

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 twenty one thousand throughout Maharashtra, Karnatake & 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-411011.

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 outside) or through the High Commissioner for India, India House, Aldwych, London W. C. 2 or through any recognised book-seller.

LABOUR GAZETTE

VOL. LXIV

No. 11

JULY 1965

WHOLE COPY Rs. 9.25
ANNUAL SUBSCRIPTION Rs. 100.00

ISSUED MONTHLY BY
THE OFFICE OF THE COMMISSIONER OF LABOUR
GOVERNMENT OF MAHARASHTRA

28. JAN. 1965 Weltwirtschaft
Kiel

X 3438

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 twenty one 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-411011.

MAHARASHTRA QUARTERLY BULLETIN OF ECONOMICS AND STATISTICS

PUBLISHED BY THE DIRECTORATE OF ECONOMICS AND STATISTICS,
D. D. BUILDING, OLD CUSTOM HOUSE, BOMBAY-400 021.

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 Maharashtra) or through the High Commissioner for India, India House, Aldersgate London W. C. 2 or through any recognised book-seller.



सत्यमेव जयते

35

LABOUR GAZETTE

VOL. LXIV

No. 11

JULY 1985

SINGLE COPY Rs. 9 25

ANNUAL SUBSCRIPTION Rs. 100 00

ISSUED MONTHLY BY

THE OFFICE OF THE COMMISSIONER OF LABOUR
GOVERNMENT OF MAHARASHTRA

20. JAN. 1975 Weltwirtschaft
Kiel

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 1984—Aug 1985 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. 4944651

LABOUR GAZETTE

Advertisement Rates

Position	Full Page		Half Page	
	Per one insertion	Per twelve insertions	Per one insertion	Per twelve insertions
1st Cover	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 3rd and 4th covers are not accepted.

Advertisements which are restricted to commercial and business concerns and concerns 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.R.),
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. LXIV

JULY 1985

No. 11

CONTENTS

THE MONTH IN BRIEF

CURRENT NOTES—

PAGES

71st Session of ILC—P.M. addresses in June 18	757
ILO chief for productive dialogue to tackle challenges to work	
Child Labour to be banned soon	758
Participative management still to take off	759
Journalists' wage board finalised	762
New Textile Policy, worth giving a trial	763
Child Labour	765
Situation of workers in occupied Arab territories ILO	766
ILO to intensify activities in new technologies	769

Switzerland—

ILO Workers' education Consultants meet	
Text of textile policy statement	771
Child Labour gets raw deal in U. P. carpet units	771
Socio-economic perspectives on filipino workers	780
Tripartite Agreement freezes wages, prices and taxes	780
	782

ARTICLES, REPORTS, ENQUIRIES. ETC

What ails our Industrial Relations	
Occupational health and safety in power sector	787

LABOUR LEGISLATION--

The Industrial Dispute (Amendment) Act, 1984 (No. 49, of 1984)	790
--	-----

GIST OF IMPORTANT NOTIFICATIONS UNDER VARIOUS LABOUR LAWS

Ra 4341—1a	794
------------	-----

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS IN MAHARASHTRA STATE—

Bombay .. .. .	..	..	..	..	..	..
Solapur .. .. .	..	..	..	..	..	..
Nagpur .. .. .	..	..	..	..	..	..
Pune .. .. .	..	..	..	..	..	..
Jalgaon .. .. .	..	..	..	..	..	..
Nanded .. .. .	..	..	..	..	..	..
Aurangabad .. .. .	..	..	..	..	..	..

ALL INDIA AVERAGE CONSUMER PRICE INDEX NUMBERS FOR INDUSTRIAL WORKERS

STATEMENT SHOWING THE CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS BY GROUPS FOR SEVEN CENTRES OF MAHARASHTRA STATE ..

LABOUR INTELLIGENCE—

Industrial Relations in Maharashtra State	809
Industrial Disputes in Maharashtra State	812
Benefits under Employees' State Insurance Scheme	815

The Month in Brief

Consumer Price Index Numbers for Working Class

The Bombay, Solapur and Nagpur Consumer Price Index Numbers for working class for the month of May 1985, with average price for the year ended December 1960 equal to 100 were 641, 622, 614 respectively. The Pune, Jalgaon, Nanded and Aurangabad Consumer Price Index Numbers for working class for the month of May 1985 with the average prices for the year ended December 1961 equal to 100 were 588, 584, 643 and 653 respectively.

All India Average Consumer Price Index Numbers for Industrial Workers :

All India Average Consumer Price Index Numbers for Industrial Workers (General base 1960—100 for May 1985 was 600 as compared to 594) in April 1985. On base 1949-100 derived from 1960 based Index worked out to 729 as against 722 for April 1985.

Industrial Disputes in Maharashtra State :

During the month of April 1985 there were 41 disputes involving 15,569 workmen and time loss of 4,04,965 mandays as compared to 45 disputes in March 1985 involving 16,447 workmen and time loss of 4,48,695 mandays.

Further particulars of Industrial Disputes are given at pages 812 to..... as this issue.

Benefit under the Employees State Insurance Scheme:

During the month of April and May 1985, 1,48,184 workers were paid Rs. 1,11,65,781.75 for the sickness and Rs. 9,79,356.80 were paid for the long term diseases under Extended Sickness Benefit for the classified diseases, e.g. T. B., Hemiplegia, Paraplegia, Psychosis etc. 39,877 workers were paid Rs. 82,38,343.25 on account of accidents as employment injury which included 13,809 cases for the permanent disablement and 5,299 for the pension to the dependents/families due to death of the workers in the accident.

Current Notes

71ST SESSION OF ILC

PM TO ADDRESS ON JUNE 18

KANTI MEHTA TO LEAD WORKERS' GROUP ONCE AGAIN

Prime Minister Rajiv Gandhi will address a special sitting of this year's three-week Session of the International Labour Conference beginning in Geneva (Switzerland) on June 7.

Shri Rajiv Gandhi is addressing the 71st session of the tripartite International Labour Conference on June 18 in response to the invitation from Mr. Francis Blanchard, Director General of the International Labour Organisation (ILO).

Shri Kanti Mehta, General Secretary of the INTUC who is also a member of the Governing Body of the ILO, is once again heading a composite group to represent the Indian working class in the conference as he had done last year.

The Union Labour Minister, Shri T. Anjiah is the leader of the tripartite Indian delegation. Shri K. L. Puri, Chairman-cum-Managing Director of Bharat Heavy Electricals is the delegate representing the employers' side.

Like last year, this year's workers' group comprises four representatives of the INTUC and one each of the HMS and BMS.

Besides Shri Kanti Mehta as the worker delegate, other INTUC leaders included in the delegation as advisers are the INTUC Treasurer and General Secretary of the Indian National Metal-workers Federation, Shri Gopeshwar, INTUC Secretary and President of the Indian National Chemical Workers Federation, Shri Raja Kulkarni and INTUC Organising Secretary and General Secretary of Assam Chah Mazdoor Sangha, Shri Paban Singh Ghatowar.

Shri Thampan Thomas M. P. and Secretary of HMS and Shri G. Prabhakar, Organising Secretary of BMS are the other two advisers.

This year, the Union Labour Ministry had asked only four central trade union organisations—INTUC, BMS, HMS and UTUC (LS), having a verified membership of 5 lakhs spread over in four states and four industries, to submit a mutually agreed list of names for inclusion in the delegation to the conference. After a few rounds of talks among these four trade union centres, an agreement was reached between the INTUC, BMS and HMS. The INTUC by virtue of its premier position nominated the delegate and three advisers. Both the BMS and HMS agreed to nominate one adviser each for inclusion in the workers' group of the Indian delegation.

The subjects included in the agenda for the conference are Reports of the Governing Body and the Director General, Programmes and budget proposals and other financial questions, Information and reports on the applications of Conventions and Recommendations, Occupational health services, Revision of the Convention concerning statistics, wages and hours of work of 1938, Safety in the use of asbestos, equal opportunities and equal treatment for men and women in employment, structure of the ILO and Apartheid.

The ILO Director General, Mr. Francis Blanchard, in his report has called for a "productive dialogue" between the social partners to effectively meet the unprecedented challenges of an era of pronounced structural change with "greater reliance on and improvement of the process of industrial relations and tripartite co-operation." He has advocated a mutual recognition of substantially shared interests so as to reconcile the compelling need to adjust the economic and technological changes and maintain an adequate degree of protection for those whose jobs and incomes are affected.

Pointing out to the declining trend in the general level of industrial conflicts as a result of the impact of economic pressures and growing unemployment on the collective bargaining strength of the trade unions, the Director General has stressed that collective bargaining and tripartite action have "imaginatively and effectively countered serious threats to employment or income security posed by economic adversity and technological change." He has also called for widespread adoption of "more co-operative" industrial relations in which the prospering enterprises is seen as "the continuing common concern" of the workforce as well as the management.

(*Indian Worker*, dated 3rd June 1985.)

ILO Chief for productive dialogue to tackle challenges to work

"PRODUCTIVE dialogue" between the social partners to master the unprecedented challenges of an era of pronounced structural change has been called for by the Director General of the International Labour Office, Mr. Francis Blanchard.

"This means greater reliance on, and improvement of, the process of industrial relations and tripartite co-operation," he has pointed out.

In his report on "Industrial Relations and Tripartism: Structural change, dialogue and social progress" to be presented at the ensuing 71st Session of the International Labour Conference at Geneva, Mr. Blanchard has also called for a more co-operative form of industrial relations with "a mutual recognition of substantially shared interests" in order to "reconcile the compelling need to adjust the economic and technological changes and the wish to maintain an adequate degree of protection for those whose jobs and incomes are affected."

The Director General's report will form the basis of the general debate at the session being held from June 7 to 27.

Declining conflict

In the context of economic recession, revolutionary technological innovation and a social transformation, the head of the tripartite international body

highlights continuing tension between the requirements of reviving economic activity, restoration of the balance of payments and reduction in inflation, on one hand, and the human dimensions of equality, opportunity and maintenance of living standards, on the other.

According to the Director General, as economic pressures and growing unemployment have their impact on the collective bargaining strength of the trade unions, there has been a declining trend in the general level of industrial conflicts.

Between 1974 and 1983, for instance, the number of strikes in Italy came down from 5,174 to 1,565 and in the United Kingdom from 2,922 to 1,352, which might mean that both unions and management recognised the need for greater co-operation in the face of economic adversity.

Jobs and incomes

Reviewing the response to the "critical" issues of employment and security of income Mr. Blanchard has cited "sometimes very sophisticated arrangements" negotiated at the enterprise and industry level for dealing with large reductions in manufacturing employment in industrialised countries. Governments have also stepped in with national tripartite agreements on jobs, revealing new vitality in countries like Italy, Spain and Ireland. "Remarkable" innovations have come in labour management relations in the automobile industry of the US, including unprecedented features for boosting job security and absorbing redundant workers, he has observed.

Mr. Blanchard has stated collective bargaining and tripartite action have thus "imaginatively and effectively countered serious threats to employment or income security posed by economic adversity and technological change."

Joint decision-making

Arrangements for tripartite consultation exist in many developing as well as industrialised countries, the report notes directed at the general involvement of employers' and workers' organisations in public policy-making on vital economic issues—sometimes as a trade-off for agreed limitations on bipartite collective bargaining. In some cases this has led to a form of joint decision-taking on taxation, social benefits and public assistance to industry, in exchange for employer/worker commitments to keep wage and price movements in line with government policies.

A striking example is the system of price and incomes policy set up in Australia in 1983 as a framework of a three-year strategy for national economic recovery, tackling unemployment and inflation simultaneously.

For other countries have been attempting to go as far as possible. But failure to reach national consensus has often led governments to intervene by imposing restraint on collective wage bargaining.

In developing countries

The problem of reconciling collective bargaining and government policy most difficult in developing countries, where rapid economic development is seen as a matter of sheer national survival. Some governments have abolished trade unions or found ways of curbing their effectiveness, and compulsory arbitration is sometimes used to impose wage settlements.

Pointing out that such approaches contradict basic ILO standards, Mr. Blanchard considers "how much better it would be if the efforts devoted to thwarting the voluntary institutions of industrial relations were redirected to a genuine attempt at tripartite consensus."

Other developing countries, he adds, have met the basic conditions for collective bargaining and the trend seems favourable for its development. In the three largest countries of Latin America, for example, the degree of trade union organisation in industry now appears to have reached levels comparable to those of some of the more highly unionised industrialised countries and the number of collective agreements has risen sharply. In most countries of South and South East Asia and in certain African countries, too, collective bargaining is accepted as a normal method of determining wages and other conditions of work.

More co-operative dialogue

These developments, Mr. Blanchard concludes, show that the "tremendous pressures of increasing competition and technological change, and the obvious need for restructuring and greater flexibility that they imply, have been an important reason for wider adaptation of more co-operative practices to serve the mutual benefit of workers and employers."

He calls for widespread adoption of "more co-operative" industrial relations in which the prospering enterprise is seen as the "continuing common concern" of the workforce as well as management, and in which disputes are settled by agreed procedures rather than strikes.

He also urges greater efforts to institute "constructive tripartism". Even if full agreement cannot always be reached, when the scope of common interests is carefully explored and divergencies are clarified there is at least a good chance that tension and conflict can be attenuated and some problems resolved.

Mr. Blanchard adds that his move to convene in 1986 an international meeting of leaders of trade, financial and monetary policy institutions together with government/employer/worker leaders — to review the impact of international trade and aid measures on employment and poverty — is "one attempt to promote the introduction of the principle of tripartism with international discussions on economic policies."

(*Indian Worker*, dated 3rd June 1985)

Child labour to be banned soon

The Union Government has decided to enact shortly a comprehensive law banning employment of children in factories where they are exposed to health hazards and pollution and places where working conditions are detrimental to their very life.

The proposed law will also prohibit children being used as labourers in match factories, bidi manufacturing units, carpets or those engaged near railway stations to sift ash from waste coal by which they are physically affected.

This was disclosed by the Union Labour Minister, Shri T. Anjiah while addressing a news conference here on May 25.

He said that according to a preliminary survey over 15 million children in the age group of 8 to 16 are working in the country, most of them working under inhuman conditions, and are to be fully compensated and alternative jobs provided.

The working hours of children needed to be reduced. They needed to be provided education oriented work. Provision would also be made for free medical aid to children.

He said the Union Government was considering providing uniform minimum wages throughout the country. A decision in this regard had already been taken.

He said that 2.5 crore youth were still registered unemployed in the country. Adding to this the rural unemployment number, the figure would be more than double.

According to him, law would soon be enacted providing for employment to children who are above the age group of 12 as labourers.

