

THE
INDUSTRIAL
COURT REPORTER

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

*Annual Subscription : Rs. 50.

*Back Copies : If in stock supplied at Rs. 18 per yearly set upto 1983 and Rs. 42.50 for year 1984.

*Advertisement Rates : Can be had on request.

*All amounts are payable in advance in Bombay, in full, either by M. O. or Cheques/ Drafts drawn on Bombay Banks.

All correspondence and remittances should be addressed to—

THE COMMISSIONER OF
LABOUR

"Commerce Centre" Tardeo,
Bombay 400 024

Tel. No. 244411

Regd. No. BYW-10

Licence No. 1
Licensed to Post
Without Pre-Payment.

PRINTED AT THE GOVERNMENT CENTRAL PRESS, BOMBAY



सत्यमेव जयते

422

LABOUR GAZETTE

VOL. LXV

No. 2

OCTOBER 1985

SINGLE COPY Rs. 9.25

ANNUAL SUBSCRIPTION Rs. 100.00

ISSUED MONTHLY BY

THE OFFICE OF THE COMMISSIONER OF LABOUR
GOVERNMENT OF MAHARASHTRA

31 JUN 1986

X 3438

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.

Annual subscription for the year Sept. 1985—Aug. 1986 is being accepted at Rs. 100.

All amounts are payable in advance in Bombay, in full, either by M.O. or Cheques/Drafts drawn on Bombay Branches of any Bank.

ALL CORRESPONDENCE AND REMITTANCES SHOULD BE ADDRESSED TO :

The Commissioner of Labour,
"Commerce Centre", Tardeo, Bombay 400 034

Tel. No. 494465

LABOUR GAZETTE

Advertisement Rates

Position	Full Page		Half Page	
	Per one insertion	Per twelve insertions	Per one insertion	Per twelve insertions
Inside page	Rs. P. 50.00	Rs. P. 540.00	Rs. P. 30.00	Rs. P. 324.00
2nd Cover	65.00	702.00	•	•
3rd Cover	60.00	648.00	•	•
4th Cover	75.00	810.00	•	•

*Advertisements for 1/2 pages in the 2nd, 3rd and 4th covers are not accepted.

Advertisements, which are restricted to commercial and business products and services, banking, printing, publishing, etc. are accepted direct or through recognised advertising agents.

Editorial Board

Editor:

Shri M. B. Gajare, B. A. (Hons.), M.L.W. (Bombay),
Deputy Commissioner of Labour,
Maharashtra State, Bombay (Ex-Officio).

MEMBERS OF THE EDITORIAL BOARD

1. Shri M. V. Beedkar, B.A., LL.B.,
Registrar, Industrial Court,
Bombay.
2. Shri R. R. Karosiya, B.A., Dip. S.S.A. (T.I.S.S.),
Assistant Commissioner of Labour,
Bombay.

LABOUR GAZETTE

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

Vol. LXV

OCTOBER 1985

No. 2

CONTENTS		PAGE
THE MONTH IN BRIEF—		87
CURRENT NOTES—		
ILO for multi-pronged approach	.. .. .	88
No further change in the bonus act for the present.	.. .. .	89
PF scheme amended	.. .. .	89
Seven-year struggle for gratuity	.. .. .	90
Young Workers' Declaration and Charter.	.. .. .	92
Bonus issue takes a critical turn	.. .. .	96
New Technology and working conditions	.. .. .	98
New Soviet Approach to workers participation.	.. .. .	100
ARTICLES, REPORTS, ENQUIRIES, etc.		
The role of trade unions in development		101
New Textile Policy		104
LIST OF IMPORTANT NOTIFICATIONS UNDER VARIOUS LABOUR LAWS—		108
CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS IN MAHARASHTRA STATE—		
Bombay	.. .. .	127
Solapur	.. .. .	128
Nagpur	.. .. .	129
Pune	.. .. .	130
Jalgaon	.. .. .	131
Nanded	.. .. .	132
Aurangabad	.. .. .	133
ALL INDIA AVERAGE CONSUMER PRICE INDEX NUMBERS FOR INDUSTRIAL WORKERS—		134
STATEMENT SHOWING THE CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS BY GROUPS FOR SEVEN CENTRES OF MAHARASHTRA STATE—		135
LABOUR INTELLIGENCE—		
Industrial Relations in Maharashtra State		136
Industrial Disputes in Maharashtra State		931
Benefits under Employees' State Insurance Scheme		141

The Month in Brief

Consumer Price Index Numbers for Working Class

The Bombay, Solapur and Nagpur Consumer Price Index Number for working class for the month of August 1985, with average price for the year ended December 1960 equal to 100 were 650, 634 and 631 respectively. The Pune, Jalgaon, Nanded and Aurangabad Consumer Price Index Numbers for working class for the month of August 1985 with the average prices for the year ended December 1961 equal to 100 were 594, 618, 667 and 659 respectively.

All India Average Consumer Price Index Numbers for Industrial Worker

All India Average Consumer Price Index Numbers for Industrial Workers (General base 1960=100 for August 1985 was 618 as compared to 605 in July 1985. On base 1949=100 derived from 1960 based index worked out to 751 as against 747 for July 1985.

Industrial Disputes in Maharashtra State

During the month of July 1985, there were 33 disputes involving 6,959 workmen and time loss of 2,22,617 mandays as compared to 35 disputes in June 1985 involving 6,546 workmen and time loss of 1,55,186 mandays.

Further particulars of Industrial Disputes are given at pages 139 to 140 in this issue.

Benefits under the Employees State Insurance Scheme

During the month of August 1985, 56,826 workers were paid Rs. 39,47,127.50 on account of sickness and Rs. 2,98,253.65 were paid for the long term diseases under Extended Sickness Benefit for the classified diseases, e.g. T. B., Cancer, Hemiplegia, Paraplegia, Psychosis, etc., and 20,091 workers were paid Rs. 38,88,131.00 on account of accidents as employment injury which included, 6,954 cases for the permanent disablement and 2,686 for pension to dependents/families due to death of the workers in the accident.

Current Notes

ILO for multi-pronged approach

A multi-pronged approach involving both preventive and settlement procedures, combined with a realistic appraisal of the factors leading to public service disputes, will be able to help defuse potentially explosive situations in the labour front, according to an International Labour Organisation (ILO) report.

The procedures suggested include promotion of employees participation in determining their conditions of employment, adoption of voluntary codes of conduct by the unions and restraint provisions in collective agreements.

According to the report, the most important reason for unrest in the public service is that obedient servants have slipped from the relatively privileged position they enjoyed in the past to one in which they bear the brunt of the present-day belt-tightening Government policies. Both their pay and working conditions have suffered, it said.

Since the beginning of 1982 the report said, public service pay had been frozen or salary increase limited in a number of countries, including Canada, Denmark, France, the Netherlands and Portugal.

In Brazil and Peru, where inflation had reached three digits, public employees had been excluded from the indexation system applied to other groups of workers.

Concern over budget deficits combined with tax payers revolt in some places had led to staff cuts and the privatisation of public services. Many public workers felt that they must work more for less, money as their job security—once a hallmark of their professional status—was in jeopardy. So the mood for striking was rising, particularly where the safety value of collective bargaining and machinery for setting disputes was missing or not working properly, the report said.

The report said that in several countries where a measure of collective bargaining had existed, staff organisations saw their bargaining position undermined by adoption of wage control policies.

It said some participatory forms of rule making in the public service were recently introduced or strengthened in Finland, the Federal Republic of Germany, Norway and United Kingdom.

Codes of conduct were adopted in recent years in Italy by the air traffic controllers and the transport union as by three major confederations (CGIL, UIL and CISL).

The provisions included in agreements to moderate the effect of strikes in essential public services had been a significant development in Australia, Canada, Cyprus, New Zealand and Sweden, the report added.

(Indian Worker, dated 2nd September 1985)

No further change in the bonus act for the present

The Union Government has no proposal at present for the removal of the eligibility limit for the payment of bonus to workers.

"There is no proposal under consideration", the Union Labour Minister, Shri T. Anjiah on August 23 told the members of parliamentary consultative committee for labour.

Shri Anjiah, however, disclosed that the suggestions made in Parliament and at the meeting of the State Labour Ministers was being examined in consultation with the Finance Ministry.

He also agreed to look into suggestions made by the members for the removal of the wage eligibility limit of Rs. 1,600 per month from the gratuity act.

The members were further informed that a bill on safety, health and welfare of dock workers had been drawn up, by which those engaged in loading and unloading operation would also be covered. It will also cover workers doing mechanical cargo handling.

According to Shri Anjiah, two national tripartite committees have been set up to road and transport industry and tanneries and leather goods manufacturing to study and discuss problems peculiar to these industries and reach a workable formula agreeable to both workers, and employers.

(Indian Worker, dated 2nd September 1985)

PF Scheme amended

The Government of India has amended the Public Provident Fund (PPF) scheme to enable members of the Hindu Undivided Families (HUF) to subscribe to the fund on behalf and out of the income of HUF, according to an official notification issued here recently.

This amendment will help this category of subscriber to take advantage of the public provident fund account for getting benefit under section 80(c) of the Income Tax Act.

Decline in price of insulators depressed the index for non-metallic mineral products.

As the mineral and Metals Trading Corporation reduced the price of zinc and antimony, the index for basic metals, alloys and metals products declined.

The indices for minerals beverages, tobacco and tobacco products, leather and leather products, rubber and rubber products and miscellaneous products remained unchanged.

At present, the scheme provides for opening of account in PPF only by an individual on his own behalf or on behalf of a minor of whom he is the guardian.

to HUF or trusts or other corporate bodies to make

The maximum amount per person is Rs. 40,000 a year.

Normally, a person can have only one account in PPF. The subscription to any account of HUF, as now facilitated, can be in addition to any other account maintained by him for the investment of his individual income.

The total amount subscribed to the public provident fund as on March 31, 1984 was Rs. 487 crore in the 15 years since the scheme was launched in 1968-69.

Last year's budget assumed a further contribution to PPF of Rs. 105 crore in 1984-85. A similar amount is assumed in the 1985-86 budget. Interest on subscription to the fund is currently 10 per cent.

(Indian Worker, dated 2nd September 1985)

Seven-year struggle for gratuity

Unsympathetic approach of an employer or the authorities to the settlement of their legitimate dues leads the workers to take recourse to agitations, vitiating industrial relations to the detriment of the much needed production, while subjecting the affected workmen and their families to hardships. Continued refusal to see reason by the powers that be only aggravates the disturbed situation. Here is a case where about 3,000 workers had to struggle for full seven years to get their gratuity payments settled.

In 1937, the then administration of the Madras Presidency under the British had given a twenty-year mining lease to private firm Salem Magnasite (Private) Ltd. On its expiry after independence and formation of the Tamil Nadu State, the State Government renewed the lease for a further period of twenty years. Soon after the expiry of the second term of lease, the Tamil Nadu Government decided in November, 1978 against the continuation of the mining operations by Salem Magnasite (Private) Ltd. and accordingly the District Collector of Salem ordered the closure of the mining operations by the company with effect from December 17, 1978.

Start of the struggle

Thereafter, the Tamil Nadu Government floated a new concern by name Tamil Nadu Magnasite Ltd. to resume the extraction of magnasite from the mines at Salem. Another company, Tamil Nadu Magnasite Products Ltd., was set up to run the factory in partnership with its original owner, Salem Magnasite (Private) Ltd. Both the new establishments, one in the public sector and the other in the joint sector, decided to absorb 2,800 of the 3,000 erstwhile employees of Salem Magnasite (Private) Ltd.

The Tamil Nadu Magnasite Ltd. and the Tamil Nadu Magnasite Products Ltd. employed all the workmen of the private company as fresh entrants and

refused to provide continuity of service from the period they worked under Salem Magnasite Ltd. This marked the beginning of an avoidable confrontation between the workers and the two managements.

The workers through their unions raised a demand for the immediate payment of the statutory terminal dues like retrenchment compensation, leave wages and gratuity. The inordinate delay in responding to their demand forced the workers to launch an agitation which adversely affected industrial relations and production. In view of the continued agitation, the Chief Labour Commissioner (Central) had to intervene and bring about a settlement between the Salem Magnasite (Private) Ltd., Tamil Nadu Magnasite Ltd. and the Tamil Nadu Government on one side and the workmen represented by six unions on the other, in May 1981 which meant three years to hammer out a settlement on all issues excepting the payment of gratuity.

On the issue of gratuity, Salem Magnasite (Private) Ltd., had offered to pay a lump sum of Rs. 54 lakhs to the Tamil Nadu Government towards their liability of gratuity payment to the workmen who were earlier with them. Due to some differences between Salem Magnasite Ltd., and Tamil Nadu Magnasite Ltd., an understanding in this regard could not be reached. Further, any understanding on the payment of gratuity was subject to the approval of the State Government.

The matter dragged on and the unions threatened to give a call for a strike in April 1982. The Regional Commissioner soon intervened and saw to it that a settlement was reached on June 1, 1982 and thus a strike by the workers was prevented.

However, an immediate solution to the gratuity problem was not possible since the parties had agreed to keep the issue open for settlement on or July 1, 1982. The whole year passed away and yet there seemed to be no prospect of a settlement. The Regional Labour Commissioner on his part convened a series of meetings and yet the issue could not be settled as Tamil Nadu Magnasite Ltd., went on pleading that they could not commit themselves to any understanding in the absence of the State Government's guidelines.

