

STATEMENT ABOUT OWNERSHIP AND OTHER PARTICULARS  
ABOUT NEWSPAPER "LABOUR GAZETTE", BOMBAY

## FORM IV

(See Rule 8)

- |  |    |   |
|--|----|---|
| 1. Place of publication  | -- | Bombay.   |
| 2. Periodicity of its publication  | -- | Monthly.  |
| 3. Printer's Name  | -- | Shri V. R. Joshi,<br>Manager, Government Central Press,<br>Bombay 400 004.                                  |
| Nationality  | -- | Indian.   |
| Address  | -- | Government Central Press, Charni<br>Road, Bombay 400 004  |
| 4. Publisher's Name  | -- | Shri P. J. Ovid,<br>Commissioner of Labour<br>Maharashtra State, Bombay<br>( <i>Ex-Officio</i> ).           |
| Nationality  | -- | Indian.   |
| Address  | -- | Office of the Commissioner of<br>Labour, "Commerce Centre",<br>Tardeo, Bombay 400 034.                      |
| 5. Editor's Name   | -- | Shri M. B. Gajare,<br>Deputy Commissioner of Labour,<br>Maharashtra State, Bombay<br>( <i>Ex-Officio</i> ). |
| Nationality  | -- | India   |
| Address  | -- | Office of the Commissioner of<br>Labour, Commerce Centre, Tardeo<br>Bombay 400 034.                         |
| 6. Names and addresses of individuals<br>who own the news-paper and<br>partner's or shareholders holding<br>more than one per cent. of the<br>total capital. | -- | The Government of Maharashtra<br>Bombay.  |

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

P. J. OVID,  
Signature of Publisher

Date

172



# LABOUR GAZETTE

VOL. LXIV

No. 8

APRIL 1985

SINGLE COPY Rs. 9.25

ANNUAL SUBSCRIPTION Rs. 100.00

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

9. DEZ. 1985 Kiet

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. 393651

### LABOUR GAZETTE

#### Advertisement Rates

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

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

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

### Editorial Board

Editor :

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

### MEMBERS OF THE EDITORIAL BOARD

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

# LABOUR GAZETTE

The "Labour Gazette" is a journal for the dissemination of information on matters specially affecting and concerning labour.

VOL. LXIV

APRIL 1985

No. 8

## CONTENTS

|   | PAGES |
|---|-------|
| THE MONTH IN BRIEF ..   | 511   |
| <b>CURRENT NOTES—</b>   |       |
| Change in bonus law soon ..   | 512   |
| Attachment of gratuity held illegal by S.C. ..  | 514   |
| Changing face of TUs in a changing world ..   | 515   |
| Provision for medical care for workers ..   | 516   |
| President to address ILO's annual session ..  | 517   |
| ILO for next meet in Delhi ..   | 517   |
| Bid to involve workers in decision making ..  | 518   |
| New ILO standards in the offing ..  | 519   |
| Budget a fillip to economic upsurge ..  | 520   |
| Future role for ILO in Vocational training programme ..   | 523   |
| Textile policy to Nurse Sick Mills ..   | 525   |
| <b>ARTICLES, REPORTS, ENQUIRIES, ETC.</b>   |       |
| Discharge simpliciter, by Shri V. P. Gupta, Dy. Chief Commissioner (Central, Retired).  |       |
| <b>GIST OF IMPORTANT NOTIFICATIONS UNDER VARIOUS LABOUR LAWS</b>  | 529   |
| <b>CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS IN MAHARASHTRA STATE—</b>   |       |
| Bombay .. .. .  | 546   |
| Solapur .. .. .   | 547   |
| Nagpur .. .. .  | 548   |
| Pune .. .. .  | 549   |
| Jalgaon .. .. .   | 550   |
| Nanded .. .. .  | 551   |
| Aurangabad .. .. .  | 552   |
| <b>ALL INDIA AVERAGE CONSUMER PRICE INDEX NUMBERS FOR INDUSTRIAL WORKERS—</b>   | 553   |
| <b>STATEMENT SHOWING THE CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS BY GROUPS FOR SEVEN CENTRES OF MAHARASHTRA STATE—</b> | 554   |
| <b>LABOUR INTELLIGENCE—</b>   |       |
| Industrial Relations in Maharashtra State ..  | 555   |
| Industrial Disputes in Maharashtra State ..   | 558   |
| Benefits under Employees' State Insurance Scheme. ..  | 561   |