A sum of Rs. 9,000 crore would be needed annually if unemployment allowance was paid throughout the country.

Each successive Plan aimed at tackling the problem of poverty and unemployment. However, the fact remained that "we are nowhere near the solution to our unemployment problem.

Employment exchanges had neither the means nor the scope to fulfil the aspirations of the unemployed.

The possibility of compulsory recruitment through employment exchanges not only in public sector but also in private sector needed to be introduced.

The present name employment exchange was a misnomer because in the existing set-up employment exchanges were not involved in the creation of employment opportunities, but only in sending names against the requirement of employees.

Spelling out some of the measure the Union Government was taking to combat growing unemployment problem, the Labour Minister said first thing to be done in this connection was to revamp employment exchanges to meet the growing challenges. Secondly, the present age bar should be done away with so that candidates even upto the age of 35 years registered with employment exchange got jobs. And thirdly, to achieve these objectives computerisation of employment exchanges was necessary to eliminate delay and unfair practices.

The Minister ruled out allowances for the unemployed as it would involve huge burden on public exchequer.

Shri Anjiah told a questioner that his Government was bringing before Parliament, a bill fixing minimum wage for labourers. This would be in the form of an amendment to the existing law on the subject.

(Indian Worker dated 3rd June 1985.)

Participative management still to take off

The new scheme of workers participation, in the management of industries introduced in 1983 does not seem to have made a beginning despite the fact that the scheme was to be put into operation in all public sector undertakings within one year of its introduction, followed by a quarterly review of its functioning. Most of the public sector undertakings appear to be still grappling with the problems involved in its introduction.

The Government also does not seem to be clear, as was evident from the review undertaken at the last meeting of the tripartite committee set up under the scheme. Major issues of its introduction continued to be under the consideration stage.

The Labour Minister, Shri T. Anjiah, who chaired the meeting for a brief period to acquaint himself with the progress made, conveyed the message of the Prime Minister, Shri Rajiv Gandhi. It may be recalled that the Prime Minister, while addressing the UNTUC's May Day rally at Dhanbad, had said that the scheme of workers participation in management "should be implemented not only in the public sector but also in the rest of the industry in the organised sector."

The Labour Minister who urged everyone concerned to take necessary steps in giving concrete shape to the Prime Minister's announcement, conceded the failure of his Ministry to monitor the progress of implementation of the scheme since the employing ministries had not communicated the hurdles faced by them. According to Shri Anjiah, since the difficulties in the choice of workers' representatives arising out of the multiplicity of unions had already been discussed, the managements should now try to evolve consensus in consultation with the unions.

This was a clear indication that the scheme is yet to acquire the desired shape even in the central public sector undertakings. The new scheme was formulated

after the earlier schemes—works committees (1947), Joint Management Council (1958), Worker directors in the nationalised banks (1970), worker directors in public sector undertakings (1971), workers participation in the manufacture and mining industry (1974) and workers participation in commercial and service organisations in the public sector (1977)—had failed to click.

A number of preliminary exercises were gone through before the introduction of the 1983 scheme in the hope that it would be absorbed by the industrial culture obtained in the country. The Government had constituted a study team with representatives of NPC, NLI, BPE, SCOPE, CBWE, employers and employees to visit some of the public and private sector establishments who were reported to have made some headway in the scheme of workers participation.

The study team came to the conclusion that the process of participative management was being viewed differently by different managements even in the public sector units. For some it was an elaborate process culminating in joint decisions and their collective implementation, while some others considered it as a mere consultative forum to ascertain the views of the workers. One management (IDPL) interpreted it as a means of effective communication and information sharing with workers. There were some who felt the scheme to be simply a mechanism to comply with the Government directive.

The report of the study team emphasised the urgent need for effective intervention by way of training and orientation of managements and workers in the actual implementation of the participative management scheme. It is worth noting that the INTUC had proposed, as far back as 1981, the setting up of a National School for Public Sector Management.

The Government decided to go ahead under the presumption that the new scheme was based on the review of the study team and experience gained earlier. In the beginning, separate meetings of the managements of public sector undertakings and trade union organisations were held to find out ways for the effective implementation of the scheme. The employers were a little worried about such functions involving sharing of information with workers on economic and financial matters. Worker's representatives on their part, concerned themselves only about the issue of representation.

However, at the joint meeting, it was agreed that in establishments where the earlier scheme of workers participation was working satisfactorily, the same could be allowed to continue and be strengthened by incorporating some of the provisions of the new scheme. The quality circle system in BHEL, existing pattern of participation in various steel plants under SAIL, as well as in NTC and CCI units was to be continued while other industrial units were to introduce the new scheme.

Even after one year, the tripartite review committee is bogged down in discussing about the multiplicity of unions, need to develop a participative culture, industrial democracy, training and information sharing and such other redimentary issues without any concrete solution in sight. The only bright spots

steel plants under SAIL and CCI who claim to have ushered in a culture of participation. BHEL, has gone a step further by taking the INTUC President, Shri G. Ramanujam on its Board of Directors.

The scheme is yet to take off was the impression left by the tripartite review. Even the cause for its non-implementation or lethargic implementation were not seriously analysed. A section of the trade unions are not inclined to evince active interest in the scheme, perhaps, because of the fear of jeopardising their base among the workers. The nerve racking controversy over representation by ballot or verification is present here also. The managements, on the other hand, are fighting shy of tinkering with the subject, lest it may create instability in the existing structure of production productivity and profitability, sharing of authority, even partially, with the workers. They seem to be unaware that this would help improve industrial relations climate so necessary for production and productivity.

Seeking no progress and the Prime Minister's keenness for the scheme, the Labour Minister at the recent meeting proposed legislative backing to the scheme. The trade unions, who were initially for the scheme to be on a voluntary basis, later veered round to the view of the Labour Minister.

Some of the management went all out for giving legislative teeth for the scheme. It was also pleaded that non-implementation of the scheme was because of varying operations from industry to industry. It was also implied that each industry should have a different participative scheme to suit its operations rather than one uniform scheme. In short, this suggestion means no participative management scheme at all.

In brief it can be said that while the Government continues to father the scheme, there are few takers, particularly among the managements. There is no dearth of lip sympathy from all quarters. It appears that to carry the scheme to the public sector undertakings or the private sector establishments is going to prove a far cry.

(Indian Worker dated 10th June 1985)

Journalists' wage board finalised

The constitution of a fresh wage board for working journalists and another for other employees in the newspaper industry is understood to have been finalised by the Labour Ministry.

An announcement in this regard is expected soon after the return of the Labour Minister, Shri T. Anjiah who is away in Geneva leading the Indian delegation to the International Labour Conference, commenced on June 7.

The two boards will have one common chairman and it is learnt that a recently retired Supreme Court judge has been selected for this key position. It is also said that a former Additional Secretary of the Union Labour Ministry will be one of the two independent members, the other being a chartered account.

Despite the objection raised by the Indian Federation of Working Journalist (IFWJ), one representative each of the IFWJ and the National Union of Journalists (India) will be taken on the board. The Government seems to have taken its own decision in the dispute, regarding the non-journalists representation.

The Labour Minister, Shri Anjiah had stated in Calcutta on May 2 that the composition of the two boards had been finalised.

The delay in the announcement of the boards is reportedly due to some more formalities to be completed. In the selection of the chairman and representative of the working journalists, the Government appears to have taken a bold and independent stand paying no heed to protests from some quarters. Government was committed to Parliament for the constitution of the board without delay.

(*Indian Worker*, dated 10th June 1985)

NEW TEXTILE POLICY, WORTH GIVING A TRIAL—G R

Controlled cloth under handlooms

"There are several encouraging features in the new textile policy and the policy is worth giving a fair trial," was the comment of the INTUC President, Shri G. Ramanujam, soon after its announcement by the Union Government.

In a statement issued on June 7, Shri Ramanujam said that reduction in the fiscal levies on the man-made fibres and yarn to bring down the prices of synthetics was one such feature and compulsory registration of powerlooms to bring that sector under some discipline was another such feature. "This step will discourage the powerloom sector from indulging in unhealthy competition with the composite mill sector on the one hand and the handloom sector on the other, he pointed out.

He has further said, "There is no mention of regulating the wages and other conditions of employment of workers in the powerloom sector. The new textile policy is silent on this aspect.

"Under the new policy, the handloom sector will be responsible for the entire production of controlled cloth by the end of the Seventh Five-Year Plan. The controlled cloth provides, if at all, very little profit margin and this will make the condition of the handloom weavers continue to be unsatisfactory notwithstanding Rs. 2 a meter subsidy on the production of this cloth.

"The reservation of certain lines of production to the handlooms had not worked successfully in the past. Now the Government's new policy, aims at making the three sectors mutually complementary.

"The Government has approached the composite sectors problem in a pragmatic manner conceding that there is evidence of increasing incidence of sickness in that sector.

"Under the new policy, the Government proposes a structural change in the perception of the industry, going by the stages of manufacturing process, which is spinning, weaving and processing, instead of the previous criteria of categorising them as composite mills spinning mills, powerlooms and handlooms. It remains to be seen how far this structural change in the industry can provide a remedy for the ills it is suffering from. This should perhaps help each to function in a constructively complementary manner, than in a destructively competitive manner as now.

"Government has conceded that there is substantial unsatisfied demand for cloth. It should, therefore, be not difficult to take over all the closed mills and put them on a viable basis by resorting to modernisation of equipment and management. The new policy envisages the need to assure the consumers of quality cloth at a reasonable price. On the whole, the new policy is encouraging and is worth giving a fair trial.

The New Policy

The Union Government on June 6, announced its new textile policy to facilitate the necessary restructuring of the industry in order to increase production, employment and exports after meeting the domestic needs.

According to the Union Minister of State for Textiles, Shri Chandra Shekhar Singh who announced the policy, controls and regulations on the industry, many of which had become irrelevant and unnecessary with the passage of time, would be reviewed.

Some of them would be eliminated, phased out or modified as the case might be, he said.

The pre-eminent role of cotton as the main raw material of textile industry is being maintained and the new policy provides for fuller flexibility in the use of various fibres.

The proposed restructuring of the textile industry would have three main dimensions,—

(a) the industry shall be viewed in terms of the stages manufacturing process, namely spinning, weaving and processing ;

(b) the industry shall be provided with fuller flexibility in the use of various fibres ; and

(c) the industry shall be subject to more pragmatic policies regarding creation and contraction of capacities by units in order to increase competition and healthy growth.

Textile units would be allowed to carry out modernisation in order to reduce costs. For this purpose import of machinery would be allowed on concessional duty, provided the machinery is not manufactured in the country.

Shri Singh said that interests of workers would have to be adequately protected while implementing modernisation programmes.

Stability in prices of cotton is sought to be achieved with assured remunerative prices to the farmers. The role of the Cotton Corporation of India would thus be redefined.

Under the new policy, a contributory thrift scheme for the benefit of the handloom weavers and a rehabilitation fund for textile workers are to be created. The fund for the workers would be financed by a suitable cess on the industry.

The Minister said an initial contribution would be made by the Government for that fund. No decision has, however, been taken so far about Government's contribution and the percentage of cess to be imposed on the industry, he added.

Speaking about the subsidy on controlled and Janata cloth, Shri Singh said that the subsidy, which is of the order of Rs. 120 to Rs. 130 crore, would go up by Rs. 40 to Rs. 50 crore in view of the higher output.

Defending the functioning of the National Textile Corporation Shri Singh pointed out that more than 50 mills out of a total of 125 were no longer in red.

The Textile Minister stated that the new policy, which replaced the one announced in 1981, would be implemented immediately. Reduction in fiscal levies would also be decided upon soon as the Finance Minister, Shri Vishwanath Pratap Singh had agreed to do so.

Highlights

The following are some of the highlights of the new textile policy announced

- Removal of curbs on expansion and new capacity in the mill sector including man-made fibres.

- Undue curbs on powerlooms removed.

- Full flexibility for the use of man-made fibres and yarns.

- Structural rigidities in the textile industry removed.

- Role of cotton to be maintained and remunerative prices to growers ensured.

- Fiscal levies on man-made fibres and yarns and on intermediates to be reduced.

- Export window to be kept open for man-made fibres and yarns.

- Controlled cloth production to be increased and the obligation shifted to the handloom sector by the end of the seventh plan.

- Full protection from powerlooms to the handloom sector.

- Compulsory registration of powerlooms in the country.

- A contributory thrift fund for handloom weavers to be created.

Full potential of the textile industry for exports to be tapped through modernisation and other measures.

Availability of cloth at "affordable" prices, particularly for the weaker Section Unnecessary controls and regulations on the textile industry removed.

Change in management of mills which became sick due to mismanagement.

A rehabilitation fund for the workers to be created.

Concessional finance to be made available for providing opportunities to displaced workers for self-employment.

Economically unviable mills to be closed.

In case of potentially viable units, a rehabilitation package will be given.

Expansion of the khadi sector to be encouraged.

Production of mixed and blended fabrics on handlooms also to be encouraged.

Adequate availability of man made fibres and yarns at reasonable prices, including imports, to be ensured.

Liberal import of raw wool and shoddy.

Import of machinery for modernisation on reduced duty.

Powerlooms put on a par with mills.

Cess on textile industry.

(*Indian Worker, dated 17th June 1985.*)

Child Labour

According to Dr. B. L. Batawi, Chief of the WHO's Office of Occupational Health in Geneva, an estimated 150 million children continue to be used as animals in mining, manufacturing and other highly hazardous jobs throughout the world.

A preliminary survey has revealed that in India there are over 15 million children in the age group 18 to 16 working under most inhuman conditions in the match industry of Sivakasi in Tamil Nadu, carpet industry in J. & K. and UP beedi industry, etc. This means our country accounts for more than 15 per cent of the world's child labour population.

The recent announcement of the Union Labour Minister, Shri T. Anjiah that the Center is proposing to come out with a comprehensive legislation on children would have been undoubtedly welcomed with great relief by all who have been over the years helpless spectators to the merciless exploitation of children by greedy employers.

The proposed bill, it is claimed, will seek to ban employment of children in factories where they are exposed to health hazards.

Shri Anjiah very laudably feels that the working hours of the children has to be reduced and that they should be given education-oriented work. Free medical aid to the children slaving day in and day out is the minimum that the nation owes to them who are being denied education and a better future.

A committee of the State Labour Ministers had suggested a time-bound programme for gradual elimination of child labour. The recommendations of the committee, if implemented in right earnest, will go a long way in making life easier for children sweating in fields and factories. However, it needs to be acknowledged that mere legislation will not solve this human problem, which is also a socio economic problem. Parents, the vast majority of whom are in the rural areas, willingly send their children to toil from dawn to dusk for pittance only to augment their meagre family income to make both ends meet. There is also public apathy to this issue. The need is, therefore, to launch a country-wide campaign to arouse the conscience of the society and awaken the people to discharge their responsibility of detecting and reporting to the authorities specific cases of exploitation of children by unscrupulous employers.

