar Kamgar Sangh.

(13) Shri Tulshiram Bapu Salve, (B.C.)

(2) In clause (c), after entry (18), the following shall be inserted, namely

“(19) Shri Bhagwatilal C. Sanghavi.

(20) Shri Vitthaladas K. Shah.

(21) Shri Bhanwar V. Mehta.

(22) Shri Ramesh S. Desai.

(23) Shri Naresch N. Mehta.

(24) Shri Bhaurao Patil, Members of the Legislative Assembly.

(25) Shri V. P. Deshmukh.

(26) Shri Baburao K. Ethape.

(27) Shri Prataprao Salunkhe.

(28) Shri Tulshiram Bapu Salve.

(Notification No. UWA 1383/CR-10364 LAB-5, dated 28th November 1983, published in Part I-L, dated 12th January 1984, page Nos. 238-40).

**IX. 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 4 of the said Act, the Government of Maharashtra has appointed with effect from the date of taking over charge, Shri S. A. Patil and Shri S. V. Kotnis in place of Shri P. W. Kenkare and Shri B. D. Borud respectively to be Members of the Industrial Court.

(Notification No. ULP 1083 7034 Lab-9, dated 16th November 1983, published in M. G. G., Part I-L, 12th January 1984, page No. 214).

**Consumer Price Index Numbers for Industrial workers for January 1984**

**BOMBAY\***

**Rise of 7 points**

In January 1984 the Consumer Price Index Number for Industrial workers (New Series) for Bombay Centre with base January to December 1960 equal to 100 was 576 being 7 points higher than that in the preceeding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Bombay Centre.

The index number for the food group increased by 8 points to 640 due to a rise in the average prices of rice arhardal, gramdal, masurdal, vanaspati, edible Oils, fish fresh, ghee, Curd and tea leaf.”

The index number for the Pan, Supari and Tobacco etc. group increased by 18 points to 601 due to a rise in the average prices of Pan leaf, Supari and chewing tobacco.

The index number for the Fuel Light group increased by 6 points to 743 due to a rise in the average prices of fire wood and charcoal.

Six Monthly house rent index compiled by the chain method on the basis of the house rent survey, conducted by N. S. S. O. The index number for the housing increased by 8 points to 171.

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

The index number for the miscellaneous group increased by 3 points to 442 due to a rise in the average prices of hair oil, toilet soap tooth powder, durrie, trunk, washing soap laundry charges and tailoring charges.

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

(Average prices for the calendar year 1960=100)

Group	Weight proportional to the total expenditure.	Group Index Numbers	
		December 1983	January 1984
I-A. Food	57.1	632	640
I-B. Pan, Supari, Tobacco, etc.	4.9	583	601
II. Fuel and Light	5.0	737	743
III. Housing	4.6	163	171
IV. Clothing, Bedding and Foot -Wear	9.4	557	557
V. Miscellaneous	19.0	439	442
Total	100.0		
Consumer Price Index Number	....	569	576

\*Details regarding the scope and method of compilation of the index will be found on pages 598 to 603 of December 1965 issued of *Labour Gazette*, For Errata (see) page 867 of January 1966 issue.

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

## SOLAPUR\*

—A rise 4 Points  
In January 1984 the Consumer Price Index Number for Industrial Workers (New Series) for Solapur Centre with base January to December 1960 equal to 100 was 611 being 4 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Solapur Centre.

The index number for the food group increased by 5 points to 674 due to a rise in the average prices of rice, wheat, jowar and groundnut oil.

The index number for the Pan, Supari and tobacco etc. group decreased by 3 points to 470 due to a fall in the average prices of pan leaf only.

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

The six monthly house rent index compiled by the chain method on the basis of the house rent survey, conducted by N. S. S. O. The index number for the housing increased by 3 points to 255.

The index number for clothing, bedding and footwear group increased by 3 points to 579 due to a rise in the average prices of dhoti and shirting.

The index number for the miscellaneous group increased by 1 point to 448 due to a rise in the average price of toilet soap only.

## 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	
		December 1983	January 1984
Food	63.0	669	674
Pan, Supari, Tobacco, etc.	3.4	471	470
Fuel and Light	7.1	708	708
Housing	5.2	252	255
Clothing, Bedding and Footwear	9.0	567	579
Miscellaneous	12.3	447	448
Total	100.00		
Consumer Price Index Number		611	611

\*Details regarding the scope and method of compilation of the index may be seen on pages 613 to 614 of December 1963 issue of Labour Gazette. For Errata (see) page 897 of January 1984 issue.

