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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 and concerning labour in India and abroad. It contains statistical and other information on consumer price index numbers for working class, industrial disputes, industrial relations, cases under labour laws, labour legislation, etc. Special articles on labour etc., are published from time to time.

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The Month in Brief

Consumer Price Index Numbers for Working Class

The Bombay, Solapur and Nagpur Consumer Price Index Numbers for working class for the month of October 1985 with average price for the year ended December 1960 equal to 100 were 647, 657 and 641 respectively. The Pune, Jalgaon, Nanded and Autangabad Consumer Price Index Numbers for working class for the month of October 1985 with the average prices for the year ended December 1960 equal to 100 were 595, 623, 666 and 673 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 October 1985 was 625 as compared to 619 in September 1985. On base 1949—100 derived from 1960 based Index worked out to 760 as against 752 for September 1985.

Industrial Disputes in Maharashtra State

During the month of September 1985, there were 39 disputes involving 8,615 workmen and time loss of 1,74,604 mandays as compared to 37 disputes in August 1985 involving 7,893 workmen and time loss of 1,76,154 mandays.

Further particulars of Industrial Disputes are given at pages 209 to 211 as this issue.

Benefits under the Employees State Insurance Scheme

During the month of October 1985, 40,461 workers were paid Rs. 40,76,700.50 on account of sickness and Rs. 4,71,146.90 were paid for the long term diseases, e.g. T.B., Cancer, Heminlegia Paraplegia, Psychosis, etc. 21,780 workers were paid Rs. 44,69,913.01 on account of accidents as employment injury which included 7,911 cases for the permanent disablement and 2,808 for pension to the dependents/families due to death of the workers in the accidents.

Current Notes

Trade Unions oppose exempting departmental industries from ID Act

Representatives of all trade unions on October 28 were united in their opposition to the proposal for exempting Departments of Railways, Posts and Telecommunications and Defence Production from the provisions of the Industrial Disputes Act.

The opposition was voiced at a meeting with the trade unions convened by the Secretary of the Union Labour Ministry to consider such a proposal by the Department of Personnel, in the light of the enactment of the Administrative Tribunals Act, 1985.

Shri S. N. Rao represented the INTUC in the meeting, while Shri Tyagi participated on behalf of the HMS.

Other trade union leaders who participated in the meeting were Sarvaswathi Sashibhushana Rao and P. N. Sharma of the National Federation of Indian Railwaymen, Madan Sen Gupta of the Indian National Defence Workers Federation, K. Ramamurti of Federation of National P and T Organisations, Umrao Purohit of All India Railway men's Federation, O. P. Gupta of National Federation of P and T Employees and S. M. Banerjee of All India Defence Employees Federation.

Initiating the discussions, the Secretary of the Department of Personnel clarified that the proposal for exempting the Departments of Railways, Posts and Telecommunications and Defence Production from the provisions of the Industrial Disputes Act under Section 26-B of the Act was only in respect of individual grievances, so that the employees concerned could take up their individual grievances with the Central Administrative Tribunals under the Administrative Tribunals Act of 1985.

It was also clarified that in all other respects the employees would continue to be governed by the provisions of the Industrial Disputes Act.

He also drew attention to the fact that the Government was the biggest employer in the country having about 4.5 million employees of whom 3.5 million were non-civil servants. This meant that the Administrative Tribunals would benefit only the remaining 10 lakh civil servants.

Explaining the salient features of the Administrative Tribunals Act, he said that the proposal to exempt certain departments of the Government from the ID Act had arisen due to Section 2 (B) of the Administrative Tribunals Act, which was specific that the Act would not apply to any person governed by the Industrial Disputes Act in regard to such matters in respect of which he was governed.

He also said that care had been taken to ensure, as far as possible, that the Administrative Tribunals comprised only senior persons with adequate legal background.

According to him, the oral evidence would be done away with only if the applicant so desired.

Shri Umrao Purohit, who is also the secretary of the staff side in the Joint Consultative Machinery, spoke first on behalf of the trade unions. He said that the employees of the Railways, defence production, etc. were basically industrial workers and were being so reckoned the world over including the International Labour Organisation. It was only in India that they were being treated as departmental employees.

Shri Purohit was surprised that there arose a proposal to take away these employees from the purview of the Industrial Disputes Act just to provide work to the Administrative Tribunals already set up by the Government. He suggested that Section 9 (C) under Chapter II-B of the Industrial Disputes Act, which provides for the setting up of grievance settlement authority by industrial establishments employing fifty or more workmen, could be effectively utilised for the settlement of individual grievances.

Shri S. N. Rao, speaking on behalf of the INTUC, asserted that the employees of the Railways, P & T and defence production stood to gain nothing from the Administrative Tribunals. If the proposal of the Department of Personnel had the limited objective of speedy settlement of individual grievances, there was Section 9 (C) of the ID Act which had to be brought into force.

Shri Rao said that the opposition to bring these employees under the purview of the Administrative Tribunals Act was because of several provisions in the Act which were detrimental to interests of the employees of the departmental industrial establishments. He said that the procedure for the tribunals was vague. According to the Act, the tribunals were not bound by the procedure laid down in the Code of Civil Procedure, 1908, but were to be guided by the principles of natural justice. In the absence of a modification of the rules of natural justice, the entire situation remained vague.

The Tribunals Act also provided enough scope for the denial of the right to be heard in violation of the principles of natural justice, he pointed out while drawing attention to the fact that the tribunals could be manned by administrators and the presenting officer of the Government's case could also be other than a legal practitioner, whereas the applicant was left with no choice but to engage a lawyer.

Shri Sashibhushana Rao and Shri P. N. Sharma of the National Federation of Indian Railwaymen were convinced that there were no positive gains to the railwaymen from the Administrative Tribunals, while there was much to lose what was available in the Industrial Disputes Act.

Shri Sharma was of the view that only bureaucrats stood to gain because it was going to ensure their rehabilitation after retirement.

Shri S. M. Banerjee said that the number of individual grievances of the employees of the departmental industrial establishments pending before various courts were negligible.

Shri Madan Sen Gupta of the Indian National Defence Workers Federation complained that bureaucracy was systematically trying to spread its control in all spheres and the Administrative Tribunal was one such attempt.

Shri Tyagi of HMS, Shri Ramamurti of FNPTO and Shri Gupta of NEFTC also spoke against the proposal of the Department of Personnel.

GR meets the Finance Minister

Govt. raises bonus ceiling to Rs. 2,500

The Union Government on November 7 came out with a Diwali gift to workers in the form of an Ordinance to raise the ceiling on bonus limit to benefit those drawing a monthly wage or salary of upto Rs. 2,500, conceding the persistent demand of the INTUC.

The promulgation of the Ordinance came within hours of the INTUC President, Shri G. Ramanujam's meeting with the Union Finance Minister, Shri Vishwanath Pratap Singh, to impress upon him the need for a substantial increase in the eligibility limit for the payment of bonus. In fact, after his talks with the Finance Minister, the INTUC President had even issued a statement to say that the Minister's response was positive and an Ordinance could be expected before Diwali.

It may be recalled that the INTUC at its General Council meeting held at New Delhi on September 19 had urged the Government to raise the bonus eligibility limit beyond Rs. 1,600 and the Finance Minister had responded very favourably.

The Presidential Ordinance promulgated late in the night of November amending the Payments of Bonus Act, enhances the eligibility limit from Rs. 1,600 to Rs. 2,500 per month.

By the latest Ordinance, the definition of the term 'employee' under Section 2(13) of the Act has been enlarged to include persons employed on a salary or wage not exceeding Rs. 2,500 per month. Thus the eligibility limit has been raised.

Section 12 of the Act relating to the calculation of bonus, which was deleted by the earlier amending Act, has been reinserted with a change in the form of an increase in the notional ceiling from Rs. 750 to Rs. 1,600. This in effect means that employees whose salary or wage exceeded Rs. 1,600 per month will get bonus calculated as if their wage or salary were Rs. 1,600 per month.

This Ordinance has come close on the heels of an earlier Ordinance giving effect to the deletion of Section 12 of the Act from the accounting year on any day in the year 1984 and thereafter.

The Union Labour Minister, Shri Anjiah, announcing the promulgation of the Ordinance, told newsmen that the step would benefit a larger number of workers. He said that the keen interest shown by the Prime Minister towards the welfare of the working class had been instrumental in bringing about this change in the Bonus Act.

Labour Ministry release said the amendment would be applicable in respect of the accounting year commencing on any day in the year 1984 and every subsequent year.

The new incentive would improve the industrial climate thereby increasing production and maintaining industrial harmony, the release said.

(Indian Worker, 11th November 1985)

ILO task force on industrial safety hazards

The creation of an international "task force" of safety and health experts to help prevent major industrial accidents was recommended by a tripartite meeting of special consultants, which ended at the international Labour Organisation (ILO) last week, consisting of experts in fields relating to major hazard controls, the 'task force' would be assembled for specifying projects by the ILO. It would assist in major hazard audits advising on the setting up of priorities of governments, on means of upgrading factory inspections and planning training. It would also seek to identify methods of creating public awareness on the need for action to prevent and control industrial accidents.

The meeting was also recommended that a list of internationally available consultants should be compiled by the ILO to provide rapidly accessible guidance to governments, employers, or workers on major hazard control methods.

The ILO was further more asked to develop check-lists to be used in the monitoring of standards on major hazard installations, to urgently prepare a comprehensive manual on hazard control and to begin work on a code of practice on the prevention of accidents involving dangerous materials or processes. It is significant that the Prime Minister, Shri Rajiv Gandhi, in his June address to the ILO, had specifically called for the establishment of such a code.

(Indian Worker, 11th November 1985)

THREAT TO WORKERS' PRIVACY

ILO warning on electronic revolution

The International Labour Organisation (ILO) has said that the darker side of the wonder world of technology is that electronic spies keep tabs on workers in the name of security and the most confidential data are available to anyone who presses the right key.

Expressing concern over the possible pernicious effects of electronic revolution, an ILO report just published said that special laws concerning data protection have been adopted by several advanced countries in a bid to defuse the increasingly serious threat to workers' personal privacy.

The right of individuals to verify their own files and enterprise and the democratic value system and made employers more conscious of the labour problems.

The survey found that the prevailin image of the employers was a result of internal factors, including the goals of the employees organisations and exogenous factors such as the educational system and media coverage.

A majority of the respondents felt that the image of these oragnistions could be improved if they come down to the workers level.

The workers said the organisations much become directly accessible to them also and to trade unions alone.

(Indian Worker dated 11th November 1985.)

PM to inaugurate tripartite ILC

The Union Ministry of Labour is all set for holding the two-day session of the tripartite Indian Labour Conference (ILC), with a heavy agenda before it, to be inaugurated by the Prime Minister, Shri Rajiv Gandhi on November 25.

It is for the first time that the Prime Minister will be inaugurating the tripartite conference being held after a lapse of nearly fourteen years at Parliament House Annexe here.

The INTUC delegation to the conference is being headed by its President, Shri G. Ramanujam. The other three delegates are the General Secretary, Shri Kanti Mehta, the Treasurer Shri Gopeshwar, M.P. and the Vice-President Shri Subrato Mukherjee. Sarvashri V. G. Gopal, Chimanbhai Mehta, M.P., Sanjeeva Reddy, Raja Kiulkarni, Laxmi Narain, M.P., Haribhau Naik, Ram Yash Singh and Ram Lal Thakar will be participating as Advisers.

The other three trade union centres, who will be sending their deligate along with advisers, are the BMS, HMS and UTUC (Lenin Sarani).

The AITUC, CITU and NLO have been invited to send on observer each but the AITUC and CITU have since decided to boycott the conference as a protest against being given only the observer status.

After inauguration, the conference is expected to have three plenary sittings on the first day. Separate panels are sought to be set up from amongst the delegated to study and prepare reports on the subjects on the agenda. A drafting group will draft the reports of different panels. The final reports as adopted by the panels will be considered and finalised by the fourth plenary session of the conference to be held at 5 p.m. on the November 26th.

According to the note prepared by the Labour Minister on item 1 of the agenda, "Review of industrial relations situation," the number of mandays lost due to strikes and lock-outs in 1984 was 55.13 million as against 31.21 million and 33.48 million in 1982 and 1983 respectively, which did not include the loss of 31.40 million in 1983 due to the textile strike in Bombay. The loss from January to July this year has been provisionally estimated at 14 million.

However, the note makes no mention of the huge backlog of pending case with both Central and State Industrial Tribunals and the Labour Courts. According to an estimate, there were as many as 1118 cases and 3110 application pending before the Industrial Tribunals cum Labour Courts of the Union Government, of which there are ten in the country, and another 19086 cases pending before Labour Courts and Industrial Tribunals in various States. The situation is so despite the recent amendemnt of the Industrial Disputes Act in force since last year, specifying the perion within which the Labour Courts or Industrial Tribunals should give orders or awards in the order of reference.

The growing incidence of closures is a subject that will attract consideranle attention of the conference. In 1984, there were 67 closures involving 15,058 workers in the engineering industry, 33 affecting 34,437 in cotton textile, 27 affecting 14,245 workers in jute and a total 188 involving 71,937 workers in all industries.

Another item included in the agenda is giving statuary provisions to workers participation in management. There are bound to be conflicting veivs on the mode of selecting workers representatives for participation at various levels of participation.

The other subjects included in the agenda are industrial sickness safety and health, gratuity insurance scheme, minimum wages, a comprehensive legislation on child labour, welfare fund and improving ESIC and EPF schemes.

(Indian Worker, dated 18th November 1985.)

ILC to consider legislation on child labour

Under Article 24 of the Constitution no child below the age of fourteen years shall be employed to work in any factory or mine or engaged in any other hazardous employment.

Article 39 (c) lays down that the health, strength of workers, man and woman and the tender age of children are not abused. The same article proclaims that childhood and youth are protected against exploitation and against moral and material abandonment.

Besides these safeguards provided under the Constitution, there are about a dozen enactments dealing with child labour like children (Pledging of Labour) Act, 1933; Employment of Children Act, 1938; Shops and Commercial Establishments Act; Apprentices Act, 1961; the Factories Act, 1948; the Plantation Labour Act, 1951; the Mines Act, 1952; the Trade Unions Act

1926 ; the Workmen's Compensation Act, 1923 ; the Minimum Wages Act, 1948 ; the Merchant Shipping Act, 1958 ; and, the Motor Transport Workers Act, 1961.