Most of the children who start life as labourers end up as mere labourers. The responsibility of redeeming them is not of the Centre alone, States too have their responsibilities. The elimination of child labour should not be implemented in the same half-hearted manner in which abolition of bonded labour is being implemented.

(Indian Worker, dated 17th June 1985)

Situation of workers in occupied Arab territories : ILO

Social and economic disparities in the occupied Arab territories should be overcome through the elimination of the inequalities of opportunity and treatment to which the local population is subjected particularly as regards the possibility of making their land productive and of expanding and marketing their agricultural produce, according to a report by the Director General of ILO, Mr. Francis Blanchard, to be presented at the 71st Session of ILC.

It also calls for efforts to create more jobs through the local economy, to improve the results of vocational training, to guarantee trade union rights and to improve working conditions and social security.

The report, which also examines the situation of Arab workers from the occupied territories employed in Israel, follows an on-the-spot mission sent by the Director-General to Israel and the occupied territories.

The Israeli population on the West Bank doubled between 1982 and 1984 reaching 42,600, with a further 10,000 in the Golan. According to the Government of Jordan, nearly 44 per cent of West Bank land is now under Israeli administration. The report's view is that the settlement policy pursued by the Israeli authorities appears hardly compatible with the objective of development by and for the local population.

Arab and Palestinian source continue to report that their farms are being destroyed and that Arab farmers are suffering from water supply controls. The Israeli authorities, denying that land and water resources are being diverted to the settlements, point out that restrictions on the drilling of new Arab wells for irrigation are in line with a policy to conserve existing resources.

Nevertheless, the report observes, only one-quarter of all the shared water resources' are used by the West Bank Palestinians, who are forced to a great extent to keep to a traditional form of extensive farming.

(Indian Worker, dated 17th June 1985)

ILO to intensify activities in new technologies

The Governing Body of the ILO on June 4 stressed that the activities of the tripartite international body in the field of new technologies and their impact on employment and conditions of work should be intensified.

The new Advisory Committee on Technology in its first meeting held in April last, concluded that the ILO could help member-states in their efforts to adopt to new technologies by disseminating information, help develop standards on occupational health and safety matters affected by new technologies, intensifying its training programmes and by action-oriented research. It also urged the ILO to promote the blending of new technologies with traditional activities.

A meeting of experts on the implications of new technologies for work organisation and occupational safety and health in industrialised countries had invited the ILO to collect and disseminate information on safe working practices and on major incidents arising from the use of new technology.

(Indian Worker, dated 17th June 1985.)

Switzerland—

I. L. O. Workers' education consultants meet.

The International Labour Organisation convened a meeting of the Panel of Consultants on Workers' Education in Geneva recently.

Twenty-six consultants specialising in planning, administration and undertaking of workers education in Africa, the America, Asia and the Pacific and Europe attended the meeting.

Agenda for the meeting included (a) development of Workers Education Programme, with particular reference to its major areas and means of action and the impact of new approaches at various levels since 1979 ; (b) trends in the future expansion of the programme and their relevance to priority needs new areas of learning and issues concerning the structure and financing of workers education ; and (c) the role of the ILO in promoting wider concepts of workers education linked to other forms of education and educations at the work places.

(Indian Worker, dated 17th June 1985).

Text of textile policy statement

The following is the full text of the statement of textile policy released here on June 6.— The textile industry has a unique place in the economy of our country. Its contribution to industrial production, employment and export

earnings is very significant. This industry provides one of the basic necessities of life. The employment provided by it is a source of livelihood for millions of people, most of whom live in rural and remote areas. Its exports contribute a substantial fact of our total foreign exchange earnings. The healthy development and rapid growth of this industry is, therefore, of vital importance.

2. In the past few years, the development of the textile industry has been guided by the policy framework announced in March 1981. While considerable progress has since been achieved in several areas under this policy framework, the objectives of the textile policy outlined in the textile policy statement have not been fully achieved. Thus, the per capita availability for and the per capita consumption of cloth, of our growing population still remain at a very low level. There is evidence of an increase in the incidence of sickness, particularly in the organised mill sector, reflected in a large number of closed units. There is a large unsatisfied demand for durable synthetic and blended fabrics at cheaper prices which is not being met by indigenous production. The full export potential of textile products remains to be realised.

3. The textile industry had experienced fluctuations in its fortunes in the past also. However, an analysis of the current difficulties faced by the industry reveals that the present crisis of the industry is neither cyclical nor temporary, but suggests deeper structural weaknesses. Therefore, the government has reviewed the present textile policy and after careful consideration have formulated this new policy for the restructuring of the textile industry in India with a longer term perspective.

4. The existing textile policy sets out a number of objectives. While each of these objectives is important, the multiplicity of objectives has impeded the achievements of the main task of the textile industry, that is to increase the production of cloth of acceptable quality at reasonable prices to meet the clothing requirements of a growing population. Henceforth, the approach to the textile industry would be guided by this main objective. In the pursuit of this main objective, the employment and export, potential of the industry shall be kept in view. The availability of cloth at affordable prices for the poorer sections of the population shall be augmented.

5. The textile industry has, so far, been viewed in a compartmentalised manner either in terms of various sectors namely, organised mills, powerlooms and handlooms, or in terms of fibre use namely, cotton textiles, woollen textiles, man-made textiles and silk textiles. Classification on such ground have led to structural rigidities in the textile industry. When the industry tends to be viewed in parts rather than as an integrated whole, it inhibited the technology use and production flexibility commensurate with the pattern of consumer demand. Such distinctions have led to the application of a policy-mix which is sector-specific or fibre-specific resulting in the emergence of special interests on the one hand and fossilisation on the other. To achieve the main objective of the textile policy, it is necessary to eliminate the existing structural rigidities and to evolve a more integrated view of the textile industry.

6. The proposed restructuring of the textile industry would have the following three main dimensions —

- (a) The Industry shall be viewed in terms of the stages of its manufacturing process, namely, spinning, weaving and processing ;
- (b) The industry shall be provided with fuller flexibility in the use of various fibres ; and
- (c) The industry shall be subject to more pragmatic policies regarding creation or contraction of capacities by units in order to increase competition and promote healthy growth in the industry.

7. In the spinning sector, all steps will be taken to ensure optimum utilisation of the spinning capacity. The availability of raw materials for the spinning sector would be augmented. The infrastructure for the distribution of yarn would be strengthened. At the same time, necessary measures to encourage an increase in spinning in the khadi sector would be taken in view of its large employment potential.

8. In the weaving sector, the distinct and unique role of the handloom sector shall be preserved. The growth and development of this sector shall receive priority. The composite mills and the powerlooms have their own respective strengths and weaknesses. For the purpose of policy, powerlooms in the organised mills sector and in the anorganised powerloom sector shall, as far as possible, be treated at par and allowed to compete on the basis of their inherent strengths and capabilities.

9. In the processing sector, the independent power processors and the processing houses in the mills would be treated at par and each would be allowed to operate on the basis of its competitive strength. The small hand processing units with limited output will receive special consideration.

10. The multi-fibre approach implicit in providing fuller fibre flexibility would be guided by the following considerations —

- (i) Full fibre flexibility as between cotton and man-made fibres yarn would be provided to the textile industry greater fibre flexibility in the use of wool shall be provided in a phased manner to units licensed for cotton and man-made textiles, woollen units shall be given full fibre flexibility ;
- (ii) Adequate availability of man-made fibres/yarn at reasonable prices shall be ensured by increased domestic production supplemented as necessary by imports ;
- (iii) Creation of capacity by new units and expansion of capacity by existing units for production of synthetic fibres/yarn would be so determined as to realise economics of scale in order to reduce costs of production ;
- (iv) Fiscal levies on man-made fibres/yarn, and on the intermediates used as inputs for the production of such fibres/yarn, shall be progressively reduced in such a manner as to facilitate absorption of increased domestic production so that the benefit flows to the consumer in the form of lower prices of synthetic and blended fabrics ; and
- (v) The export window shall be kept open for man-made fibres/yarn.

11. The pre-eminent role of textile industry would be maintained. Utilisation of in-digenous cotton would be ensured by domestic consumption and by export of cotton, yarn and other manufactures, Cotton growers shall always be assured offtake of their produce at remunerative prices. Cotton needed by the textile industry would be made available in adequate quantity and at reasonable prices. The role and functions of the Cotton Corporation of India would be reformulated to include price stabilisation operations. For this purpose, the corporation would have the necessary access to international markets. The present various imbalance of cotton shall be corrected by a mix of policies aimed at encouraging increased use of long and extra long varieties of cotton on the one hand and higher production of short and medium staple varieties on the other.

12. Capacity expansion by existing units and capacity creation by new units would be permitted subject to the general industrial policies, including the provisions of the MRTP Act and Fera. As corollary, units would also be allowed to contract capacities, including closure of a unit or part thereof, wherever necessary and justified, provided the interests of the workers are fully protected. This approach would increase the degree of competition among units in the industry and create an environment conducive to a reduction in cost and an improvement in quality.

13. The unplanned growth of powerlooms in the unorganised sector has mostly tended to concentrate in a few areas. A significant proportion of the powerlooms remains unregistered and unauthorised. Henceforth, there shall be compulsory registration of all powerlooms. The organisation of production in the powerloom sector should be guided by the objective of raising productivity, increasing efficiency, improving workers welfare and facilitating locational dispersal. In keeping with these objectives, a suitable package of measures would be evolved in order to bring about a healthy development of the powerloom sector. It would be ensured that power-looms do not violate the locational guidelines for industries, particularly in large cities and metropolies. Effective measures would be taken to see that the powerlooms do not encroach upon articles reserved for exclusive production by the handloom. The organisational set up required for the above purposes shall be strengthened.

14. In order to preserve the unique role of handlooms and enable them to realise their full potential as also to ensure higher earnings for the handloom weavers, the following main steps shall be taken .—

(i) The development of handlooms through cooperatives and central-state level corporations shall be intensified.

(ii) Greater emphasis will be placed on the modernisation of loom and provision of technological and other inputs for improving productivity of handlooms and the quality and finish of handloom products.

(iii) Special efforts would be made to ensure adequate availability of yarn and other raw materials to the handloom sector. The infrastructure for procurement and supply of such inputs at reasonable prices to the handloom weavers shall be strengthened through the operations of the National Handloom Development Corporation and the state level handloom agencies.

(iv) The production of mixed and blended fabrics on handlooms shall be encouraged with a view to improving the wages and earnings of the weavers.

(v) Protection to handlooms will be provided by reserving articles for their exclusive production in the handloom sector under the " Handloom (Reservation of articles for production) Act 1985. " The provisions of this act shall be strictly enforced and the machinery for doing so shall be suitably strengthened

(vi) To improve the competitiveness of handlooms steps would be taken to remove, as far as possible, the cost handicap of the handlooms *vis-a-vis* the powerlooms by suitable fiscal measures.

(vii) To improve the marketing of handloom products, infrastructure of marketing complexes, training of marketing personnel and intensive publicity shall be organised. Steps would be taken to upgrade the technical, managerial and administrative skills of personnel employed in the handloom sector.

(viii) To strengthen the data base for the handloom sector for better planning and execution of handlooms development programmes, a census of handloom shall be undertaken. The machinery for implementation, supervision and evaluation of handloom programmes shall be strengthened.

15. In order to improve the working conditions of the handloom weavers and to provide direct benefit to them the following schemes, amongst others would be introduced :—

(i) A contributory thriftfund scheme to provide assistance to the handloom weavers during times of need.

(ii) A workshed-cum-housing scheme to provide a better place for work and living to the handloom weavers.

16. The responsibility for the centre production of controlled cloth shall be transferred to the handloom sector by the end of the 7th Plan. The quantum of controlled cloth and janata cloth which was fixed at 650 million meters shall be suitably increased in order to provide a larger quantum of cloth at affordable prices to the poorer sections of the population. Measures will also be taken to improve the quality of cloth and to ensure that it reaches the target group. The public distribution for controlled cloth would be strengthened and streamlined.

17. All encouragement would be given to the expansion of the khadi programme in view of its large employment and income generating potential in the rural areas, specially among women. Steps would be taken to improve the production process, upgrade the skills of workers raise productivity, diversify the product range and strengthen the marketing arrangements under the khadi programme.

18. The incidence of growing sickness in the textile industry, particularly in the organised mill sector, is a matter of great concern. The reasons for sickness are manifold and complex which include financial difficulties, managerial incompetence and negligence, obsolete plant and machinery, inadequate maintenance, incorrect product mix, poor marketing, excess labour

11. The pre-eminent role of textile industry would be maintained. Utilisation of indigenous cotton would be ensured by domestic consumption, export of cotton, yarn and other manufactures. Cotton growers shall be assured offtake of their produce at remunerative prices. Cotton by the textile industry would be made available in adequate quantity at reasonable prices. The role and functions of the Cotton Corporation of India would be reformulated to include price stabilisation operations. For this purpose, the corporation would have the necessary access to international markets. The present various imbalances of cotton shall be corrected by a mix of policies aimed at encouraging increased use of long and extra long varieties of cotton on the one hand and higher production of short and medium staple varieties on the other.

12. Capacity expansion by existing units and capacity creation by new units would be permitted subject to the general industrial policies, including the provisions of the MRTP Act and Bera. As corollary, units would also be allowed to contract capacities, including closure of a unit or part thereof, wherever necessary and justified, provided the interests of the workers are fully protected. This approach would increase the degree of competition among units in the industry and create an environment conducive to a reduction in cost and improvement in quality.

13. The unplanned growth of powerlooms in the unorganised sector has mostly tended to concentrate in a few areas. A significant proportion of the powerlooms remains unregistered and unauthorised. Henceforth, there shall be compulsory registration of all powerlooms. The organisation of production in the powerloom sector should be guided by the objective of raising productivity, increasing efficiency, improving workers welfare and facilitating locational dispersal. In keeping with these objectives, a suitable package of measures would be evolved in order to bring about a healthy development of the powerloom sector. It would be ensured that powerlooms do not violate the locational guidelines for industries, particularly in large cities and metropolises. Effective measures would be taken to see that the powerlooms do not encroach upon articles reserved for exclusive production by the handloom. The organisational set up required for the above purposes shall be strengthened.

14. In order to preserve the unique role of handlooms and enable them to realise their full potential as also to ensure higher earnings for the handloom weavers, the following main steps shall be taken:

(i) The development of handlooms through cooperatives and central/state level corporations shall be intensified.