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\*

## 571—A rise of 2 Points.

In January 1984 the Consumer Price Index Number for Industrial Workers (New Series) for Nagpur Centre with base January to December 1960 equal to 100 was 571 being 2 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Nagpur Centre.

The index number for the food group decreased by 4 points to 612 due to a fall in the average prices of rice, jowar, eggs, onions, corriander, zeera, vegetables and fruits group and sugar.

The index number for the Pan, Supari and tobacco etc. group increased by 3 points to 553 due to a rise in the average prices of supari and cigarettes.

The index number for the fuel and light group increased by 41 points to 815 due to a rise in the average prices of firewood, coke and coal.

Six monthly house rent index compiled by the chain method on the basis of the house rent survey, conducted by N.S.S.O. The index number for the housing increased by 19 points to 297.

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

The index number for the miscellaneous group increased by 8 points to 434 due to a rise in the average prices of Dr.'s fee, Medicine and Cinema.

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

(Average prices for the calendar year 1960=100)

Groups	Weights proportional to the total expenditure	Group Index Numbers	
		December 1983	January 1984
I A. Food	57.2	616	612
I B. Pan, Supari, Tobacco, etc.	3.8	550	553
II. Fuel and Light	5.7	774	815
III. Housing	6.6	278	297
IV. Clothing, Bedding and Footwear	10.9	602	602
V. Miscellaneous	15.8	426	434
Total	100.0	569	571
Consumer Price Index Number		569	571

\*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\*

A fall of 2 points

In January 1984 the consumer Price Index Number for Working class (New series) for Pune centre with base year 1961 equal to 100 was 555 being 2 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 5 points to 631 due to a fall in the average prices of wheat and Vegetables.

The index number for the fuel and light group increased by 5 points to 685 due to a rise in the average prices of firewood (raywal) only.

Six monthly house rent survey was conducted by the office of the Commissioner of Labour Bombay in the month of December 1983. Accordingly the index number for housing has increased by one point to 144.

The index number for clothing and footwear increased by 3 points to 518 due to a rise in the average prices of dhoti, saree and long cloth.

The index numbers for the miscellaneous group increased by 1 point to 455 due to a rise in the average prices of supari and hair oil.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR PUNE CENTRE

(Average prices for the calendar year 1961=100)

Groups	Weight proportional to the total expenditure	Group Index Numbers	
		December 1983	January 1984
I. Food	55.85	636	631
II. Fuel and light	6.89	680	685
III. Housing	6.65	143	144
IV. Clothing and Footwear	10.31	515	518
V. Miscellaneous	20.30	454	455
Total	100.00	....	....
Consumer Price Index Number	....	557	555

\*Details regarding the scope and method of compilation of the index will be found on pages 1727 to 1731 of the August 1965 issue of Labour Gazette. For Errata thereto, see page 217 of September 1965 issue.

JALGAON

A fall of 3 points

In January 1984 the consumer Price Index Number for industrial worker series) for Jalgaon centre with base year 1961 equal to 100 was 558 being 3 points lower than that in preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Jalgaon centre.

The index number for the food group decrease by 4 points to has been due to a fall in the average price of wheat, vanaspati, Oil, Dry fish, Onions, Vegetables, Banana and Sugar.

The index number for the fuel and light group remained steady at 710.

Housing.—Six monthly house rent survey was conducted by the office of the Commissioner of Labour, Bombay in December 1983. The House rent index for January 1984 works out at 183.32 which remained unchanged as was utilised in Previous half years' period ending December 1983.

The index number for clothing and footwear remained steady at 529.

The index numbers for the miscellaneous group remained steady at 448.

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

(Average prices for the calendar year 1961=100)

Groups	Weight. proportional to total expenditure	Group Index Numbers	
		December 1983	January 1984
I. Food	60.79	615	611
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	448
Total	100.00	....	....
Consumer Price Index Number	....	561	558

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

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

## NANDED

## 629—A rise of 17 points

In January 1984 the consumer Price Index number for Industrial workers (New series) for Nanded centre with base year 1961 equal to 100 was 629 being 17 points higher than that in preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Nanded centre.

The index number for the food group increased by 18 points has been due to a rise in the average price of Wheat, Jowar, Turdal, Moog dal, Urid dal and Masur dal, Fish dry and fresh Ghee, Turmaric, Chillies dry, Tamarind, Mixed spices, Vegetables, Tea leaf and Hot drinks.

The index number for the fuel and light group increase by 21 points has been due to a rise in the average prices of firewood only.