The Tamil Nadu Government was also dragging its feet and early settlement of the gratuity dues seemed remote. Not wanting to keep the issue hanging, the Union Labour Minister repeatedly wrote to the Tamil Nadu Chief Minister for a final decision. Ultimately, in May, 1984, the State Government announced its decision declining to accept any liability on account of payment of gratuity to the former employees of Salem Magnasite Ltd., and also rejecting the terms of the agreement of May 6, 1982 reached in the presence of the Chief Labour Commissioner (Central) at New Delhi.

The settlement at last

Thus the unions had to step up their agitation and it took one more year for the State Government to revise its earlier stand on the issue which it did on May 24, 1985. According to the revised decision, both the State Government and Tamil Nadu Magnasite Ltd., were to receive a first instalment of

Rs. 27 lakhs out of the offer of Rs. 54 lakhs from Shri J. R. Mehta of Salem Magnasite (Private) Ltd., and the remaining payment of Rs. 27 lakhs is to be made within six months from the beginning of the current financial year.

The management of Tamil Nadu Magnasite Ltd. has since been directed to initiate a dialogue with the representatives of the workers to finalise the quantum and mode of payment of the gratuity dues. It is also learnt that the Industries Department of the State Government and the management of Tamil Nadu Magnasite Ltd., are paying an advance of 40 per cent of gratuity dues to the workmen who have already retired as well as to those on the verge of retiring, pending final settlement.

Thus a seven-year struggle for gratuity by the workers of Salem Magnasite Ltd., is about to come to an end.

(Indian worker dated 9th September 1985)

INTERNATIONAL YOUTH YEAR

Young Workers' Declaration and Charter

The Centre for Young Workers, the youth wing of the Bombay Metropolitan INTUC Council, on August 31 held a mammoth youth rally in the city in observance of the International Youth Year as declared by the United Nations. Maharashtra's Minister of State for Labour Shri Nakul Pafil inaugurated the rally.

The rally adopted a declaration and charter of young workers in which the attention drawn by the UN to the danger posed by the disruption in the process and integration of youth into the mainstream of society to the mankind's quest for peace and protection of human rights and freedom as well as for a new world economic order has been recalled.

Pointing out to the distortions in the achievements of the country's nation building efforts which, while raising the expectations and hopes of the younger generation, has also brought in growing disappointments and frustration, the declaration has called on the working class movement to make the country's youth a socially progressive and an instrument of socio-economic change as one its main objectives.

The following is the full text of the declaration

This year 1985 is the International Youth Year as declared by the United Nations. It highlights the seriousness of the problem of the interruptions in the process of integration and assimilation of youth into the mainstream of the society, at local, national and international levels. Today, the very fabric of the society—its established values, institutions, traditions, conventions and thought-patterns is on the point of unmanageable disruption. This has taken different forms. In some nations, it indicates a movement for social reforms. In some other countries, it has assumed the form of a rebellion

through subversive activities. There are also places in the world, where it led backwards to religious fundamentalism out of frustration and fear of the loss of future.

In any case, United Nations has drawn the attention that the disruption in the process of integration and assimilation of youth into the mainstream of society, is a danger to the efforts of mankind, in achieving peace, for protecting human rights and also in establishing a new world economic order. The problems of youth-integration is more acute in developing countries than in the advance countries, because of poverty, unemployment and population growth.

The world situation has a close relevance to the one in India. Today, there is more concern about integration of youth into the normal life-style of the people as a whole, than in previous generations. Our achievements and successes on economic front of production and technology, and on political front in terms of march of democracy, are not matched by the growth-process of social development. The gap is widening. Our National unity and integrity is threatened both from outside and inside. The working of Parliamentary democratic institutions at national, State, district and local levels, generates hopes and opportunities. But the heterogenous and, diverse social structure, sustained by values, thought-patterns, institutions, conventions and traditions, release counterforces against hopes, expectations and opportunities and thus create challenging situations. Economically, our country has become developed amongst the developing countries, National wealth is increasing. But our national economy is facing a growing challenge from inside and Outside. Inside from inequitous distribution of national wealth and outside from the internalisation of national economies. These internal contradictions on economic front is a formidable hurdle in our fight against poverty and unemployment.

Dilemma of nation building activity

Our nation-building efforts have created a dilemma of who controls whom. It is between unity and diversity, between stability and instability, between rising expectations and hopes on one side and growing disappointments and frustrations on the other. Such a situation explains the difficulties of integrating young people into the mainstream of the national life. This task is as much a part of social progress as it is a part of economic growth and of expansion of political democracy. To make the youth in the country, a socially progressive force and therefore, an instrument of socio-economic change of the society, has to become an objective of the working class movement in evolving and implementing economic and political demands and programme of industrial and service workers.

Government, employers and trade unions have to create socio-economic environment whereby young workers would feel and experience that the nation is built up at the workplace itself. Power and decision-making is democratised and extended from Parliament and Assemblies to all industries and workplaces.

The process established during last three decades, has been in the reverse direction with the result that nation-building got identified with bureaucratic machinery. This needs redirection so that young workers will not take their jobs as a means of survival and but an instrument for their growth and progress. Young workers need zest for life through service.

Financial, economic and industrial policies

Financial policies should be perceived in a manner whereby money plays an effective, efficient and purposeful role as a means of medium of exchange. The role of money as a means of accumulating and widening economic and social activities should be deprecated.

Over the years development has given the impression that inflation and deficit finance, subsidies are indispensable measures of economic growth. But, adverse social effects of these measures on life style and on changing human relationships, in family, marriage, educational, religious and other institutions, are ignored.

The policy of industrial locations, through dispersal of industries in economically backward districts and rural areas, with number of incentives and rebates, has not reduced the flow of migration of persons from village to cities. In addition, it has created new social tensions between the expectations of local communities and social infrastructural requirements of modern, technologically advanced industries. It represents a social conflict between the outgoing traditionally powerful human relations of agricultural civilisation and of rural culture on one side ; and the incoming but relatively weak modern democratic human values and relationships of new emerging culture of the second industrial revolution on the other side.

Poverty alleviation programmes

All development and poverty alleviation programmes and the conceptual framework for the same, have not responded to the social realities of the changing needs of traditional structure of rural economy. There is need for indicating modification of the basic strategy. Quantitatively, food-grains production has gone up. There have been benefits of Integrated Rural Development Programme. Additional employment in terms of millions of man-days of work, has been generated under Rural Landless Employment Guarantee Programme and National Rural Employment Programme. But deficiencies of inappropriate beneficiaries, inequitous disbursement of subsidies, malpractices of Government machinery, have revived caste, communal and religious feuds under the garb of political warring groups. In addition, rural areas in each district and region, are getting disintegrated and polarised between developed and backward groups of villages and districts adding additional diet to communal, caste and parochial feedings already existing because of social conflict between rural and urban communities.

Rural Development Programmes have benefitted relatively developed areas and better-off people inside rural economy with the result that percolation of

benefits of economic growth to backward areas and the poor people, has not taken place. Per capita income might have been raised but the same is not accompanied by reduced social tensions arising out of gravity of the problem of poverty and unemployment.

Unemployment of educated youths

The heavy-weight nature of the problem of unemployment of educated youths in organised industries and services, inspite of Self-employment, Assistance Schemes, is not shedding-off its load. Employment, no doubt, grows, but it is also a fact that unemployment also grows. Intensity of the problem and of its social effects on the fabric of the society, do not show diminishing trends. The registrations and placements-story of Employment Exchange Offices, in the country speak louder than our narration in writing about this problem.

Employment and wages policies

The basic approach and policies regarding employment and wages, developed during last three decades, were heavily loaded with traditional considerations of financial costs, at the cost of social infrastructure of industrial growth by which we mean "Human Resource Development". Neither Planning Commission nor Finance Ministry record the adverse social effects of huge loss of millions of mandays work arising out of delays in the implementation of various industrial and other developmental projects due to wrong policies and due to delays in decision-making. This aggravates the unemployment problem and creates disruption and distortions in the integration process of youth absorption into the national mainstream of life.

Recruitment and promotion policies

Recruitment and promotion policies in all sectors of organised industries and services, have created further difficulties in containing the discontent of the young workers. The discontent in service career gets mixed up with the discontent arising out of inadequacies, hardships and heavy cost of urban development problems such as housing, transport, medical and children's education. Another dimension of this compounded discontent is the legitimate expectation of the young workers from the society, regarding the demand for social security to be provided for all risks of old age. This total discontent of today's young workers has to be tackled and resolved with a participative and comprehensive approach by Government employers and trade unions.

The fear of the future and new technology

Today's young workers have a fear about their future. This is due to their perception of the adverse socio-economic effects of the new modern electronic micro-processor-tele-communication-based technology which is being planned for introduction into various economic activities and services in the society. They fully support and welcome Prime Minister Rajiv Gandhi's basic strategy to make India enter 21st century in big way in the World Community of Nations. They, however, want the method and the manner of the introduction of modern

technology to be jointly-shared and participated by all concerned. They do not want modern technology to widen and deepen the present disharmony between economic growth and social progress. They would like to see that our national objective of economic growth with social justice becomes a reality with the instrumentation of modern technology in integrating and assimilating young people into the mainstream of national life. The positive aspects of modern technology can help in this achievement, provided its negative effects such as demanding, deskilling and dehumanisation of working conditions are neutralised through participative methods and policies. Modern technology is for the people and must serve the needs of the people. Modern technology of information/communication revolution, can achieve its purpose, if it is accompanied by modern service conditions to help human beings to be a force of socioeconomic change, not only at the work place, but in all fields in the society.

Climate for socio-economic change

Young persons, have a legitimate right to expect from the society, a congenial and favourable social climate and economic programme. They are also duty-bound to fulfil the society's expectations from them.

The socio-economic change of the society means smooth, orderly and peaceful transition of the life of a young man into the next stage of human life, wherein he/she becomes an ideal worker, an ideal head of the family and an ideal citizen of this country.

Young people assure the Prime Minister that they would be motivated and activated under his inspiring leadership to bring about this transformation of the society, with continuity and change, with stability and flexibility. They will, in their thoughts and actions, retain the roots with the past and find a new identity in the changing present situation, to ensure a promising future.

The trade unions' task for the young workers is to demand for them

- (a) A fair deal while entering the real life ;
- (b) a job for development ; and
- (c) a future with opportunities.

With this declaration and charter for young workers, the Centre for Young Workers, would function as a service organisation to the trade unions by training young persons to enable them to become active agents of social change at workplace, in the family and in all social and economic institutions in the society.

Bonus issue takes a critical turn

With the union Labour Ministry joining issue with the Bureau of Public Enterprises (BPE) over the effective date of application of the latest amendment to the Payment of Bonus Act, the question of bonus payment at an enhanced rate has assumed critical dimensions.

The festival season is fast approaching and the expectations of the workers in the public sector for an enhanced payment of bonus for the year 1984-85 calculated on the basis of salary or wage earned during the year, appears to be getting belied, thanks to the failure of the Union Labour Ministry to specify the date for the amendment to come into effect.

The hopes of the workers were raised by the guidelines issued by the BPE, on the basis of the Labour Ministry's clarification, to all centrally run public sector undertakings that the higher bonus as per the amended Act can be paid for the year 1984-85. The Union Industry Ministry is now understood to have opposed the guidelines on the ground that the undertakings had not provided for the expenditure on this account. It is also learnt that the Ministry has since taken up this issue with the BPE and it will take at least another fortnight for a final decision.

The Labour Ministry's bungling with the draft of the amending Bill, which has since become an Act with effect from May 22, 1985 after getting passed by both the Houses of Parliament and receiving the President's assent, has resulted in utter confusion in the matter of applicability of the amended Act. In the absence of a specific provision in the amended Act regarding the effective date of its application, besides throwing the doors wide open for legal challenge, may result in industrial unrest.

According to the Payment of Bonus (Amendment) Act, 1985, bonus is now to be calculated on actual pay and dearness allowance of the employees concerned. It is argued that if the law does not mention the date of enforcement it should not be given retrospective effect. The amending Bill without specifying the date of enforcement, received the President's assent on May 22 this year and became an Act from that date.

The BPE guidelines, according to the reported view of the Union Industry Ministry, is unfair since the basis of accrual is more important than the date in matters of payments. The accrual of bonus in this case was during financial year ending March 31, 1985 when the amended Act was not in force. The estimated additional burden, it is contended, on bonus payment for 1984-85 at the increased rate, would be 70 per cent over the current liability and for many public sector units, higher bonus as per BPE guidelines could mean more losses.

It is also said that a large number of public sector managements have also protested against the BPE guidelines which has raised several other issues. While advising that enhanced bonus under the amended Act can be paid for 1984-85, the guidelines has not made the payment mandatory. This means that the payment of enhanced bonus for 1984-85 has been left to the discretion of the individual management of the public sector units.

The workers and their trade unions have all along been considering bonus as a deferred wage to bridge the gap, to some extent, between the living wage

and the actual wage and had been getting 13 months' wages for twelve months work, the wage for the thirteenth month being in the form of the minimum bonus of 8.33 per cent of the annual earning. With the increase in the wages even at the lowest level after the last long-term wage agreement, the notional ceiling of Rs. 750 for the computation of bonus worked out to much less than a month's wage. The INTUC, therefore, took up the issue with the Government and after many a representation to the Prime Minister, who repeatedly assured to get the Bonus Act amended accordingly, an amending Bill was introduced in Parliament, which later became an Act. The lapse on the part of those drafting the Act to specify the date of its enforcement has created a very piquant situation.