(ii) Greater emphasis will be placed on the modernisation of loom and provision of technological and other inputs for improving productivity of handlooms and the quality and finish of handloom products.

(iii) Special efforts would be made to ensure adequate availability of yarn and other raw materials to the handloom sector. The infrastructure for procurement and supply of such inputs at reasonable prices to the handloom weavers shall be strengthened through the operations of the National Handloom Development Corporation and the state level handloom agencies.

(iv) The production of mixed and blended fabrics on handlooms shall be encouraged with a view to improving the wages and earnings of the weavers.

(v) Protection to handlooms will be provided by reserving articles for their exclusive production in the handloom sector under the "Handloom (Reservation of articles for production) Act 1985." The provisions of this act shall be strictly enforced and the machinery for doing so shall be suitably strengthened.

(vi) To improve the competitiveness of handlooms steps would be taken to remove, as far as possible, the cost handicap of the handlooms vis-à-vis the powerlooms by suitable fiscal measures.

(vii) To improve the marketing of handloom products, infrastructure of marketing complexes, training of marketing personnel and intensive publicity shall be organised. Steps would be taken to upgrade the technical, managerial and administrative skills of personnel employed in the handloom sector.

(viii) To strengthen the data base for the handloom sector for better planning and execution of handlooms development programmes, a census of handloom shall be undertaken. The machinery for implementation, supervision and evaluation of handloom programmes shall be strengthened.

15. In order to improve the working conditions of the handloom weavers and to provide direct benefit to them the following schemes, amongst others would be introduced:—

(i) A contributory thriftfund scheme to provide assistance to the handloom weavers during times of need.

(ii) A workshop-cum-housing scheme to provide a better place for work and living to the handloom weavers.

16. The responsibility for the control production of controlled cloth shall be transferred to the handloom sector by the end of the 7th Plan. The quantum of controlled cloth and janata cloth which was fixed at 650 million meters shall be suitably increased in order to provide a larger quantum of cloth at affordable prices to the poorer sections of the population. Measures will also be taken to improve the quality of cloth and to ensure that it reaches the target group. The public distribution for controlled cloth would be strengthened and streamlined.

17. All encouragement would be given to the expansion of the khadi programme in view of its large employment and income generating potential in the rural areas, specially among women. Steps would be taken to improve the production process, upgrade the skills of workers raise productivity, diversify the product range and strengthen the marketing arrangements under the khadi programme.

18. The incidence of growing sickness in the textile industry, particularly in the organised mill sector, is a matter of great concern. The reasons for sickness are manifold and complex which include financial difficulties, managerial incompetence and negligence, obsolete plant and machinery, inadequate maintenance, incorrect product mix, poor marketing, excess labour

and poor industrial relations. While steps necessary to improve the health of the industry as a whole and to prevent sickness are indicated in this statement, unit specific problems would have to be tackled on a case to case basis.

18.2. The measures needed for the revival of a sick unit have to be based on a detailed and objective study of the causes that led to sickness and identification of the steps necessary to revive the sick unit. A distinction shall have to be made between units which are potentially viable and units which are

18.3. In the case of potentially viable units a rehabilitation package might ~~include~~ comprise provision of additional balancing equipment, replacement of existing machinery, change of products mix, better marketing strategy, rationalisation of labour including improvement of worknorms, strengthening of management and organisation and adjust of capacity in the different state manufacturing. In such cases, suitable financial package would need to be worked out. A nodal agency would be designated to evolve and manage ~~the~~ package. The financial and technical performance of such units shall be closely monitored.

18.4. In some cases, the units, although potentially viable, may have been led to sickness by inept management or mismanagement. In such cases, the existing management may have to be changed. Change of management will be essential in cases where restructuring of capital and liabilities is contemplated.

18.5. The measures enumerated in this policy would enable some of the units to come out of their present difficulty. However, where a unit has no expectation of becoming viable in a reasonable period of time, there may be no alternative but to allow the unit to close provided the interests of the workers are protected. Takeover by the Government or nationalisation of such sick units does not provide solution to the problems of sickness and the Government would not as a rule, intervene in such cases.

18.6. In the process of revival of sick units and in the units and in the event of closure or liquidation, the interest of labour shall be fully protected. All possible avenues must be tried before retrenchment to minimise the social costs of transition implicit in the restructuring of the textile industry. Rationalisation of labour and revision of worknorms would need to be negotiated with labour to arrive at a satisfactory solution. The funds needed for payment of retrenchment benefit to labour shall be part of rehabilitation package and loans needed for such compensation shall be provided on concessional terms. Displaced workers would be provided on concessional terms. Displaced workers would be given priority in securing employment in other units under the same management or other industrial units in the same area. Concessional finance would be made available for providing opportunities of self-employment. Workers shall also be encouraged to form co-operatives to run part or whole of the units. Schemes shall be formulated for training and retraining of labour to facilitate redeployment.

18.7. It is of utmost importance that the interest of the workers who might be ~~affected~~ by permanent closure of units is safeguarded. For this purpose, schemes shall be formulated to provide relief for an interim period in addition to the statutory benefits. A rehabilitation fund for the workers of the textile industry would be created to provide relief to such workers for a limited period. Such a fund shall, *inter alia*, be financed by suitable cess of the textile industry.

18.8. It is necessary to monitor closely the performance of textile units to detect any sign of incipient sickness so that timely corrective measures can be taken. For this purpose, the monitoring mechanism at various levels shall be strengthened.

19.1. One of the main reasons for the present difficulties of the industry is inadequate modernisation and renovation of old and obsolete plant and machinery. Despite encouragement and incentives by the Government, the industry has only modernised to a limited extent. Government policies would aim to accelerate the pace of modernisation in the industry.

19.2. There has been very little modernisation in the ginning area, which has adversely affected the quality of cotton and hence the end-product of the industry. Expeditious replacement and modernisation of existing gins would receive priority. Concessional finance shall be made available for this purpose.

19.3. Modernisation in the spinning weaving and processing sectors shall be undertaken on the basis of carefully identified needs of each unit as to installation of balancing equipment, renovation of existing machinery, replacement and technology upgradation.

19.4. For the purpose of modernisation, adequate funds would continue to be provided in adequate measure under the soft loan scheme of the IDBI. In order to enable the industry to generate internal resources for modernisation a textile modernisation fund shall be created.

19.5. A national level standing advisory committee on modernisation of the textile industry shall be set up, which would include representatives of management and labour as also suitable technical experts and representative of financial institutions. This committee shall identify on a continuous basis the needs of modernisation and the type of modernisation that the industry should adopt.

19.6. It will be ensured that in the process of implementation of modernisation programme, the interests of workers are adequately protected.

19.7. The indigenous textile machinery manufacturing industry shall be given encouragement to reduce costs, upgrade technology all improve the quality of machinery. However, liberal import of such textile machinery, which is not manufactured indigenously, shall be permitted at or near the international prices.

19.8 For expeditious modernisation of the handlooms, research for evolution of improved types of handlooms and adequate arrangements for ensuring swift and smooth transfer of technology from the research institutions to the handloom weavers will be given priority.

19.9 More powerloom service centres shall be established to enable the powerloom weavers to improve their skills in regard to maintenance of equipment, design development and quality of weaving.

20. Textile research associations would be actively involved with the process of modernisation and its monitoring and their role expanded, so that they may also cater to the needs of the handlooms and powerlooms.

21. The National Textile Corporation contributes significantly to the production of yarn and fabrics in the organised sector. A number of units under the NTC have been able to eliminate cash losses through a programme of rehabilitation. Greater effort is needed to implement programmes of selective modernisation so that as many units as possible become profitable. The continued operation of units which are incapable of becoming viable would mean a continued drain on scarce resources and such units or parts thereof may have to be closed down to prevent any further losses. In such cases, the interest of the workers would be adequately protected. With the implementation of a programme of modernisation of the industry, strengthening and improvement of management, raising productivity of labour and improvement of working conditions, it is expected that NTC would provide a stabilising influence and healthy competition in the textile industry.

22. Imports from the textile sector contribute a substantial portion of the foreign exchange savings derived from exports. There are, however, certain essential raw material and essential inputs which have not been fully met and which are not yet being realised in an international market. Government will continue to work for liberalisation of world trade in such areas which would remove the external constraints on our industry.

The domestic supply of necessary raw materials would be taken as a criterion for the expansion of this sector and to utilise our resources in the most efficient manner in the world market in terms of both quality and price. For this purpose, the Government will ensure that inputs for export production are available at competitive prices.

The Government will continue to take necessary measures in the area of research and development, control marketing strategy and price regulation for exports and other measures. A number of measures from the handloom sector relating to silk products have considerable potential in the world market.

All encouragement and support to the industry in the form of financial assistance, technical help, etc., as mentioned in this statement shall provide the necessary impetus to the industry.

23. The Government would continue to lay emphasis on the development of sericulture on account of its employment potential in the rural areas, high income generating capacity and ability to earn valuable foreign exchange through exports.

Encouragement and support will continue to be given to the Central Silk Board and the state Governments for rapid development of this industry in all parts of the country. Greater attention will be given to schemes relating to production of quality seeds, plantation of improved varieties and expansion of sericulture activities over larger areas and achieving a higher yield per hectare.

The existing extension and training services for educating the farmers in the improved techniques of silkworm rearing and control of diseases would be strengthened. Efforts shall be made for the development of technology in reeling, weaving and processing for improving the quality of the silk fabrics.

24. Government would continue to promote the growth of the woollen sector in order to ensure adequate availability of woollens and blankets at reasonable prices to economically weaker sections, particularly those living in the hill regions of the country. Programmes would be undertaken to augment the indigenous raw wool production in terms of both quantity and quality.

Since the indigenous raw wool production is not enough to meet the requirements of the industry liberal policy regarding imports of quality wool as well as shoddy would be continued. Research and development programmes will be promoted so that cheaper and better quality woollen products are developed for the domestic as also export market.

25. The knitting and apparel manufacturing sectors contribute significantly to employment generation and export earnings besides meeting the domestic demands for clothing. The Government shall pursue policies for strengthening, modernising and developing these sectors.

26. The existing marketing and distribution system of the industry would be reviewed to introduce changes, wherever necessary, in order to evolve a more efficient system which would reduce costs and margins and provide both consumer mechanism for market research would be strengthened.

27. The textile industry has been subjected to a number of controls and regulations, many of which have become irrelevant or unnecessary with the passage of time. Such controls would be reviewed for elimination, phasing out of modification, as the case may be.

28. Government hopes that the policy framework outlined above would facilitate the necessary restructuring of the textile industry in India, would equip it to make an increasingly significant contribution of output, employment and exports in the country and would satisfy the clothing needs of all section of the population.

(Indian Worker dated 17th June 1985.)

Child labour gets raw deal in UP carpet units

About 80 per cent of the children employed as carpet weavers in Mirzapur district do not get even minimum wages, a survey has found.

The recent survey, conducted by Banwasi Sewa Ashram Chief, Prem Bhai found that about 60 per cent of the weavers were below the age of 14. Labour laws meant to protect the interests of the child and regulate the terms and conditions of employment were openly contravened.

About 2,000 children in 237 villages in Mirzapur district's carpet belt were covered in the survey.

More than 90 per cent of them belonged to Scheduled Castes and Tribes and 86 per cent were found to be illiterate.

Shri Bhai said 92 per cent of the children surveyed reported that they were not free to take leave or go home even for festivals. All of them worked for over 12 hours a day.

Medical facilities were seldom available for the employees, the survey found. Due to poor ventilation and unhygienic conditions in the loom sheds, several children had developed skin diseases.

Shri Bhai said enforcement of labour law as had become difficult because of the non-co-operation of the law authorities, poverty, ignorance of the employees and the attitude of the child's parents.

(*Indian Worker*, dated 17th June 1985.)

Socio-Economic Perspectives on Filipino Women

Training policy

The training of women in the Philippines is part of the Government's policy to develop the country's manpower resources, half of which are women. The policy sets training priority for the unemployed and unskilled. Thus, to the extent that women from part of these groups they fall within the Government's priority.

The need for women's training

The need to train Filipino women is dictated by a number of considerations, including (a) the Government's programme to promote exports and mobiles the rural sector, (b) women compose almost two-thirds of the unemployed, (c) women make up 35 per cent of the rural labour force, (d) around 48 per cent of unemployed women are unskilled.

Women's training — and, for that matter, training in general — is a strategy to enhance their employability. This is a necessary measure in view of the Filipino women's 'disadvantaged' position in the labour market. As a rule, under conditions of economic crises women are 'first out and last in'. Precisely for this reason, women must develop their competitiveness in the labour market through training.

Training opportunities for Filipino women

the training boom in the mid-seventies, training opportunities for women, and men as well, abound. The boom is expected to continue as the Philippines seeks to ensure the employability and use of its vast manpower resources.

In principle, training programmes are open to interested and qualified persons, male or female. For example, the national manpower training programme run by the NMYC is drawn up mainly according to regional needs and industrial demands. In this programme, women are welcome if they have the suitable talents and aptitude. Thus discrimination is not in terms of sex but in terms of ability.

Women's participation in training

Women trainees range from 35 per cent to 74 per cent of the total trainees of a programme. In the NMYC programme, they made up around 35 per cent; in the MSSD skills programme, 74 per cent.

Women have been shown to be primary beneficiaries of skills training given by the MSSD and the MECS-ONFE. However, the vocational and technical schools under the MECS tend to concentrate on female vocation such as dressmaking, cosmetology, hairdressing and the like.

Aside from Government sponsored institutional training, there are special training programmes offered by non-Government organisations such as the Civic Assembly of Women in the Philippines (CAWP). This training is especially designed for women.

Despite the non-discriminatory policy on training, women, continue to be drawn towards female vocational courses. Just yet, women's interest in male vocations is not manifested in a significant way.

Training needs of Filipino women

If Filipino women are to be trained, training should be in basic skills for some 2,20,000 who have had only elementary schooling or none at all.

For those who have had some work experience, skills upgrading would be suitable. Since the Government's thrust is towards export promotion and rural mobilisation, women's training may well be in agriculture, production and sales areas in which women have had previous work experience and which they also prefer. Women tend to be exploited in apprenticeship, for they are still paid sub-minimum wages even after apprenticeship training.

In this regard, women should be given training and education on their rights and privileges as well as the appropriate actions to take when faced with such a situation.

National planning and programming for women's training development and welfare

Planning for women is the function of two Government agencies—the Bureau of Women and Minors and the National Commission on the Role of Filipino Women. They are assisted by other agencies and institutions.