## The Month in Brief

### Consumer Price Index Numbers for Working Class

The Bombay, Solapur and Nagpur Consumer Price Index Numbers for working class for the month of February 1985 with average price for the year ended December 1960 equal to 100 were 614, 516 and 693 respectively. The Pune, Jalgaon, Nanded and Aurangabad Consumer Price Index Numbers for working class for the month of February 1985 with the average prices for the year ended December 1960 equal to 100 were 588, 585, 646 and 636 respectively.

### All India Average Consumer Price Index Numbers for Industrial Workers

All India Average Consumer Price Index Numbers for Industrial Workers (General base 1960—100 for February 1985 was 585 as compared to 588 in February 1985. On base 1949—100 derived from 1960 based Index worked out to 711 as against 715 for January 1985.

### Industrial Disputes in Maharashtra State

During the month of January 1985, there were 42 disputes involving 17,466 workmen and time loss of 36,03,95 mandays as compared to 45 disputes in December 1984 involving 17,149 workmen and time loss of 3,83,709 mandays.

Further particulars of Industrial Disputes are given at pages 558 to 560 as this issue.

### Benefits under the Employees State Insurance Scheme

During the month of February 1985, 64,151 Workers were paid Rs.45,36,659.95 of sickness and Rs. 4,95,168.60 were paid for the long term diseases e.g. Cancer, Hemiplegia, Paraplegia, Psychosis etc. 18,673 Workers were paid Rs. 36,22,651.57 on account of accidents as employment injury which included 6,954 cases for the permanent disablement and 2,768 for pension to the dependents/families due to death of the Workers in the accidents. 4,48,165.50 were to the Women Workers as Maternity Benefit for the period of confinement. In addition to the above 109 persons were sterilized and they were paid Rs. 20,624.40 as Family Planning benefit.

## Current Notes

### Change in Bonus Law Soon

#### Labour policy issues awaiting attention

The much awaited changes in the Payment of Bonus Act of 1965 to do away with the present ceiling of Rs. 750 and eligibility wage limit of Rs. 1,600 per month are likely to be announced by the Government soon after the Assembly elections—probably during the budget session of the Parliament.

There is also a view that the Government, instead of completely taking away the provisions, may opt for considerable enhancement of the ceiling and eligibility limit for the payment of bonus.

According to the Payment of Bonus Act in operation since 1965, a worker is entitled for a minimum annual bonus of 8.33 per cent of his annual wages and a maximum of 20 per cent. Even establishments incurring losses are to pay the minimum bonus of 8.33 per cent.

The Payment of Bonus Act prescribes a ceiling of Rs. 750 for the payment of bonus, by which a worker drawing a monthly wage or salary upto Rs. 750 is entitled at the rate of 8.33 per cent. If however, the monthly wage or salary is above Rs. 750 and upto Rs. 1,600, the monthly wage or salary should be deemed to be only Rs. 750 and bonus is to be paid accordingly. Thus an employee drawing a salary of, say, Rs. 1,400 per month, is entitled to get bonus as if his salary is only Rs. 750 per month. Those drawing a salary of Rs. 1,600 per month or above are not entitled for any bonus.

Nevertheless, there are instances where in large establishments, the bonus law is circumvented and bonus, far more than that provided in the law, is paid as ex-gratia payment every year.

This issue has been agitating the workers for the past several years. The INTUC has been for long urging the Government to do away with the notional ceiling of Rs. 750 for computing bonus and the eligibility wage or salary limit of Rs. 1,600 per month. The INTUC contends that the ceiling of Rs. 750 and eligibility limit of Rs. 1,600 per month were fixed way back in 1965 when the Act came into force. Since then the value of the rupee has been consistently eroding and presently stood at a little above 0.17 paise and the present ceiling of Rs. 750 has lost all relevance.