Housing.—Six monthly house rent survey was conducted by the office of the Commissioner of Labour, Bombay in December 1983. The Housing index for January 1984 works out at 310 which remained unchanged at the figure which was utilised in the previous half yearly period ending December 1983.

The index number for clothing and footwear increase by 1 point has been due to a rise in the average prices of dhoti and long cloth.

The index numbers for the miscellaneous group increase by 25 points has been due to a rise in the average prices of Hair Oil, Tobacco (Jarda), Toilet Soap and Cinema.

## 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	
		December 1983	January 1984
I. Food .. .. .	61.46	683	693
II. Fuel and Light .. .. .	5.88	694	680
III. Housing .. .. .	4.62	310	310
IV. Clothing and Footwear .. .. .	12.22	520	518
V. Miscellaneous .. .. .	15.82	463	452
Total .. .. .	100.00		
Consumer Price Index Number .. .. .	.....	612	629

\*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*.

## AURANGABAD

## A rise of 4 points

In January 1984 the consumer Price Index Number for Working class (New series) for Aurangabad centre with base year 1961 equal to 100 was 617 being 4 point higher than that in preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Aurangabad Centre.

The index number for the food group increased by 5 points to 689 due to a rise in the average prices of Wheat, Jowar, Gramdal, Moongdal, Masurdal, Dry chillies, Tamarind, Zeera, Banana, Gur and Tea-leaf.

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

Six monthly house rent Survey was conducted by the office of the Commissioner of Labour, Bombay in the month of December 1983. Accordingly the index number for housing has increased by 10 points to 326.

The index number for clothing and footwear decreased by 6 points to 528 due to a fall in the average prices of saree.

The index numbers for the miscellaneous group increased by 5 points to 458 due to a rise in the average prices of pan-leaf and katha.

## 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	
		December 1983	January 1984
I. Food .. .. .	60.72	684	689
II. Fuel and Light .. .. .	7.50	771	771
III. Housing .. .. .	8.87	316	326
IV. Clothing and Footwear .. .. .	9.29	534	528
V. Miscellaneous .. .. .	13.62	453	458
Total .. .. .	100.00		....
Consumer Price Index Number .. .. .	....	613	617

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

Note.—To obtain the equivalent old index number on base August 1943 to July 1944=100.

### ALL INDIA AVERAGE CONSUMER PRICE INDEX NUMBERS FOR INDUSTRIAL WORKERS

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

TABLE

Month	Base 1960=100	*Base 1940=100
1	2	3
February 1983 ..	500	608
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 ..	559	679
January 1984 ..	563	684

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

THE STATEMENT SHOWING THE CONSUMER PRICE INDEX NUMBER FOR WORKING CLASS (Industrial Workers) GROUPS FOR SEVEN CENTRES OF MAHARASHTRA STATE FOR THE MONTH OF JANUARY, 1984.

Centre	Base 1960=100	Food	Fan, Supari, Tobacco etc.	Fuel and Light	Housing	Clothing, Bedding and Footwear	Miscellaneous	Consumer Price Index Number January 1984	Equivalent Old Index Number January 1983	Equivalent Old Index Number December 1983	
1	2	3	4	5	6	7	8	9	10	11	12
Bombay ..	1960=100	640	601	743	171	557	442	576	2557	569	2526
Solapur ..	1960=100	674	470	708	255	579	448	611	2334	607	2319
Nagpur ..	1960=100	612	553	815	297	602	434	571	2981	569	2970
Pune ..	1961=100	631	....	685	144	518	455	555	....	557	....
Jalgaon ..	1961=100	611	....	711	183	529	448	558	2952	561	2968
Nanded ..	1961=100	703	....	715	310	521	488	629	1541	612	1499
Aurangabad ..	1961=100	689	....	771	326	528	458	617	1370	613	1361

Note.—For arriving at the equivalent old index number the new index numbers may be multiplied by the linking factors mentioned against the respective centres as follows :—