National planning has not reflected explicit attention on women's training. As previously mentioned, it is assumed that women already form part of the training policy of the Government. Additionally, the National Manpower Plan for 1978-82 mentions the mobilisation of women as a support scheme to the national manpower development strategy. How this will be done is not clearly specified.

Several Government actions are in order :

Intensification and broadening of training programmes to ensure that they reach the rural areas where most of the women are found. This should solve the problem of access to training facilities.

To make the best use of resources, linkages among the training institutions should be sustained and strengthened. Overlapping in the types of training undertaken can be minimised by closer co-ordination between agencies.

The Government should intensify its efforts towards generating employment opportunities. An employment programme should be devised, and this should enable a more rational way of determining women's participation in training. Labour market information on mechanisms should be established or improved; thereby demand for women workers can easily be ascertained.

(E. F. I. Bulletin, dated 1st June, 1985.)

Tripartite agreement Freezes Wages, Prices and Taxes

On 2nd November 1984, the Government entered into an agreement with the Histadrut (General Federation of Labour) and the employers (the Co-ordinating Bureau of Economic Organisations) to stabilise the economy by freezing all prices of goods and services, wages, profits and taxes for a 3 month period starting on 5th November 1984 and ending on February 1985.

The 11-point agreement provides that cost of living payments which fall due during this period would be reduced by 1/3 (instead of getting 80% of the accrued inflation, workers would only get about 53%), while employers would pay the remaining 2/3 without adjusting their prices (thereby absorbing 1/3 of the accrued inflation). People whose income is from non-wage earning sources would also be affected by a similar (but unspecified) measures. At the end of the freeze period, wage earners will enjoy a 5% income tax deduction for three months. Those whose income is below the taxable minimum will receive special compensation by the Government.

Other points in the agreement include a commitment by the Government to review the taxation system which will include a cut in income tax (notably for wage earners) and concerted efforts to increase tax collection and fight tax evasion ("Black capital").

While dividends will be "frozen" for three months for Israeli residents, the Government will continue to pay export incentives and subsidies to maintain the profitability of exports. All parties have agreed to make a joint effort to increase labour productivity.

The agreement also includes a decision to tackle unemployment on a tripartite basis.

While all parties have agreed to sign another more detailed agreement, the Government issued a Regulation on 4th November 1984 to enforce the price freeze and the employers and workers agreed to reduce cost of living payments in an agreement of 16th November 1984.

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

Articles, Reports, Enquiries, etc.

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

By

V. P. GUPTA

Dy. Chief Labour Commissioner (Retd.)

What ails our industrial relations ?

The archaic master to servant approach and lack of conscience on the part of a section of the employers apart, major problems of the industrial relations situation in the country are due to over bureaucratisation of the whole system and non-identification of workers' representative as a collective bargaining agent.

Non-identification of the bargaining agent leaves a well meaning employer at a loss to start the dialogue, if an industrial relations problem arises in his establishment, and the workers at sea—whom to approach—in times of distress. The field is left wide open for the mushroom of trade unions and their splinter groups to play hide and seek with an eye to stall a fair settlement because it is in times of industrial unrest that a trade union leader becomes the 'bridegroom'. In the absence of a bargaining agent, it is no union's responsibility to maintain industrial peace and none has any stake either.

We have allowed this situation to go on since exaggerated importance to the right to form associations or unions' guaranteed by the Constitution. But the 'right to form associations or unions is one thing and 'right to bargain' is another. Obviously everybody cannot be allowed to the right to 'bargain' since bargaining connotes 'setting for others' which incidentally affects their right of self determination. Right to bargain can be allowed only to the true representative of the workers. How such a representative has to be identified whether by secret ballot or verification of membership or by check-off is a separate issue.

Verification

The INTUC has always been of the view that the representative union should be identified through verification of membership because a trade union minus membership—stable membership—is a contradiction in terms. Secret ballot, if adopted will pose the basic problem of who should participate in the ballot. If the ballot is confined to trade union members—any trade unions for that matter—we are back to square one. If the ballot is thrown open to all the workmen in the establishment, it will mean choosing a trade union essentially by the non-unionists because in our country, as in most of the other countries, only about 25 to 30 per cent of the workers are organised and unionised secret ballot would also entail reckless election promises on the part of the irresponsible unions and politicisation of the trade union movement, which as it is, to our bad luck, stands divided on political lines, leaving the workers' interests to the devil.

Bureaucratisation of our industrial relations structure is a product of many factors like our economic system, historical circumstances, information media, industrial relations law and the out-look of the people.

Government employment in industry in our country is much higher as compared to most of the other countries, because of its vastness and comparative backwardness of economy. Further in our system of economy—mixed economy—the commanding heights are held by public sector. Public sector employs about two thirds of the organised labour force. So, public sector, by force of circumstances, sets a tone to the wage pattern and working and service conditions in industry.

Aftermath of colonial rule

Historical factors, especially colonial rule for over 200 years have come to invest every agitation with a challenge to governmental authority making every happening a matter for law and order authorities. Another effect of the colonial rule has been that an average Indian does not look upon the state as a friend and associate but as a coercive power whose function is to make the man obey the command of the ruler. Unfortunately, things have not changed very considerably after independence and we still look upon the state as a coercive institution. Law for us, by and large, is an imposition and not a rule for convenience. Another fall-out of the foreign rule has been the practice of 'checks and balances'—the ruler would not trust anybody since he was aware that he had been a usurper and therefore the local population would throw him out at the first opportunity. In his eyes everybody was a suspect and so he would tend to concentrate all power in himself. For various reasons, the nature of our laws and the power structure has remained what it was before independence.

Information media has its own contribution to make in making strikes and lock-outs look like criminal activities. They seldom report the state of affairs—potential trouble spots—as a regular feature. It is only when the situation gets aggravated and either party resorts to direct action, that the information media comes out with a story as if to warn the general public about the possible hold-up and inconvenience likely to be faced by them. Though the public has learnt to live with strikes and lock-outs, they look upon them as unnecessary irritations to be tolerated. For the general public, strikes and lockouts are not the last resort to which the workers and employers turn only when the situation becomes unbearable, but they look upon strikes and lock-outs as gimmicks of the mischievous, especially in white collar industries where according to the popular belief, the employees are handsomely paid and they do not put in the money's worth. It may, perhaps be added that this sort of notion on the part of the general public is not wholly unfounded. It goes without saying that in some industries, the workers are much better-off than elsewhere especially looking to the per capita income of the country and the condition of the vast majority of agricultural labour and the unemployed. The white collar workers especially in the public sector industries like banks, insurance companies, electricity and water boards have to appreciate that the general public is their real master and anything that alienates the sympathy of the general public is not going to be in the ultimate interest of the working class.

Totalitarian in character

Our industrial relations law contained in the Industrial Disputes Act is totalitarian in character. It vests all the powers in the Government, it is the discretion of the Conciliation Officer whether to intervene or not to intervene in an industrial dispute (except in the case of public utility services where a notice of strike has been served). It is the discretion of the Government to refer or not to refer an industrial dispute for adjudication; it is on publication of the award in the *Official gazette* that the award becomes enforceable etc. At the top of it, if in a particular case, a workman has approached the Governmental machinery, but the Government does not choose to play the game, he cannot have redress even at the civil court (*Premier Automobiles Vs. Kamalakar Shantaram Wadke*).

The law has done little to promote collective bargaining and make the industry and the workers stand on their own legs. Labour still happens to be the weaker party and it is the weaker party which in desperation turns to violence and covert acts of destruction.

Industrial Relations Commission

The National Commission on Labour appointed by the Government of India in the year 1966 under the chairmanship of Dr. P. B. Gajendragadkar in their report presented in 1969 observed that there is a case for shift in emphasis and increasingly greater scope or/and reliance on collective bargaining. Regarding the industrial relations machinery, looking to the delays involved, the expenditure, the largely ad-hoc nature of the existing machinery, the discretion vested in the Government in the matter of reference of disputes for adjudication and the "allegations of political pressures and interference," the Commission suggested the setting up of autonomous Industrial Relations Commissions free from Government control and composed of a President having prescribed judicial qualifications and experience (as of a High Court Judge) and an equal number of judicial and non-judicial members, the latter being eminent in the field of industry, labour or management at the national and State levels whose main functions would be (a) adjudication in industrial disputes, (b) conciliation and (c) certification of unions as representative unions. Not only that the National Tripartite Labour Conference held on 17th and 18th September 1982 also unanimously supported the setting up of such Commissions in the following words :

"Industrial Relations Commissions, both at the Centre and State levels, shall be set up in the manner and with the same function as recommended by the National Commission on Labour".

Still the recommendation remains a dead letter.

Knowledgeable circles allege that a section of the bureaucracy is not prepared to part with their power of patronage and manipulation.

(*Indian Worker*, 10th June 1985)

Occupational health and safety in power sector

by

S. L. PASSEY

Secretary-INTUC

The horrendous Bhopal tragedy in December last brought into focus the paramountcy of occupational health and safety measures to go along with industrial development. The havoc wrought by the leakage of a highly toxic gas from the Union Carbides pesticide plant at Bhopal was unprecedented in world history. In terms of loss of lives and permanent incapacitation of human beings, it can be compared only to the damage that a nuclear bomb can cause.

The gravity of the problem on a global scale is revealed in the findings of a recent ILO study, according to which, "the price for the livelihood paid in lives, limbs and health remains unacceptably high for about nine million people were injured last year as a result of on the job accidents." The tragic aspect of the story is that the highest percentage of the victims happen to be from the Third World countries, a vast majority of whom are poor.

The tremendous advance of science and technology to the benefit of human civilisation has also brought with it its attendant hazards to the health and safety of not only the workers but also of the people at large.

Most of the developing countries, in their anxiety to catch up with the industrially advanced nations, are increasingly taking to modern technology. But, the fairly developed occupational health and safety care services backed by legislative measures, workers active involvement in the operation of the services and an informed public, obtained in industrially advanced countries in the west, are not found in the developing countries. No information on the health status of industrial workers in developing countries is available and whatever available is incomplete.

The Indian scene

Three decades of planned economic development, launched by the visionary leader, Pandit Jawaharlal Nehru and vigorously pursued by the action-oriented last Prime Minister, Smt. Indira Gandhi saw India progress in several fields. There has been stupendous achievements in the agricultural sector and self-sufficiency in food production has been attained. As an industrialised nation, India occupies a pride of place in the comity of nations. The development of tertiary sector has generated self-employment opportunities to a large number of people. India is poised to join the middle-income countries very soon. The future of the country is brightened under leadership of the young Prime Minister, Shri Rajiv Gandhi, who is committed to take the country to the twenty-first century at the earliest.

Power constitutes a major sector in the development activities. India has set up massive power generation units, both hydel and thermal. A number of atomic power stations have been commissioned. Harnessing new and renewable non-conventional energy sources has been undertaken in a big way.

In all 114 hydro-electric projects, over 80 thermal power stations, including super stations in the centre of the country's coal belt, and 3 atomic power stations were put under commission. The Seventh Five Year Plan envisages setting up of more power generating units.

The total power generated in 1984-85 was 156 billion units and the anticipated requirement in 1985-86 is 181 billion units, leaving an overall deficit of 11 billion units. The rate of growth of electricity generation last year in terms of percentage was 7.

It is often being said that India lives in villages, Modernisation and rapid socio-economic transformation of the rural sector can never be conceived without assured supply of power for tube wells, industrial estates and village industries besides brightening the rural homes. At the commencement of the Sixth Five Year Plan 2,50,000 villages out of the total 5,76,000 were electrified.

As in other sectors, the power sector too is confronted with numerous problems like nonutilisation of the installed plant capacity, transmission and distribution losses to the detriment of both industrial and agricultural production, slippages in transmission, improper planning of hydel and thermal projects, lack of finances, undue delay in commissioning of plants, poor maintenance, defective machinery, and the like.

These problems can in no way be considered beyond solution. What is needed is a study in depth and progressive steps have to be taken to solve them. A change in the official approach to and policy on the power sector, associating workers' representatives in planning, programming, management and monitoring of implementation will go a long way to defuse most of the problems, barring natural constraints like failure of monsoon and consequent water shortage in the reservoirs and availability of inferior quality of coal in the country. Revamping of the power sector can brook no delay for, according to an estimate a ten per cent out in power supply causes an annual loss of Rs. 7,000 crore in production in industries alone.

Occupational health and safety

According to available information occupational health and safety status, industrial injuries in power related plants and their incidence rate per 1,000 workers employed accounted for 0.20 fatal and 37.41 non-fatal in 1981. These rates are high as compared to other industries. It will be at our peril if we do not take into account many observations on the absence of the required data. Hundreds of fatal and non-fatal accidents occur every year at the work place in transmission and distributions operations. Added to these are the accidents in small scale industries and in running tube wells, sugarcane crushers, threshers etc.

Such a situation calls for stricter enforcement of safety provisions. Better supervision, education training and retraining, research, documentation, dissemination and democratisation of information in order to have informed workers and consumers, workers, active association in occupational health and safety services, qualified and trained safety.

(Based on the country paper presented by Shri S. L. Passey, who is also the General Secretary of Indian National Electricity Workers Federation, at the International Conference on Occupational Health and Safety held at Helsinki last month.)

Labour Legislation

THE INDUSTRIAL DISPUTE (AMENDMENT) ACT, 1984 No. 49 OF 1984

An Act further to amend the Industrial Disputes Act, 1947.

Be it enacted by Parliament in the Thirty-fifth Year of the Republic of India as follows :—

1. *Short title and commencement.*—(1) This Act may be called the Industrial Disputes (Amendment) Act, 1984.

(2) It shall come into force on such date as the Central Government may, by notification in the *Official Gazette*, appoint, and different dates may be appointed for different provisions of this Act.

2. *Amendment of section 2.*—In section 2 of the Industrial Disputes Act 1947 (14 of 1947), (hereinafter referred to as the principal Act), in clause (oo) after sub-clause (b), the following sub-clause shall be inserted, namely

“(bb) termination of the service of the workman as a result of the non-renewal of the contract of employment between the employer and the workman concerned on its expiry or of such contract being terminated under a stipulation in that behalf contained therein; or”.

3. *Amendment of section 25F.*—In section 25F of the principal Act, in clause (a), the proviso shall be omitted.

4. *Amendment of section 25M.*—In section 25M of the principal Act,—

(a) in sub-section (1), for the words “with the previous permission of such authority as may be specified by the appropriate Government by notification in the *Official Gazette*, unless such lay-off is due to shortage of power or to natural calamity”, the words and brackets “with the prior permission of the appropriate Government or such authority as may be specified by that Government by notification in the *Official Gazette* (hereafter in this section referred to as the specified authority), obtained on an application made in this behalf, unless such lay-off is due to shortage of power or to natural calamity and in the case of a mine, such lay-off is due also to fire, flood, excess inflammable gas or explosion” shall be substituted;

(d) for sub-sections (2) to (5), the following sub-sections shall be substituted namely :—

“(2) An application for permission under sub-section (1) shall be made by the employer in the prescribed manner stating clearly the reasons for the intended lay-off and a copy of such application shall also be served simultaneously on the workmen concerned in the prescribed manner.