It is also pointed out by the INTUC that in the context of the substantial increases in wages and other benefits as a result of the last long-term wage agreements both in the public sector and private sector undertakings, the wage of the worker at the lowest level has gone far above Rs. 750 a month and the adherence to the notional ceiling of Rs. 750 will mean that the annual bonus would work out to less than 8.33 per cent as provided in the Act. Further, since a large number of workers have gone out of the purview of the Act because of their getting wages above Rs. 1,600 per month since the wage settlements.

The INTUC President, Shri Bindeshwari Dubey had taken up this issue with Shri Rajiv Gandhi when he was the General Secretary of the AICC and both of them had a talk with the then Finance Minister, Shri Pranab Mukherjee who

had agreed to do the needful. In fact, Shri Rajiv Gandhi had publicly assured that something would be done soon, while addressing the first convention of the INTUC's Capital Zone Coordination Committee and later while inaugurating the annual session of Karnataka INTUC at Bangalore in September last. The expected announcement by the Finance Minister did not materialise because of the sudden and tragic death of Prime Minister Indira Gandhi.

The thread was again taken by the INTUC leaders and the issue was raised by the General Secretary, Shri G. Ramanujam at the pre-budget meeting that the new Finance Minister, Shri Vishwanath Pratap Singh had with the leaders of the central trade union organisations on February 13. The Finance Minister was reported to have assured that the Government would certainly do something in the matter.

#### Pending Labour policy issues

Meanwhile, the Union Labour Ministry, because of the changes since the last Lok Sabha elections, is yet to settle down to review the labour policy issues. The new Labour Minister, Shri T. Anjaiah has taken over only in January last. There has also been a change in the Secretary of the Labour Ministry. Shri H.M. S. Bhatnagar has replaced Shri B. G. Deshmukh who is sent to Maharashtra as the Chief Secretary of the State Government. Understandably, both the Labour Minister and the Labour Secretary have to apprise themselves of the problems of evolving and administering labour policy issues.

There are, however, reports of the ministry's efforts for a new comprehensive labour policy and according to press reports, a working group has been set up in the ministry to draft the policy with very wide terms of reference to cover the entire span of industrial relations, including wage structure of various industrial sectors. In the context of the unanimous conclusions and recommendations of the tripartite National Labour Conference, held in September, 1982, the reported move by the new Labour Minister to convene another tripartite meeting to consider the formulation of a new labour relations policy is understandable.

The Labour Minister, Shri Anjaiah had one round of discussions with the representatives of trade unions and employees organisation, which were more of an exploratory nature. These discussions, according to reports, are likely to be resumed some time in April. But the Labour Ministry's talks with the trade union centres in April will invariably centre round the composition of workers' group in the Indian delegation to the International Labour Conference held at Geneva in June every year.

The questions of outlining a new procedure for verification of the membership of trade union centres is held in abeyance in order to allow time for the new Minister to take stock of the issue. A meeting of the representatives of the central trade union organisations was convened by the Chief Labour Commissioner early last month to discuss the new procedure for the verification of membership, where a note, prepared by him on the basis of the suggestions given by some central trade union organisations, was circulated. The representatives

of INTUC, BMS, HMS, NLO, UTUC-LS, UTUC, NFIU, AITUC and CITU participated in the meeting. It is understood that those trade union centres who had been harping on secret ballot have come round to accept the concept of verification of membership with some changes in the procedure hitherto followed. Another meeting is proposed to be convened on March 20. The net result of this delay in this issue is that restructuring of the tripartite bodies in various sectors as well as at the apex, is unduly held up.

#### D.A. issue

At the pre-budget talks with the Finance Minister, INTUC General Secretary Shri Ramanujam took the occasion to draw attention to the delay in finalising the revision of the rate of dearness allowance for the employees of public sector undertakings, an issue of direct involvement of the Finance Ministry. The INTUC leader was of the firm view that the tripartite committee set up for the purpose had failed to resolve the issue, despite its existence for over a year and wanted the Finance Minister himself to announce a substantial upward revision of the rate with reasonable retrospective effect. He also advocated the system of paying DA to the Central Government employees point to point of the consumer price index and month by month, instead of the present practice of paying accumulated instalments of D.A. and thus inject crores of rupees into the economy at a time resulting in spurt in prices and inflation. This issue is also likely to be resolved during the ensuing budget session.