BOMBAY : 4.44, SOLAPUR : 3.82, NAGPUR : 5.22,

JALGAON : 5.29, NANDED : 2.45, AURANGABAD : 2.22

# Labour Intelligence

## INDUSTRIAL RELATIONS IN MAHARASHTRA REVIEW FOR THE MONTH OF DECEMBER 1983

### Industrial Courts, Tribunals and Labour Courts

In all 2,852 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
<b>I Industrial Court/Tribunals—</b>					
1	Industrial Court, Bombay ..	25	....	132	157
2	Industrial Tribunal, Bombay ..	....	17	....	17
3	Industrial Court, Nagpur ..	3	..	44	47
4	Industrial Tribunal, Nagpur ..	....	2	....	2
5	Industrial Court, Pune ..	31	....	98	129
6	Industrial Tribunal, Pune ..	....	17	....	17
7	Industrial Court, Thane ..	1	....	64	65
8	Industrial Tribunal, Thane ..	....	7	....	7
9	Industrial Court, Kolhapur ..	7	....	14	21
10	Industrial Court, Amravati ..	17	....	438	455
11	Industrial Tribunal Amravati ..	....	14	....	14
Total ..		84	57	790	931
<b>II. Labour Courts—</b>					
1	Labour Court, Bombay ..	59	268	166	543
2	Labour Court, Pune ..	22	17	35	74
3	Labour Court, Nagpur ..	1	68	70	139
4	Labour Court, Thane ..	2	69	54	85
5	Labour Court, Kolhapur ..	4	72	111	98
6	Labour Court, Solapur ..	10	17	34	41
7	Labour Court, Akola ..	....	7	21	30
8	Labour Court, Nashik ..	1	8	27	49
9	Labour Court, Aurangabad ..	....	22	18	80
10	Labour Court, Dhule ..	1	59	33	93
11	Labour Court, Sangli ..	2	14	24	40
12	Labour Court, Amravati ..	339	1,057	115	1,511
Total ..		441	1,700	780	1,921

### Wage Boards—

Nil reference was received by the Wage Board for silk textile industry during the month under review

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

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

Act	1	2	3	Total
(1) Industrial Disputes Act, 1947	179	7	..	186
(2) Bombay Industrial Relations Act, 1946	..	..	..	..
(3) Bombay Industrial Relations (Extensions and Amendments) Act, 1964	..	..	..	..
<b>Total</b>	<b>186</b>	<b>7</b>	<b>..</b>	<b>193</b>

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

Act	1	2	3	Total
(1) Industrial Disputes Act, 1947	1,373	191	39	1,571
(2) B.I.R. Act, 1946	186	7	1	194
(3) B.I.R. (Ext. and Amdt.) Act, 1964	..	..	..	..
<b>Total</b>	<b>1,559</b>	<b>198</b>	<b>40</b>	<b>1,797</b>

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

Act	Cotton Textile	Silk Textile	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	5	4	2	4	..	2	2	3	1	23

Act	Textile Industry	Paper Industry	Chemical Industry	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	Ahmednagar	Total
1	7	1	4	5	6	6	9
B. I. R. Act, 1946	12	1	2	4	1	1	23

Act	Bombay	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—MARCH 1984

### INDUSTRIAL DISPUTES IN MAHARASHTRA STATE DURING DECEMBER 1983

	December 1983	November 1983	December 1982
No. of Disputes	51	47	86
No. of Workers involved	16,848	19,408	95,434
No. of Man-days lost	3,84,357	2,62,091	16,52,584

Industry-wise classification is given below —

Name of the Industry Group	Number of disputes in progress			Number of work people involved in all disputes	Aggregate man-days lost in
	Started before beginning of the month i.e. before December 1983	Started during the month i.e. December 1983	Total		
1	2	3	4	5	
Textile	4	1	5	6,908	1,83,068
Miscellaneous	17	4	21	5,439	1,08,395
	2	1	3	538	6,524
	15	7	22	3,963	86,370
December 1983 Total	38	13	51	16,848	3,84,357
November 1983 Total	..	12	47	19,408	2,62,091

Some of the disputes arose over questions of "pay, allowances and bonus issues", 9 related to "Retrenchment and grievances about personnel", while the remaining 26 were due to other causes.

Out of the 6 disputes that terminated during the course of the month, 3 were settled either entirely or partially in favour of the workers, 3 in favour of the employers, while the result of One dispute was indefinite.

1—The figures given in the above Table are based on returns received under the Collection of Statistics Act, 1953. In compiling Statistics of the industrial disputes however disputes in which 10 or more persons are involved are included.

2—No. of workers involved and No. of man-days lost in December 82 have been revised.

THE FOLLOWING STATEMENT GIVES THE DETAILED INFORMATION OF IMPORTANT INDUSTRIAL DISPUTES  
CALCULATING MORE THAN 10,000 MANDAYS LOST DURING THE MONTH OF DECEMBER 1983.