(3) Where the workmen (other than *badli* workmen or casual workmen of an industrial establishment, being a mine, have been laid-off under sub-section (1) for reasons of fire, flood or excess of inflammable gas or explosion, the employer, in relation to such establishment, shall, within

a period of thirty days from the date of commencement of such lay-off, apply, in the prescribed manner, to the appropriate Government or the specified authority for permission to continue the lay-off.

(4) Where an application for permission under sub-section (1) or sub-section (3) has been made, the appropriate Government or the specified authority, after making such enquiry as it thinks fit and after giving a reasonable opportunity of being heard to the employer, the workmen concerned and the persons interested in such lay-off, may, having regard to the genuineness and adequacy of the reasons for such lay-off, the interests of the workmen and all other relevant factors, by order and for reasons to be recorded in writing, grant or refuse to grant such permission a copy of such order shall be communicated to the employer and the workmen.

(5) Where an application for permission under sub-section (1) or sub-section (3) has been made and the appropriate Government or the specified authority does not communicate the order granting or refusing to grant permission to the employer within a period of sixty days from the date on which such application is made, the permission applied for shall be deemed to have been granted on the expiration of the said period of sixty days.

(6) An order of the appropriate Government or the specified authority granting or refusing to grant permission shall, subject to the provisions of sub-section (7), be final and binding on all the parties concerned and shall remain in force for one year from the date of such order.

(7) The appropriate Government or the specified authority may, either on its own motion or on the application made by the employer or any workman, review its order granting or refusing to grant permission under sub-section (4) or refer the matter or, as the case may be, cause it to be referred, to a Tribunal for adjudication:

Provided that where a reference has been made to a Tribunal under this sub-section, it shall pass an award within a period of thirty days from the date of such reference.

(8) Where no application for permission under sub-section (1) is made or where no application for permission under sub-section (3) is made within the period specified therein, or where the permission for any lay-off has been refused, such lay-off shall be deemed to be illegal from the date on which the workmen had been laid-off and the workmen shall be entitled to all the benefits under any law for the time being in force as if they had not been laid-off.

(9) Notwithstanding anything contained in the foregoing provisions of this section, the appropriate Government may, if it is satisfied that owing to such exceptional circumstances as accident in the establishment or death of the employer or the like, it is necessary so to do, by order direct that the provisions of sub-section (1), or, as the case may be sub-section (3) shall not apply in relation to such establishment for such period as may be specified in the order.”;

(c) sub-section (6) shall be re-numbered as sub-section (1).

5. *Substitution of new section for section 25N.*—For section 25N of the principal Act, the following section shall be substituted, namely—

“25N. *Conditions precedent to retrenchment of workmen.*—(1) No workman employed in any industrial establishment to which this Chapter applies, who has been in continuous service for not less than one year under an employer shall be retrenched by that employer until,—

- (a) the workman has been given three month's notice in writing indicating the reasons for retrenchment and the period of notice has expired, or the workman has been paid in lieu of such notice, wages for the period of the notice; and
- (b) the prior permission of the appropriate Government or such authority as may be specified by that Government by notification in the *Official Gazette*, (hereafter in this section referred to as the specified authority) has been obtained on an application made in this behalf.

(2) An application for permission under sub-section (1) shall be made by the employer in the prescribed manner stating clearly the reasons for the intended retrenchment and a copy of such application shall also be served simultaneously on the workmen concerned in the prescribed manner.

(3) Where an application for permission under sub-section (1) has been made, the appropriate Government or the specified authority, after making such enquiry as it thinks fit and after giving a reasonable opportunity of being heard to the employer, the workmen concerned and the persons in such retrenchment, may, having regard to the genuineness and adequacy of the reasons stated by the employer, the interests of the workmen and all other relevant factors, by order and for reasons to be recorded in writing, grant or refuse to grant such permission and a copy of such order shall be communicated to the employer and the workmen.

(4) Where an application for permission has been made under sub-section (1) and the appropriate Government or the specified authority does not communicate the order granting or refusing to grant permission to the employer within a period of sixty days from the date on which such application is made, the permission applied for shall be deemed to have been granted on the expiration of the said period of sixty days.

(5) An order of the appropriate Government or the specified authority granting or refusing to grant permission shall, subject to the provisions of sub-section (6), be final and binding on all the parties concerned and shall remain in force for one year from the date of such order.

(6) The appropriate Government or the specified authority may, either on its own motion or on the application made by the employer or any workman, review its order granting or refusing to grant permission under sub-section (3) or refer the matter or, as the case may be, cause it to be referred, to a Tribunal for adjudication:

Provided that where a reference has been made to a Tribunal under this sub-section, it shall pass an award within a period of thirty days from the date of such reference.

(7) Where no application for permission under sub-section (1) is made, or where the permission for any retrenchment has been refused, such retrenchment shall be deemed to be illegal from the date on which the notice of retrenchment was given to the workman and the workman shall be entitled to all the benefits under any law for the time being in force as if no notice has been given to him.

(8) Notwithstanding anything contained in the foregoing provisions of this section, the appropriate Government may, if it is satisfied that owing to such exceptional circumstances as accident in the establishment or death of the employer or the like, it is necessary so to do, by order, direct that the provisions of sub-section (1) shall not apply in relation to such establishment for such period as may be specified in the order.

(9) Where permission for retrenchment has been granted under sub-section (3) or where permission for retrenchment is deemed to be granted under sub-section (4), every workman who is employed in that establishment immediately before the date of application for permission under this section shall be entitled to receive, at the time of retrenchment, compensation which shall be equivalent to fifteen days' average pay for every completed year of continuous service or any part thereof in excess of six months.”

6. *Amendment of section 25Q.*—In section 25Q of the principal Act, the words, brackets, letter and figures “clause (c) of sub-section (1) or sub-section (4) of” shall be omitted.

7. *Amendment of Act 46 of 1982.*—In the Industrial Disputes (Amendment) Act, 1982—

(a) in sub-section (2) of section 1, after the words “by notification in the *Official Gazette*, appoint”, the words “and different dates may be appointed for different provisions of this Act” shall be inserted;

(b) section 13 shall be omitted.

(Published in *M.G.G.*, Part VI dated 16th May 1985, at pages Nos. 189-192)

Gist of Important Notifications under Various Labour Laws

(I) BOMBAY SHOPS AND ESTABLISHMENTS ACT, 1948

A. *Suspension under the Act.*—(1) In exercise of the powers conferred by section 6 of the said Act the Government of Maharashtra has suspended certain provisions of the said Act, as shown in column 4 of the Schedule appended in the Original Notification on account of the festivals shown in column 1 of the said Schedule below for the periods mentioned in column 3 of the said Schedule.

Schedule		
Festival	Provisions of the sections	Period
Ramzan Eid Utsav	Sections 11, 14, 16, 17, 18, 19, 22, 23 and 24.	22nd May 1985 to 21st June 1985 (both days inclusive).

(Vide Govt. Notification Industries, Energy and Labour Department No. P-7385/CR-1287/Lab-9, dated 19th April, 1985, published in *M. G. G.*, Part I-L, dated 2nd May 1985 at pages Nos. 1773 to 1774).

2. In exercise of the powers conferred by section 6 of the said Act the Government of Maharashtra has suspended certain provisions of the said Act, as shown in column 4 of the Schedule appended in the Original Notification on account of the festivals shown in column one of the said Schedule below for the periods mentioned in column 3 of the Said Schedule.

Schedule		
Festival	Provisions of section	Period
Book shops	Section 11 (I) (a), 14, 16 and 18	1st June 1985 to 31st July 1985 (both days inclusive.)

(Vide Govt. Notification, Industries, Energy and Labour Department No. P-7385/CR-1288/Lab-9, dated 19th April 1985, published in *M.G.G.*, Part I-L, dated 2nd May 1985, at pages Nos. 1774 to 1775).

3. In exercise of the powers conferred by section 6 of the said Act, the Government of Maharashtra has suspended for the period commencing on the 24th April 1985, and ending on the 30th April 1985, the operation of section 18 of the said Act so far as it related to the operation of the calendar or list of closed days prepared under sub-section (1) and of the orders, if any, issued under sub-section (1B) of the said Section 18, throughout Greater Bombay are subject to the conditions that—

(i) all shops and Commercial Establishments throughout Greater Bombay area shall remain closed on the 25th April, 1985, and

(u) no deduction shall be made from the wages of any employee in any such shop or commercial establishments on account of closure on 25th April 1985.

(Vide Govt. Notification, Industries, Energy and Labour Department No. P-7385/CR-1272/Lab-9, dated 9th April 1985, published in *M.G.G.*, Part I-L, dated 2nd May 1985, at page No. 1832).

4. In exercise of the powers conferred by section 6 of the said Act, the Government of Maharashtra has suspended for the period commencing on the 23rd April 1985 and ending on the 29th April 1985 the operation of the provisions of section 18 of the said Act in so far as they related to the operation of the calendar or list of closed days prepared under sub-section (1) and of the orders, if any issued under sub-section (1B) of the Said Section 18 in the specified in the Schedule hereto, subject to the conditions that—

(i) all shops and commercial establishments in the said areas shall remain closed on the 24th April 1985, and

(ii) no deduction shall be made from the wages of any employee in any such shop or commercial establishments on account of closure on the 24th April 1985.

Schedule

The area included in the 43-Baramati Parliamentary constituency comprising of the 245-Havel, 252-Sirpur, 253-Dound, 254-Indapur, 255-Baramati and 256-Purandar Assembly constituencies.

(Vide Govt. Notification, Industries, Energy and Labour Department No. P-7385/CR-1273/Lab-9, dated 11th April 1985, published in *M.G.G.*, part I-L, dated 2nd May 1985, at page No. 1833).

5. In exercise of the powers conferred by section 6 of the said Act, the Government of Maharashtra has suspended certain provisions of the said Act, as shown in column of the Schedule appended in the original Notification on account of the festivals shown in column of the said Schedule for the period mentioned in column 3 of the Said Schedule.

Schedule

Festival	Provisions of Sections	Period
Mahakali Yatra	Sections—11, 12, 14, 16, 17, 18, 19, 21, 23 and 24.	16th April 1985 to 31st May 1985 (both days inclusive)

(Vide Government Notification, Industries, Energy and Labour Department No. P-7385/CR-1284/Lab-9, dated 16th April 1985 published in *M.G.G.*, Part I-L, dated 2nd May 1985 at pages Nos. 1833 to 1835).

1. *Amendments to the Act.*—In exercise of the powers conferred by the proviso to Section 4 of the Said Act, the Government of Maharashtra as amended Schedule II to the Said Act as follows namely—

In the said Schedule II to the said Act, in entry No. 331, in column 2, after entry No. 330, the following entry shall be added, namely :—

"331, the establishment of 'Cafe Kamal' Section 19, subject to the conditions that | situated at Belasis Road, Bombay 400 008".

(1) The Cafe should not be close later than 1.30 a.m. each day.

(2) No woman or young person should be employed in the Bar Permit Room of the Cafe.

(3) The employees concerned should not be required to work for more than 48 hours in a week.

(4) The spreadover of the employees shall not exceed 12 hours per day.

(Vide Government Notification, Industries, Energy and Labour Department No. BSE-1465/CR-1160/Lab-9, dated 11th April 1985, published in *M.G.G.*, Part I-L, dated 16th May 1985, at page No. 1992).

2. In exercise of the powers conferred by the proviso to section 4 of the said Act, the Government of Maharashtra has amended Schedule-II to the said Act, as follows namely

In the said Schedule II to the said Act, in entry No. 335, in column 2, after entry No. 334, the following entry shall be added namely :—

'335, Establishment of 'Messrs Hotel Rishi' situated at 102, H. Madhavji Estate, Yadasaheb Falke Road, Opp. Central Railway Station, Dadar, Bombay 400 014".

Section 19, subject to the conditions that—

- (1) The Hotel should not be closed later than 1.30 a.m. each day.
- (2) No. women or young person should be employed in the Bar/Permit Room of the Hotel.
- (3) The employees concerned should not be required to work for more than 48 hours in a week.
- (4) The spreadover of the employees shall not exceed 12 hours per day.
- (5) Hotel should not be opened earlier than 5.00 a.m.

(Vide Government Notification, Industries, Energy and Labour Department No. BSE-1485/CR-1174/Lab-9, dated 2nd May 1985 published in *M.G.G.*, Part I-L, dated 16th May 1985 at page No. 1992).

II. MINIMUM WAGES ACT, 1948 :—

Corrigendum.—In Government Notification, Industries, Energy and Labour Department No. MWA. 4284/5968/Lab-7, dated the 24th January 1985, published in *Maharashtra Government Gazette*, Extra-ordinary, Part-I-dated the 24th January 1985, at pages 48-52 at page 49 in the Schedule,—

- (a) at serial number 17, in column 2, for "Fisherman" read "Finishman",
- (b) at serial number 40, in column 2, for "Dable" read "Dabi".

(Vide Government Notification, Industries, Energy and Labour Department No. MWA-1085/6132/Lab-7, dated 16th March, 1985, published in *M.G.G.*, Part I-L, dated 2nd May, 1985, at page No. 1824).

III. CONTRACT LABOUR (REGULATION & ABOLITION) ACT, 1970 —

1. *Notification under the Act.*—In exercise of the powers conferred by Sub-section (1) of Section 10 of the said Act, the Government of Maharashtra after consultation with the State Advisory Contract Labour Board and having regard to the conditions of work and benefits provided for the contract labour and other relevant factors such as referred to in clause (a) and (d) (both inclusive) of sub-section (2) of the said Section 10, hereby prohibit employment of Contract Labour in the process operation and other work specified in column 3 of the Schedule hereto in the establishment mentioned in column 2 of that Schedule.

Schedule

Serial No	Name and address of the establishment	Details of process, operation and its work
1	2	3
1	Messrs. Indian Airlines, Bombay	sweeping, cleaning and dusting in the Air India Building at Nairman Point, Old Air Port, New Terminal Building including ground supporter-hangers and operation building, New Engineering complex at Sahar Offices, hangers and adjoining areas various shops, toilets.

(Vide Government Notification, Industries, Energy and Labour Department No. CLA-1084/600/Lab-12, dated 29th March 1985 published in *M.G.G.*, Part I-L, dated 2nd May 1985, at page No. 1828).