The private sector employers are already refusing to take cognisance of the amended Act for the payment of bonus at an enhanced rate for 1984-85. As regards the public sector, the workers are bound to press for the enhanced bonus as per the BPE guidelines. The Public Sector Managements are in the in-avoidable position of either paying the enhanced rate of bonus or face the consequence of labour unrest.

Presently the country's economy cannot bear the consequences of any industrial unrest, particularly in the Public Sector which is showing signs of improved performance. It is being increasingly felt by the labour organisations that the Government should take immediate action to prevent an industrial unrest on the bonus issue.

(Indian Worker, dated 23rd September 1985).

New Technology and working conditions

Don't count on those marvels of new technology now invading factories and offices to usher in an era of happiness and harmony for all at the workplace. They are not a magic wand. In fact, the advent of robots, microprocessors, sophisticated numerically controlled machines and computers is often having contradictory effects on work and workers, according to an ILO report.

Technological progress has led to the reduction or elimination of hazardous, arduous and tedious work, a safer and cleaner working environment, more varied and interesting jobs, fuller use of skill potential, greater worker participation and job satisfaction. These blessings, however, are not universal. In some cases they have been somewhat blighted by a number of adverse side-effects. Thus American workers assigned to operate robots acknowledged that their "steel-collar" mates eliminated heavy and tiring tasks but they complained of isolation from other workers and the stress of new responsibilities.

Advanced technologies do create new challenging occupations but more often than not they result in monotonous, dead-end posts. "Intermediate-grade jobs vanish, and the work becomes more and more clearly divided between 'executive' functions and routine subordinate operation", the report observes. "In consequence, career structures change and the scope for advancement decreases, causing workers' frustration."

Also, many people are forced down the occupational ladder as manpower needs alter. In a study of this problem at the Geneva-based Batelle Institute, some of the workers who had to move to other jobs were down-graded and suffered loss of income. Two-thirds of those who had been transferred complained of worse working environment impoverished job content, heavier workload and less contact with fellow employees.

In automated offices word processors can produce statistics at the end of the day showing the number of operations performed, the time worked and the number of errors, together with graphs indicating operator output so as to set higher performance standards. Workers complain that Taylorism, once vanished from the factory, has reached the office. Other common grievances are related to the possibility of abuse of personnel data. As regards safety and health, concern rises over stress as well as over eye strain from frequent switching of the eyes between manuscript and VDU screen. A recent survey by Japan's Ministry of Labour found that eye strain complaints were about 20 per cent higher among staff using VDUs than among other office employees.

A four-month investigation at a major US company group revealed that incessant supervision, automatic computer monitoring, elaborate productivity indexes and petty management have made job-related stress pervasive at all of the 23 firms of the group. The report holds that very often the basic technology is not at fault. What is usually wrong is its application, work organisation, or managerial policy.

In other words, many of the negative side-effects of new technologies are man-made. So the challenge to management and labour is to mitigate them as much as possible through concerted efforts, according to a recent tripartite meeting of the ILO's Advisory Committee on Technology. Consultations should take place at an early stage of decision-making regarding the introduction of new technology and should be based on adequate knowledge of its different safety and health aspects. Worker members of the committee said that unfortunately this was not the case everywhere and that the timing of consultations was often too late to have any effect.

Although some participants underlined the fact that the new technology could remove work hazards, the committee was unanimous about the need for adequate safety standards and for effective labour inspection. It considered that the ILO can assist its constituents in their efforts to adapt to new technology in the following ways: disseminate information on new technology agreements between workers and employers in both developed and developing countries; help develop standards on occupational safety and health matters affected by new technologies and assist in formulating constructive inspection mechanisms, and help develop sound and reasonable guidelines for safeguarding individual privacy at the enterprise level.

(E.F.I. Bulletin, dated 15th September 1985)

New Soviet Approach To Workers' participation

The USSR has launched an experiment in workers' participation to give an additional boost to its economic performance. A recent Soviet law provides for the setting up of workers' collectives in all spheres of economic activity in an effort to spur initiative and increase output. From the director to the unskilled labourer, every working man and woman is to be involved—136 million in all.

The underlying idea is that the whole body of workers in plants and on farms should meet regularly to decide collectively on such key issues as the management of the enterprise, work organisation and remuneration, and labour discipline.

The law is so designed as to give clout to workers collectives. Thus collective agreements which used to be renewed every year by trade union committees and management now can be signed only after having been approved by the workers' collective, whether or not its members are unionised.

Equally important workers' collectives can propose penalties or require the dismissal of directors who have committed serious management errors. They are also expected to deal with breaches of labour discipline and slackers. Furthermore, the collectives have the right to propose measures for more progressive forms of work organisation that will facilitate the achievement of production targets with fewer personnel. Ensuing savings in wages can be earmarked by the collective for bonuses for outstanding work performance or for programmes to upgrade employee skills thus helping increase their earnings.

The law was adopted in June 1983. Although it is still too early to assess fully its repercussions, some positive signs are already apparent. The general meetings of the staff have gained in authority and effectiveness. Relation between management and workers have become closer. Working time is used more rationally. But the implementation of the law has also run into some snags. The Soviet press reports delays by workers' collectives in taking full advantage of their prerogatives, lack of interest of employees in the decision-taking process, and failure of some managers to provide progress reports labour plans and activities of the enterprise.

(E.F.I. Bulletin, dated 15th September 1985)

Articles, Reports, Enquires, etc.

(The views expressed in signed Articles appearing in this section carry weight in as much as they are expressed by the persons who know their subjects well.

They, however, do not necessarily reflect the views of Government.

All rights concerning these Articles are reserved.)

THE ROLE OF TRADE UNIONS IN DEVELOPMENT BY T. ANJIAH, UNION MINISTER OF STATE FOR LABOUR

In an industrial society, workers' organisations have an important role to play. Active co-operation of workers' organisations is essential for maintaining industrial discipline and harmonious industrial relations which are vital for the survival of the society. The task of trade unions is, therefore, crucial for their role in a developing economy is not only concerned with economic issues but social issues as well. Their activities have to be motivated not only for economic gains for their members but moulded to protect the interests and betterment of the entire community. Their vision cannot be limited to industry alone but should embrace the entire society. The roles of trade unions in advanced industrial countries and in the developing countries are not exactly identical. The basic principles and objectives of unionism whether in a developed country or in a developing country may be the same but the methods used to achieve these objectives have obviously to be in tune with the social, political and economic conditions of respective societies in which they operate. The trade union movement in the early years of the industrialisation process was mainly based on the assumptions that the workers had to be protected from ruthless exploitations by the employers and that there was, in the then existing system, an inherent antagonism between capital and labour. Moreover, Government policy then seldom favoured the unions and the prevalence of the doctrine of laissez faire give the employers an advantage over the workers. However, with the evolution of social thought and the increasing realisation on the part of most employers in the modern society of the need for a strong and constructive trade union in their establishments, trade unions have gradually come to play a positive role in industry.

The trade union has a legal status in the developing countries and plays an important role in the national life. Although the trade unions, more particularly, in Asia were initially established as defensive organisations for the protection of workers in the factories, mines, etc. in the organised sector, their demands were for social rather than economic betterment. But before unionism could take firm root or the factory system become widespread, the politico-economic context of most Asian countries under went a drastic change. National independence and establishment of popular governments created an entirely new environment within which the trade unions had to operate. Trade unions are accepted today as necessary and vital.

The National Commission on Labour in its report has analysed the trade union structure, its functioning and all other relevant aspects. On the role and

... the following observations of the Commission

... that unions keep the well-being and progress of the working class before them even in the midst of their endeavours to develop the working class. Unions have a stake in the success of the national economic development, since these are formulated and implemented in a manner which be maximising production as per distributing the product in an equitable manner. Unions have to adapt themselves to changing social conditions and rise above divisive forces of caste, religion and language; and succeed, in this regard, the role of the unions has been creditable. It is only when they can progressively become instruments for constructive purposes in this context, some important social responsibilities of trade unions appear in the field of:—

... promotion of national integration:

- ... generally influencing the socio-economic policies of the community and active participation in their formulation at various levels; and,
- ... instilling in their members a sense of responsibility towards industry and the community

Industrial level

There is no doubt that in India, trade unions are recognised as legitimate social organisations which have become an integral part of the contemporary work-culture. Today, trade unions have emerged as an effective socio-economic force. Not only have trade unions succeeded to a great extent, in establishing their legitimacy, their efficacy as workers' organisations is now too well-known. They have taken new initiatives for unionising new groups of hitherto unorganised workers. The inclusion of these new constituents in the fold of unions has added a new dimension to trade union movement. The extent of unionisation has not been uniform as between the different industries. The overall picture of unionisation is around 30 per cent. It is some food for thought for the central trade union organisations to ponder over as what needs to be done to secure better unionisation of workers in the various sectors. In India, there is full freedom to organise trade unions. But is it not a paradoxical situation that whereas in the unorganised sectors in rural and semi-urban areas, unionisation is yet to achieve strength, there are several pockets in the organised sector, which are characterised by multiplicity of trade unions ?

I have no doubt in my mind that organisation of workers in the rural sector is essentially the task of central trade union organisations in the country. Government on their part have been willing to extend necessary support and assistance. Organisation of rural workers including marginal farmers, artisans and other workers has assumed great importance in view of our emphasis on anti-poverty, development programmes and projects undertaken through our national Five Year Plans. The Government of India on its part has ratified

the ILO Convention No. 141 which enjoins that the member country shapes the objective of a national policy concerning rural developing to facilitate the establishment and growth of strong and independent organisations of rural workers, including agricultural labourers, artisans, share croppers, tenants and small farmers so that they get their due share in the benefits of economic and social development. Tripartism is a dominant feature of our industrial relations system. The system should be fully utilised by trade union organisations to achieve some measure of success in the organisation of workers in rural areas. The trade union organisations should take initiatives in this respect. I am aware that in a country like ours where almost 80 per cent of the people live in rural areas for their livelihood and where agriculture continues to account for a significant proportion of national income, organisation of rural workers is a gigantic task. But then, there can be no two opinions on the urgent need to organise workers in this sector of our economy.

Workers' participation

Having underlined the need for the organisation of workers in rural areas and seeking a meaningful role for the working class in rural development, I must refer, before concluding, to the need for active role in promoting workers' participation in different undertakings in the organised sector. INTUC as the premier central trade union organisation can continue to provide a leading role in this regard.

It has done good work in the field of workers' education and promoting a culture of co-operation in the industrial relations system in the country which is at times plagued with the culture of confrontation! The comprehensive scheme for Employees' participation in management introduced by the Central Government has many important features. The scheme, if successfully implemented, would help considerably to achieve greater production and productivity in many key sectors of the economy. Since the working of the shop floor and plant levels would involve issues concerning production and productivity, raw materials and allied factors, there is a great scope for workers of different sectors to make meaningful contribution to the successful working of the scheme. But this in itself cannot happen unless the trade unions impress upon their members by educating them on the need for their effective participation. Thus, a constructive role at the shop and plant level by individual members and responsible and co-operative role in the field of collective bargaining on major issues would be the major contribution, the trade unions successfully make for the achievement of economic development in the country. This, in turn, is bound to lead to better working and living conditions of those in employment and lead to creation of better opportunities for others who are in need of employment.

NEW TEXTILE POLICY

BY

D. S. VASAVADA, M Com LL.B.,

and

PANKAJ G. PATEL, B.A., LL.B., M.L.W.

OF

TEXTILE LABOUR ASSOCIATION

The age-old saying "Better late than never," goes, the new textile policy announced by the Union Government, though belatedly, has several encouraging features that make it worth giving a fair trial. The announcement is rather belated because the crisis that the Indian textile industry had got into had grown in magnitude, and severity in 1982 itself due to various factors, including the ostrich-like policy of the Government.

The start of the woes of the textile industry was far back as 1967 when about 101 mills came under closure due to mis-management and indiscriminate diversion of funds. Realising the gravity of the plight of the industry and its own responsibility in ensuring continued supply of cloth to people and in protecting the employment of thousands of workers in the industry the Government stepped in and took over the mills under closure. Thus was born the National Textile Corporation with 101 sick units under its control.

The INTUC and the Textile Labour Association of Ahmedabad played a very crucial role in making the Government take to such a measure.

Reversal in ratio of supply

The National Textile Corporation, during its initial stages did succeed in nursing back to health a good many taken over sick mills as well as in safeguarding the employment of over 3,00,000 workers. The situation, however underwent a sea change a decade later. From 1977 onwards the Corporation started incurring huge losses as to force the Government to decide against further take over, though the sickness in the industry was fast becoming epidemic leading to the closure of a large number of units. The condition of the industry had alarmingly deteriorated by 1982.

In 1967, 80 per cent of the country's requirement was being met by the composite textile units while the remaining 20 per cent was being met by the powerloom and the handloom sectors. Hardly within a decade and a half the ratio of the supply between the mills and the powerloom became just the reverse. Though the management has to be squarely blamed for mismanagement, failure to update the obsolete machineries and unscrupulous diversion of funds the unchecked and haphazard growth of powerlooms many of which were unauthorised, had a very adverse impact on the marketing the production by the composite and weaving mills. The Government was overgenerous in extending concessions in excise and other levies to the powerlooms.