Despite the constitutional guarantees and protective legislations, as against the total population of 179.3 million children below 15 years as per 1981 census, the total number of working children as on March 1, 1983 is 17.36 million, according to an estimate of the Planning Commission. This means that a little less than ten per cent of the total number of children below 15 are forced to take to wage earning because of economic compulsions. Employment of child labour is rampant particularly in match manufacturing, carpet weaving, bidi manufacturing and other such cottage industries.

Single law not practical

The Gurupadaswamy Committee, set up in 1979, recommended proper focussing of the laws related to employment of children and consolidation of all existing laws on prohibition and regulation of employment into single comprehensive one with uniform definitions of 'child' and "adolescent" and prescribed hours and conditions of work.

A small group of State Labour Ministers headed by Shri Sanat Mehta and set up by the Labour Ministers' Conference in September, 1983, was of the view that since conditions of work varied widely from industry to industry depending on the geographical area, no advantage would be gained from raising the minimum age of an ideal, say 15 years, merely for the sake of uniformity. On the issue of gradual elimination of child labour and a comprehensive legislation, the committee recommended that a time bound action plan should be taken up for gradual elimination of child labour. The action plan should be comprehensive covering legislation, welfare arrangements, including education and economic development, with a declaration of the ultimate goal of child labour. The committee also pointed out that since children worked in totally different condition all over the country, specific legislations covering non-formal education of the working children, compulsory medical check-ups and health care, skill development training, arrangements for transport to working children, etc., should be thought of instead of a single comprehensive legislation covering all aspects of child labour in different industries, which, according to it, was not practical.

However, another group of Labour Ministers set up in 1985 felt that there was a need for a comprehensive legislation on child labour aimed not only at the prohibition of child labour certain areas but also at improving their working conditions as well as providing certain essential inputs like non-formal education, medicare and vocational training.

Unrealistic

There is also another opinion that it would be unrealistic to ban child labour in all sectors of employment as children are driven to work due to socio-economic compulsions. Child labour has become a reality in many sectors although it is legally banned. But a large number of working children are not shown

to deprive them the benefits available under various statutes like Minimum Wages Act, Provident Fund Act, ESI Act, etc. As the employment of these children is illegal, they are not at the mercy of the employer to suffer unregulated working conditions and merciles exploitation. Therefore, suggested that child labour should be banned only where it is realistic and legally premisable and in other areas child labour may be allowed for a specified time frame during which the benefits under productive labour laws along with other welfare measures like non-education, vocational training and skill development compulsory health medical check-up, nutrition, etc. should be taken up.

For funding these welfare activities, imposition of a cess on certain industries like carpet weaving and match manufacturing which employ a large number of children is suggested. It is contended that this would also be a disincentive to the engagement of child labour leading to the ultimate goal of total elimination of this evil. Larger coverage of families, from which child labour is coming mainly as a result of economic conditions, under the anti-poverty programme and a simultaneous mounting by the central Board of Education non-formal education directed towards such families have been suggested.

The 28th session of the Indian Labour Conference beginning on November 25 has been called upon to address itself to the consideration of a time schedule over which labour should be allowed and the vocation and industries where it should be permitted as well as the broad contours of a comprehensive legislation in this regard.

(*Indian Worker dated 25th November 1985*).

Statutory backing to labour participation in management

One of the major issues to be considered by the tripartite Indian Labour Conference, which will be inaugurated by the Prime Minister, Shri Rajiv Gandhi on November 25 at New Delhi, is the question of a legislation on workers participation in management.

There is a growing realisation that participation of workers in management is of utmost importance for harmony in industrial relations and for increased production and productivity. In the light of the experience gained in the working of the two earlier schemes introduced in October, 1975 and January, 1977, the Government introduced another comprehensive scheme of employees' participation in the management of public sector undertakings on December 30, 1983.

The group of State Labour Ministers, constituted by the 35th session of the State Labour Ministers Conference considered the issue of statutory enforcement of workers participation in the management of both public and private sector undertakings.

Though there emerged a broad consensus for statutory arrangements, so that the private sector units and the cooperative sector units may not be left out

as well as on a general framework for the participation of employers in management, including the outline of the components of the proposed statutory arrangement, the group of State Labour Ministers could not come to a decision on the issue of mode of selection of the employees' representatives for the various participative forums because of differing views. The group, therefore, thought it prudent to leave the question to be considered by the Indian Labour Conference.

No unanimity

There is also no unanimity among the trade unions on this issue of determining the workers representatives to serve on the participative forums. The INTUC is of the firm view that representatives of only those unions who believe in participative management should be allowed to participate. The INTUC's contention is that participation in management implies cooperation and representatives of union committee to the philosophy of conflict and perpetual confrontation, if allowed to get involved in the implementation of the scheme, can play havoc with the scheme from within.

As regards the mode of choosing the workers' representatives to the different participative forums, the INTUC is of the firm view that the recognised union with a membership of 51 per cent or above as revealed by the check-off system should have the right to nominate its representatives on the participative forums. In the event of there being no union enjoying such a majority of membership strength, unions having ten per cent of membership, determined by the 'check-off' system, should nominate their representatives in proportion to their membership. The INTUC is totally opposed to bringing an election climate in a place where there should be production atmosphere all the year round.

A section of the trade unions, however, insist that the workers' representatives should be selected by secret ballot.

There has arisen a third proposal that provides for both 'check-off' and secret ballot. Under this proposal, an electoral roll of members of different trade unions as revealed by the 'check-off' system is to be prepared. Then there will be an election by secret ballot to determine the unions who should be represented on the participative forums.

Only workers who are members of one union or the other will be allowed to exercise their franchise. The last stage is that the unions securing ten per cent of the votes or more will nominate their representatives on various participative forums in proportion of the votes secured from different categories—managerial, supervisory, technical and non-technical.

The INTUC is opposed to this proposal for once the membership of the unions is known by the check-off system, secret ballot becomes redundant. Further secret ballot, will complicate the issue and will be counter-productive.

With such differing views on the question of choosing the labour representatives to participate at various levels of management, the discussions in the Indian Labour Conference are bound to be lively and interesting. However, a consensus on the question of a legislation on the participation of workers in management including the means to select the workers' representatives, can be expected to emerge out of the conference.

Framework of the scheme

The broad framework of a legislative scheme prepared by the Union Labour Ministry, in the light of the conclusion of the group of Labour Ministers suggests that it should either be implemented under a separate enactment or should form a part of the Industrial Disputes Act, 1947 under a separate chapter. Introduction of a legislation on employees' participation will mean the repeal of the provision contained in Section 3 of the ID Act regarding work

Applicability of the scheme

The framework has proposed the applicability of the new legislation to begin with to all industrial establishments in the public, private and co-operative sectors employing 500 or more employees, excepting in the case of departmental undertakings of the Central and State Governments.

The definitions of the terms, 'appropriate government', 'industry' and 'employer' should be the same as in the ID Act. However, it has been proposed that the term 'employee' should mean any person (other than an apprentice) engaged in wages in any establishment to do any skilled, semi-skilled or unskilled, manual, supervisory, technical or clerical work, whether the terms of such employment are express or implied, but does not include any such person employed in a managerial or administrative capacity. The term 'industrial establishment' is to mean any establishment covered under the term 'industry' and defined in the ID Act provided that the appropriate government may be empowered to specify establishment or class of establishments in any industry in any area or areas employing less than 500 but not less than 100 employees as industrial establishments for the purposes of the scheme.

Structure

According to the framework, the scheme will operate at 3 levels, viz. shop level, plant level and board or corporate level.

Shop Councils

(i) The employer is to constitute a shop council for each department or shop, or one council for more than one department or shop, considering the number of employees in different departments or shops; (ii) each council is to consist of an equal number of representatives of employees provided that one third of the employees' representatives are from the supervisors and where the number of women employees in a shop is 10 per cent, one representative is to be a woman

employee and the employers' representatives are to be the nominees of the management from the unit concerned, while the employees' representatives are to be from amongst the employees actually engaged in the department or shop concerned; (iii) the employer in consultation with the concerned union(s) or employees is to decide the number of members in each council can be determined by the employer in consultation with the unions or employees on the basis of the size of the work force, the members in a shop council is not to be less than 6 and more than 12; (v) the decisions of the shop councils are to be based on consensus and any unsettled issue may be referred to the joint council by either party; (vi) every decision of the shop council is to be implemented by the parties concerned within one month unless specified otherwise in the decision itself and compliance reports are to be placed before the council; (vii) decisions having a bearing on another shop or the undertaking or the establishment as a whole are to be referred to the plant council; (viii) the tenure of the shop council is to be three years and any member elected or nominated in the mid-term to fill a casual vacancy can be a member of the council for the unexpired term; (ix) the council is to meet as frequently as is necessary and at least once in a month; and (x) the Chairman of the council is a nominee of the management while the employee members are to elect a vice-chairman from amongst themselves.

Shop Councils function

The Labour Ministry's framework suggests that in the interest of increasing production, productivity and overall efficiency of the shop or department, the shop councils should attend to production facilities, storage facilities in a shop, material economy, errors in document, operational problems, wastage control, hazards, safety problems, quality improvement, monthly targets and production schedules, review of utilisation of critical machines, cost reduction programmes, technological innovations in a shop, formulation and implementation of work system design; group working and welfare measures related to particularly to the shop.

Plant Council

According to the labour Ministry's proposal, there is to be a plant council, which will function for a period of three years. The Chief executive of the unit is to be the chairman of the plant council and the vice-chairman is to be a nominee of the employee members, while the secretary is to be appointed in the council. The plant council is to meet at least once in a quarter and every decision is to be on the basis of consensus only, which is to be on the basis of consensus only, which is to be binding on employers and employees. The decisions are to be implemented within one month unless stated otherwise and the unsettled matters are to be referred to the board of directors.

Functions of the plant council

In the operational areas, a plant council is to deal with evolution of productivity system taking into account the local conditions; planning, implementation, fulfilment and review of monthly targets and schedules; materials supply and

control; storage and inventories; house keeping; improvements productivity general, and in critical areas in particular; encouragement of suggestions; quality and technological improvements; machine utilisation, knowledge and development of new products; operational performance figures; matters not resolved at the shop level or concerning more than one shop; and review of the working of the shop level bodies.

In the fields of economics and finance, the plant council is to attend to profit and loss statement and balance sheet; review of operating expenses, financial results and cost of sales; and plant performance in financial terms, labour and managerial costs, market conditions, etc.

With regard to personnel matters the plant council is to look into absenteeism; special problems of women workers; initiation and supervision of workers' training programmes; and administration of social security schemes.

In welfare areas the plant is to handle operational details, implementation of welfare schemes, medical benefits and transport facilities; safety measures; sports and games; housing; township administration, canteen, etc; and control of gambling, drinking and indebtedness, etc.

The plant council is also to go into the extension activities and community development projects as well as pollution control.

Board or Corporate level;

At the board level, the framework envisages that the percentage of director from the employees is to be considered by the group. The employees representatives on the board are enabled to participate in all functions of the board. The board is also to review the work of the shop and plant level participative forums and decisions on matters not settled by the plant council.

Representation

The framework provides for only regular employees of the establishment to serve on the shop or plant councils. At the board level only permanent employees of the establishment are given eligibility to represent workers on the board of directors.

The framework also debars any nominee of the employer or any employee convicted of any offence under the ID Act, 1947 from representing on the shop and plant councils as well as on the board till the expiry of two years since the date of conviction. Similarly any member of the shop or plant council, convicted of any offence under the ID Act, is to cease to be such member or representative.

Method of selection of worker's representatives

On the issue of choosing labour representative, the note has confined itself to giving a brief account of the differing views and referring to the

recommendations of the Samat Mehta Committee set up by the 1982 National Labour Conference. The Indian Labour Conference is called upon to recommend a suitable provision in this regard.

Penalties

The note also suggests that provision may be made for imposing penalties or prosecution against employers for failure to introduce the scheme within the prescribed period or against an employer or employee(s) for contravening the proposed law or rules framed thereunder. It is also pointed out that the penalties prescribed in the ID Act may serve as a guide for this purpose and for the second offence or continuing offences imprisonment has been recommended.

(*Indian Worker dated 18th November 1985.*)

Articles, Reports, Enquiries, etc.

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

INDUSTRIAL RELATIONS—A

GANDHIAN WAY

BY

SHRI NAVINCHANDRA BAROT

As we desire to be happy and free from wants we should wish the same for others also. From this feeling of human kinship flows the obligation that each one should render what little help he can do to the less fortunate in society. The human relationship at large is the starting point of industrial relations. Industrial relations is one of the many stages of man's march towards progress.

Believe it or not, in the beginning of this century, the workers engaged in handloom textile mills demonstrated against the advent of electricity and resorted to strike and smashing street lights. Modern India is bound to view that the reason behind this was very silly. Those were the days when workers had to do job from sunrise to sunset. With the introduction of electricity, the workers feared that they would be asked to work beyond sunset stretching a work period of fourteen or sixteen hours a day.

The exploitation prevalent in those days are no more in existence in the nineties. Decades of active trade union movement has brought in dramatic changes in the working conditions of labour in India. Assurance of minimum wages, a dearness allowance to neutralise the rising cost of living based on consumer price index system, a minimum bonus regardless of the profits making capacity of the industrial undertakings, are some of the major achievements of Indian trade union movement.

Undoubtedly, the present day profile of an Indian worker is the combined result of a sustained and powerful resistance initiated by certain organised central trade union organisations. And that marks the chequered history of the great Indian trade union movement spanning over a three quarter century.

It is part of our study that the trade union movement has, as all of us can understand, is bound up with its forward motion. It is precisely this movement, its inter relation with, and resultant effect upon the industrial relations system itself of our country, that calls forth further thinking and discussion on the subject.

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... of industrial relations may seem to be an elementary fact. But it is not at all that elementary. In fact, consensus to be one of the prime puzzles of consciousness for all those engaged in trade union activities.

... exactly the term ... relations connote? What is its impact on the society in which we live? Why should strained relations lead to strikes and lockouts, though both the ... as well as the employee know definitely that such strikes and lockouts results in monetary loss for ... There have been many millions of lost mandays ... have been saved if ... alert ... had developed a means to arrest the erosion of our economy through strikes and lockouts. What are the factors that constitute to make a congenial atmosphere for a lasting peaceful industrial relations system?