IV BOMBAY RELIEF UNDERTAKING (SPECIAL PROVISIONS) ACT, 1958.

PROVISIONS OF RELIEF UNDER THE ACT :

1 In exercise of the powers conferred by Section 3 and 4 of the said Act, the Government of Maharashtra has declared that—

(a) the said relief undertaking shall, for a further period of 6 months commencing on the 1st day of April 1985 and ending on 30th September 1985 (both days inclusive) be conducted to serve as a measure of unemployment relief; and

(b) directs that in relation to the said relief undertaking and in respect of the said further period of 6 months commencing on the 1st day of April 1985 and ending on 30th September 1985 (both days inclusive) for which the said relief undertaking continues as such, any right, privilege, obligation or liability (excepting all statutory financial liabilities and the obligations accrued towards, or liabilities incurred in favour of the workmen of the said relief undertaking and the liabilities accrued towards any industrial unit which is registered as a small scale industrial unit with the Directorate of Industries of the Government of Maharashtra and whose dues to be recovered from the said relief undertaking before the 1st day of January 1977 did not exceed rupees five thousand) accrued or incurred before the 1st January 1977 and any remedy for the enforcement thereof shall be suspended and all proceedings relative thereto pending before any court, tribunal, officer or authority shall be stayed.

(Vide Government Notification, Industries, Energy and Labour Department, No. BRW-1085/(17)/IND-10, dated 1st April 1985 published in *M.G.G.*, Part I-L, dated 2nd May 1985, at pages Nos. 1829-1830).

2. In exercise of the powers conferred by section 3 and 4 of the said Act, the Government of Maharashtra has declared that—

(a) the said relief undertaking shall, for a further period of twelve months commencing on the 8th day of April 1985 and ending on 7th day of April 1986 (both days inclusive), be conducted to serve as a measure of unemployment relief; and

(b) directed that in relation to the said relief undertakings and in respect of the said further period of twelve months for which the said relief undertaking continues as such, any right, privilege, obligation or liability (excepting the obligations accrued towards, or liabilities incurred in favour of workmen of the said relief undertaking who have retired prior to the 8th day of March 1979, the industrial units which are registered as small scale industrial units with the Directorate of Industries of the Government of Maharashtra and the Ogilewadi Kamgar Shahakari Society Limited, Ogilewadi prior to the 8th day of March 1979) accrued or incurred before the 8th day of March 1979 and any remedy for the enforcement thereof shall be suspended and all proceedings relative thereto pending before any Court, tribunal, officer or authority shall be stayed.

(Vide Government Notification, Industries, Energy and Labour Department, No. BRU-1085/(28)/IND-10, dated 6th April 1985, published in *M.G.G.*, Part I-L, dated 2nd May 1985, at pages Nos. 1830 to 1832).

3. In exercise of the powers conferred by section 3 and sub-clause (iv) of clause (a) of sub-section (1) of section 4 of the said Act, the Government of Maharashtra has declared that—

(a) the industrial undertaking called "Dynacraft Machine Company Limited, Bombay" (hereinafter referred to as "the said relief undertaking") to which financial assistance has been provided by the Government of Maharashtra by way of sanctioning sales tax loan amounting Rs. 1,00,000 vide Government Resolution, Industries, Energy and Labour Department, No. SUC. 1085/(40)/IND-10, dated the 30th March 1985, shall, for a period of one year commencing from 17th day of April 1985 be conducted to serve as a measure of unemployment relief; and

(b) directs that in relation to the said relief undertaking and in respect of the said period for which the said relief undertaking continues as such, any right, privilege, obligation or liability (excepting the obligations or liabilities incurred in favour of workmen of the said relief undertaking or in favour of the industrial units which are registered as small scale industrial units with the Directorate of Industries of the Government of Maharashtra, Nationalised Banks, Industrial Credit and Investment Corporation of India, Co-operative Banks, Maharashtra State Financial Corporation and the dues of the Employees' State

Insurance Corporation and any liability incurred under the Bombay Sales Tax Act 1959 (Bom. LI of 1959), the Maharashtra State Tax on Professions, Trades, Callings and Employments Act, 1975 (Mah. XVI of 1975), and the Employees Provident Fund Miscellaneous Provisions Act, 1952 (19 of 1952)], accrued or incurred before the 17th day of April, 1985 and any remedy for the enforcement thereof shall be suspended and proceedings relative thereto pending before any court, tribunal, officer or authority shall be stayed.

(Vide Government Notification, Industries, Energy and Labour Department, No. BPT-1084/9989/IND-10, dated 17th April 1985, published in *M.G.G.*, Part I-L, dated 2nd May 1985, at page No. 1835.)

V. MAHARASHTRA WELFARE OFFICERS (DUTIES, QUALIFICATIONS AND CONDITIONS OF SERVICE) RULES, 1966.

Recognition under the Act.—In pursuance of clause (a) of sub-rule (1) of rule 3 of the said Act the Government of Maharashtra has recognised the Master's Degree in Personnel Management (M.P.M.) of the University of Poona, for purposes of the said sub-rule.

(Vide Government Notification, Industries, Energy and Labour Department, No. WOR-1084/(9495)/Lab-4, dated 17th April 1985, published in *M.G.G.*, Part I-L, dated 2nd May 1985, at page No. 1836.)

VI. EMPLOYEES PROVIDENT FUNDS AND MISCELLANEOUS PROVISIONS ACT, 1952

Exemptions under the Act.—1. In exercise of the powers conferred by clause (a) of sub-section (1) of section 17 of the said Act and subject to the conditions specified in the Schedule stipulated in the original Notification, the Government of Maharashtra has exempted Messrs. Toyo Engineering (India) Limited, Maker Tower, 'E' Cuffe Parade, Colaba, Bombay 400 005, from the operation of all the provisions of the said Scheme for a period of three years from the date of issue of the Notification.

(Vide Government Notification, Industries, Energy and Labour Department, No. EPF-1184 (9545) Lab-4, dated 5th January 1985, published in *M.G.G.*, Part I-L, dated 16th May 1985, at pages Nos. 1984 to 1986.)

2. In exercise of the powers conferred by clause (a) of sub-section (1) of section 17 of the said Act and subject to the conditions specified in the Schedule stipulated in the original Notification, the Government of Maharashtra has exempted Messrs. Kirloskar Ghatge Patil Auto Ltd., R. S. No. 307-A, P.O. Uchagaon, District Kolhapur-416 005, from the operation of all the provisions of the said scheme for a period of three years from the date of issue of the Notification.

(Vide Government Notification, Industries, Energy and Labour Department, No. EPF-1184/(9602)/Lab-4, dated 18th January 1985, published in *M.G.G.*, Part I-L, dated 16th May 1985, at pages Nos. 1987 to 1989.)

VII INDIAN BOILER ACT

Exemptions under the Act.—(1) In exercise of the powers conferred by sub-section (2) of section 34 of the said Act, the Government of Maharashtra has exempted the boiler bearing No. MR-5423 belonging to Messrs. Solar Chemicals, Chandrapur 442 401, from the operation of clause (c) of section 6 of the said Act, for the period of two months from the 24th February 1985 to 23rd April 1985 (both days inclusive).

(Vide Government Notification, Industries, Energy and Labour Department, I. E. and L. D. No. IBA-1085/63726/1127/Lab-9, dated 15th February 1985, published in *M. G. G.*, Part I-L, dated 16th May 1985, at Page No. 1990).

(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. WBL-9931 belonging to Messrs. Solar Chemicals, Chandrapur-442 401 from the operation of clause (c) of section 6 of the said Act, for the period of two months from the 21st February 1985 to 20th April 1985 (both days inclusive).

(Vide Government Notification, I. E. and L. D., No. IBA-1085/63723/1128/Lab-9, dated 15th February 1985, published in *M. G. G.*, Part I-L, dated 16th May 1985, page No. 1990).

(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-8588 and belonging to the Thermal Power Station, Khaperkheda of the Maharashtra State Electricity Board from the operation of clause (c) of section 6 of the said Act for the period of six months from the 25th February 1985 to 24th August 1985 (both days inclusive).

(Vide Government Notification, I. E. and L. D., No. IBA-1085/63636/1142/Lab-9, dated 15th February 1985, published in *M. G. G.*, Part I-L, dated 16th May 1985 at page No. 1990).

(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-9626 belonging to the Maharashtra State Electricity Board, Parli Thermal Power Station, Parli-Vajinath 431 520 from the operation of clause (c) of section 6 of the said Act, for the period of six months from the 19th February 1985 to 18th August 1985 (both days inclusive).

(Vide Government Notification, I. E. and L. D., No. IBA-1085/121625/1145/Lab-9, dated 15th February 1985, published in *M. G. G.*, Part I-L, dated 16th May 1985, at page No. 1991).

(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-9453 belonging to the National Organic Chemical Industries Limited, Thane-Belapur Road, from the operation of clause (c) of section 6 of the said Act, for the period of three months from the 13th February 1985 to 12th May 1985 (Both days inclusive).

(Vide Government Notification, I. E. and L. D., No. IBA-1085/64124/1140/Lab-9, dated 12th February 1985, published in *M. G. G.*, Part I-L, dated 16th May 1985, at page No. 1991).

(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-8824 belonging to Messrs. Sandvik Asia Limited, Pune 411 012 from the operation of clause (c) of section 6 of the said Act, for the period of one month from the 16th March 1985 to 15th April 1985 (both days inclusive).

(Vide Government Notification I. E. and L. D., No. IBA-1085/66257/1220/Lab-9, dated 13th March 1985, published in *M. G. G.*, Part I-L, dated 16th May 1985, at page No. 1991).

Consumer Price Index Numbers for Industrial Workers for May 1985

BOMBAY CENTRE*

A rise of 3 points

In May 1985, the Consumer Price Index Number for Industrial Workers (1960=100) for the Bombay Centre with base January to December 1960 equal to 100 was 641 being 3 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 Bombay Centre.

The index number for the food group increased by 3 points to 704 due to a rise in the average prices of Rice, fish-fresh, milk pure, dry-Chillies, onion, and Vegetables and Fruits sub-group.

The index number for the Pan, Supari and Tobacco etc. group increased by 11 points to 737 due to a rise in the average price of Supari.

The index number for the Fuel and Light group remained steady at 835.

The index number for the housing remained steady at 185 being a six monthly item.

The index number for the Clothing, Bedding and Footwear group increased by 6 points to 600 due to a rise in the average prices of Saree and Shirting.

The index number for the miscellaneous group increased by 4 points to 508 due to a rise in the average prices of railway fare and washing soap.

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

(Average prices for the calendar year 1960 = 100)

Groups	Weight proportional to the total expenditure	Group Index Numbers	
		April 1985	May 1985
I-A. Food	57.1	701	704
I-B. Pan, Supari, Tobacco, etc.	4.9	726	737
II. Fuel and Light	5.0	835	835
III. Housing	4.6	185	185
IV. Clothing, Bedding and Foot-Wear	9.4	594	600
V. Miscellaneous	19.0	504	508
Total ..	100.0	....	....
<i>Consumer Price Index Number</i>		638	641

*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 base 1933-34=100, the general index number on base 1960=100 should be multiplied by the linking factor viz. 4.44

SOLAPUR CENTRE*

622—A rise of 8 points.

In May, 1985 the Consumer Price Index Number for Working Class (New Series) for Solapur Centre with base January to December 1960 equal to 100 was 622 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 Solapur Centre.

The index number for the food group increased by 9 points to 667 due to a rise in the average prices of jowar arhaldal, grandal, dry chillies, gur and vegetables and fruits.

The index number for the pan, supari and tobacco etc. group increased by 25 point to 614 due to a rise in the average price of supari.

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

The index number for the housing remained steady at 273 being a six monthly item.

The index number for clothing, bedding and footwear group increased by 13 points to 619 due to a rise in the average price of shirting.

The index number for the miscellaneous group increase by 6 points to 478 due to rise in the average price of washing soap.

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

(Average prices for the calendar year 1960=100)

Groups	Weight proportional to the total expenditure	Group Index Numbers	
		April 1985	May 1985
I-A. Food	63.0	658	667
I-B. Pan, Supari, Tobacco etc.	3.4	589	614
II. Fuel and Light	7.1	740	740
III. Housing	5.2	273	273
IV. Clothing, Bedding and Footwear	9.0	606	619
V. Miscellaneous	12.3	472	478
Total ..	100.00	....	....
<i>Consumer Price Index Number</i> ..	....	614	622

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

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

NAGPUR CENTRE*

614—A rise of 1 Point

In May, 1985 the Consumer Price Index Number for Working Class (New Series) for Nagpur Centre with base January to December 1960 equal to 100 was 614 being 1 point higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Nagpur Centre.

The index number for the food group decreased by 1 point to 654 due to a fall in the average prices of rice, wheat, onions and sugar.

The index number for the pan, supari and tobacco etc. group increased by 15 points to 619 due to a rise in the average prices of pan leaf and cigarettes.

The index number for the fuel and light group decrease by 2 points to 923 due to a fall in the average price of kerosene oil.

The index number for the housing remained steady at 327 being a six monthly item.

The index number for clothing, bedding and footwear group increased by points to 640 due to a rise in the average price of saree.

The index number for the miscellaneous group increase by 3 points to 459 due to a rise in the average price of Railway fare.

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

(Average prices for the calendar year 1960=100)

Groups	Weights proportional to total expenditure	Group Index Numbers	
		April 1985	May 1985
I-A. Food	57.2	655	654
I-B. Pan, Supari, Tobacco, etc.	3.8	604	619
II. Fuel and Light	5.7	925	923
III. Housing	6.6	327	327
IV. Clothing, Bedding and Footwear	10.9	635	640
V. Miscellaneous	15.8	456	459
Total	100.0	.....	.....
Consumer Price Index Number	.....	613	614

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

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

PUNE CENTRE*

A rise of 1 point

In May 1985 the Consumer Price Index Number for Industrial Workers (New Series) for Pune Centre with base year 1961 equal to 100 was 588 being 1 point higher than that in preceding month. The index relates to the standard of living ascertained during the year 1958-59 family living survey at Pune Centre.

The index number for the food group increased by 1 point to 646 due to a rise in the average prices of turdal, fresh-fish, dry chillies and vegetables.

The index number for the fuel and light group remained steady at 797.

The index number for housing remained steady at 149 being a six monthly item.

The index number for clothing and footwear remained steady at 576.

The index number for the miscellaneous group remained steady at 505.