The powerlooms, largely run by contractors and master weavers, had no respect for the country's labour laws. Even security of employment was totally absent in this sector. As the employers paid very low wages with practically no fringe benefits, the powerlooms enjoyed an unfair advantage in labour cost as compared to the mills. Thus it was beyond the mills to face the unfair and severe competition from the powerlooms. The Government succumbed to pressures from vested interests and deemed it not necessary to discipline the powerloom sector. The country had to go through the agony of closure of the textile mills one after the other as a result of increasing sickness. Such a situation called for a review of the official policy on the textile industry. But the gravity of the situation was not understood and the Government preferred to be in deep slumber.

Large scale disemployment

As a result of the continued closure of a sizeable members of textile mills there occurred a large scale disemployment of workers. The situation in Bombay's textile industry acquired a new dimension as a result of the long drawn strike by the workers. The long-drawn strike was, however, taken full advantage of by the millowners to clear their huge stockpile. Many of the mills used the opportunity to modernise themselves and rationalise their workforce, rendering a substantial number of workers redundant. Even after the conclusion of the strike, several mills continued to remain closed. The Government took over 13 of such closed mills in the city. As against 60 mills operating in the city before the strike, 56 are presently working. Prior to the strike, the mills had a total muster strength of 2,50,000 workers, comprising 1,75,000 permanent workers and 50,000 badli workers. At present, the 56 operating mills have a total muster strength of 1,40,000 permanent employees with an additional 30,000 badli workers. The National Textile Corporation has re-employed only 17,000 of the 34,000 of the prestrike period. Nearly 10,000 workers have taken to other occupations. Thus about 40,000 workers continue to remain unemployed. The Rashtriya Mill Mazdoor Sangh, the recognised spokesman of the city's textile workers, is currently engaged in the struggle for the re-employment of these 40,000 workers.

The situation is no different in another well-known textile centre—Ahmedabad in Gujarat. The Textile Labour Association has so far been successful in getting only six units reopened liquidation proceedings of fifteen mills are on in the Gujarat High Court. There are over 60,000 workers rendered unemployed facing starvation and subjected to untold hardships. Even the reopened mills are finding it difficult to pay full wages. The State Government, in consultation with the Textile Labour Association, has submitted to the Centre a scheme to reopen 12 mills and restructure some of them without causing unemployment.

The Gujarat High Court has ordered closure of ten mills. In other states also there should be mills facing liquidation proceedings. Effective steps need to be taken in such cases. There is also the issue of recovery of loans by the bans from the closed mills with vast surplus land unrelated to production. Another issue is that of machineries lying idle for long. Positive guidelines on all these aspects could have been included in the new policy.

The new textile policy has a provision for a rehabilitation package for viable sick units. But according to the new policy, there may be no alternative but to allow sick units with no prospect of becoming viable in a reasonable period of time to close down. Such an expression of helplessness in the policy statement will only encourage closures on some ground or the other.

Rehabilitation Fund

On the closure of a textile unit, the immediate step by the leading banks is to ensure speedy disposal of goods in stock. The banks' attitude in this regard is lukewarm. By the speedy disposal of cloth in stock the banks will be able to recover a part of the loan given. In the case of Bhalakia Mills, it was the trade union that filed an application for the sale of the goods in stock. With regard to Sarangpur and Ahmedabad Cotton Nos. 1 and 2, the unions have already made approaches to the banks for the disposal of cloth in stock, by which not only the banks could recover a substantial portion of the loans, but the payment of all dues to workers would also be facilitated. The new policy could have made some mention of this.

A major factor that we cannot afford to take lightly of is the payment of the terminal dues like gratuity and retrenchment compensation to workers of closed mills. The new policy has provided for a rehabilitation fund in the interest of workers rendered surplus as a result of modernisation. Nothing has been said about those who are already rendered unemployed because of closure.

The policy also makes no mention of the financial resources for the fund, while in the case of the rehabilitation package for reviving viable sick units, a cess is going to be levied on the industry. The proceeds from the sales of the surplus lands of the mills that are wound up can, in our opinion, constitute a substantial input to the rehabilitation fund. Further taking into account the plight of over 1,00,000 workers already on the streets because of the closure of mills, the rehabilitation fund should be made operative with immediate effect.

There are some important measures that call for immediate attention. Mills are not born sick. They are turned sick by deliberate mismanagement and diversion of funds by the employers. A large number of employers have been misappropriating the funds of the mills and particularly those of the workers such as the provident fund contributions and ESI contributions. Such a misappropriation should be deemed as a serious social offence of an unpardonable nature and the Government should set up a highpowered committee to deal sternly with such delinquent employers.

"Prevention is better than cure" is an age-old adage. The Government would constitute two compact tripartite standing committees both at the

the units that have already fallen sick. The Government has since decided to set up a compact tripartite standing committee with the Secretary of the Department of Textiles at the Centre as its Chairman.

Presently, a single official liquidator has to deal with a large number of closed industrial units in a region. These units that come under closure fall under different industries and it is humanly impossible for a single liquidator to know the intricacies of varied types of industries to deal effectively with the affairs of the closed units. It is, therefore, absolutely essential that industry-wise liquidators with adequate knowledge of the concerned industry should be appointed.

There are several welcome features in the new textile policy making it worth giving a trial. It is, however, to be pointed out that sickness is not some thing peculiar to the textile industry. Engineering industry is also in a similar plight. Other industries may suffer in due course because of the official approach to the problems. The Government should, therefore, set up bipartite or tripartite industrial committees for each industry which, besides overseeing the industrial relations situation in the concerned units as well as production and productivity, can act as a watch dog committee to initiate appropriate and timely steps to prevent sickness.

No shadow between policy and action

Last but not the least, there is the need for necessary courage and will on the part of all those involved. Unfortunately this appears to be lacking in our country. The political leaders are more interested in the votes they can mobilise by foul or fair means. The trade unions are more concerned with the collection of subscriptions from the workers. The Government shuns its responsibilities. This sordid situation needs to be changed altogether. There needs to be a collective muster of courage and strength to take major policy decisions well in time and follow them up by effective actions.

Having announced the new policy, the Government should ensure its speedy implementation. There should be no time gap between the announcement and implementation. It is worth recalling Thomas Elliot's words :

Between the ideas
and reality
Between the motion
and the Act
Falls the Shadow.

It is sincerely hoped that the Government will not allow any shadow to

Gist of Important Notifications under Various Labour Laws

I. BOMBAY SHOPS AND ESTABLISHMENT ACT, 1948.

(A) *Amendments to schedule.*—(1) The Government of Maharashtra, I.E. & L.D. has in exercise of the powers conferred by the proviso to section 4 of the said Act, amended Schedule II to the said Act, as follows, namely

In the said Schedule II to the said Act, in place of the existing table appearing after the figures and words "6½" hours in a day in column 3 against entry No. 309, the following table shall be substituted.

Name of the Branch (1)	Opening hours (2)	Closing hours (3)	Shift (4)
(1) Thane ..	8-30 a. m. 5-00 p. m.	12-00 noon. 8-00 p. m.	Morning. Evening.
(2) Mulund (West)	8-30 a. m. 5-00 p. m.	12-00 noon. 8-00 p. m.	Morning. Evening.
(3) Prabhadevi ..	8-30 a. m. 5-00 p. m.	12-00 noon. 8-00 p. m.	Morning. Evening.
(4) Mulund (East) ..	9-00 a. m. 5-30 p. m.	12-30 p. m. 8-30 p. m.	Morning. Evening.

(Vide Govt. Notification I.E. & L.D. No. BSE 1485/48463/1276/Lab-9, dated 26th April 1985, published in M.G.G., Part I-L, dated 1st August 1985, at page No. 2744).

(B) *Suspension under the Act.*—(1) The Government of Maharashtra, I.E. & L.D. has in exercise of the powers conferred by section 6 of the said Act, suspended in respect of the establishments specified in column 1 of the schedule appended hereto; the operations of the Provisions of the said Act specified in column 2 of the schedule for the period and subject to the conditions specified in column 3 and 4 respectively of the said schedule on account of completion of the accounts and stock taking for the half yearly and yearly closing in June and December 1985 respectively in the state of Maharashtra.

Schedule

Establishments 1	Provisions of the Act 2	Period of suspension 3	Conditions 4
Banks ..	Section 13 (relating to closing hours) Sections 14(1) and 14(2).	27th, 28th, 29th and 30th June 1985 and 31st December 1985.	If an employee is required to work in excess of the limit of hours of work specified in section 63 of the Act, he shall be entitled in respect of overtime work (which shall be noted in the prescribed register) to wages at the rate not less than those prescribed in Section 63(i) of the Act.

Banks ..	Section 17 ..	Do.	If an employee is required to work on any day in excess of the period fixed under the said Act, the spread over of such an employee shall not
----------	---------------	-----	---

The suspension of the provisions of section 13 relating to closing hours and sub-section (1) and (2) of section 14 shall be available to the Banks to the extent that they do not exceed the time limit of six days specified in Rule 9 of the Maharashtra Shops and Establishments Rules, 1961.

(Vide Govt. Notification I.E. & L.D. No. P. 7385/72905/(1317)/Lab-9, dated 29th May 1985, published in M.G.G., Part I-L, dated 22nd August 1985 at page No. 3032).

(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 scheduled appended here to 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 the Sections	Period
(1) Bak-ri-id	Sections 10(1), 11(1)(a), 14, 16, 18, 19, 20, 21, 23, 24.	26th August 1985 to 28th August 1985 (both days inclusive).
(2) Ganesh Utsav	Sections 10(1), 11(1), (a), 14, 16, 18, 19, 20, 21, 23 and 24.	16 the September 1985 to 28th September 1985 (both days inclusive)
(3) Mohurrum	Section 10 (1), 11(1) (a), 14, 16, 18, 19, 20, 21, 23 and 24.	22nd September 1985 to 27th September 1985 (both days inclusive.)
(4) Navratra Utsav and Dasara Utsav.	Sections 10(1), 11 (1) (a), 14, 16, 18, 19, 20, 21, 23 and 24.	13th October 1985 to 28th October 1985 (both days inclusive).
(5) Kojagiri Pornima ..	Sections 10(1), 11(1)(a), 14, 16, 18, 19, 20, 21, 23 and 24.	26th October 1985 to 28th October 1985 (both days inclusive).
(6) Diwali	Sections 10(1), 11(1)(a), 14, 16, 18, 19, 20, 21, 23 and 24.	4th November 1985 to 16th November 1985 (both days inclusive).
(7) Christmas	Sections 10(1), 11(1)(a), 14, 16, 18, 19, 20, 21, 23 and 24.	23rd December 1985 to 1st January 1986 (both days inclusive).

(Vide Govt. Notification I.E. & L.D. No. P-7385/CR-1411 to 1417/Lab-9, dated 16th August 1985, published in M.G.G., part I-L, dated 22nd August 1985, at pages Nos. 3047 to 3053).

II. INDIAN BOILER ACT

(A) *Exemptions under the Act.* (1) In exercises of the powers conferred in the first proviso of rule 68 of the said Act, the Government of Maharashtra has exempted waste Heat boiler No. MR-10990 belonging to Hindustan Petroleum Corporation Limited, Refinery, Corridor Road, Mahual, Bombay 400 074 from the operation of Rule 68 of the Maharashtra Boiler Rules, 1962.

(2) In exercise of the powers conferred by sub-section (2) of section 34 of the said Act, the Government of Maharashtra has exempted the boiler bearing No. MR. 10433 belonging to the Maharashtra State Electricity Board, Nashik Thermal Power Station, Stage II, Eklahare Road, from the operation of clause (c) of section 6 of the said Act, for the period of three months from the 17th June 1985 to 16th December 1985 (both days inclusive).

(vide Government Notification, I.E. & L.D. No. IBA. 1085/74396/1330/Lab-9, dated 10th June 1985 published in M.G.G., Part I-L, dated 15th August 1985 at Page No. 2895.)

(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-8598 and belonging to the Maharashtra State Electricity Board, Paras Thermal Power Station, P.O. Vidyut of Nagur, Paras, from the operation of clause (c) of section 6 of the said Act, for the period of three months from the 14th June 1985 to 13th September 1985 (both days inclusive).

(vide Government Notification I.E. & L.D. No. IBA-1085/7504/CR/(1333)/Lab-9, dated 12th June 1985 published in M.G.G., Part I-L, dated 15th August 1985 at Page No. 2895.)

(4) In exercise of the powers conferred by sub-section (2) of section 34 of the said Act, the Government of Maharashtra has exempted the boiler bearing No. MR-8597 belonging to Maharashtra State Electricity Board, Paras, Thermal Power Station, P.O. Vidyut Nagar, Paras 44 109 from the operation of clause (c) of section 6 of the said Act, for the period of three months from the 11th July 1985 to 10th October 1985 (both days inclusive).

(vide Government Notification I.E. & L.D. No. IBA-1085/76396/1341/Lab-9, dated 29th June 1985 published in M.G.G., part I-L, dated 29th June 1985 at Page No. 2976.)

(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-10397 belonging to Maharashtra State Electricity Board, Bhusawal, Thermal Power Station, Deep nagar, Taluka Bhusawal, District Jalgaon from the operation of clause (c) of section 6 of the said Act, for the period of six months from the 25th July 1985 to 24th January 1986 (both days inclusive).

(Vide Government Notification I.E. & L.D. No. IBA-1085/78372/1373/Lab-9, dated 23rd July 1985 published in M.G.G., Part I-L, dated 22nd August 1985 at Page No. 3035.)