Here comes the ... examining the concept of industrial relations in the context of a fast changing economy of our country, the development of which, in the academic parlance, is known as the science of industrial relation.

History has shown that a man, a gregarious animal, is marching from a simple to gradually more corporate and integrated life. This eternal march of man has taught him various relationship like the family and neighbourly relationship, the duties of companionship and his duties towards the State. The peaceful cooperation between man and man is the beginning of good industrial relations. In other words, industrial relations should be taken as a part and parcel of human relationship at large.

Industrial relations is considered as a human resource system in which the various parts of activities are inter-related. Men do not give best in the absence of a secure and fair share in the fruit of their labour and achievements of social justice is a necessary condition for releasing the productive energies of the people.

Historical background

In Gandhian thinking, employer and the employee are not regarded as mutual opponents whose interests are inherently conflicting. Rather they would be mutual trustees and each believes that his own interest is best safeguarded by safeguarding the interest of the other. The relationship between the two parties as was envisaged ... Gandhiji was one of co-operation and collaboration. This process would lift labour to a sense of equality with the capitalists.

The utter lack of human touch in the industrial set up is the first reason for the disturbed relationship which we see today. The cure lies only through the human approach to the problems. That approach consists in both in employees and employers recognising each other first as human being and only secondly as parts of the industrial organisation. "Industry for man and not man for industry" should be the slogan. Industry should, therefore, exist to make life good and comfortable.

... adequate provision of special benefits for workers is particularly significant in a developed economy of India. Fight against five great giants of squalor, idleness and disease has started in India with the development programme with a view to offer bright prospects new social order based on justice, liberty and security.

... not then something new to us. Kautilya's Arthashastra evolved designed to provide security of people in general and the workers of the Hindu joint family system where reciprocal obligation of support the child in infancy and of the son to support the parents represented in social insurance by the solidarity of generations. In old age we sense of mutualism and spirit of cooperation were already there in India. security of life and prosperity, freedom from want and misery through institutions called "guilds" were functioning. References to the "guilds" are found even in the Vedas and Upanishads, the scriptures three thousand years old. The closer cooperation with "guild" in ancient days security against common risks.

... provisions regarding sickness benefits, pension and old age benefits, family pensions and maintenance allowances. Sukracharya was as good a champion of social security as any of the labour economists or trade union leaders. His provisions regarding old age, invalidity etc. can be compared with the social security of today. The dignity of man, which necessarily implies the conditions which would allow him freedom to evolve along the lines of his capacities is sought here within the frame work of the moral order.

Mahabharata is not a mere epic telling the deeds of heroic men and women. It is a literature containing a code of life, philosophy of social and ethical relations. The core of Mahabharata, the Gita, the noblest of scriptures, tells man of the world not to renounce the active life and its relations with the world, but divinise his actions by a complete dedication of himself as the active worker in the field of *prakti*. A dutiful Man's yogic action is superior to renunciation of action. It is held that the performance of work imperative with regard to every human being and he who is engaged in "Loka Sangraha" goes to Him with ease and swiftness.

Coming back to the present day situation, unlike the trade union movement in industrially advanced countries of the West, the Indian trade union movement has a more political than economic origin.

In the early part of the century it was organised by the national leaders for the political purpose of fighting the British imperialism and winning over working class to national movement. After three and half decades of independence, party affiliations of the trade union movement persists to the disadvantage of the labour and to the detriment of national economy. By involvement of partisan policies, the trade union's primary function to strive for economic betterment through collective bargaining is impaired.

The trade union movement in the USA is aloof from party involvement has managed to preserve their identity. The British Labour Party entered politics after a century of economic activities. As against this, political parties sponsor trade unions in our country. Political involvement creates disunity and disunity destroys the bargaining power. A certain degree of depoliticisation of the movement is the solution.

It may be a delightful occupation to imagine what would have happened if the trade union scene had been dominated by men who were saturated with Gandhian ideals. We cannot go back upon the changes that have taken place in the last few decades and whatever progress has been made have to be conserved, whether they confirm to the Gandhian ideals or not. But the beauty of the teachings of Gandhiji is that it is possible to begin to apply these ideals at any time and at any stage.

Industrial relations defined

The expression industrial relations is broadly used to express the nature of relationship between the employer and employee in industry or an organisation. It is the composite result of the attitudes and approaches of the employees towards each other with a minimum of human effort and friction for the wellbeing of all members of the organisation.

Money, materials, machines are the sinews of every industrial concern. The objectives of any concern can be achieved only through people. Human relations is not just one chapter of a book on management. Management students will tell us that if we look at the world management, it can be divided into "manage-men-T". If the word Tactfully is substituted for "T, the word management would read "Manage-men-Tact fully". Thus the word itself suggests the most important aspects of Management namely, of managing men or human beings in a particular manner, industrial relation or man management. Working satisfactorily with people is not part of a management job. It is the entire job. Because working with machines, materials and everything else in an organisation can only be done through people. Management is human relations.

Forgetting for a while the conventional methods of study, let us develop the concept of industrial relations on the basis of Mahatma Gandhi's non-violence. Genuine respect for mutual views in settling disputes is in total consonance with the cardinal principle of truth and non-violence practised by Gandhiji. An earliest approach of mutual trust and respect creates a congenial climate for true appreciation of each others' points of view and for finding out a common ground which can aim at betterment of both the parties.

True, trade unions have emerged as formidable social economic force in our country. Trade unions have gained recognition as a legitimate social organisation and became an integral part of business and industry. Over the years they have helped in asserting workers' rights in securing higher wages and better fringe benefits and secured labour legislations in favour of working class.

It is quite revealing that even Mahatma Gandhi had to resort to strike. He led a Satyagraha against textile mill owners in Ahmedabad, many of whom

were his friends. The mill hand strikers pledged not to take to violence, during the strike, but hunger began to weaken their resolve. The light came to me wrote Gandhiji and he began to Fast—to hunger as they hungered. "The Labourers were thunderstruck. Commenting on the incident Gandhiji wrote; "Tears began to course down Anasuyaben's cheeks. The Labourers broke out not you but we shall Fast."

"There is no need for you to fast", Gandhiji replied and asked them to remain true to their pledge, to continue the strike peacefully. The net result of it was that an atmosphere of good will was created. The hearts of the millowners were touched and they set about discovering some means for a settlement.

The strike was settled and the eyes of all India was focussed on this tireless, cheerful courteous barrister. The Ahmedabad Textile strike of 1918 was termed as 'righteous struggle.'

Describing that strike as an inherent right of the workers for the purpose of securing justice, Gandhiji said :—

"In a struggle for truth both sides need not be followers of truth. Even if one side keeps to the truth, the struggle for truth is bound to succeed. We should, therefore, understand, if we fight non-violently and do not lose courage, we are bound to succeed in the end. We shall not only succeed, but good relations between employers and workmen will increase."

Insistence on social justice and adoption of human approach were the lessons the 'righteous struggle' sought to educate. This, in essence, is the Gandhian technique for maintaining peaceful industrial relations.

Preceding the 'righteous struggle' of Gandhiji was the first ever organised mill strike of 1917 led by Smt. Anasuyaben Sarabhai under the banner of Gandhian ideals. Anasuyaben herself was the direct sister of Shri Ambalal Sarabhai, the millowner against whose management of the mills, she organised the workmen to agitate. Yet she continued to live under the same roof with her brother. What a great phenomenon of democratic coexistence! This unique relationship served as a model for labour and owners of mills in shaping up their attitudes.

"I was in a most delicate situation" Gandhiji wrote in his autobiography. 'The mill hands' case was strong. Smt. Anasuyaben had to battle against her own brother, Shri Ambalal Sarabhai who led the fight on behalf of the millowners. My relations with them were friendly and that made fighting with them more difficult. I held consultation with them and requested them to refer the dispute to arbitration, but they refused to recognise the principle of arbitration.

I had therefore to advise the labourers to go on strike. Before I did so, I came in very close contact with them and their leaders and explained to them the conditions of a successful strike :—

- (1) Never to resort to violence ;
- (2) Never to molest blacklegs ;
- (3) Never to depend upon alms ; and,

4 To remain firm, no matter how long the strike continued and to earn bread during the strike, by any other honest labour.

The December 4th Strike organised by Anasuyaben in 1917 is observed even today as 'Labour Day' in Ahmedabad.

The successful use of the method of strike require well organised labour union. Efficient organisation alone makes workers conscious of their strength. The personal approach based on pure justice, constructive work are the pillars, on which the magnificent mansion of industrial relations can safely rest. These basic principles have shaped the Ahmedabad Textile Labour Association popularly known as 'Majoor Mahajan', and have made it a 'model for all India' to copy.

Thus it was through a strike that TLA was born. Gandhiji considered a trade union like Majoor Mahajan to play a major role in the education of workers. Gandhiji's techniques whether in regard to industrial disputes, the freedom struggle, the removal of untouchability or the propagation of Khadi and Village Industries, were identical and all were based on the firm foundation of an all-pervasive love for the people, truth and non-violence. The touch stone which decides correctness or otherwise of any step, is whether it is designed to bring about maximum welfare for people. If this criterion is adopted by all parties, there will be no scope for conflict of interest. It is this tradition in the field of labour that has kept Gandhiji's ideas could make speedy progress in industry.

Gandhiji considered TLA Ahmedabad as his laboratory on labour matters. He conducted certain experiments in this laboratory and propounded his theory and philosophy on labour.

At the instance of Gandhiji, the Majoor Mahajan played an active part in propagating amongst its members virtues of abstinence from liquor, abolition of child marriage and dowry, development of home industries to supplement their incomes and other creative activities.

It is because of Gandhiji's influence, in addition to trade union activities at present, Majoor Mahajan is engaged in such activities like propagation of family planning, occupational programmes for widows, blind and handicapped people, co-operatives for spinning, weaving and marketing khadi and for other products of home industries, education of children, adult education, maternity homes and dispensaries, sewing classes and hostels for Girls, especially from backward community.

During all the periodical communal disturbances and agitations that Ahmedabad witnessed in the recent past, the workforce of Ahmedabad, comprising of various communities and from different regions in the country, particularly the workers in the textile mills, remained practically undisturbed. The sentiments were raised in various occasions and feelings were roused. What is the secret? The workers in Ahmedabad have not forgotten Gandhiji's philosophy of non-violence.

Gandhiji was a great champion of swadeshi and khadi movement. This inter-dependence between man and man and it enjoins man to serve his neighbours and humanity at the same time. It implies a definite pattern of planning.

One of Gandhiji's constant objective was to 'purify India' particularly to banish the shame of untouchability. His fast unto death had to last only thirteen days because all sides had consented to compromise. Caste Hindus and untouchables—"children of God", Gandhiji called them. set at meals together. In the noble book of Gandhiji's life, this act remains at the noblest.

Declared by Gandhiji as the 'greatest moral movement of the century', the dry experiment on prohibition launched on 20th July 1939 in Ahmedabad remains relevant even today, to the people of Gujarat. Money spent after drinking deprives milk and other nutritional foods for the family of the workers. Success of the Ahmedabad, experiment can be seen in the fact that workers who got inspiration from this principle and did not indulge in drinking were able to build their own houses and improve their standard of living. A large number of industrial workers own their houses to-day, thanks to the liberal hire purchasing system pursued by the Gujarat Housing Board.

Eloquent ideas

Viewed from all angles, it is correct to say that the concept of ownership of an employer has become outdated. Gandhiji's visionary approach towards industry as trusteeship postulates an enlightened recognition of the new social need. Gone are the days when labour used to be treated as a commodity. Since industry belongs to the nation, running of these should be undertaken as a joint venture of capital and labour to serve the nation as a whole and the people at large.

The limited liability under the Companies Act, acts as a deterrent for the efficient management of the industry in as much as many of them are mismanaged or even closed on one pretext or other. Why should the money generated from the general public be allowed to be mismanaged by a few. The so called capital employed in industries by the promoters forms only a negligible ten per cent of the total share capital. Rest of the money comes from the investing public or by way of borrowing from nationalised banks which again is public money. Management of industry should be vested in the hands of those who possess the managerial skill and talents to run the affairs of the company. Gandhiji's advice to workers was not to get economic achievement alone, but he was for the development of a man inside the worker. All round development of the man 'sarvangi vikas' was one of Gandhiji's favourite dictums.

Millions of men and women all over the world are enchanted by Gandhiji's life and mission. They see new hopes for survival, progress of mankind in Gandhi the man and Gandhi the spirit.

His entire concept of trade unionism was not only economic oriented but socially oriented to transform the workers, a full fledged citizen who can play a vital role in the development of this country.

Quite philosophy

To recall the textile mill strike of 1917, Gandhiji advocated negotiation and voluntary arbitration, though lately the process of voluntary arbitration is not being found favoured by many. He also used to say :

- (a) An agitation should have a specific objective.
- (b) The demand for achieving the objective should have been adopted by all sections of workers after patient and open deliberations.
- (c) The demand should be placed before the management in a systematic, unambiguous manner.
- (d) Enough time should be given to the managements to consider the demands which should be just and not exaggerated.
- (e) If the demands were not accepted and the workers were required to resort to strike, it should be ensured, that the strike will be peaceful.
- (f) For keeping the strike peaceful and yet maintaining the tempo of agitation, it is necessary to have only such leaders who can command the situation.
- (g) The leader of the strike should have the benefit of regular Consultation and advice from the workers after periodical review of the situation.
- (h) It is necessary to ensure that no one becomes victim any threat in the course of a strike.
- (i) If management sought settlement in understanding with unions, a congenial climate should be created without any rancour or pressure tactics. To put it in Gandhiji's own words 'might should not be the right, but right should be the might.'
- (j) Disobedience must be announced in advance and one must be willing to suffer believing that the truth one stands for is more important than life itself.

Gandhiji, as early as in 1917, laid more stress on the means which a trade union should adopt. The fact that there had not been any major industry-wise strike or lockout in Gandhiji's home state since many years goes to prove that industrial disputes are settled through negotiation, arbitration or through industrial adjudication.

No strike, no violence is not what is tried to establish nor does any one claim that ideal or best industrial relationship prevail in Ahmedabad. The fact, however, remains that by and large industrial relations in Ahmedabad or for that matter in Gujarat are not strained.