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	<i>Bombay—</i> Kamani Tubes Ltd., L.B.S. Marg. Kurla, Bombay 400 070.	Pvt.	L/S	<i>Others</i> Workers refused to give normal production	11-11-1983	19-12-1983	700	11,200	23,800	Indefinite
2	<i>Thane—</i> Teksons Ltd., Kolshet Road, Thane.	Pvt.	S	Reinstatement	20-4-1981	....	459	12,150	3,73,678	Do.
3	<i>Pune—</i> Swastik Rubber Products Ltd., Khadki Pune 411 003.	Prat	L/S	Labour Trouble	14-3-1982	....	1260	32,427	7,02,479	Continued.
4	<i>Bombay—</i> Calico Dyeing Ptg. Mills Ltd., Industrial Estate Dr. Ambedkar Road, Bombay 400 012.	Pvt.	L	Do	22-12-1982	..	585	15,795	1,88,370	Do.
5	<i>Thane—</i> Krishna Steel Industries Ltd., T.B. Road, Thane.	Pvt.	L	Violence	31-8-1983	....	394	10,530	41,036	Do.
6	<i>Bombay—</i> Devidayal Stainless Steel Industries Pvt. Ltd., Bhandup, Bombay 400 078.	Pvt.	S	<i>Wages</i> Reduction in wages	2-10-1983	....	697	18,018	69,458	Do.
7	<i>Bombay—</i> Estrela Batteries Ltd., Dharavi, Bombay 400 019.	Pvt.	L	Unfair Labour practices	3-11-1983	....	1,170	31,590	59,670	Do.
8	<i>Thane—</i> National Rayon Corpn. Ltd., Dist. Thane.	Pvt.	L	Go-slow	24-11-1983	....	5,985	1,64,472	2,00,280	Do.
9	<i>Thane—</i> Mukund Iron & Steel Works Ltd., Dist. Thane.	Pvt.	L	Go-slow	27-11-1983	....	1,358	36,666	40,740	Do.

**EMPLOYEES STATE INSURANCE CORPORATION  
MAHARASHTRA REGION**

**PRESS NOTE SHOWING THE PROGRESS DURING  
THE MONTH OF JANUARY 1984. AND FEBRUARY 1984**

The Employees State Insurance Scheme applies to Maharashtra Region and includes Bassein and Goa in Maharashtra Region 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 Benefits when needed. During the month of January 1984; and Feb 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 Dependants Benefits as dependants of deceased insured Persons. During this month 14,634 accidents were reported. against 15,263 during the preceding month 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 the months of January 1984 and Feb 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 1,64,242 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, Malignant and other long term diseases required more attention and they are being paid additional Benefits called Extended sickness. During these months an amount of Rs. 13,09,645.00 paid towards this benefits.

During these months 1,465 Insured women claimed Rs. 10,33,621.80 by way of Maternity Benefit.

The attendance at the dispensaries as per Certificates recieve was 3,63,467 during this month.

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

During these month confinement charges in respect of wives of Insured persons amountion to Rs. 5,71,80 was paid.

During this months an amount of Rs. 61,913.50 was paid as enhanced Sickness Benefit to 336 Insured Presons 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.

**STATEMENT ABOUT THE OWNERSHIP AND OTHER PARTICULARS  
ABOUT NEWSPAPER 'LABOUR GAZATTE' BOMBAY.**

**FORM IV**

*(See Rule 8)*

1. Place of Publication . . . . . Bombay
2. Periodicity of its publication . . . . . Monthly
3. Printer's Name . . . . . Shri V. R. Joshi,  
Manager, Government Central Press  
Bombay.  
  
Nationality . . . . . Indian  
Address . . . . . Government Central Press, Charni  
Road, Bombay-400 004.
4. Publisher's Name . . . . . Shri P. J. Ovid,  
Commissioner of Labour, Mahara-  
shtra State, Bombay (*Ex-officio*)  
  
Nationality . . . . . Indian  
Address . . . . . Office of the Commissioner of  
Labour "Commerce Centre",  
Tardeo, Bombay-400 034.
5. Fditors Name . . . . . Shri M. B. Gajare,  
Deputy Commissioner of Labour,  
Maharashtra State, Bombay.  
(*Ex-officio*)  
  
Nationality . . . . . Indian  
Address . . . . . Office of the commissioner of Labour  
"Commerce Centre", Tardeo,  
Bombay 400 034.
6. Names and addresses of indivi- . . . . . The Government of Maharashtra  
duals who own the newspaper and partner's or share-holders  
and partner's or share-holders holding more than one percent  
of the total capital. . . . . Bombay.

I, P. J. Ovid, hereby declare that the particulars given above are true to the best of my knowledge and belief.

Dated 11th April 1984.

P. J. OVID, .  
Signature of Publisher.

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