(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-10898, belonging to Simplex Mills Company Limited, 30, Keshavrao Khadyc Marg, Sant Gadge Maharaj Chowk. P.B. No. 6275, Bombay 400 011 from the operation of clause (c) of section 6 of the said Act, for the period of three months from the 13th September 1985 to 12th December 1985 (both days inclusive).

III. MINIMUM WAGES ACT, 1948.

(A) *Appointments under the Act.*—(1) The Government of Maharashtra I.E. & L.D. has in exercise of the powers conferred by sub-section 1 of section 19 of the said Act, appointed the officers specified in column 1 of the Schedule to the Inspectors for the purposes of the said Act in respect of the Schedule employments in relation to which the State Government is the appropriate Government and defines the areas specified against them in column 2 of the said Schedule to be the local limits within which they shall exercise their functions.

SCHEDULE

Serial No.	Officers	Areas
------------	----------	-------

Serial	Officers		Areas
	(1)	(2)	
3	The Deputy Commissioner of Labour, Thane.	of Labour,	Within the limits of Greater Bombay, Thane, Raigad, Ratnagiri and Sindhudurg Districts.
4	The Assistant Commissioner of Labour, Thane.	of Labour,	
5	The Assistant Commissioner of Labour, Kayan.	of Labour,	
6	The Assistant Commissioner of Labour, Raigad.	of Labour,	
7	The Government Labour Officer, Bombay	.	
8	The Government Labour Officer, Thane	.	
9	The Government Labour Officer, Bhiwandi	.	
10	The Government Labour Officer, Kalyan	.	
11	The Government Labour Officer, Raigad	.	
12	The Government Labour Officer, Ratnagiri	.	
13	The Government Labour Officer, Sindhudurg.	.	
14	The Assistant Commissioner of Labour, Nashik.	of Labour,	Within the limits of Nashik, Dhule, Jalgaon and Ahmednagar Districts.
15	The Assistant Commissioner of Labour, Jalgaon.	of Labour,	
16	The Assistant Commissioner of Labour, Ahmednagar.	of Labour,	
17	The Government Labour Officer, Nashik	.	
18	The Government Labour Officer, Malegaon	.	
19	The Government Labour Officer, Jalgaon	.	
20	The Government Labour Officer, Dhule	.	
21	The Government Labour Officer, Ahmednagar	.	
22	The Deputy Commissioner of Labour (Pune Division), Pune.	of Labour	
23	The Deputy Commissioner of Labour, Pune District, Pune.	of Labour, Pune	
24	The Assistant Commissioner of Labour, Pune Division, Pune.	of Labour,	
25	The Assistant Commissioner of Labour, Pune District, Pune.	of Labour,	
26	The Assistant Commissioner of Labour, Solapur.	of Labour,	Within the limits of Pune, Satara, Sangli, Solapur and Kolhapur Districts.
27	The Assistant Commissioner of Labour, Sangli.	of Labour,	
28	The Assistant Commissioner of Labour, Kolhapur.	of Labour,	
29	The Government Labour Officer, Pune	.	
30	The Government Labour Officer, Sangli	.	

SCHEDULE

Sl. No. (1)	Officers (2)	Areas (3)	
35	The Deputy Commissioner of Labour, Nagpur Division, Nagpur.	Within the limits of Wardha, Nagpur, Bhandara, Chandrapur, Gadandchiroli Districts.	
36	The Assistant Commissioner of Labour, Nagpur, Division Nagpur.		
37	The Assistant Commissioner of Labour, Nagpur District, Nagpur.		
38	The Assistant Commissioner of Labour, Gondia.		
39	The Assistant Commissioner of Labour, Chandrapur.		
40	The Government Labour Officer, Nagpur District, Nagpur.		
41	The Government Labour Officer, Wardha ..		
42	The Government Labour Officer, Chandrapur ..		
43	The Government Labour Officer, Bhandara ..		
44	The Government Labour Officer, Gondia ..		
45	The Government Labour Officer, Tumsar ..	Within the limits of Amravati, Buldhana, Akola and Yavatmal Districts.	
46	The Government Labour Officer, Tirora ..		
47	The Assistant Commissioner of Labour, Amravati.		
48	The Assistant Commissioner of Labour, Akola.		
49	The Government Labour Officer, Amravati		
50	The Government Labour Officer, Akola		
51	The Government Labour Officer, Buldhana		
52	The Government Labour Officer, Yavatmal		
53	The Deputy Commissioner of Labour, Aurangabad Division, Aurangabad.		Within the limits of Aurangabad, Jalna, Parbhani, Beed, Nanded and Osmanabad Districts.
54	The Assistant Commissioner of Labour, Aurangabad Division, Aurangabad.		
55	The Assistant Commissioner of Labour, Aurangabad District, Aurangabad.		
56	The Assistant Commissioner of Labour, Nanded.		
57	The Government Labour Officer, Aurangabad		
58	The Government Labour Officer, Parbhani		
59	The Government Labour Officer, Beed		
60	The Government Labour Officer, Nanded		
61	The Government Labour Officer, Latur, Osmanabad.		
62	The Government Labour Officer, Jalna		

(2) The Government of Maharashtra I. E. and L. D. has in exercise of the powers conferred by sub-section (1) of section 20 of the said Act appointed the Officers specified in column 2 of the Schedule hereto to be the Authorities under the Minimum Wages Act, 1948 to hear and decide for the area respectively specified against them in column 3 of the said Schedule, all claims arising out of payment of less than the minimum rates of wages or in respect of wages not paid within the time prescribed under sub-section (1) of section 12 or in respect of the payment of remuneration for days of rest or for work done on such days under clause (b) or clause (c) of sub-section (1) of section 13 or of wages at the overtime rate under section 14, to employees employed or paid in those areas in any schedule employment for which each of the Government of Maharashtra and the Central Government is the appropriate Government: and for that purpose amends Government Notification, Industries, Energy and Labour Department, No. MWA. 1583/5682/Lab-7, dated the 7th March 1984, as follows, namely:—

In the Schedule to the said notification,—

(a) for entries at serial numbers 1, 2 and 3, the following entries shall be substituted, namely:—

- | | |
|--|-----------------------------|
| 1. Judges, First, Second, Third, Fourth, Fifth, Sixth, Seventh, Eighth, Ninth, Tenth and Eleventh Labour Courts, Bombay. | Greater Bombay. |
| 2. Judges, First, Second and Third Labour Courts, Thane. | Thane and Raigad Districts. |
| 3. Judges, First, Second and Third Labour Courts, Pune. | Pune District. ”. |

(b) for entry at serial number 9, the following entries shall be substituted, namely:—

- | | |
|---|----------------------------------|
| 9. Judges, First and Second Labour Courts, Solapur. | Solapur and Osmanabad Districts. |
| 9A. Judges, Labour Court, Latur | Latur District. ”. |

SCHEDULE

Serial Number (1)	Officers (2)	Areas (3)
1	Judges, First, Second, Third, Fourth, Fifth, Sixth, Seventh, Eighth, Ninth, Tenth and Eleventh Labour Courts, Bombay.	Greater Bombay.
2	Judges, First, Second and Third Labour Court, Thane.	Thane and Raigad Districts.
3	Judges, First, Second and Third Labour Court, Pune.	Pune District.
9A	Judges, Labour Court, Latur	Latur District.

2. Nothing in this notification shall effect any part-heard cases pending immediately before the date of this notification on the file of any authority and such part-heard cases

IV. INDUSTRIAL DISPUTES ACT, 1947

(A) *Appointments under the Act.*—(1) The Government of Maharashtra I.E. & L.D. has in exercise of the powers conferred by section 8 of the said Act appointed Shri S. L. Satonkar, Civil Judge (Sr. Division) Aurangabad to be the Presiding Officer of the Labour Court, Aurangabad in place of Shri B. W. Sohoni.

(Vide Government Notification I.E. & L.D. No. IDA. 1085/(7812)/Lab-9, dated 5th July 1985, published in *M.G.G.*, Part I-L, dated 1st August 1985 at Page No. 2751).

(B) *Declarations of public utility service under the Act.* (1) The Government of Maharashtra I.E. & L.D. has in exercise of the powers conferred by sub-clause (V) of the clause (n) of section 2 of the said Act, declared "Industry engaged in the assembly, manufacture or overhaul of aircrafts and their components" to be a public utility service for the purpose of the said Act, for a further period of six months commencing from 28th August 1985.

(Vide Government Notification I.E. & L.D. No. IDA. 1185/73989/(396)/Lab-3, dated 13th August 1985 published in *M.G.G.*, Part I-L, dated 22nd August 1985, at Page No. 3054)

V. BOMBAY INDUSTRIAL RELATIONS ACT, 1946

(A) *Appointments under the Act.*—(1) The Government of Maharashtra I.E. & L.D. has in exercise of the powers conferred by section 9 of the said Act, appointed Shri S. L. Satonkar, Civil Judge (Sr. Division), Aurangabad in place of Shri B. W. Sohoni.

(Vide Government Notification I.E. & L.D. No. BIR. 1085/(7813)/Lab-9, dated 5th July 1985 published in *M.G.G.*, Part I-L, dated 1st August 1985 at Pages Nos. 2751 to 2752).

(2) The Government of Maharashtra I.E. & L.D. has in exercise of the powers conferred by section 86-B of the said Act appointed Shri R. L. N. Vijayanagar, to represent employers on the Wage Board for the Cotton Textile Industry for the whole state in place of Shri F. J. Shroff.

(Vide Government Notification I.E. & L.D. No. BIR. 3285 (7645)/Lab-9, dated 31st May 1985, published in *M.G.G.*, Part I-L, dated 15th August 1985 at Page No. 2895).

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

(A) *Appointments under the Act.*—(1) The Government of Maharashtra I.E. & L.D. has in exercise of the powers conferred by section 4 of the said Act, appointed Shri S. L. Satonkar, Civil Judge (Sr. Division), Aurangabad, Presiding Officer, of the Labour Court, Aurangabad in place of Shri B. W. Sohoni.

(Vide Government Notification I.E. & L.D. No. ULP. 1085-(7814)/Lab-9, dated 5th July 1985 published in *M.G.G.*, Part I-L, dated 1st August 1985 at Page No. 2752).

VII. FACTORIES ACT, 1948

(A) *Declarations under the Act.*—(1) The Government of Maharashtra, I.E. & L.D. has in exercise of the powers conferred by sub-section (1) of section 85 of the said Act, declared that all the provisions of the said Act shall apply to all premises or places wherein manufacturing processes involving use, storage, handling, processing of hazardous, chemicals, which are toxic or highly inflammable or explosive or wherein such substances are likely to be generated or given out, are carried out notwithstanding:—

(i) the number of persons employed therein, or whether the power is used therein in aid of the manufacturing process thereat;

(ii) that the persons working therein are not employed by the owner thereof but are working with the permission of, or under agreement with, such owner :

Provided that the manufacturing process is not being carried on by the owner only

(2) The Government of Maharashtra I.E. & L.D. has in exercise of the powers conferred by section 110 read with section 112 of the said Act made the following rules further to amend Maharashtra Factories Rules, 1963, the same having been previously published as required by section 115 of the said Act, namely—

1. These rules may be called the Maharashtra Factories (4th Amendment) Rules, 1985.

2. In rule 119 the Maharashtra Factories Rules, 1963 (hereinafter referred to as "the principal rules"), in sub-rule (1), after clause (h), the following clause shall be added, namely

"(i) such other matters or items as may be prescribed in Form 27".

3. For Form 27 appended to the principal rules, the following Form shall be substituted, namely

FORM 27

[See rule 119(1)]

ANNUAL RETURN

For the year ending 31st December 19.....

- 1. Registration number of Factory ..
- 2. Name of Factory ..
- 3. Name of Occupier ..
- 4. Name of the Manager ..
- 5. District ..
- 6. Full Postal address of Factory ..
- 7. Nature of Industry ..

Number of workers and particulars of employment

- 8. No. of days worked in the year
- 9. No. of mandays worked during the year—
 - (a) Men ..
 - (b) Women ..
 - (c) Children ..
- 10. Average number of workers employed daily (See explanatory note)—
 - (a) Adults
 - (i) Men ..
 - (ii) Women ..
 - (b) Adolescent
 - (i) Male ..
 - (ii) Female ..

116

11. Total No. of man-hours worked including over-time—

- (a) Men
- (b) Women
- (c) Children

12. Average number of hours worked per week (See explanatory note)—

- (a) Men
- (b) Women
- (c) Children

13. (a) Does the factory carry out any process or operation declared as dangerous under section 87? (See Rule 114).

(b) If so, give the following information:—

Name of the dangerous processes or operations carried on.
(State the Schedule number under Rule 114).

Average No. of persons employed daily in each of the processes or operations given in Col. 1

1

2

- (i)
- (ii)
- (iii) etc.

Leave with wages

14. Total number of workers employed during the year—

- (a) Men
- (b) Women
- (c) Children

15. Number of workers who were entitled to annual leave with wages during the year—

- (a) Men
- (b) Women
- (c) Children

16. Number of workers who were granted leave during the year—

- (a) Men
- (b) Women
- (c) Children

117

17. (a) Number of workers who were discharged, or dismissed from the service, or quit employment, or were superannuated, or who died while in service during the year.
- (b) Number of such workers in respect of whom wages in lieu, of leave were paid.