Voluntary arbitration was more or less the order of the day prior to the enactment of effective labour legislation. Eminent persons like Acharya Dashankar Dhruva, Pandit Madan Mohan Malaviya, Manu Subedar and Gandhiji himself have acted as private arbitrators. Industrial adjudication being time consuming, Gandhian approach to matters concerning industrial relations assumes paramount importance these days.

The BIR Act

Another factor that contributes for the peaceful industrial relations in Ahmedabad is the existence of Bombay Industrial Relations Act 1946. Without going into the merits or demerits of the Act, it should be conceded that one representative union for one industry as enunciated under the BIR has also ensured stability of the major union and harmony in industrial relations in Ahmedabad.

The enactment of Indian Factories Act 1948, Employees' State Insurance Act, implementation of the Provident Fund Act in textile industry and appointment of the National Labour Commission on labour were all brought about mainly due to efforts to Textile Labour Association and its leaders in the Central Government those days. The managing agency system which was detrimental to the interest of the ordinary shareholders, Government and labour, was abolished at the instance of T.L.A.

To one who surveys the trade union scene in Gujarat, the influence of the T.L.A. is conspicuous. The total labour strength of the mills is 1,50,000 and T.L.A. membership accounts for 1,35,000. It is significant that without the system of deducting union subscription by the management from wages these workmen every month pay voluntarily about three lakhs of rupees as union subscription. Same rate of contribution is paid from bonus too to the union. These voluntary contributions show the workmen's implicit faith in the Textile Labour Association, and its sober leadership.

The organisation which started without state patronage under a neem tree in the mill-owner's compound has grown into a great institution.

A great deal of misunderstanding still surrounds the Gandhian technique of peaceful revolt.

Great many benefits are accrued to workers through the enactment of Minimum Wages Act, Payment of Wages Act, the Bonus Act, Employee's State Insurance Act and other social security measures are all the direct results of the rapid trade union movement in this country and its bargaining power. But with the changing time and industrial advancement, the trade union of today is assuming a different posture.

Incredible as they may appear, certain examples of intimidation and violence perpetuated in the name of union activities in certain pockets, act as the antithesis for the very purposes the trade union should uphold. A phenomenon almost like thuggery will only shy away new investment, despite the abundance of skill, literate workers and infrastructure like water and electricity.

Of the total work force of nearly 260 million, only a small fraction—just 27 million are employed in the organised sector—14 million in the public sector and 7 million in private sector.

The benefits of numerous labour laws passed by Parliament various State Governments have by and large been applicable only to the workers in the organised sector. For bulk of the 92 per cent workforce in the agricultural and unorganised sector, these labour laws and lofty ILO Conventions have not made any good at all. The fact that even after three and a half decades of independence we have 2.6 million bonded labour and 16.5 million child labour—the largest in the world—working under inhuman conditions is a sad commentary on how ineffective are our labour laws to bring justice to the downtrodden.

As against this, the organised labour are among the best in our country and they have become eligible for many a welfare benefit like weekly off, overtime pay, paid holiday, medical aid, provident fund, gratuity, leave travel concession, group insurance and even pension after retirement in selected industries.

Should trade union pay more and more attention to those who are comparatively better off, or should they divert their energy to the rural and unorganised to create additional employment opportunities for the millions who are patiently waiting.

It is beyond doubt that the labour movement has come to stay in this country and to check its militant growth ultimately leading the nation into a chaos, some shocks and restraints are essential. To set the problems in their proper perspective, extensive work will become a must. A re-examination of the entire industrial relation has assumed all time importance.

Politicisation of the labour movement in India has contributed both to its strength and weakness. Rival unionism and leadership conflicts assume epidemic proportions. Extremists among the leaders try to side-track the moderates. Gandhiji anticipated these and many other ills that plague today's trade unions. He did not want extremist and alien ideologies to contaminate the Ahmedabad movement. Even after Gandhiji's time, TLA continues to follow in the footsteps of the Mahatma. When they revolt, they do so, peacefully.

Conclusion

The intent of this article is to present a model for reviewing a more effective industrial relations based on Gandhian techniques. Even when the strike was declared in Ahmedabad mills, the workers irrespective of their caste or religion made a reverential bow before the machines they were operating. Some placed coconuts as offering to them in a gesture of touching farewell as they left their work, and prayed that they be allowed to come back to their machines soon. The scene was symbolic of the workers' love for the tools and machinery with which they work, though the machinery and the mill belonged to the millowners or the shareholders. It was a pleasing contrast to the present day violence and intimidation of fellow workers when a strike is declared.

The united front started in the beginning of this century has slowly disintegrated. Various groups and factions based on different ideology and region have drifted apart and the trade union movement is being devoid of cohesion and inherent strength. Factors outside the ambit of labour-management intrude to spoil the smooth working of industries.

An experiment of unions belonging to different political shades joining hands for a common cause at the Brooke Bond India may be an oasis in the rivalry ridden desert of trade union movement of today. The All India Brook Bond Employees Federation combining as many as thirty local level unions 'may be a model in the industry for which the federation and the management could justifiably share full credit' (Mr. C. S. Samuel—Chairman and Managing Director of Brook Bond India Ltd., in a letter to the Secretary of Brook Bond Employees Federation.)

Leaders of different political colours working here on one platform for the past twenty-seven years in oneness, "grades this federation not only a unique in India but also mosaic one keeping all Brooke Bond unions with different affiliations, united under the one banner with independent stature of its own till today." Brooke Bond's cheerful cup is yet to be tasted by fellow trade unionists working wherever in the country.

The labour in our country as a whole is a force divided amongst themselves. It still continues to be steeped in age old conditions, customs and habit and is still driven by communalism and sectarianism. Thirty-six years of independence have not brought about any heart searching in the outlook and behavioural pattern of the working class. Inter-union, intra-union rivalries and multiplicity of unions are the order of the day.

A broad idea about the losses can be had from the magnitude of disputes involving work stoppages—without going into the statistical data, one thing outstands and that is, the work stoppages, the man-days lost, the wages foregone and the value of production denied to the society in addition to the strains on human relation are too much for our weak economy to bear.

To save the country from these losses as also to secure regular work and wages to workers, the obvious course to follow is the Gandhian path that demand selflessness, a genuine concern and care for every human being 'Niskama Karm Yoga' as enshrined in the song divine Srimat Bhagavat Gita.

Of late the Gandhian ideology is coming under attack. Institutions like Vasavada Labour Institute should educate young trade union activists on its relevance and to go out and spread his ideas.

The country is grappled with fearful problems. Time is running out and the battle against poverty and unemployment could be lost. Therefore now more than ever, Gandhiji's techniques are needed for survival.

Gist of Important Notifications under the Various Labour Laws

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

(A) *Declarations under the Act.*—(1) The Govt. of Maharashtra, I.E. & L. Deptt. has in exercise of the powers conferred by sections 3 and 4 of the said Act, declared the industrial undertaking called "Messrs. Gaekwar Mills Limited" for a period of—

(a) Twelve months commencing from the 18th day of August 1985 and ending on 17th day of August 1986 (both days inclusive) to be conducted to serve as a measure of unemployment relief; and

(b) directs that in relation to the said relief undertaking and in respect of the said period of twelve months commencing on 18th day of August 1985 and ending on the 17th day of August 1986 (both days inclusive) for which the said relief undertaking continues as such any right, obligation, privilege or liability (excepting the obligations or liabilities incurred in favour of workmen of the said relief undertaking or in favour of the Industrial Units which are registered as Small Scale Industrial Units with the Directorate of Industries, Government of Maharashtra, the Maharashtra State Electricity Board, the State Industrial and Investment Corporation of Maharashtra Limited, Maharashtra State Financial Corporation, Nationalised Banks, Bank of India, Industrial Development Bank of India, Industrial Reconstruction Bank of India, and the dues of the Employees State Insurance Corporation and any liability incurred under the Bombay Sales Tax Act, 1959 (Bom. LI of 1959), the Maharashtra State Tax on Professions, Trades, Callings and Employments Act, 1975 (Mah. XIV of 1975) and the Employees' Provident Fund and Miscellaneous Provisions Act, 1952 (19 of 1952) accrued or incurred before the 18th day of August 1984 and any remedy for the enforcement thereof shall be suspended and all proceedings relative thereto pending before any court, tribunal officer or authority shall be stayed.

(Vide Govt. Notification I.E. & L.D. No. BRU-1085/(136)/IND-10, dated 14th August 1985, published in *M.G.G.*, Part I-L, dated 10th October 1985, at pages Nos. 3690-3691).

(2) The Govt. of Maharashtra I.E. & L. Deptt. has in exercise of the powers conferred by sections 3 & 4 of the said Act declared that the industrial undertaking called "the Bijlee Products (India) Private Limited, Pune" for a further period of (a) One year commencing on the 24th day of August 1985 and ending on the 23rd day of August 1986 (both days inclusive) to be conducted to serve as a measure of unemployment relief, subject to the conditions mentioned in the Schedule hereto; and (b) directs that, in relation to the said relief undertaking and in respect of the said further period of one year commencing on the 24th day of August 1985 and ending on the 23rd day of August 1986 (both days inclusive) for which the said relief undertaking continues as such, unless the aforesaid declaration is withdrawn at any early date for breach of any of the conditions specified in the Schedule hereto, any right, privilege, obligation or liability (excepting the obligation towards or liabilities incurred in favour of workmen of the said relief undertaking) accrued or incurred before the 24th day of August 1981 and any remedy for the enforcement thereof shall be suspended and all proceedings relative thereto pending before any court, tribunal, officer or authority shall be stayed.

Schedule

(i) The said relief undertaking, shall pay the current wages, salaries and dues in respect of the Employees' Provident Fund Contributions (both employees' and employers' share) and the Employees' State Insurance to the appropriate authorities.

(iii) In default of payment of any current dues or instalments or arrears, the declaration made and directions issued by Government of Maharashtra under sections 3 and 4 of the Bombay Relief Undertakings (Special Provisions) Act, 1958 (Bom. XCVI of 1958), in respect of the said relief undertaking shall be withdrawn without any further show-cause notice.

(iv) The State Government reserves the right to instruct directly to the Banks and creditors of the said relief undertakings requiring them to make payment in respect of arrears as well as the current dues of the provident fund, gratuity and other dues of the workers in the manner as may be specified by Government.

(Vide Govt. Notification I.E. & L. Deptt. No. BRU-1085/(90)/IND-10, dated 23rd August, 1985, published in *M.G.G.* Part I-L, at 10th Oct. 1985 at pages Nos. 3700 to 3701)

II. INDUSTRIAL DISPUTES ACT, 1947

(A) *Declarations of public utilities Services under the Act.*(1)—The Govt. of Maharashtra I.E. & L. Deptt. has in exercise of the powers conferred by sub-clause (vi) of clause (n) of section 2 of the said Act, declared "service in Hospitals" to be public utility services for the purpose of the Act for a further period of six months from 15th August 1985.

(Vide Govt. Notification I.E. & L.D. No. IDA-1484/(5104)/Lab-2, dated 14th August 1985 published in *M.G.G.*, Part I-L, dated 10th October, 1985, at pages 3691).

(2) The Govt. of Maharashtra I.E. & L. Deptt. has in exercise of the powers conferred by sub-clause (vi) of clause (n) of section 2 of the said Act, declared "the Industry specified in the Schedule 'hereto' annexed" to be a public utility service for the purpose of the Act for a further period of six months from 16th September 1985.

SCHEDULE

Concerns manufacturing bread and biscuits and employing 20 or more workmen.

(Vide Govt. Notification I.E. & L.D. No. IDA-1485 (6166) Lab-2, dated 12th September 1985, published in *M.G.G.*, Part I-L, dated 10th October 1985, at page No. 3705).

(B) *Appointments under the Act.*—(1) The Govt. of Maharashtra I.E. & L. Deptt. has in exercise of the powers conferred by section 8 of the said Act, appointed Shri A. P. Lakhnikar, Joint Civil Judge (Senior Division), Amravati to be the Presiding Officer of the Third Labour Court, Bombay in place of Shri L. V. Patil.

(Vide Govt. Notification I.E. & L. Deptt. No. IDA-1185/(7912)/Lab-2, dated 14th August 1985 published in *M.G.G.*, Part I-L, dated 10th October 1985 at page No. 3692).

III. BOMBAY INDUSTRIAL RELATIONS ACT, 1946

(i) *Appointments under the Act.*—(i) The Government of Maharashtra I.E. & L. Deptt. has in exercise of the powers conferred by Section 9 of the said Act, appointed Shri A. P. Lakhnikar, Joint Civil Judge (Senior Division) Amravati in place of Shri L. V. Patil.

(Vide Government Notification I. E. & L. Deptt. No. BIR-1185/(79137)/Lab-2, dated 14th August 1985, published in *M.G.G.*, Part-I, dated 10th October, 1985, at pages Nos. 3692-3693).

IV. MAHARASHTRA RECOGNITION OF TRADE UNION AND PREVENTION OF UNFAIR LABOUR PRACTICES ACT, 1971.

(A) *Appointments under the Act.*—(1) The Government of Maharashtra, Industries Energy and Labour Department has in exercise of the powers conferred by Section 4 of the said Act, appointed Shri A. P. Lakhnikar, Joint Civil Judge (Senior Division), Amravati, Presiding Officer of the Third Labour Court, Bombay, in place of Shri L. V. Patil.

(Vide Government Notification, I.E. & L.D. No. ULP-1185/(79)/Lab-2, dated 14th August

V. BOMBAY SHOPS AND ESTABLISHMENTS ACT, 1948

(A) *Suspensions under the Act.*—(1) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by section 6 of the said Act, as shown in column 2 of the schedule appended hereto on account of the festivals shown in column 1 of the said schedule for the periods mentioned in column 3 of the said schedule.

SCHEDULE

Festivals,	Provisions of sections	Period
Nagpanchami	.. Sections 10(1), 11(1) (a), 14, 16, 18.	18th August, 1985 to 20th August, 1985 (both inclusive).
Gokulashtami	.. Sections 10(1), 11(1) (a), 14, 16, 18.	7th September 1985 to 8th September 1985. (both days inclusive).
Id-E-Milad	.. Sections 10(1), 11(1) (a), 14, 16, 18, 19, 20, 21, 23, and 24.	24th November 1985 to 27th November 1985 (both days inclusive).