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	
		April 1985	May 1985
I. Food	55.85	645	646
II. Fuel and Light	6.89	797	797
III. Housing	6.65	149	149
IV. Clothing and Footwear	10.31	576	576
V. Miscellaneous	20.30	505	505
Total	100.00	.....	.....
Consumer Price Index Number	.....	587	588

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

JALGAON*

584—A fall of 1 point

In May 1985 the Consumer Price Index Number for Industrial Workers (1961=100) for the Jalgaon Centre with base Jan. to Dec. 1961 equal to 100 was 584 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 Jalgaon Centre.

The index number for the food group decreased by 6 points to 623 due to fall in the average prices of rice, turdal, groundnut oil, fresh-fish and vegetables, fruits & sugar.

The index number for the fuel and light group remained steady at 720.

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

The index number for clothing and footwear group remained steady at 603.

The index number for the miscellaneous group increased by 19 points to 512 due to a rise in the average prices of pan finished, supari and bidies.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR JALGAON CENTRE

(Average prices for the calendar year 1961=100)

Group	Weight proportional to total expenditure	Group Index Number	
		April 1984	May 1985
I. Food ..	60.79	629	623
II. Fuel and Light ..	7.20	720	720
III. Housing ..	6.11	188	188
IV. Clothing and Foot wear ..	10.29	603	603
V. Miscellaneous ..	15.61	493	512
Total ..	100.00	585	584
Consumer Price Index Number ..	....	

*Details regarding the scope and method of compilation of the index will be found on pages 738 to 760 of the January 1966 issue of *Labour Gazette*.

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

NANDED CENTRE *

643—A rise of 5 points.

In May 1985 the Consumer Price Index Number for Industrial Worker^s (1961 = 100) for the Nanded Centre with base January to December 1961 equal to 100 was 643 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 3 points to 685 due to a rise in the average prices of Wheat, Jawar, Moogdal and dry chillies.

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 lower by 1 point to 557 due to a fall in the average prices of sarree.

The index number for the miscellaneous group increased by 17 points to 560 due to a rise in the average prices of Doctor's daily mixture and Cigarattes.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR NANDED CITY

(Average prices for the calendar year 1961 = 100)

Group	Weight Proportional to total	Group Index Numbers	
		April 1985	May 1985
I. Food	61.46	682	685
II. Fuel and Light	5.88	801	801
III. Housing	4.62	386	386
IV. Clothing, Bedding and Footwear	12.22	558	557
V. Miscellaneous	15.82	543	560
Total	100.00	638	643
Consumer Price Index Number	....	638	643

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

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

(G.C.P.) MO-A Ra 4341-5 (535-9-85)

AURANGABAD*

653—A rise of 6 points

In May 1985 the Consumer Price Index Number for Industrial Workers (New Series) for Aurangabad Centre with base year 1961 equal to 100 was 653 being 6 points higher than that in preceding month. The index relates to the standard of living ascertained during the year 1958-59 family living survey at Aurangabad Centre.

The index number for the food group increased by 6 points to 721 due to a rise in the average prices of rice, Karad oil, Zeera, vegetables and gur.

The index number for the fuel and light group remained steady at 784.

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

The index number for clothing and footwear remained steady at 593.

The index number for the miscellaneous group increased by 12 points to 526 due to a rise in the average prices of Pan finished and cinema.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR AURANGABAD CENTRE

(Average prices for the calendar year 1961=100)

Groups	Weight proportional to total expenditure	Group Index Number	
		April 1985	May 1985
I. Food	60.72	715	721
II. Fuel and Light	7.50	784	784
III. Housing	8.87	326	326
IV. Clothing and Footwear	9.29	593	593
V. Miscellaneous	13.62	514	526
Total	100.00	....	....
Consumer Price Index Number		647	653

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

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

ALL INDIA AVERAGE CONSUMER PRICE INDEX NUMBERS FOR INDUSTRIAL WORKERS

The statistics for the Last 12 calendar months from June 1984 to May 1985 are given in the following table :—

TABLE

Month	Base 1960=100	*Base 1949=100
	1	2	3
June 1984	574	698
July 1984	585	711
August 1984	586	712
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

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

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

LABOUR GAZETTE—JULY 1985

Centre	1	2	3	4	5	6	7	8	9	10	11	12
	Base	Food	Pan, Supari, tobacco etc.	Fuel and Light	Housing	Clothing, bedding and food-stuffs	Miscellaneous	Con- sum- er Price Index May 1985	Equiva- lent Index Number May 1985	Con- sum- er Price Index Number May 1985	Con- sum- er Price Index Number May 1985	Con- sum- er Price Index Number May 1985
Bombay	1960—100	704	737	835	185	600	508	641	2,846	638	2,833	2,833
Solapur	1960—100	667	614	740	273	619	478	622	2,376	614	2,345	2,345
Nagpur	1960—100	654	619	923	327	640	459	614	3,205	613	3,200	3,200
Pune	1961—100	646	..	797	149	576	505	588	..	587	..	..
Jalgaon	1961—100	623	..	720	188	603	512	584	3,089	585	3,095	3,095
Nanded	1961—100	685	..	801	386	557	560	643	1,575	638	1,563	1,563
Aurangabad	1961—100	721	..	784	326	593	526	653	1,450	647	1,436	1,436

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

BOMBAY: 4.44, SOLAPUR: 3.82, NAGPUR: 5.22, JALGAON: 5.29, NANDED: 2.45, AURANGABAD: 2.22

Labour Intelligence

INDUSTRIAL RELATIONS IN MAHARASHTRA REVIEW FOR THE MONTH OF APRIL 1985

Industrial Courts, Tribunals and Labour Courts

In all 2,193 applications were received by the Industrial Courts, Tribunals and Labour Court during the month. Their break-up are as under:—

Serial No.	Name of the Industrial Court, Tribunal and Labour Court	No. of applications, etc. received during the month under the—			
		B.I.R. Act, 1946	I.D. Act, 1947	Other Acts	Total
1	2	3	4	5	6
I. Industrial Court/Tribunals—					
1	Industrial Court, Bombay	15	..	120	135
2	Industrial Tribunal, Bombay	..	25	..	25
3	Industrial Court, Nagpur	3	..	88	91
4	Industrial Tribunal, Nagpur	..	..	..	..
5	Industrial Court, Pune	6	..	38	44
6	Industrial Tribunal, Pune	..	3	..	3
7	Industrial Court, Thane	..	..	75	75
8	Industrial Tribunal, Thane	..	1	..	1
9	Industrial Court, Kolhapur	3	..	22	25
10	Industrial Tribunal, Kolhapur	..	2	..	2
11	Industrial Court, Amravati	..	..	13	13
12	Industrial Tribunal, Amravati	..	..	..	..
13	Industrial Court, Nashik	3	..	16	19
14	Industrial Tribunal, Nashik	..	2	..	2
15	Industrial Court, Ahmadabad	22	..	41	65
16	Industrial Tribunal, Ahmadabad	..	..	..	..
	Total	52	33	413	498
II. Labour Courts—					
1	Labour Court, Bombay	137	258	328	723
2	Labour Court, Pune	2	46	68	116
3	Labour Court, Nagpur	10	38	101	149
4	Labour Court, Thane	2	37	41	80
5	Labour Court, Kolhapur	4	24	22	50
6	Labour Court, Solapur	4	10	29	43
7	Labour Court, Akola	..	10	23	33
8	Labour Court, Nashik	..	193	15	208
9	Labour Court, Aurangabad	7	2	10	19
10	Labour Court, Sangli	..	10	22	32
11	Labour Court, Dhule	..	3	9	12
12	Labour Court, Amravati	..	10	20	30
13	Labour Court, Jalgaon	..	10	51	61
14	Labour Court, Bhandara	..	2	14	16
15	Labour Court, Ahmadnagar	..	92	3	95
16	Labour Court, Latur	..	17	11	28
	Total	166	762	767	1,695

Boards.—No references were received by the Wage Board for Cotton Textile Industry during the month under review.

Conciliation

An analysis of disputes handled by the Conciliation machinery in the State during April 1985 under various Acts given below

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

Act 1	Issues relating to pay, allowances and Bonus 2	Employment, leave, hours of work and Miscellaneous causes 3	Total 4
Industrial Disputes Act, 1947	7	101	108
Bombay Industrial Relations Act, 1946	4	10	14
Bombay Industrial Relations (Extensions and Amendment) Act, 1964.	4	3	7
Total	15	114	129

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

Act 1	Pending at the beginning of the month 2	No. of cases received during the month 3	Settled amicably 4	Ended in failure 5	With-drawn or not pursued by parties 6	Closed 7	Total (4 to 7) 8	Pending at the end of the month 9
D. Act, 1947	1,079	287	83	185	61	51	380	986
I. R. Act, 1946	182	13	195	3	3	12	18	177
I. R. (Ext. and Amdt.) Act, 1964.	51	6	....	3	2	....	5	52
Total	1,312	306	278	191	66	63	403	1,215

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

Act 1	Cotton Textile 2	Silk Textile 3	Chemical 4	Textile Processing 5	Hosiery 6	Banking 7	Sugar 8	Misc 9	Transport 10	Total 11
B.I.R. Act, 1946	7	..	..	..	3	3	..	..	..	13

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

District-wise analysis is given below :-

Act 1	Bombay 2	Pune 3	Thane 4	Nagpur 5	Nanded 6	Auranga- bad 7	Ahamad- nagar 8	Total 9
B.I.R. Act, 1946	10	3	..	..	..	..	..	13

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

INDUSTRIAL DISPUTES IN MAHARASHTRA STATE DURING APRIL 1985

	April 85	March 85	April 84
No. of Disputes	41	45	39
No. of Workers involved	15,569	16,447	14,380
No. of Man-days lost	4,04,965	4,48,695	3,43,133

Industry-wise classification is given below.

Name of the Industry Group	Number of disputes in progress			Number of work people involved in all disputes	Man-days lost in
	Started before beginning of the month i.e. before April 1985	Started during the month i.e. April 1985	Total		
1	2	3	4	5	6
Textile	2	1	3	6,283	10,204
Engineering	17	2	19	5,040	1,56,004
Chemical ..	8	..	8	1,953	31,470
Miscellaneous	11	..	11	2,293	6,603
April 85 Total	39	3	41	15,569	40,8,981
March 85 Total	36	9	45	16,447	1,44,000

Five of the disputes arose over question of "pay, allowances and bonus issues" 3 related to "Retrenchment and grievances about personnel", 33 disputes on "leave and hours of work and the remaining 41 were due to other causes.

Out of the 3 disputes that terminated during the course of the month 2 disputes were settled either entirely or partially in favour of the workers and 1 in favour of the employees. One of the result of remaining dispute was

Note:—The figures given in the above Table are based on returns received under the provisions of section 47B of the Act. 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 10,000 MAN-DAYS LOST DURING THE MONTH OF APRIL 1985

Serial No.	Name of the Concern	Sector	S/L	Reason	Date of work-stoppages		No. of workers involved	Man-days lost			Result
					Began	Ended		During the month	Till the close of the month	10		11
1	Thane— M/s. Tekson Ltd., Kolshet Road, Thane.	Pvt.	S	Reinstatement	20-4-1981	..	459	11,648	5,58,168	Continued.	
2	Bombay— Estrella Batteries Ltd., Plot No. 1, Dhavoli, Matunga, Bombay-19.	Pvs.	L	Unfair Labour Practices.	3-11-1983	..	1,170	26,010	5,34,750	Do.	
3	Bombay— Boswell Forging Pvt. Ltd., Vidyanagari Matunga, Bombay-58.	Pvt.	S	Others— Fighting amongst the workmen.	11-7-1984	..	625	16,172	1,56,172	Do.	
4	Bombay— International Women and General Inland Traders Ltd. 21, 21/2 Industrial Estate, Veera- Desai Road, andheri (West), Bombay-58.	Pvt.	L	Go-slow and Mass Indis- cipline.	1-12-1984	..	1,000	26,000	1,50,000	Do.	

THE FOLLOWING STATEMENT GIVES THE DETAILED INFORMATION OF IMPORTANT INDUSTRIAL DISPUTES CAUSING MORE THAN 10,000 MAN-DAYS LOST DURING THE MONTH OF APRIL 1985

Serial No.	Name of the concern	Sector	S/L	Reason	Date of work-stoppage		No. of workers Involved	Man-days		Result
					Began	Ended		during the month	lost Till the close of the month	
5	Bombay— The India Smelting, Refining Co., Ltd., L. S. Marg, Bhamburda, Bombay-78.	Pvt. S		General Demands— Wages, D.A. etc.	10-12-1984	..	213	25,107	1,05,428	Continued.
6	Raigad— Mathindra UGINE Steel Co. Ltd., Jagdishnagar, Khopoli District Raigad 410 216.	Pvt. S		Suspension of two workmen pending enquiry for assaulting a Watchmen.	8-2-1985	26-4-1985	1,682	37,004	1,12,694	Successful.
7	Bombay— Ajit Glass Works (W.) Pvt. Ltd., Swami Vivekananda Road, Jangwar (Ward), Borivli 400 002.	Pvt. L		Slow-down strike on account of Award Bonus Issue.	24-11-1984	..	416	10,816	56,992	Continued.
8	Thane— The National Rayon Corporation Ltd., Telephone Post, District Thane, 421 107.	Pvt. L/S		go-slow Strike from 12-9-1984.	24-11-1983	..	5,985	1,56,988	25,91,180	Do.

PRESS NOTE ON ESIS BENEFITS IN MAHARASHTRA AND GOA
ESIS pays Rs 2.12 crores in April and May 1985.

The Employees State Insurance Scheme protects the industrial workers as defined under the ESI Act in the event of sickness, Maternity, disablement and death due to employment injury besides providing medical care to the worker and their families.

In Maharashtra 11,98,479 and 12,04,031 employees were under the coverage of scheme in the month of April, May 1985 respectively. The high-lights of the benefits paid to these employees were as follows:—

(I) 1,48,184 workers were paid Rs. 1,11,65,781.75 for the sickness and Rs 9,70,354.80 were paid for the long term diseases under Extended Sickness Benefit for the classified diseases, e.g. TB, Hemiplegia, Paraplegia, Psychoses etc.

(II) 39,877 workers were paid Rs. 82,38,343.35 on account of accidents as employment injury which included 13,809 cases for the permanent disablement and 5,299 for the pension to the dependents/families due to death of the workers in the accident.

(III) Rs. 8,43,886.30 were paid to the women workers for the Maternity Benefit.

In addition above 92 persons were sterilized and they were paid Rs. 20,140.00 Family Planning benefit.

There were 212 cases where legal proceedings were initiated against defaulting employers for the recovery of arrears of contributions as under :

- (1) under sector—45 112 cases.
- (2) " 75 16 cases.
- (3) " 84 5 cases
- (4) " 85 79 cases.