Safety Officers

18. (a) Number of Safety Officer required to be appointed as per Notification under section 40-B ;
- (b) Number of Safety Officers appointed

Ambulance room

19. Is there an ambulance room provided in the factory as required under section 45 ?

Canteen

20. (a) Is there a canteen provided in the factory as required under section 46
- (b) Is the canteen provided managed—
- (i) departmentally, or
 - (ii) through a contractor ?

Shelters or Rest Rooms and Lunch Rooms

21. (a) Are there adequate and suitable shelters or rest rooms provided in the factory as required under section 47 ?
- (b) Are there adequate and suitable lunch rooms provided in the factory as required under section 47

Creches

22. Is there a Creche provided in the factory as required under section 48.

Welfare Officers

23. (a) Number of Welfare Officers to be appointed as required under section 49.
- (b) Number of Welfare Officers appointed.

Accidents

24. (a) Total number of accidents (See explanatory note)—
- (i) Fatal
 - (ii) Non-Fatal
- (b) Accidents in which workers returned to work during the year to which

Accidents (workers injured) occurring during the year in which injured workers returned to work during the same year.

- (ad) Number of accidents ..
 (bh) Man-days lost due to accidents.
- (ii) Accidents (workers injured) occurring in the previous year in which injured workers returned to work during the year to which this return relates.
- (aa) Number of accidents ..
 (bb) Man-days lost due to accidents.
- (iii) Accidents (workers injured) occurring during the year in which injured workers did not return to work during the year to which this return relates.
- (aa) Number of accidents ..
 (bb) Man-days lost due to accidents.

Suggestion Scheme

25. (a) is a suggestion Scheme in Operation in the factory ?
- (b) If so, the number of suggestions—
 (i) received during the year ..
 (ii) accepted during the year
- (c) Amount awarded in cash prizes during the year—
 (i) total amount awarded
 (ii) Value of the maximum cash prize awarded.
 (iii) Value of the minimum cash prize awarded.

Certified that the information furnished above is to the best of my knowledge and belief correct.

Signature of the Manager,

Explanatory Notes.

1. The average number of workers employed daily should be calculated by dividing the aggregate number of attendances on working days (that is, man-days worked) by the number of working days in the year. In reckoning attendance, attendance by temporary as well as permanent employees should be counted, and all employees should be included, whether they are employed directly or by or through any agency including contractors. Attendance on separate shifts (e.g. night and day shifts) should be counted separately. Days on which the factory was closed for whatever cause and days on which manufacturing processes were not carried on should not be treated as working days. Partial attendance for less than half a shift, on a working days should be ignored, while attendance for half a shift or more on such day should be treated as full attendance.

2. For seasonal factories, the average number of workers employed during the working season and the off-season should be given separately. Similarly the number of days worked and average number of man-hours worked per week during the working and off-season should be given separately.

3. The average number of hours worked per week means the total actual hours worked by all workers during the year excluding the rest intervals but including over-time work divided by the product of total number of workers employed in the factory during the year and 52. In case the factory has not worked for the whole year, the number of weeks during which the factory worked should be used in place of the figure 52.

4. Every person killed or injured should be treated as one separate accident. If in one occurrence, six persons were injured or killed, it should be counted as six accidents.

5. In item 24(a), the number of accidents which took place during the year should be given. In case of non-fatal accidents only those accidents which prevented workers from working for 48 hours or more, should be indicated."

(vide Govt. Notification I.E. & L.D. No. FAC-2084/(9446)/Lab-4, dated 29th July 1985, published in M.G.G., part I-L, dated 15th August 1985, at page Nos. 2977 to 2982).

VIII PAYMENT OF GRATUITY ACT, 1972

(A) *Appointments under the Act.*—(1) The Government of Maharashtra I. E. and L. D. in exercise of the powers conferred by section 3 of the said Act, appointed the Presiding Officers of the Labour Courts specified in column 2 of the Schedule to be the Controlling Authorities for the areas, respectively, specified against them in Column 3 of the said Schedule, and for that purpose amends Government Notification, I. E. and L. D. No. PGA. 1083/5729/Lab-7, dated the 7th March 1984, as follows, namely—

In the Schedule to the said notification,—

(a) for entries at serial numbers 1, 2 and 3 the following entries shall be substituted, namely—

"(1) Presiding Officers, Labour Courts, Bombay Greater Bombay. First Second, Third, Fourth, Fifth, Sixth, Seventh Eighth, Ninth, Tenth and Eleventh.

(2) Presiding Officers, Labour Courts, Thane, First, Thane and Raigad Districts. Second and Third.

(3) Presiding Officer, Labour Courts, Pune, First, Pune District."

(d) for entry at serial number 9, the following entries shall be substituted, namely—

SCHEDULE

Serial No.	Officers	Areas
1	2	3
1	Presiding Officers, Labour Courts, Bombay, First, Second, Third, Fourth, Fifth, Sixth, Seventh, Eighth, Ninth, Tenth, and Eleventh.	Greater Bombay.
2	Presiding Officer, Labour Courts, Thane, First, Second and Third.	Thane and Raigad Districts
3	Presiding Officer, Labour Courts, Pune, First, Second and Third.	Pune District.
9A	Presiding Officer, Labour Court, Latur	Latur District.

2. Nothing in this notification shall affect the part-heard cases pending immediately before the date of this notification on the file of the Authority and these part-heard cases shall be disposed of by such authority as if this notification had not been issued.

(Vide Government Notification I.E. and L. D. No. PGA. 1085/CR-26/Lab-12, dated 9th July 1985, published in M.G.G Part I-L, dated 1st August 1985, at pages Nos. 2754 to 2755).

IX. PAYMENT OF WAGES ACT, 1936.

(A) *Appointments under the Act.*—(1) The Government of Maharashtra I. E. and L. D. has in exercise of the powers conferred by sub-section (1) of section 15 of the said Act, appointed the officers. Mentioned in column 2 of the Schedule hereto, to be the Authorities to hear and decide within the areas respectively specified against each of them in column 3 of the said Schedule, all claims arising out of deductions from the wages or delay in payment of wages of persons employed or paid in those areas, including all matters incidental to such claims; and for that purpose amends Government Notification, industries, Energy and Labour Department No. PWA. 1083/5728/Lab-7, dated the 7th March 1984, as follows, namely—

In the Schedule to the said notification,—

(a) for entries at serial numbers 1, 2 and 3, the following entries shall be substituted, namely

“1. Judges, First, Second, Third, Fourth, Fifth, Greater Bombay. Sixth, Seventh, Eighth, Ninth, Tenth and Eleventh Labour Courts, Bombay.

2. Judges, First, Second and Third Labour Courts, Thane and Raigad Districts Thane.

3. Judges, First, Second and Third Labour Courts, Pune .. Pune District”.

SCHEDULE

Serial No.	Officers	Areas
1	2	3
1	Judges First, Second, Third, Fourth, Fifth, Sixth, Seventh, Eighth, Ninth, Tenth, and Eleventh Labour Courts, Bombay.	Greater Bombay.
2	Judges, First, Second and Third Labour Courts, Thane.	Thane and Raigad Districts
3	Judges, First, Second and Third Labour Court, Pune.	Pune District.
4	Judge, Labour Court, Latur	Latur District.

2. Nothing in this notification shall effect any part-heard cases pending immediately before the issue of this notification on the file of the Authorities appointed immediately before the date of this notification and those part-heard cases shall be disposed of by the Authorities as if this notification had not been issued.

(Vide Government Notification I. E. and L. D. No. PWA. 1085/6141/Lab-7, dated the 12th July 1985, published in M.G.G., Part I-L, dated 1st August 1985 at page No. 2757).

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

(A) *Nomination and renomination under the Act.*—(1) The Government of Maharashtra I. E. and L. D. has in exercise of the powers conferred by sub-sections (3), (5) and (6) of the said Act nominated or, as the case may be renominated the following persons to be the members of the Mathadi and unprotected Labour Board, Nagpur, representing the employers, the unprotected workers or as the case may be, the State Government as indicated below:—

Members representing the State Government

1. Shri B. S. Patil, Deputy Commissioner of Labour, Nagpur .. Chairman
2. Shri J. B. Pathak, Assistant Commissioner of Labour, Nagpur .. Member.

Members representing employers—

1. Shri Shyamsunder Poddar, Wholesale grain and seeds Merchants' Association, Nagpur.
2. Shri Raikumar Gulati, Prominent Agent, Santra Market Truck Operator Association, Nagpur.
3. Shri Karsan Kanji Patel, President, Nagpur Timber Merchants' Association, Nagpur.
4. Shri Parsan Singh Kalsi, M. L. C., President, Saw Mill Owners' Association, Nagpur.
5. Shri Swindersingh Vij, President, Nagpur Goods Transport Association, Gondhibagh, Nagpur.

Members nominated to unprotected workers—

1. Shri R. N. Mishra, Leader, AITUC, Parwana Bhavan, Kingsway, Nagpur.
2. Shri G. S. Nair, General Secretary, Mathadi, Hamal and Transport Workers' Union, Nagpur.
3. Shri Durai Rajan, President, General Workers' Union, Kamgar Bhavan, R. M. M. A., Nagpur.
4. Shri Shamrao Khante, General Secretary, Rashtriya Mathadi Kamgar Union, Lakadganj Nagpur.
5. Shri Narsingh Sahu, Treasurer, Mathadi, Hamal and Transport Workers' Union, Nagpur.
6. Shri Garibdas Hirwani, Executive Member, Mathadi, Hamal and Transport Workers' Union, Nagpur.
7. Shri Vasant Lule, President, Rashtriya Engineering Commercial Employees' Union, Gujarpada, Kothi Road, Mahal, Nagpur.

He nominates Shri B. S. Patil, Deputy Commissioner of Labour, Nagpur to be the Chairman of the aforesaid Board; and

(c) publishes the names of the members of the aforesaid Board including the Chairman as follows, namely:—

- Shri B. S. Patil,
- Shri J. B. Pathak,
- Shri Shyamsundar Poddar,
- Shri Kalkumar Gulati,
- Shri Karsan Kanji Patel,
- Shri Parsan Singh Kalsi,
- Shri Swindersingh Vij,
- Shri Gopikisan Acharya,
- Shri S. K. Dua,
- Dr. R. N. Misra,
- Shri G. S. Nair,
- Shri Durai Rajan,
- Shri Shamrao Khante,
- Shri Narsingh Sahu,
- Shri Garibdas Hirwani,
- Shri Vasant Lule.

(vide Government Notification I. E. and L. D. No. UWA-1384/CR-10574/Lab-5, dated July 1985, published in *M. G. G.*, Part I-L, dated 1st August 1985 at pages Nos. 2758-

XI. EMPLOYEES STATE INSURANCE ACT, 1948

(A) *Exemptions under the Act.*—The Government of Maharashtra I. E. and L. D. has in exercise of the powers conferred by section 87 read with section 91-A of the said Act exempted every factory situated in the following areas from the operation of provisions of the said Act retrospectively from 1st October 1984 till the date of issue of the notification and prospectively upto and inclusive of the 30th September 1985.

XII. BOMBAY SHOPS AND ESTABLISHMENTS ACT, 1948

(A) *Suspensions under the Act.*—(1) The Government of Maharashtra I. E. and L. D. has in exercise of the powers conferred by section 6 of the said Act suspended the operation of the provisions of section 18 of the said Act in respect of the employees employed in the 'MAFCO's Processing Unit at Pune on Wednesday the 1st May, 1985, subject to the conditions that employees concerned shall on account of loss of the prescribed weekly holiday be granted—

(i) a compensatory holiday with wages in exchange before the week ending 8th May 1985, and

(ii) wages for the work done on Wednesday the 1st May 1985 at the rates of wages not less than those prescribed for overtime work in Section 63 of the said Act.

(vide Government Notification I. E. and L. D. No. P. 7385/70581/1274/Lab-9, dt. 30th April 1985, published in *M.G.G. I—L*, dt 8.8.85, at page No. 2791)

XIII. CONTRACT LABOUR (REGULATION AND ABOLITION) ACT, 1970

(A) *Appointments under the Act.*—The following Notification by the Government of India Ministry of Labour No. S-16025/26/84-LW (i), dated the 18th May 1985, is hereby republished—

GOVERNMENT OF INDIA/BHARAT SARKAR

MINISTRY OF LABOUR/SHRAM MANTRALAYA

New Delhi, dated the 18th May 1985

NOTIFICATION

S.O.—In exercise of the powers conferred by section 6 of the Contract Labour (Regulation and Abolition) Act, 1970 (37 of 1970) and in supersession of the notification of the Government of India in the Ministry of Labour, No. S. O. 2300 dated 11th June, 1982, the Central Government hereby appoints the officers mentioned in column (1) of the Schedule below, being Gazetted Officers of the Government to be the registering officers who shall exercise the powers conferred on registering officers by or under the said Act, having jurisdiction as specified in column (2) of the said schedule.

SCHEDULE

Officers (1)	Jurisdiction (2)
All Assistan Labour Commissioner (Central)	.. Whole of India.

(vide Government Notification I.E. and L.D. No. CLA-1085/817/Lab-12, dated 24th June 1985 published in *Maharashtra Government Gazette* Part I-L, dated 15th August 1985, at page No. 2896).