(Vide Government Notification I.E. & L.D. No. P-7385/CR-1418 to 1420/Lab-9, dated 16th August, 1985, published in *M.G.G.*, Part I-L, dated 10th October, 1985 at pages Nos. 3694 to 3697).

(2) The Government of Maharashtra, I.E. & L.D., has in exercise of the powers conferred by Section 6 of the said Act, suspended certain provisions of the said Act, as shown in column 2 of the schedule appended hereto on account of the festivals shown in column 1 of the said schedule for the periods mentioned in column 3 of the said schedule.

SCHEDULE

Festivals,	Provisions of sections	Period
Rakshabandhan Coconut day Utsav.	Sections 10 (1), 11(1) (a) 14, 16, 18, 19, 20 21, 23 and 24.	29th August, 1985 to 31st August, 1985 (both days inclusive).
Povala Ustav	Sections 10(1), 11(1) (a), 14, 16, 18, 19, 20, 21, 23 and 24.	13th September 1985 to 15th September, 1985 (both days inclusive).

(Vide Govt. Notification, I.E. & L.D. No. P-7385/CR-1421 to 1422/Lab-9, dated 21st August 1985, published in *M.G.G.*, Part I-L, dated 10th October 1985, at pages 3697 to 3698).

holiday on the days specified in column 2 of the said schedule within a month from the respective holiday.

SCHEDULE

Period		
1. Week ending	.. 14th September, 1985	.. Paryasan Parva First day (11th September, 1985).
2. Week ending	.. 21st September, 1985	.. Paryasan Parva last day (18th September, 1985).

(Vide Govt. Notification, I.E. & L.D. No. P-7385/80025/1449/Lab-9, dated 3rd September 1985, published in *M.G.G.*, Part I-L, dated 10th October 1985 at page No. 3703).

(B) *Appointments under the Act.*—(1) The Govt. of Maharashtra, Industries, Energy and Labour Deptt., has in exercise of the powers conferred by sub-section (2) of section 48 of the said Act, as delegated to the Commissioner of Labour vide Govt. Notification, I.E. & L.D. No. BSE-1169/119404/Lab-III, dated 6th August, 1969 in accordance with the provisions of sub-section (3) of section 48 of the said Act, the undersigned Shri P. J. Ovid, Commissioner of Labour, Bombay appointed the following persons mentioned in column 2 of the Schedule under to be Inspectors for the purposes of implementation of the provisions of the said Act, in the local areas, in the Districts mentioned in column No. 3 of the said schedule.

SCHEDULE

Serial No.	Name of the Shop Inspectors	Local areas for which appointed
1	Shri Y. L. Gaikwad	1. Bhandara District.
2	Shri Baba Yusuf	2. Akola and Buldhana District.
3	Shri G. K. Borkute	3. Amravati/Yeotmal Districts.
4	Shri S. B. Pande	4. Nagpur, Wardha, Bhandara, Chandrapur and Gadchiroli District.
5	Shri V. S. Chougule	5. Pune District.
6	Shri A. D. Kumbhar	6. Pune District.
7	Shri C. D. Dhale	7. Pune District.
8	Shri D. C. Khan	8. Pune District.
9	Shri P. R. Patgaonkar	9. Pune District.
10	Shri D. A. Shinde	10. Pune District.
11	Shri R. S. Pilke	11. Satara District.
12	Shri K. P. Kadam	12. Kolhapur District.
13	Shri V. D. Mankikar	13. Ratnagiri District.
14	Kum. S. R. Netake	14. Pune District.
15	Shri P. A. Lad	15. Solapur District.
16	Shri D. B. Koli	16. Solapur District.

(Vide Govt. Notification, Industries, Energy and Labour Department No. CL/BSE/1285/Insp./H.O. XII, dated 21st August, 1985, published in *M. G. G.*, Part I-L, dated 10th October 1985, at page No. 3702).

VI. PAYMENT OF BONUS ACT, 1965

(A) *Appointments under the Act.*—(1) The Govt. of Maharashtra Industries, Energy and

(B) Amendment to Ordinance

MINISTRY OF LAW AND JUSTICE

(LEGISLATIVE DEPARTMENT)

New Delhi, the 27th September, 1985/Asvina 5, 1907 (Saka)

THE PAYMENT OF BONUS (AMENDMENT) ORDINANCE,
1985.

No. 6 OF 1985.

Promulgated by the President in the Thirty-sixth Year of the
Republic of India

— Ordinance further to amend the Payment of Bonus Act, 1965

WHEREAS PARLIAMENT is not in session and the President is satisfied that circumstances exist which render it necessary for him to take immediate action.

Now, THEREFORE, in exercise of the powers conferred by clause (1) of article 123 of the Constitution and of all other powers enabling him in that behalf, the President is pleased to promulgate the following Ordinance:—

1. *Short title and commencement.*—(1) This Ordinance may be called the Payment of Bonus (Amendment) Ordinance, 1985.

(2) It shall come into force at once.

2. *Retrospective omission of section 12.*—The omission of section 12 of the Payment of Bonus Act, 1965 (21 of 1965) hereinafter referred to as the principal Act) by section 2 of the Payment of Bonus (Amendment) Act, 1985 (30 of 1985), shall have effect and shall be deemed always to have had effect in respect of bonus payable to any employee under section 10 or section 11 of the principal Act for the accounting year commencing on any day in the year 1984 and every subsequent accounting year.

Explanation.—For the purposes of this section, the expressions "employee" and "accounting year" shall have the same meanings as in the principal Act.

(Published in M.G.G., Part VI dated 17th October 1985 at page No. 576).

VII. BONDED LABOUR SYSTEM (ABOLITION) ACT, 1976.

(A) *Amendments under the Act.*—(1) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by Section 21 of the said Act, amended the Government Notification, I.E. & L.D. No. BIA-1085/(736)/Lab-12, dated the 6th March, 1985, as follows, namely:—

In the said notification, after the words "under the said Act" the words "for the areas comprising the whole Thane District" shall be added.

(Vide Government Notification I.E. & L.Deptt. No. BIA-1085/736/Lab-1, dated 6th September 1985 published in M.G.G., Part I-L, dated 10th October, 1985 at page No. 3704).

VIII. FACTORIES ACT, 1948

21st August, 1985, (A.N.) to 8th November, 1985, specified the Commissioner of Labour Bombay to be the authority to which the Chief Inspector shall be officially subordinate.

(Vide Government Notification, I.E. & L.D. No. FAC-1085/(1938)/Lab-4, dated 9th September 1985, published in M.G.G., Part I-L, dated 10th October, 1985 at page No. 3704).

IX. EMPLOYEES PROVIDENT FUND AND MISCELLANEOUS PROVISIONS ACT, 1962.

(A) *Exemptions under the Act.*—() The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by clause (a) of sub-section (1) of section 17 of the said Act and subject to the conditions specified in the schedule stipulated in original Notification, exempted Messrs. Morris Electronics Ltd. Bhoyari Industrial Estate, Pune 411 026 from the operation of all the provisions of the Employees Provident Fund Scheme 1962 for a period of three years from the date of issue of this Notification.

(Vide Government Notification I.E. & L.D. No. EPI-1185/(9814)/Lab-4, dated 3rd September 1985, published in M.G.G., Part I-L, dated 24th October 1985, at pages Nos. 3972 to 3974).

X. INDIAN BOILERS ACT, 1923.

(A) *Exemptions under the Act.*—(1) In exercise of the powers conferred by Sub-Section (3) of section 34 of the said Act the Government of Maharashtra has exempted the following waste heat boilers manufactured by Messrs. Godrej and Boyce Co. Ltd., Bombay and reactors manufactured in Austria as per ASME code under the Supervision of Lloyds Registrars and installed at Messrs. National Organic Chemicals Industries, Thane-Belapur Road, Thane from the operation of all the provisions of the said Act.

- (1) Boiler No. S 301 with Reactor No. R. 301.
- (2) Boiler No. S 302 with Reactor No. R. 302.
- (3) Boiler No. S 303 with Reactor No. R. 303.
- (4) Boiler No. S 304 with Reactor No. R. 304.

The exemption is subject to following conditions and restrictions

(1) The steam boiler shall be inspected by the inspector of Steam Boilers and Smoke Nuisances, Bombay once in a period of every twelve months, or such lesser period as may be decided by the Chief Inspector of Steam Boilers and Smoke Nuisances, Bombay on payment of fees ordinarily payable for this class of boilers. The Boiler shall be worked only after obtaining the permission in writing from the Chief Inspector of Steam Boilers and Smoke Nuisances. The boiler shall not be worked at higher pressure than permitted by the Chief Inspector of Steam Boilers. Effective measures shall be taken by Messrs. National Organic Chemicals Industries Limited to prevent the pressure of steam from exceeding the pressure permitted by the Chief Inspector ;

(2) All accidents and break-downs, if any, in this boiler shall be reported immediately to the Chief Inspector of Steam Boilers and Smoke Nuisances, Bombay. The permission granted to work the boiler shall cease to be valid if any accident occurs to the boiler or any repairs, alterations or additions are carried out to the boiler without obtaining prior permission from the Chief Inspector ;

(3) Steam and feed pipes shall be offered for inspection and hydraulic test before erection, according to the plan approved by the Chief Inspector ;

(4) No alterations, additions or repairs to steam pipe and connected fittings shall be carried out except with the previous permission of the Chief Inspector ;

(5) The permission granted by the Chief Inspector may be withdrawn at any time if found necessary ;

(7) The biler shall be in charge of certified Boiler Attendants.

(Vide Government Notification I.E. and L.D. No. IBA. 1085/77806/1366/Lab-9, dated 29th August 1985, published in *Maharashtra Government Gazette* Part I-L, dated 24th October 1985 at page No. 3975).

(2) In exercise of the powers conferred by sub-section (2) of section 34 of the said Act, the Government of Maharashtra has exempted in boiler bearing No. MR-9025 belonging to Indian Ordinance Factory, Varangaon, District-Jalgaon, from the operation of clause (c) of section 6 of the said Act, for the period of two months from the 19th September 1985 to 18th November 1985 (both days inclusive).

(Vide Government notification I.E. & L. D. No. IBA-1785/84018/1424/Lab-9, dated 13th September 1985 published in *Maharashtra Government Gazette* Part, I-L, dated 24th October 1985, at page No. 3976).

(3) In exercise of the powers conferred by sub-section (2) of section 34 of the said Act, the Government of Maharashtra has exempted the boiler bearing No. MR-10602 belonging to Hindustan Organic Chemicals Limited, Rasayani, District Raigad, 410207, from the operation of clause (c) of section 6 of the said Act, for the period of twelve months from the 18th September, 1985 to 17th September, 1985 (both days inclusive).

(Vide Government Notification I.E. & L.D. No. IBA-1085/84203/1490/Lab-9, dated 13th September 1985 published in *Maharashtra Government Gazette* Part I-L, dated 24th October 1985 at page No. 3976).

(4) In exercise of the powers conferred by sub-section (2) of section 34 of the said Act, the Government of Maharashtra has exempted the Waste Heat boiler bearing No. MR-11041, belonging to Godrej Soaps Limited, Vikhroli, Bombay 400 078 from the operation of rule 68 of the Maharashtra Boiler Rules, 1962.

(Vide Government Notification I.E. & L.D. No. IBA-1085/73842/(1329)/Lab-9, dated 12th September 1985, published in *Maharashtra Government Gazette* part I-L, dated 24th October 1985 at page No. 3976).

(5) In exercise of the powers conferred by sub-section (2) of section 34 of the said Act, the Government of Maharashtra has exempted the boiler bearing No. MR-10608 belonging to the Hindustan Organic Chemicals Limited, Rasayani, District Raigad, 410207, from the operation of clause (c) of section 6 of the said Act, for the period of twelve months from the 14th September 1985 to 13th September, 1986 (both days inclusive).

(Vide Government Notification I.E. & L.D. No. IBA-1085/84202/1489/Lab-9, dated 13th September 1985 published in *Maharashtra Government Gazette* part I-L, dated 24th October 1985 at page No. 3977).

(6) In exercise of the powers conferred by sub-section (2) of section 34 of the said Act, the Government of Maharashtra has exempted the boiler bearing No. MR-10560 belonging to the Gopalanand Rasayani, Plot No. D-18, Maharashtra Industrial Development Corporation Area, Post-Boiser, District Thane-401 506 from the operation of clause (c) of section 6 of the said Act, for the period of one month and twelve days from the 20th September, 1985 to 31st October 1985 (both days inclusive).

(Vide Government Notification I.E. & L.D. No. IBA-1085/84019/1491/Lab-9, dated 16th September 1985 published in *Maharashtra Government Gazette* part I-L, dated 24th October 1985 at page No. 3977).

(7) In exercise of the powers conferred by sub-section (2) of section 34 of the said Act, the Government of Maharashtra has exempted the boiler bearing No. MR-10025 and belong-

District Nagpur, from the operation of clause (c) of section 6 of the said Act, for the period of six months from the 21st September, 1985 to 20th March 1986 (both days inclusive).

(Vide Government Notification I.E. & L.D. No. IBA-1085/84966/1520/Lab-9, dated 17th September 1985 published in *Maharashtra Government Gazette* part I-L, dated 24th October 1985 at page No. 3977).

(8) In exercise of the powers conferred by sub-section (2) of section 34 of the said Act, the Government of Maharashtra exempted the boiler bearing No. MR-9627 and belonging to the Maharashtra State Electricity Board, Parli-Vaijnath, Thermal Power Station, Parli-Vaijnath—431 520 from the operation of clause (c) of section 6 of the said Act, for the period of six months from the 29th September 1985 to 28th March 1986 (both days inclusive).

(Vide Government Notification I.E. & L.D. No. IBA-1085/85016/1521/Lab-9, dated 17th September 1985 published in *Maharashtra Government Gazette* part I-L, dated 24th October 1985 at page No. 3978).

Minimum Wages Act, 1948

XI—DECLARATION ON SPECIAL ALLOWANCE UNDER THE.

(1) *Printing Press*.—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of July 1985 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of special Allowance (cost of living allowance payable) (3)
		Rs.
1	A	.. 448.75 per month.
2	B ₁	.. 394.90 per month
3	B ₂	.. 359.00 per month.
4	C	.. 341.05 per month.

Explanation.—For the purpose of this notification, Zones A, B₁, B₂ and C shall respectively mean Zones A, B₁, B₂ and C formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA. 2683/5364/Lab-7, dated 16th May 1983.

(Notification No. MWA/SPL/Printing Press, dated 5th August 1985, published in *Maharashtra Government Gazette*, part I-L, dated 31st October 1985 pages 4091 to 4093).

(2) *Tanners and Leather Manufactory*.—The Deputy Commissioner of Labour (Rural Wing and Enforcement) Bombay in exercise of the Powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in the column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of July 1985 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE— III

Serial (1)	Zones (2)	Amount of Special Allowance (cost of living allowance payable) (3)
1	I	.. Rs. 153.00 per Month.
2	II	.. Rs. 108.00 per Month.

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

(Notification No. MWA/SPL/Tanneries and Leather Manufactory dated 5th August 1985. Published in M.G.G. part I-L, dated 31st October 1985, page 4094 to 4096).

(3) *Plastic*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of July 1985 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zones	Amount of Special Allowance (cost of living allowance payable)
(1)	(2)	(3)
1	I	Rs. 558.00 per month.
2	II	Rs. 558.00 per month.

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

(Notification No. MWA/SPL/Plastic dated 5th August 1985, Published in M.G.G. Part I-L, dated 31st October 1985, pages 4097 to 4099)

(4) *Canteen and Club*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of July 1985 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zones	Amount of Special Allowance (cost of living allowance payable)
(1)	(2)	(3)
1	I	Rs. 88.20 per month.
2	II	Rs. 88.20 per month.
3	III	Rs. 88.20 per month.
4	IV	Rs. 88.20 per month.

Explanation.—For the purpose of this notification Zones, I, II, III and IV shall respectively mean Zone I, II, III and IV formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA/6384/5783/Lab-7, dated the 1st August 1984.

(5) *Card Board and Straw Board*.—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the special allowance (cost of living allowance) payable in addition to the basis rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of July 1985 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

No.	Zones	Amount of special Allowance (cost of living allowance payable)
(1)	(2)	(3)
1	I	Rs. 558.00 per month.
2	II	Rs. 558.00 per month.
3	III	Rs. 372.00 per month.

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

(Notification No. MWA/SPL/Card Board and Straw Board, dated 5th August 1985, Published in M.G.G. Part I-L, dated 31st October 1985, pages 4103 to 4105.)

(6) *Hotels*.—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of July 1985 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zones	Amount of Special Allowance (cost of living allowance payable)
(1)	(2)	(3)
1	I	Rs. 102.30 per month.
2	II	Rs. 102.30 per month.
3	III	Rs. 102.30 per month.
4	IV	Rs. 102.30 per month.
5	V	Rs. 102.30 per month.

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

(7) *Film Production industry (Cine Studios and Cine Laboratories).*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of July 1985 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zones	Amount of Special Allowance (cost of living allowance payable)
(1)	(2)	(3)
1	I	Rs. 264.00 per month.

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

(Notification No. MWA/SPL/Film Production industry (Cine studio and Cine Laboratories) dated 5th August 1985, Published in *M.G.G.* Part I-L, dated 31st October 1985, pages 4109 to 4110).

(8) *Film Production Industry (Cine Studios and Cine Laboratories).*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the powers, conferred on it, has declared the Special Allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of July 1985 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zone	Amount of Special Allowance (cost of living allowance payable)
(1)	(2)	(3)
1	I	Rs. 205.00 per month

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

(Notification No. MWA/SPL/Film Production Industry (Cine Studios and Cine Laboratories), dated 5th August 1985, published in *M. G. G.*, Part I-L, dated 31st October 1985, at pages 4111 to 4112).

(9) *Utensils and/or other household articles.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special Allowance (cost of living allowance) payable in addition to the basic rate of wages

column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of July 1985 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zones	Amount of Special Allowance (cost of living allowance payable)
(1)	(2)	(3)
1	I	Rs. 13.24 per day.
2	II	Rs. 13.24 per day.
3	III	Rs. 13.24 per day.
4	IV	Rs. 13.24 per day.
5	V	Rs. 13.24 per day.

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

(Notification No. MWA/SPL/Utensils and/or other household articles, dated 5th August 1985, published in *M. G. G.*, Part I-L, dated 31st October 1985, pages 4113 to 4115).

(10) *Fountain Pens, Ball Point Pens.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basis rate of wages to the employees employed in the said schedule employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of July 1985 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zones	Amount of Special Allowance (cost of living allowance payable)
(1)	(2)	(3)
1	I	Rs. 11.16 per day.
2	II	Rs. 11.16 per day.

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

(Notification No. MWA/SPL/Fountain Pens, Ball Point pens, dated 5th August 1985, published in *M.G.G.*, Part I-L, dated 31st October 1985, pages 4116 to 4118).

11. *Cotton Ginning and Cotton Pressing.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the

(2) of Schedule III appended hereto in relation to six months commencing on the 1st day of July 1985 at the rates mentioned in column (3) of the said schedule III.

SCHEDULE III

	Zones (2)	Amount of Special Allowance (cost of living allowance payable) (3)
1	I	.. Rs. 73.50 per month.
2	II	.. Rs. 73.50 per month.
3	III	.. Rs. 73.50 per month.

Explanation.—For the purpose of this notification, Zones I, II and III, shall respectively mean Zones I, II and III formed for the purpose and shown in the Notification, Industries Energy and Labour Department, No. MWA 4284/5968/Lab-7, dated 24th January 1985.

(Notification No. MWA/SPL/Cotton Ginning and Cotton Pressing, dated 5th August 1985 published in M.G.G., Part-I-L, dated 31st October 1985, pages 4119 to 4121).

12. *Manufacturing Readymade garments and Tailoring Establishments.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of schedule III appended hereto in relation to six months commencing on the 1st day of July 1985 at the rates mentioned in column (3) of the said schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of Special Allowance (cost of living allowance payable) (3)
1	I	Rs. 345.80 per month.
2	II	.. Rs. 345.80 per month.
3	III	.. Rs. 345.80 per month.

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

(Notification No. MWA/SPL/Manufacturing Readymade Garments and Tailoring Establishments, dated 5th August 1985, published in M.G.G., Part I-L, dated 31st October 1985, pages 4122 to 4124).

12. *Optical Frames.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special allowance

hereto in relation to six months commencing on the 1st day of July 1985 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zones	Amount of special allowance (cost of living allowance payable)
1	2	3
1	I	Rs. 11.22 paise per day.
2	II	.. Rs. 11.22 Paise per day.

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

(Notification No. MWA/SPL/Optical Frames, dated 5th August 1985, published in M.G.G., Part I-L, dated 31st October 1985, pages 4125 to 4127).

14. *Hair Cutting Saloon.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of July 1985 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of Special Allowance (cost of living allowance payable) (3)
1	I	Rs. 210.00 per month.
2	II	Rs. 210.00 per month.
3	III	.. Rs. 210.00 per month.
4	IV	Rs. 210.00 per month.

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

(Notification No. MWA/SPL/Hair Cutting Saloon, dated 5th August 1985, published in M.G.G., Part I-L, dated 31st October 1985, pages 4128 to 4129).

in the said schedule employment in the areas mentioned in column (2) of Schedule III, appended hereto in relation to the period commencing on the 1st day of July 1985 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zones	Amount of special Allowance (cost of living allowance payable)
(1)	(2)	(3)
1	I	Rs. 122.50 per month.
2	II	Rs. 122.50 per month.
3	III	Rs. 122.50 per month.
4	IV	Rs. 122.50 per month.

Explanation.—For the purpose of this Notification, Zones I, II, III and IV shall respectively mean Zones I, II, III and IV formed for the purpose and shown in the notification, Industries, Energy and Labour Department, No. MWA 5284/5931/Lab-7, dated 21st January 1985.

(Notification No. MWA/SPL/Laundry, dated 5th August 1985, published in *M. G.* Part I-L, dated 31st October 1985 pages 4131 to 4133).

16. *Advocates or attorneys.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement) Bombay in exercise of the powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of July 1985 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zones	Amount of special allowance (cost of living allowance payable)
(1)	(2)	(3)
1	I	Rs. 106.00 per month.
2	IIA	Rs. 106.00 per month.
3	IIB	Rs. 106.00 per month.
4	III	Rs. 106.00 per month.

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

(17) *Engineering.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the powers conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to three months commencing on the 1st day of July 1985 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zones	Amount of special allowance (Cost of living allowance payable)
(1)	(2)	(3)
1	I	Rs. 14.40 per day.
2	II	Rs. 14.40 per day.
3	III	Rs. 14.40 per day.
4	IV	Rs. 14.40 per day.

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

(Notification No. MWA/SPL/Engineering, dated 5th August 1985, published in *M.G.G.*, Part I-L, dated 31st October 1985 pages 4137 to 4139).

(18) *Rubber Manufacturing Industry.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to three months commencing on the 1st day of July 1985 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Zones	Amount of Special Allowance (cost of living allowance payable)
(1)	(2)
State of Maharashtra	Rs. 13.59 per day.

in relation to six months commencing on the 1st day of July 1985 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zones	Amount of special allowance (cost of living allowance payable)
1	I	Rs. 11.22 paise per day.
2	II	Rs. 11.22 Paise per day.

Explanation.—For the purpose of this Notification, Zones I and II, shall respectively mean Zones I and II formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA, 4282/4721/Lab-7, dated 9th August 1982.

(Notification No. MWA, SPL, Optical Frames, dated 5th August 1985, published in M.G.G., Part I-L, dated 31st October 1985, pages 4125 to 4127).

14. *Hair Cutting Saloon*.—The Deputy Commissioner of Labour (Rural Wing and-
 (B) *Bornby* in exercise of the powers, conferred on it, has declared the Special
 Allowance (cost of living allowance) payable in addition to the basic rate of wages to the
 employees employed in the said scheduled employment in the areas mentioned in column (2)
 of Schedule III appended hereto in relation to six months commencing on the 1st day of July
 1985 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zones	Amount of Special Allowance (cost of living allowance payable)
1	I	Rs. 210.00 per month.
2	II	Rs. 210.00 per month.
3	III	Rs. 210.00 per month.
4	IV	Rs. 210.00 per month.

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

(Notification No. MWA, SPL, Hair Cutting Saloon, dated 5th August 1985, published in M.G.G., Part I-L, dated 31st October 1985, pages 4128 to 4130).

15. *Labour*.—The Deputy Commissioner of Labour (Rural Wing and-
 (B) *Bornby* in exercise of the powers, conferred on it, has declared the Special Allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of schedule III appended

in relation to six months commencing on the 1st day of July 1985 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zones	Amount of Special Allowance (cost of living allowance payable)
1	I	Rs. 75.00 per month.
2	II	Rs. 75.00 per month.
3	III	Rs. 75.00 per month.

Explanation.—For the purpose of this notification, Zones I, II and III, shall respectively mean Zones I, II and III formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA, 4284/5968/Lab-7, dated 24th January 1983.

(Notification No. MWA, SPL, Cotton Ginning and Cotton Pressing, dated 5th August 1982, published in M.G.G., Part I-L, dated 31st October 1985, pages 4119 to 4121).

12. *Manufacturing Ready-made garments and Tailoring Establishments*.—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bornby in exercise of the powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of schedule III appended hereto in relation to six months commencing on the 1st day of July 1985 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zones	Amount of Special Allowance (cost of living allowance payable)
1	I	Rs. 345.80 per month.
2	II	Rs. 345.80 per month.
3	III	Rs. 345.80 per month.

Explanation.—For the purpose of this Notification, Zones I, II and III, shall respectively mean Zones I, II and III formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA, 4282/4721/Lab-7, dated 12th November 1982.

(Notification No. MWA, SPL, Manufacturing Ready-made Garments and Tailoring Establishments, dated 5th August 1985, published in M.G.G., Part I-L, dated 31st October 1985, pages 4122 to 4124).

12. *Optical Frames*.—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bornby in exercise of the powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of schedule III appended

in the said schedule employment in the areas mentioned in column (2) of Schedule III, appended hereto in relation to the period commencing on the 1st day of July 1985 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zones	Amount of special Allowance (cost of living allowance payable)
(1)	(2)	(3)
1	I	.. Rs. 122.50 per month.
2	II	.. Rs. 122.50 per month.
3	III	.. Rs. 122.50 per month.
4	IV	.. Rs. 122.50 per month.

Explanation.—For the purpose of this Notification, Zones I, II, III and IV shall respectively mean Zones I, II, III and IV formed for the purpose and shown in the notification, Industries, Energy and Labour Department, No. MWA 5284/5931/Lab-7, dated 21st January 1985.

(Notification No. MWA/SPL/Laundry, dated 5th August 1985, published in *M. G. G.*, Part I-L, dated 31st October 1985 pages 4131 to 4133).

16. *Advocates or attorneys.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement) Bombay in exercise of the powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of July 1985 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zones	Amount of special allowance (cost of living allowance payable)
(1)	(2)	(3)
1	I	.. Rs. 106.00 per month.
2	IIA	.. Rs. 106.00 per month.
3	IIB	.. Rs. 106.00 per month.
4	III	.. Rs. 106.00 per month.

Explanation.—For the purpose of this notification, Zones I, IIA, IIB, and III shall respectively mean Zones I, IIA, IIB and III formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA. 5383/5431/Lab-7, dated 23rd June 1983.

(Notification No. MWA/SPL/Advocates or Attorney) dated 5th August 1985, published in *M.G.G.*, Part I-L, dated 31st October 1985, pages 4134 to 4136.

(17) *Engineering.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the powers conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to three months commencing on the 1st day of July 1985 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zones	Amount of special allowance (Cost of living allowance payable)
(1)	(2)	(3)
1	I	.. Rs. 14.40 per day.
2	II	.. Rs. 14.40 per day.
3	III	.. Rs. 14.40 per day.
4	IV	.. Rs. 14.40 per day.

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

(Notification No. MWA/SPL/Engineering, dated 5th August 1985, published in *M.G.G.*, Part I-L, dated 31st October 1985 pages 4137 to 4139).

(18) *Rubber Manufacturing Industry.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to three months commencing on the 1st day of July 1985 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Zones	Amount of Special Allowance (cost of living allowance payable)
(1)	(2)
State of Maharashtra	Rs. 13.59 per day.