(2) The following Notification by the Government of India, Ministry of Labour No. S-16025/26/84-LW (ii), dated the 18th May 1985, hereby republished—

GOVERNMENT OF INDIA/BHARAT SARKAR

MINISTRY OF LABOUR/SHRAM MANTRALAYA

New Delhi, dated the 18th May 1985

NOTIFICATION

appoints the officers mentioned in column (1) of the Schedule below to be the licencing officers who shall exercise the powers conferred on licencing officers by or under the said Act, having jurisdiction as specified in column (2) of the said schedule.

SCHEDULE

(1)	Jurisdiction
All Assistant Labour Commissioners (Central)	.. Whole of India

(i) Government Notification I.E. & I.D. No. CLA-1085/817/Lab-12, dated 24th June 1985, published in Maharashtra Government Gazette, Part I-I., dated 22nd August 1985, No. 3111.

(ii) The following Notification by the Government of India, Ministry of Labour, No. S-1025720 S-LW (iii), dated the 18th May, 1985, hereby republished—

GOVERNMENT OF INDIA BHARAT SARKAR

MINISTRY OF LABOUR/SHRAM MANTRALAYA

New Delhi, dated the 18th May 1985

NOTIFICATION

S.O.—In exercise of the powers conferred by sub-section (1) of section 28 of the Contract Labour (Regulation and Abolition) Act, 1970, (37 of 1970) and in supersession of the notification of the Government of India in the Ministry of Labour, No. S.I. 23030, dated 11th June 1982, the Central Government hereby appoints the officers mentioned in column (2) of the Schedule below, to be Inspectors who shall exercise the powers conferred on Inspectors by or under the said Act within the local limits of their respective jurisdictions as specified in the corresponding entries in column (3) of the said Schedule

SCHEDULE

Serial No.	Officers	Jurisdiction
(1)	(2)	(3)
1	Chief Labour Commissioner (Central), New Delhi	Whole of India.
2	Joint Chief Labour Commissioner (Central), New Delhi.	Whole of India.
3	Depury Chief Labour Commissioner, New Delhi and Dhanbad.	Whole of India.
4	Regional Labour Commissioner (Central), New Delhi	Whole of India.

SCHEDULE—contd.

(1)	(2)	(3)
7	Regional Labour Commissioner (Central), Bombay and all Assistant Labour Commissioners (Central) and Labour Enforcement Officers (Central) in Bombay region.	The State of Maharashtra and Union Territories of Goa, Daman and Diu and Dadra and Nagar Haveli.
8	Regional Labour Commissioner (Central), Calcutta and all Assistant Labour Commissioners (Central) and Labour Enforcement Officers (Central) in the Calcutta region.	The State of West Bengal (excluding the Civil Districts of Burdwan, Bankura, Birbhum and Purulia), Sikkim and the Union Territories of Andaman and Nicobar Islands.
9	Regional Labour Commissioner (Central), Gauhati and all Assistant Labour Commissioners (Central) and Labour Enforcement Officers (Central) in the Gauhati region.	The States of Assam, Nagaland, Meghalaya, Tripura, Manipur and the Union Territories of Arunachal Pradesh and Mizoram.
10	Regional Labour Commissioner (Central), Madras and all Assistant Labour Commissioners (Central) and Labour Enforcement Officers (Central) in the Madras region.	The States of Tamilnadu, Kerala and Union Territories of Pondicherry and Lakshadweep.
11	Regional Labour Commissioner (Central), Jabalpur, and all Assistant Labour Commissioners (Central) and Labour Enforcement Officers (Central) in the Jabalpur region.	The State of Madhya Pradesh.
12	Regional Labour Commissioner (Central), Kanpur and all Assistant Labour Commissioners (Central) and Labour Enforcement Officers (Central) in the Kanpur region.	The State of Uttar Pradesh and the Union Territory of Delhi.
13	Regional Labour Commissioner (Central), Chandigarh and all Assistant Labour Commissioners (Central) and Labour Enforcement Officers (Central) in the Chandigarh region.	The States of Himachal Pradesh, Haryana, Punjab, Jammu and Kashmir and Union Territory of Chandigarh.
14	Regional Labour Commissioner (Central) Dhanbad and all Assistant Labour Commissioners (Central) and Labour Enforcement Officers (Central) in the Dhanbad region.	The State of Bihar.
15	Regional Labour Commissioner (Central), Hyderabad	The State of Andhra Pradesh

SCHEDULE—contd.

(1)	(2)	(3)
17	Regional Labour Commissioner (Central), Asansol and Assistant Labour Commissioners (Central) and Labour Enforcement Officers (Central) in the Asansol region.	The Civil Districts of Burdwan, Birbhum, Bankura and Paschim Bardhaman in the State of West Bengal.
18	Regional Labour Commissioner (Central), Bhubaneswar and all Assistant Labour Commissioners (Central) and Labour Enforcement Officers (Central) in Bhubaneswar region.	The State of Orissa.
19	Regional Labour Commissioner (Central), Bangalore and all Assistant Labour Commissioners (Central) and Labour Enforcement Officers (Central) in the Bangalore region.	The State of Karnataka.

(For Government Notification I.E. & L.D. No. CLA-1085,817/Lab-12, dated 24th 1985, published in Maharashtra Government Gazette Part I-L, dated 22nd August 1985, page Nos. 3033 to 3035).

Consumer Price Index Numbers For Industrial Workers For August 1985

*CENTRE-BOMBAY

A fall of 1 Point.

In August 1985 the Consumer Price Index Number for Industrial Workers (New Series) for Bombay Centre with base January to December, 1960 equal to 100 was 650 being 1 point lower than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at the Bombay Centre.

The index number for the food group decreased by 1 point to 711 due to a fall in the average prices of wheat, fish fresh and vegetables and fruits sub-group.

The index number for the Pan, Supari and Tobacco etc., group decreased by 2 points to 740 due to a fall in the average prices of pan leaf.

The index number for the Fuel and Light group remained steady at 850.

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

The index number for clothing, bedding and footwear group increased by 2 points to 606 due to a rise in the average price of shirting.

The index number for the miscellaneous group increased by 2 points to 526 due to a rise in the average price of cinema show and laundry charges.

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

(Average prices for the calendar year 1960=100)

Group	Weight proportional to the total expenditure	Group Index Numbers	
		July 1985	August 1985
I-A. Food	57.1	712	711
I-B. Pan, Supari, Tobacco, etc.	4.9	742	740
II. Fuel and Light	5.0	850	850
III. Housing	4.6	191	191
IV. Clothing, Bedding and Foot-Wear	9.4	604	606
V. Miscellaneous	19.0	524	526
Total	100.0	651	650
Consumer Price Index Number ..	....	....	....

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

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

CENTRE SOLAPUR*

A Rise of 7 Points

The Consumer Price Index Number for Working Class (New Series) for Solapur Centre with base January to December 1960 equal to 100 was 634 being 5 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Solapur Centre.

The index number for the food group increased by 9 points to 685 due to a rise in the average prices of rice, wheat, gramdal, oils and fats, sub-group of sugar and tea readymade.

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 footwear group remained steady at 619.

The index number for the miscellaneous group decreased by 3 points to 475 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	
		July 1985	Aug. 1985
I-A. Food	63.0	676	685
I-B. Pan, Supari, Tobacco	3.4	614	614
II. Fuel and Light	7.1	740	740
III. Housing	5.2	281	281
IV. Clothing, Bedding and Footwear	9.0	619	619
V. Miscellaneous	12.3	478	475
Total	100.00	629	634
Consumer Price Index Number		629	634

*Details regarding the scope and method of compilation of the index may be seen on pages 697 to 699 December 1963 issue of Labour Gazette. For Ersetta (see) page 897 of January 1966 issue.

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

CENTRE NAGPUR*

631—A rise of 6 Points

In August, 1985 the Consumer Price Index Number for Working Class (New Series) for Nagpur Centre with base January to December 1960 equal to 100 was 631 being 6 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 7 points to 673 due to a rise in the average prices of wheat arhardal, gramdal, and linseed oil.

The index number for the pan, supari and tobacco etc., group decreased by 13 points to 673 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 number for housing remained steady at 338 being a six monthly item.

The index number for clothing, bedding and footwear group remained steady at 637.

The index number for the miscellaneous group increased by 14 points to 476 due to a rise in the average price of barber charges.

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

(Average prices for the calendar year 1960=100)

Group	Weight proportional to the total expenditure	Group Index Numbers	
		July 1985	Aug. 1985
I-A. Food	57.2	666	673
I-B. Pan, Supari, Tobacco, etc.	3.8	686	673
II. Fuel and Light	5.7	928	928
III. Housing	6.6	338	338
IV. Clothing, Bedding and Foot Wear	10.9	637	637
V. Miscellaneous	15.8	462	476
Total	100.0	625	631
Consumer Price Index Number		625	631

*Details regarding the scope and method of compilation of the index may be seen on pages 771 to 7k9 of January 1968 issue of Labour Gazette.

•PUNE CENTRE

594—Index remained steady

In August 1985 the Consumer Price Index Number for Industrial Workers (1961=100) for Pune Centre with base Jan. to Dec. 1961 equal to 100 was 594 which remained steady as compared with that of the previous month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at the Pune Centre.

The index number for the food group remained steady at 654.

The index number for the Fuel and Light group remained steady at 797.

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 4 points to 593 due to a rise in the price of long cloth only.

The index number for the miscellaneous group increased by 1 point to 507 due to a rise in the price of Newspaper (Loksatta).

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR PUNE CENTRE

(Average prices for the calendar year 1961=100)

Groups	Weight proportional to total expenditure	Group Index Numbers	
		July 1985	August 1985
I. Food	55.85	654	654
II. Fuel and Light	6.89	797	797
III. Housing	6.65	150	150
IV. Clothing and Footwear	10.31	589	593
V. Miscellaneous	20.30	506	507
Total ..	100.00	594	594
Consumer Price Index Number	....	....	....

*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 there to, see page 217 of September 1965 issue.

•JALGAON CENTRE

618 A rice of 8 points

In August 1985, the Consumer Price Index Number for Industrial workers (1961=100) for the Jalgaon Centre with base January to December 1961 equal to 100 was 618 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 Jalgaon Centre.

The index number for the Food group increased by 14 points to 677 due to a rise in the average prices of wheat, jowar, gramdal, moongdal, groundnut oil, goat meat, fresh fish, ghec, chillies dry, coriander, banana and gur.

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 decreased by 2 points to 602 due to a fall in the average prices of Bata shoes and chappal.

The index number for the miscellaneous group increased by 1 point to 523 due to a rise in the average prices of supari only.

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

(Average prices for the calendar year 1961=100)

Groups	Weight proportional to the total expenditure	Group Index Numbers	
		July 1985	August 1985
I. Food	60.79	663	677
II. Fuel and Light	7.20	720	720
III. Housing	6.11	188	188
IV. Clothing, Bedding and Footwear	10.29	604	602
V. Miscellaneous	15.61	522	523
Total	100.00	610	618
Consumer Price Index Number	....	....	....

*Details regarding the scope and method of compilation of the index may be seen on pages 657 to 613 December 1961 issue of *Labour Gazette*. For Errata (see) page 897 of January 1966 issue.

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

(O.C.P.) MONU- Ra 4588—4 (535—1-86)

NANDED CENTRE*

A rise of 5 points

In August 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 667 being 5 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 Nanded Centre.

The index number for the Food group increased by 7 points to 721 due to a rise in the average prices of rice, wheat, turdal, gramdal, moongdal, masurdal, groundnut oil, vegetables, group and gur.

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 remained steady at 561.

The index number for the miscellaneous group decreased by 1 point to 569 due to a fall in the average prices of supari only.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR
NANDRD CITY

(Average price for the calendar year 1961=100)

Groups	Weight proportional to total expenditure	Group Index Numbers	
		July 1985	August 1985
I. Food	61.46	714	721
II. Fuel and Light	5.88	801	801
III. Housing	4.62	386	386
IV. Clothing, Bedding and Footwear	12.22	561	561
V. Miscellaneous	15.82	570	569
Total	100.0		667
Consumer Price Index Number			667

AURANGABAD, CENTRE*

659—A rise of 8 points

In August 1985, the Consumer Price Index Number for Industrial Workers (1961=100) for the Aurangabad Centre with base Jan. to Dec. 1961 equal to 100 was 659 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 10 points to 724 due to a rise in the average prices of wheat, jowar, turdal, gramdal, moongdal, masurdal, mutton, fish, chillies dry, mixed spices, banana vegetables 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 7 points to 621 due to a rise in the prices of dhoti, Saree, cloth for trouser and long cloth.

The index number for the miscellaneous group increased by 12 points to 543 due to a rise in the average prices of Pan leaf, Panfinished, Supari and Katha.