(Notification No. MWA/SPL/Rubber Manufacturing Industry, dated 5th August 1985, published in *M. G. G.*, Part I-L, dated 31st October 1985, pages 4140 to 4142).

(19) *Paper and Paper Board Manufacturing.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the

Special Allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to three months commencing on the 1st day of July 1985 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zones	Amount of Special Allowance (cost of living allowance payable)
(1)	(2)	(3)
1	I	Rs. 171.60 per month.
2	II	Rs. 171.60 per month.

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

(Notification No. MWA/SPL/Paper and Paper Board Manufacturing, dated 5th August 1985, published in *M. G. G.*, Part I-L, dated 31st October 1985, pages 4143 to 4145).

(20) *Cloth Dyeing and Cloth Printing.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of July 1985 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zones	Amount of Special Allowance (cost of living allowance Payable)
(1)	(2)	(3)
1	I	Rs. 418.00 per month.
2	II	Rs. 418.00 per month.

Explanation.—For the purpose of this Notification, Zones I and II, shall respectively mean Zone I and II formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA. 6274/904/Lab-7, dated 4th January 1977.

(Notification No. MWA/SPL/Cloth Dyeing and Cloth Printing, dated 5th August 1985, published in *M. G. G.*, Part I-L, dated 31st October 1985, pages 4146 to 4148).

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

of Schedule III appended hereto in relation to six months commencing on the 1st day of July 1985 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zones	Amount of special allowance (Cost of living allowance payable).
(1)	(2)	(3)
1	I	Rs. 318.00 per month.
2	II	Rs. 318.00 per month.
3	III	Rs. 318.00 per month.
4	IV	Rs. 206.70 per month.
5	V	Rs. 206.70 per month.

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

(Notification No. MWA/SPL/Cinema Exhibition Industry, dated 5th August 1985, published in *M. G. G.*, Part I-L, dated 31st October 1985, pages 4149 to 4151).

(22) *Wooden Photo.*—The Deputy Commissioner of Labour (Rural Wing and enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III, appended hereto in relation to six months commencing on the 1st day of July 1985 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zones	Amount of Special Allowance (cost of living allowance payable).
(1)	(2)	(3)
1	I	Rs. 156.00 per month.
2	II	Rs. 117.00 per month.
3	III	Rs. 78.00 per month.

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

(Notification No. MWA/SPL/Wooden Photo, dated 5th August 1985, published in *M.G.G* Part I-L, dated 31st October 1985, pages 4152 to 4154).

(23) *Wooden Furniture.*—The Deputy Commissioner of Labour (Rural Wing & Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of July 1985 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zones	Amount of special allowance (cost of living allowance payable)
(1)	(2)	(3)
1	I	Rs. 5.40 per day.
2	II	Rs. 3.60 per day.
3	III	Rs. 2.70 per day.

Explanation.—For the purpose of this notification, Zones I, II and III shall respectively mean Zones I, II and III formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA. 6283/9895/5546-(R)/Lab-7, dated 7th September 1983.

(Notification No. MWA/SPL/Wooden Furniture, dated 5th August 1985, published in *M. G. G.*, Part I-L, dated 31st October 1985, pages 4155 to 4157).

(24) *Powerloom.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the Powers conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of July 1985 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zones	Amount of Special Allowance (Cost of living allowance payable)
(1)	(2)	(3)
1	I	Rs. 446.00 per month
2	II	Rs. 446.00 per month.
3	III	Rs. 446.00 per month

Explanation.—For the purpose of this notification, Zones I, II and III shall respectively mean Zones I, II and III formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA/5084/5844/Lab-7, dated 1st August 1984.

(Notification No. MWA/SPL/Powerloom, dated 5th August 1985, published in *M.G.G.*, Part I-L, dated 31st October 1985, pages 4158 to 4160).

(25) *Construction or Maintenance of Roads.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of July 1985 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zones	Amount of special Allowance (cost of living allowance payable)
(1)	(2)	(3)
1	I	Rs. 5.60 per day.
2	II	Rs. 5.60 Per day.
3	III	Rs. 5.60 per day.

Explanation.—For the purpose of this notification, Zones I, II and III shall respectively mean Zones I, II and III formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA-1884/5845/Lab-7, dated 5th October 1984.

(Notification No. MWA/SPL/Construction or Maintenance of Roads, dated 5th August 1985, published in *M.G.G.*, Part I-L, dated 31st October 1985, pages 4161 to 4163).

(26) *Shops.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of July 1985 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zones	Amount of Special Allowance (cost of living allowance payable)
	2	3
1	I	Rs. 393.30 per month.
2	II	Rs. 327.75 per month.
3	III	Rs. 305.90 per month.
4	IV	Rs. 262.20 per month.

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

(Notification No. MWA/SPL/Shops, dated 5th August 1985, published in *M.G.G.*, Part I-L, dated 31st October 1985, page 4164 to 4166).

(27) *Dispensary*.—The Deputy Commissioner of Labour (Rural Wing and Enforcement) Bombay in exercise of the Powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of July 1985 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zones	Amount of special Allowance (cost of living allowance payable)
(1)	(2)	(3)
1	I	Rs 175.50 per month
2	II	Rs 146.25 per month
3	III	Rs. 117.00 per month

Explanation.—For the purpose of this notification, Zones I, II and III shall respectively mean Zones I, II and III formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA 5884 5930/Lab-7, dated 1st December 1984.

(Notification No. MWA/SPL/Dispensary, dated 5th August 1985, published in M.G.G. Part-I-L, dated 31st October 1985, pages 4167 to 4169).

(28) *Hospital/Bombay*.—The Deputy Commissioner of Labour (Rural Wing and Enforcement) Bombay in exercise of the Powers, conferred on it has declared the Special allowance (cost of Living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of July 1985 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zones	Amount of special Allowance (cost of living allowance payable)
(1)	(2)	(3)
	Area within the limits of Municipal Corporation of Greater Bombay.	Rs. 462.00 per month.

(Notification No. MWA/SPL/Hospital/Bombay, dated 5th August 1985, published in Maharashtra Government Gazette, Part I-L, dated 31st October 1985 pages 4170 to 4172).

(29) *Hospital (Pune)*.—The Deputy Commissioner of Labour (Rural Wing and Enforcement)

III appended hereto in relation to six months commencing on the 1st day of July 1985 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zones	Amount of Special Allowance (Cost of living allowance payable)
(1)	(2)	(3)
		Rs. per month
1	I	283.50
2	II	283.50
3	III	283.50

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

(Notification No. MWA/SPL/Hospital Pune, dated 5th August 1985, Published in Maharashtra Government Gazette Part I-L, dated 31st October 1985, pages 4173 to 4175).

(30) R. F. D. M.—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said schedule employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of July 1985 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Area	Amount of special allowance (cost of living allowance) payable per month
1	2	3
		Rs.
1	Areas within the limits of Municipal Corporation of Greater Bombay	445.20
2	Areas within the limits of the Thane Municipal Council and areas within a distance of eight kilometres from the periphery of such limits of Thane Municipal Council, excluding the areas falling within the limits of Municipal Corporation of Greater Bombay.	371.00
3	Areas within the limits of the Municipal Councils of Kalyan, Bhiwandi, Nizampur, Dombivali, Ambarnath, Ulhasnagar, Nashik, Malegaon, Nashik Road, Deolali.	278.25
4	All other areas in Bombay Revenue Division except those specified at Serial Nos. 1, 2 and 3 areas in Jalgaon and Dhule Districts.	185.50

SCHEDULE III

1	2	3
6	All other areas in Jalgaon and Dhule Districts except those specified at Serial No. 5 above.	152.00
7	Areas within the limits of the Municipal Corporation of Pune and the areas within a distance of ten kilometres from the periphery of such limits.	338.00
8	Areas within the limits of the Municipal Council of Ahmednagar	253.50
9	Areas within the limits of the Cantonments of Pune and Kirkee	253.50
10	All areas in Pune and Ahmednagar Districts except those specified at Serial Nos. 7, 8 and 9.	169.00
11	Areas within the limits of the Municipal Corporation of Kolhapur and the areas within a distance of ten kilometres from the periphery of such limits.	221.10
12	Areas within the limits of the Municipal Corporation of Solapur and the areas within a distance of ten kilometres from the periphery of such limits.	221.10
13	Areas within the limits of the Municipal Councils of Satara City, Sangli, Miraj, Barshi, Pandharpur and Ichalkaranji.	165.00
14	All other areas in the Pune Revenue Division except areas in Pune, and Ahmednagar Districts and those specified at Serial Nos. 11, 12 and 13 above.	112.20
15	Areas within the limits of the Municipal Corporation of Nagpur and areas within a distance of ten kilometres from the periphery of such limits.	335.00
16	Areas within the limits of the Municipal Councils of Khamgaon, Akola, Amravati, Yavatmal, Wardha, Kamptee, Gondia and Chandrapur.	251.25
17	All other areas in the Nagpur Revenue Divisions except those specified at Serial Nos. 15 and 16 above.	167.50
18	Areas within the limits of the Municipal Councils of Aurangabad, Jalna and Latur.	134.25
19	Areas within the limits of the Aurangabad Cantonment	134.25
20	All other areas in Aurangabad, Beed and Osmanabad District except those specified at Serial Nos. 18 and 19 above.	89.50
21	Areas within the limits of the Municipal Councils of Parbhani and Nanded	127.50

Consumer Price Index Numbers for Industrial workers for October 1985

BOMBAY CENTRE*

A rise of 8 points.

In October 1985, the Consumer Price Index Number for Industrial Workers (1960=100) for the Bombay Centre with base January to December 1960 equal to 100 was 647 being 8 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at the Bombay Centre.

The index number for the Food group increased by 11 points to 701 due to a rise in the average prices of wheat, jowar, arhardal, goat-meat, onion, tea-readymade and vegetables and fruits sub-group.

The index number for the Pan, Supari and Tobacco etc. group increased by 19 points to 754 due to a rise in the average price of cigarets.

The index number for the Fuel and Light group remained steady at 855.

The index number for housing remained steady at 191 being a six monthly item.

The index number for the clothing, bedding and footwear group increased by 5 points to 614 due to a rise in the average prices of saree and shirting.

The index number for the miscellaneous group decreased by 1 point to 528 due to a fall in the average price of washing soap.

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

(Average prices for the calendar year 1960=100)

Groups	Weight proportional to the total expenditure.	Group Index Numbers	
		September 1985	October 1985
I-A. Food	57.1	690	701
I-B Pan, Supari, Tobacco, etc.	4.9	735	754
II. Fuel and Light	5.0	855	855
III. Housing	4.6	191	191
IV. Clothing, Bedding and Foot -Wear ..	9.4	609	614
V. Miscellaneous	19.0	529	528
Total	100.0	....	....
Consumer Price Index Number ..	....	639	647

SOLAPUR CENTRE*

657—A rise of 15 points.

In October 1985 the Consumer Price Index Number for Working Class (New Series) for Solapur Centre with base January to December 1960 equal to 100 was 657 being 15 points higher than that in the preceding month. The index relates to the standard of ascertained during the year 1958-59 family living survey at Solapur Centre.

The index number for the food group increased by 20 points to 715 due to a rise in the average prices of rice, wheat, arhar dal, gram dal, goat-meat, beef, chillies green, onions and vegetable and fruits group.

The index number for the pan, supari and tobacco etc. group decreased by 5 points to 598 due to a fall in the average price of supari only.

The index number for the fuel and light group remained steady at 740.

The index number for housing remained steady at 281 being a six monthly item.

The index number for clothing, bedding and foot-wear group increased by 24 points to 647 due to a rise in the average prices of markin and saree.

The index number for the miscellaneous group decreased by 3 points to 492 due to a fall in the average price of washing 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	
		September 1985	October 1985
IA Food	63.0	695	715
IB Pan, Supari, Tobacco, etc. . .	3.4	603	598
II. Fuel and Light . .	7.1	740	740
III Housing	5.2	281	281
IV. Clothing, Bedding and Footwear	9.0	623	647
V. Miscellaneous	12.3	495	492
Total	100.00		
Consumer Price Index Number		642	657

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

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

CENTRE NAGPUR*

641—A rise of 9 points

In October 1985 the Consumer Price Index Number for Working Class (New Series) for Nagpur Centre with base January to December 1960 equal to 100 was 641 being 9 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Nagpur Centre.

The index number for the food group increased by 1 point to 682 due to a rise in the average prices of wheat, arhar dal, gram dal, onions, garlic and zeera.

The index number for the pan, supari and tobacco etc. group decreased by 8 points to 710 due to a fall in the average price of pan leaf only.

The index number for the fuel and light group remained steady at 928.

The index for housing remained steady at 338 being a six monthly item.

The index number for clothing, bedding and foot-wear group remained steady at 630.

The index number for the miscellaneous group remained steady at 503.

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	
		September 1985	October 1985
I A. Food	57.2	681	682
I B. Pan, Supari, Tobacco, etc.	3.8	718	710
II. Fuel and Light	5.7	928	928
III. Housing	6.6	338	338
IV. Clothing, Bedding and Footwear	10.9	630	630
V. Miscellaneous	15.8	503	503
Total . .	100.0	...	...
Consumer Price Index Number	...	640	641

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

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

PUNE CENTRE*

595— A fall of 1 Point.

In October 1985 the Consumer Price Index Number for Industrial Workers (1961=100) for the Pune Centre with base January to December 1961 to 100 was 595 being 1 point lower than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 living survey at the Pune Centre.

The index number for the food group decreased by 6 points to 651 due to a fall in the average prices of wheat, bairi, vegetables and sugar.

The index number for the Fuel and light group increased by 8 points to 805 due to a rise in the average price of charcoal.

The index number for Housing remained steady at 150 being a six monthly item.

The index number for the clothing and footwear group increased by 11 points to 604 due to a rise in the prices of saree and poplin.

The index number for the miscellaneous group increased by 4 points to 512 due to a rise in the average prices of cigarettes.

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	
		September 1985	October 1985
I. Food	55.85	657	651
II. Fuel and light	6.89	797	805
III. Housing	6.65	150	150
IV. Clothing and Footwear	10.31	593	604
V. Miscellaneous	20.30	508	512
Total	100.00	....	....
Consumer Price Index Number	....	596	595

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

JALGAON CENTRE

623— A rise of 7 points

In October 1985 the Consumer Price Index Number for Industrial Workers (1961=100) for the Jalgaon Centre with those January to December 1961 equal to 100 was 623 being 7 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 the Jalgaon Centre.

The index number for the Food group increased by 10 points to 678 due to arise in the average prices of rice, wheat, jowar, turdal, gramdal, groundnut oil, mutton, fresh/dry fish, other vegetables and sugar.

The index number for the Fuel and Light group remained steady at 720.

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

The index number for the clothing and footwear group increased by 4 points to 611 due to a rise in the average prices of saree and dhoti.

The index number for the miscellaneous group remained steady at 542.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR JALGAON CENTRE

(Average prices for the calendar year 1961=100)

Groups	Weight, proportional to total expenditure	Group Index Numbers	
		Sept. 1985	Oct. 1985
I. Food	60.15	668	678
II. Fuel and Light	7.20	720	720
III. Housing	6.11	188	188
IV. Clothing and Footwear	10.29	607	611
V. Miscellaneous	15.61	542	542
Total	100.00	....	....
Consumer Price Index Number	....	616	623

*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*.

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 $\frac{100}{100}$.

NANDED CENTRE

666—A rise of 2 points.

In October 1985 the Consumer Price Index Number for Industrial Workers (1961=100) for the Nanded Centre with base January to December 1961 equal to 100 was 666 being 2 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1955-59 family living survey at the Nanded Centre.

The index number for the food group increased by 3 points to 720 due to a rise in the average prices of wheat, turdal, gramdal, masurdal and onion.

The index number for the fuel and light group remained steady at 801.

The Index number for housing remained steady at 386 being a six monthly item.

The index number for the clothing and footwear group increased by 3 points to 565 due to a rise in the average prices of chappals only.

The index number for the miscellaneous group decreased by 3 points to 566 due to a fall in the average price of hair oil only.

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	
		Sept. 1985	Oct. 1985
I. Food	61.46	717	720
II. Fuel and Light	5.88	801	801
III. Housing	4.62	386	386
IV. Clothing and Foot-wear	12.22	562	565
V. Miscellaneous	15.82	569	566
Total	100.00	.....	.....
Consumer Price Index Number	.....	664	666

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

Note.—To obtain the equivalent old index number on base August 1943 to July 1944=100 the new index number of base 1961=100 should be multiplied by the linking factor viz 2.27.

AURANGABAD

673—A rise of 8 points.

In October 1985 the Consumer Price Index Number for Industrial Workers (1961=100) for the Aurangabad Centre with base January to December 1961 equal to 100 was 673 being 8 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at the Aurangabad Centre.

The index number for the Food group increased by 8 points to 741 due to a rise in the average prices of rice, jowar and gur.

The index number for the fuel and light group remained steady at 789.

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

The index number for the clothing and footwear group increased by 32 points to 653 due to a rise in the prices of saree, long-cloth and coloured poplin.

The index number for the miscellaneous group increased by 1 point to 547 due to a rise in the average prices of suparimanglori only.

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	
		Sept. 1985	Oct. 1985
I. Food	60.72	733	741
II. Fuel and Light	7.50	789	789
III. Housing	8.87	326	326
IV. Clothing and Footwear	9.29	621	653
V. Miscellaneous	13.62	546	547
Total	100.00	.....	.....
Consumer Price Index Number	.....	665	673

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

Note.—To obtain the equivalent old index number on base August 1943 to July 1944=100, the new index number on base 1961=100 should be multiplied by the linking factor viz 2.27.

ALL INDIA AVERAGE CONSUMER PRICE INDEX NUMBERS FOR INDUSTRIAL WORKERS

The statistics for the last 12 calendar months from November 1984 to October 1985 are given in the following table :

TABLE

Month	Base 1960=100	*Base 1949=100
1	2	3
November 1984	595	723
December 1984	588	715
January 1985	588	715
February 1985	585	711
March 1985	586	712
April 1985	594	722
May 1985	600	729
June 1985	606	737
July 1985	615	747
August 1985	618	751
September 1985	619	752
October 1985	625	760

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

THE STATEMENT SHOWING THE CONSUMER PRICE INDEX NUMBER FOR (INDUSTRIAL WORKERS) GROUPS FOR SEVEN CENTRES OF MAHARASHTRA STATE FOR THE MONTH OF OCTOBER 1985

Centre	Base	Food	Pan, Supari and Tobacco etc.	Fuel and light	Housing	Clothing, bedding and footwear	Miscellaneous	Consumer Price Index No. October 1985	Equivalent Old Index No. 1985	Equivalent Old Index No.		
											2	3	4	5	6	7	8	9	10	11	12
Bombay	..	1960=100	701	754	855	191	614	528	647	2873	639	2837
Solapur	..	1960=100	715	598	740	281	647	492	657	2510	642	2452
Nagpur	..	1960=100	682	710	928	338	630	503	641	3346	640	3341
Pune	..	1961=100	651	....	805	150	604	512	595	....	596	....
Jalgaon	..	1961=100	678	....	720	188	611	542	623	3296	616	3259
Nanded	..	1961=100	720	....	801	386	565	566	666	1632	664	1627
Aurangabad	..	1961=100	741	....	789	326	653	547	673	1494	665	1476

Note.—For arriving at the equivalent Old Index Numbers the new Index Numbers may be multiplied by the linking factors mentioned against the respective centres as follows :—
BOMBAY : 4.44 SHOLAPUR : 3.82 NAGPUR : 5.22
JALGAON : 5.29 NANDED : 2.45 AURANGABAD : 2.22

Labour Intelligence

INDUSTRIAL RELATIONS IN MAHARASHTRA REVIEW FOR THE MONTH OF SEPTEMBER 1985

Industrial Courts, Tribunals and Labour Courts

In all 117 applications were received by the Industrial Courts, Tribunals and Labour Court during the month. Their break-up are as under:—

Serial No.	Name of the Industrial Court/Tribunal and Labour Court	No. of applications etc received during the month under the—			Total
		B.I.R. Act, 1946	I.D. Act, 1947	Other Acts.	
1	2	3	4	5	6
I. Industrial Court/Tribunals—					
1	Industrial Court, Bombay ..	54	..	133	187
2	Industrial Tribunal, Bombay ..	..	28	..	28
3	Industrial Court, Nagpur ..	2	..	53	55
4	Industrial Tribunal, Nagpur ..	2	1	..	1
5	Industrial Court, Pune ..	..	..	42	44
6	Industrial Tribunal, Pune ..	..	1	..	1
7	Industrial Court, Thane ..	2	..	37	39
8	Industrial Tribunal, Thane ..	..	13	..	13
9	Industrial Court, Kolhapur ..	2	..	82	84
10	Industrial Tribunal, Kolhapur ..	..	2	..	2
11	Industrial Court, Amravati ..	..	..	84	85
12	Industrial Tribunal, Amravati ..	..	1	..	1
13	Industrial Court, Nashik ..	..	..	31	31
14	Industrial Tribunal, Nashik ..	..	..	..	..
15	Industrial Court, Aurangabad ..	4	..	41	45
16	Industrial Tribunal, Aurangabad ..	..	1	..	1
Total ..		67	47	503	617
II. Labour Courts—					
1	Labour Court, Bombay ..	42	127	226	395
2	Labour Court, Pune ..	1	41	40	82
3	Labour Court, Nagpur ..	18	136	76	230
4	Labour Court, Thane ..	2	94	42	138
5	Labour Court, Kolhapur ..	2	146	19	167
6	Labour Court, Solapur ..	4	7	71	82
7	Labour Court, Akola ..	..	13	21	34
8	Labour Court, Nashik ..	1	30	20	51
9	Labour Court, Aurangabad ..	2	1	32	35
10	Labour Court, Dhule ..	..	5	9	14
11	Labour Court, Sangli ..	1	1	31	33
12	Labour Court, Amravati ..	..	29	32	61
13	Labour Court, Jalgaon ..	..	99	8	107
14	Labour Court, Bhandara ..	..	31	18	49
15	Labour Court, Ahmadnagar ..	3	3	14	20
16	Labour Court, Latur ..	..	16	26	42
Total ..		76	779	685	1540

Boards—No references was received by the Wage Board for review during the month under review.

An analysis of disputes handled by the Conciliation machinery in the State during September 1985 under various Acts is given below:—

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

Act	Issues relating to pay, allowances and Bonus	Employment, leave, hours of work and Miscellaneous causes	Total
1	2	3	4
Industrial Disputes Act, 1947	7	80	87
Bombay Industrial Relations Act, 1946	10	15	25
Bombay Industrial Relations (Extensions and Amendment) Act, 1964	1	5	6
Total ..	17	100	117

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

Act	Pending at the beginning of the month	No. of cases received during the month	Settled amicably	Ended in failure	Withdrawn or not pursued by parties	Closed	Total (4 to 7)	Pending at the end of the month
	1	2	3	4	5	6	7	8
B.I. Act, 1947	723	146	67	109	28	53	26	8
B.I.R. Act, 1946	141	12	4	4	27	..	3	1
B.I.R. (Ext. and Amdt.) Act, 1964	57	3	1	3	1	..	1	..
Total ..	921	161	62	116	64	82	30	9

LABOUR GAZETTE—DECEMBER 1985

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	16	6	..	6	..	7	5	..	..	34

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

District-wise analysis is given below :-

Act	Dhule	Pune	Saas	Shirpur	Nanded	Aurangabad	Amravati	Total
1	1	1	4	3	6	7	4	9
B. I. R. Act 1946	5	3	7	..	..	..	..	34

Act	Amravati	Bombay	Nagpur	Chanda	Akola	Bidana	Total
1	2	3	4	5	6	7	8
B. I. R. Act 1946	..	..	..	..	..	..	..

B. I. R. (Extension and Amendment) Act, 1964

LABOUR GAZETTE—DECEMBER 1985

INDUSTRIAL DISPUTES IN MAHARASHTRA STATE DURING SEPTEMBER 1985

	Sept. 1985	Aug. 1985	Sept. 1984
No. of Disputes	39	37	52
No. of Workers involved	8,615	7,893	17,672
No. of Man-days lost	1,74,604	1,70,154	3,82,092

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 Sept. 1985	Started during the month i.e. Sept. 1985	Total		
	2	3	4		
1	2	3	4	5	6
Textile	2	1	3	329	7,440
..	16	2	18	5,835	1,16,823
..	6	..	6	743	15,885
Chemical	8	4	12	1,708	34,456
Miscellaneous	..	..	..	..	..
1985 Total	32	7	39	8,615	1,74,604
August 1985 Total	33	4	37	7,893	1,70,154

Of the 39 disputes arose over question of " pay, allowances and bonus issues " 3 related to " Retrenchment and grievances about personnel " and no disputes on the question of leave and hours of work remaining 20 disputes were due to other causes.

Out of the 5 disputes that terminated during the course of the month, 3 disputes were settled either entirely in favour of the workers 2 disputes was unsuccessful.

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

STATEMENT GIVES THE DETAILED INFORMATION ON IMPORTANT INDUSTRIAL DISPUTES
 MORE THAN 10,000 MANDAYS LOST DURING THE MONTH OF SEPTEMBER 1985

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Concern	Sector	S/L	Reason	Date of work stoppages		No. of workers involved	Mandays lost		Results
				Began	Ended		During the month	Till the close of the month	
	3	4	5	6	7	8	9	10	11
... Ltd., Thane.	Pvt.	S	Reinstatement	20-4-81	....	459	10,740	6,15,948	Continued.
... Ltd., Plot ... Matunga, ... 019.	Pvt.	L	Unfair Labour Practices.	3-11-83	....	1,170	22,724	6,52,646	Do.
... Pvt. Ltd., ... Marg, Kalina, ... 098.	Pvt.	S	Others Fighting amongst the workmen.	11-7-84	....	625	16,172	2,37,654	Do.
... Refining ... B. S. Marg, ... Mumbai 400 078.	Pvt.	S	General Demands Wages, D.A. etc.	10-12-84	....	1,007	16,565	2,02,144	Do.

LABOUR GAZETTE—DECEMBER 1985

STATEMENT GIVES THE DETAILED INFORMATION ON IMPORTANT INDUSTRIAL DISPUTES
 MORE THAN 10,000 MAN-DAYS LOST DURING THE MONTH OF SEPTEMBER 1985.

The Concern	Sector	S/L	Reason	Date of work stoppages		No. of workers involved	Mandays lost		Results
				Began	Ended		During the month	Till the close of the month	
	3	4	5	6	7	8	9	10	11
... Pvt. Ltd., ... Ekanand Road, ... (West), ... 00 102.	Pvt.	L	Go-slow Agitation on account of annual Bonus Issue.	24-11-84	....	426	10,816	1,11,488	continued
... ing Products, ... Shankar Dosa ... Mulund, ... 00 080.	Pvt.	L	Assault on the personnel, threats intimidation to Mgt., and staff, Go-slow.	16-7-85	650	16,250	42,939	Do.

LABOUR GAZETTE—DECEMBER 1985

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PRESS NOTE ON ESIS BENEFITS IN MAHARASHTRA AND GOA

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

In Maharashtra 12,31,388 employees were under the coverage of the Scheme in the month of October 1985. The high-light of the benefits paid to these employees were as follows :—

ESIS has paid Rs. 94.73 lakhs as Cash Benefit in October, 1985.

(I) 60,407 workers were paid Rs. 40,76,700.50 on account of Sickness and Rs. 4,71,146.90 were paid for the long term diseases, e.g. T. B., Cancer, Hemiplegia, Paraplegia, Psychosis etc. etc.

(II) 21,780 workers were paid Rs. 44,69,913.01 on account of accidents as employment injury which included 7,911 cases for the permanent disablement and 2,808 for pension to the dependents/families due to death of the workers in the accidents.

(III) Rs. 4,48,024.00 were paid to the women workers as Maternity Benefit for the period of confinement. In addition to the above 36 persons were sterilized and they were paid Rs. 4,776.80 as family planning benefit.

(IV) There were 123 cases where legal proceedings were initiated against defaulting employers/Insured Persons for the recovery of arrears of contributions as under :—

- | | | |
|-----------------------|---|-----------|
| (1) Under section 45B | : | 76 cases. |
| (2) Under section 75 | : | 12 cases. |
| (3) Under section 84 | : | 4 cases. |
| (4) Under section 85 | : | 31 cases. |

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