CONSUMER PRICE INDEX NUMBER FOR WORKING CLASS FOR
AURANGABAD CENTRE

(Average price for the calendar year 1961=100)

Groups	Weight proportional to total expenditure	Group Index Numbers	
		July 1985	August 1985
I. Food	60.72	714	724
II. Fuel and Light	7.50	789	789
III. Housing	8.87	326	326
IV. Clothing, and Footwear	9.29	614	621
V. Miscellaneous	13.62	531	543
Total	100.00		651
Consumer Price Index Number			659

ALL INDIA AVERAGE CONSUMER PRICE INDEX NUMBERS FOR INDUSTRIAL WORKERS

The statistics for the Last 12 calendar months from September 1984 to August 1985 are given in the following table.—

TABLE

Month	Base 1960=100	Index 1985=100
1	2	3
September 1984	589	716
October 1984	592	720
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 1984	618	751

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

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

Centre	Base	Food	Pan, Supari, and Tobacco light etc.	Fuel	Housing	Clothing and Foot wear	Miscellaneous	Consumer Price Index August 1985	Equivalent Old Index Number; 1985	Equivalent Old Index Number; 1985	
1.	2	3	4	5	6	7	8	9	10	11	12
..	1960=100	711	740	850	191	606	526	650	2,886	651	2,890
..	1960=100	685	627	740	281	619	475	634	2,422	629	2,403
..	1960=100	673	673	928	338	637	476	631	3,294	625	3,262
..	1961=100	677	..	797	150	593	507	594	..	594	..
..	1961=100	677	..	720	188	602	523	618	3,269	610	3,227
..	1961=100	721	..	801	386	561	569	667	1,634	662	1,622
..	1961=100	721	..	789	326	621	543	659	1,463	651	1,445

é.—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 :—

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 JULY 1985

Industrial Courts, Tribunal and Labour Courts

In all 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 application etc., received during the month Under the—			Total
		B.I.R. Act, 1946 3	I.D. Act, 1947 4	Other Acts 5	
I. Industrial Courts/Tribunals—					
1	Industrial Court, Bombay ..	12	35	205	217
2	Industrial Tribunal, Bombay ..	15	45	60	75
3	Industrial Court, Nagpur ..	1	1	1	2
4	Industrial Tribunal, Nagpur ..	23	31	54	77
5	Industrial Court, Pune ..	6	6	6	12
6	Industrial Tribunal, Pune ..	2	51	53	55
7	Industrial Court, Thane ..	2	159	159	161
8	Industrial Tribunal, Thane ..	8	60	68	76
9	Industrial Court, Kolhapur ..	1	1	1	2
10	Industrial Tribunal, Kolhapur ..	2	60	62	64
11	Industrial Court, Amravati ..	1	46	47	48
12	Industrial Tribunal, Amravati ..	1	2	2	3
13	Industrial Court, Nashik ..	2	40	42	44
14	Industrial Tribunal, Nashik ..	2	..	..	2
15	Industrial Court, A bad ..	..	..	..	..
16	Industrial Tribunal, A bad ..	..	..	..	..
Total ..		65	204	538	807
II. Labour Courts—					
1	Labour Court, Bombay ..	213	284	246	743
2	Labour Court, Pune ..	1	20	73	94
3	Labour Court, Nagpur ..	10	69	111	190
4	Labour Court, Thane ..	4	29	72	105
5	Labour Court, Kolhapur ..	24	52	14	90
6	Labour Court, Solapur ..	4	25	83	112
7	Labour Court, Akola ..	4	52	42	94
8	Labour Court, Nashik ..	6	151	15	172
9	Labour Court, Aurangabad ..	3	50	42	95
10	Labour Court, Dhule ..	9	9	16	25
11	Labour Court, Sangli ..	6	25	22	53
12	Labour Court, Amravati ..	6	7	37	44
13	Labour Court, Jalgaon ..	9	11	11	20
14	Labour Court, Bhandara ..	1	26	20	47
15	Labour Court, Ahmadnagar ..	3	14	19	36
16	Labour Court, Latur ..	1	18	16	35
Total ..		276	840	839	1,955

Conciliation

An analysis of disputes handled by the Conciliation machinery in the State during July 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	7	179	186
2	1	7	8
3	..	..	..
Total ..			194

- (1) Industrial Disputes Act, 1947
 (2) Bombay Industrial Relations Act, 1946
 (3) Bombay Industrial Relations (Extensions and Amendment) Act, 1964.

(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	952	432	93	203	80	62	438	946
2	186	8	4	38	5	1	48	146
3	54	16	2	8	3	..	13	57
Total ..								1149

Act	1	2	6	8	10	8
B.I.R. Act, 1946						

Act	1	2	3	4	5	6	7	8	9	10	11	16
B. I. R. (Extension and Amendment) Act, 1964												

District-wise analysis is given below—

Act	1	2	3	4	5	6	7	8	9	10	11	16
B. I. R. (Extension and Amendment) Act, 1964												

INDUSTRIAL DISPUTES IN MAHARASHTRA STATE DURING JULY 1985

No. of Disputes	33	35	52
No. of Workers involved	6,959	6,546	17,986
No. of Man-days lost	1,60,217	1,55,186	4,10,617

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 May 1985	Started during the month i.e. July 1985	Total		
Textile	2	3	4	318	8,325
Engineering	10	2	12	4,360	1,56,573
Chemical	7	0	7	594	14,167
Miscellaneous	11	1	12	1,687	43,152
July 1985 Total	31	2	33	6,959	1,60,217
June 1985 Total	33	0	35	6,546	1,55,186

Seven of the 33 disputes arose over question of "pay, allowance and bonus issues" 5 related to "Retrenchment and grievances about personnel and no disputes on the question of Leave and hours of work" Remaining 21 disputes were due to other causes.

Out of the 5 disputes that terminated during the course of month 4 disputes were settled either entirely or partially in favour of the workers and one dispute in favour of the employers.

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

THE FOLLOWING STATEMENT GIVES THE DETAILED INFORMATION OF IMPORTANT INDUSTRIAL DISPUTES CAUSING MORE THAN 1000 MAN-DAYS LOST DURING THE MONTH OF JULY 1985.

Serial No.	Name of the Concern	Sector	S/L	Reason	Date of Work stoppage		No. of workers involved		Man-days lost		Result
					Began	Ended	During the month	Till the close of the month	During the month	Till the close of the month	
1	2	3	4	5	6	7	8	9	10	11	
1	Thane— Ms. Tekson Ltd., Kolshet Road, Thane.	Pvt.	S	Reinstatement	29-4-81	..	459	12,996	5,93,507	Continued	
2	Bombay— Estrella Batteries Ltd., Plot No. 1, Dharavi, Matunga, Bombay-19	Pvt.	L	Unfair Labour Practices.	3-11-83	..	1,170	23,556	6,06,324	Do.	
3	Bombay— Bombay Forging Pvt. Ltd., Vidyunagari Marg, Kalina, Bombay-98.	Pvt.	S	Others— Fighting among the workmen	11-7-84	..	625	16,172	2,04,688	Do.	
4	Bombay— The Indian Smelting & Refracting Co., Ltd., L. B. S. Marg, Bhandup, Bombay-78.	Pvt.	S	General Demands— Wages, D. A., etc.	10-12-84	..	1,007	19,342	1,67,235	Do.	
5	Bombay— Allt Glass Works Pvt. Ltd., Swami Vivekanand Rd., Jogeshwari (West), Bombay 400 102.	Pvt.	L	Slow-down strike on account of annual Bonus Issue.	24-11-84	..	426	11,232	89,856	Do.	

LABOUR GAZETTE—OCTOBER 1985

LABOUR GAZETTE—OCTOBER 1985

PRESS NOTE ON ESIS BENEFIT 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 1,22,928 employees were under the coverage of the Scheme in the month of August, 1985. The high lights of the benefits paid to these employees were as follows—

ESIS has paid Rs. 85.81 lakhs as Cash benefit in August, 1985.

(i) 56,426 Workers were paid Rs. 59,47,127.50 on account of Sickness and Rs. 5,08,253.65 were paid for the long term diseases under Extended Scheme benefit for the classified diseases, e.g. T. B., Cancer, Heart Disease, Paralysis, Psychosis etc. etc.

(ii) 20,091 Workers were paid Rs. 38,88,131.00 on account of accidents as employment injury which included 6,954 cases for the permanent disablement and 2,666 for pension to the dependents families due to death of the workers in the accidents.

(iii) Rs. 4,44,863.00 were paid to the women workers as Maternity Benefit for the period of confinement. In addition to the above 15 persons were sterilized and they were paid Rs. 2,770.00 as family planning benefit.

(iv) There were 115 cases where legal proceedings were initiated against industrial employers (insured Persons) for the recovery of arrears of contributions as under—

(1) Under Section 45II	58 cases
(2) Under Section 75	19 cases
(3) Under Section 84	1 case
(4) Under Section 85	37 cases.

INDIAN LAW REPORTS

INDIAN LAW REPORTS, BOMBAY SERIES 1984

The subscription rates of Indian Law Reports, Bombay Series for the year 1984 have been fixed as given below

		Rs.
Annual subscription for Twelve monthly issues and one index issue.	Without postage	42.00 per set.
	Without Inland postage	45.00 per set.
	With foreign postage	60.00 per set.
	Single issue (without postage)	3.00 per copy.
	Single issue (inclusive of postage)	3.20 per copy.

As limited number of copies are printed, those who wish to subscribe themselves are requested to send in their remittances without delay.

A few complete sets of 13 issues of Indian Law Reports, Bombay Series are also available for sale at the following prices

1977 ..	Rs. 42.00 each set with postage.
1978 ..	Rs. 45.00 each set with postage.
1979 ..	Rs. 45.00 each set with postage.
1980 ..	Rs. 45.00 each set with postage.
1983 ..	Rs. 45.00 each set with postage.

Please send your orders to
The Manager, Yeravada Prison Press, Pune 411 006.

Leading Marathi Monthly Magazine

ON ALL TYPES OF CENTRAL AND STATE TAXATION LAWS

VYAPARI-MITRA

Started in 1950

- Thirty Years of ceaseless service.
- Subscribers over eighteen thousand throughout Maharashtra, Karnataka & Goa.
- Supplies useful information on all taxation laws including Income-tax, Wealth-tax, Gift-tax, Estate duty, Central Sales-tax, State Sales-tax and more than 50 other laws, and regulations concerning Trade and Industry.
- Most lucrative medium of advertising for traders and industrialists.

Annual Subscriptions :
Rs. 20 (including postage)

Administrative Officer
106/99, Parashuram Kuti, Erandawana, PUNE 411 004
Telephone No. 55637, 27200

Editorial Office
393, Mangalwar Peth, Pune 411 011

INDUSTRIAL CHEMICAL LABORATORY

BOMBAY AND PUNE
GOVERNMENT OF MAHARASHTRA
CHEMICAL ANALYSIS OF

Minerals and Ores • Nonferrous Alloys • Inorganic Chemicals
Oils and Soaps • Paint and Varnishes • Water • Inks • Carbon
Papers and Allied Products and Several other Products

Accurate analysis of the above and other Similar Products is undertaken on behalf of private parties. Test Reports and Certificates are issued.

For further details and schedule of charges please contract-

INDUSTRIAL CHEMICAL
LABORATORY
V. N. PURVE MARG
BEHIND MEHTA MANSION
CHUNABHATTI
BOMBAY 400 022

INDUSTRIAL CHEMICAL
LABORATORY
UNIVERSITY COMPOUND
GANESH KHIND
Pune 411 007

Telephone No. 521717

MAHARASHTRA QUARTERLY BULLETIN OF ECONOMICS AND STATISTICS

PUBLISHED BY THE DIRECTORATE OF ECONOMICS AND STATISTICS,
D. D. BUILDING, OLD CUSTOM HOUSE, BOMBAY 400 023

The Bulletin publishes the results of Socio Economic Surveys and researches of Statistical or Socio-economic interest, carried out by the Directorate or any other Maharashtra Government Departments. It also gives a digest of State Statistics and miscellaneous Statistical Statements of current interest like monthly receipts and expenditure of the State Government, Prices, Index Numbers, Vital Statistics.

Obtainable from the Maharashtra Government Publications, Sales Branch of the Government Book Depot, Charni Road Gardens, Bombay 400 004 (for orders from the mofussil) or through the High Commissioner for India, India House, Aldwych, London W. C. 2 or through any recognised book-seller.

Annual subscription Rs. 13.00

Single copy Rs. 3.50

Postage free (in India)

LABOUR BULLETIN

PUBLICATION OF THE LABOUR DEPARTMENT
UTTAR PRADESH INDIA

Special features of the Bulletin : (1) Publication of up-to-date and other information pertaining to Labour. (2) Special features on labour problems : (3) Reports on the administration of labour laws. (4) Reports on statistical enquiries conducted by the Department. (5) Important Decisions of the Court and Supreme Court, State Industrial Tribunal, Adjudications and Conciliation Boards.

Rates of Subscription

Annual	Inland	Rs. 24.00	Single Copy : Rs. 2.00
	Foreign	Rs.	

Copies can be had from the Superintendent, Printing and Stationery U. P., Allahabad, India.

Advertisements : For rates please apply to the Editor, Labour Bulletin P. O. Box No. 220, Kanpur, India.

THOZHIL RANGAM

PUBLISHED MONTHLY

BY

THE LABOUR COMMISSIONER

GOVERNMENT OF KERALA

TRIVANDRUM

Annual Subscription : Rs. 5.00 Single Copy : Re. 0.50

ANNOUNCEMENT

Few back volumes, as mentioned below of the

“INDUSTRIAL COURT REPORTER”

and

“LABOUR GAZETTE”

are available with the Publication Section of the office of the Commissioner of Labour, Bombay

Those who are in need of them may either write to that office immediately or contact personally the concerned Superintendent, with necessary prices which are—

Rs. 18 per volume for Industrial Court Reporter

(12 issues from January to December)

and

Rs. 15 per volume for the Labour Gazette

(12 issues from September to August)

I.C.R. back volumes
for the years

1980
1981
1982

Labour Gazette back
volumes for the years

1979-80
1980-81
1981-82
1982-83
1984-85