Soon after his assumption of office, Labour Minister Anjaiah had declared that he would propose a procedure whereby the revision of wages in public sector is taken up in the normal course so as to avoid frequent outbreak of industrial tensions. He even favoured wage boards wherever necessary. Some move in this direction it is believed, can be expected after the assembly elections.

The Congress (I) Party, meanwhile, has reiterated its three-point programme for the working class to be implemented soon, viz., (i) to ensure for the working class steadily raising levels of real income based on rising productivity; (ii) to expand services for education and training, health, housing, and cultural advancement of the workers; and (iii) lastly to emphasis labour participation in management.

(Indian workers, dated 4th March 1985)

#### Attachment of gratuity held illegal by S. C.

The Supreme Court on February 11, declared that the gratuity payable to an employee of the Calcutta Dock Labour Board cannot be attached for the satisfaction of a court decree passed against him or his family.

Justice P. N. Bhagwati and R. N. Misra declared this on February 11, in the case of Calcutta Dock Labour Board *versus* Smt. Sandhya Mitra, Mohammed Saifur Rehman, an employee of the Board, died and a decree was passed by the Calcutta presidency Small Causes Court against this wife and son. For the satisfaction of the decree the Court directed the Board to withhold payment of Rehman's gratuity to his family.

The board pointed out that it could not do this under the law. However, the court issued notice to the Board for disobedience of its order.

A division bench of the Calcutta High Court, holding that the amended Civil Procedure Code prohibiting the attachment of gratuity, as adopted in terms of the High Court rules, had not been made applicable to the presidency Small causes Court.

Further the Board was not mentioned among those whose gratuity could be attached under the Payment of Gratuity Act. The Judges, on the basis of Section 13 of the Act, held that gratuity could not be attached even of any employee of the Board.

(Indian workers, dated 4th March 1985)

#### Changing face of TUs in a changing world

Stagnation in membership or even a rapid decline in membership in a number of countries appears to have left trade unionism in a bad shape these days. Economic crisis has considerably weakened the unions' bargaining strength and there is a growing feeling in a section of the world community that trade unionism itself has entered a phase of irreversible decline.

In its *World Labour Report* the International Labour Organisation says that the trade unions have never been so much a part of economic and social life as today and are being vested with ever increasing responsibilities at all levels with the result that union members "actually exert more influence than the overall percentage might suggest." In the face of the profound changes affecting society as a whole and the world of work in particular, the union movement needs to readjust its objectives and means of action. The increasing participation of trade unions in government, semi-public or tripartite (government worker and employer) bodies reflects the importance they have gained in modern society.

#### Varying membership

According to the ILO report, there exists a wide variance in the membership of trade unions from country to country, ranging from 100 per cent in industrialised socialist countries to less than 10 per cent in some developing states.

The report says that there has been a marked decline in total membership in several countries, mainly due to the general economic recession and structural changes in the manufacturing sector. For instance, in the United Kingdom, Union enrollment declined by 3.6 per cent in 1980 and 5.9 per cent in 1981. In both Sweden and the Netherlands, the fall was about 4 per cent while the Federal Republic of Germany experienced a drop of 2.5 per cent.

The level of unionisation as a proportion of the economically active population, the report points out, ranges between 30 and 40 per cent in Canada, Greece, Japan, the Netherlands and Switzerland and between 15 and 30 per cent, in France, Portugal and Spain. In the United States, the membership has remained stagnant at around 22 per cent for more than a decade. However the trade union movement in Denmark and Norway has gained members in recent years.

### TU scene in developing countries

Besides the population trends and economic crises, the ILO report observes other numerous and varied factors limit the growth of trade unions. They include the lingering opposition or indifference in certain regions and the large prevalence of small and medium sized enterprises in some countries which are difficult to organise; absence of the awareness among workers about the advantages of unionisation, and the increase in the number of time migrant, transient and temporary employees all of whom are difficult to be organised.

The progress of unionisation in developing countries is also impaired by the present economic recession and inflation, by reduced production levels and the falling prices of most of the commodities produced for export. In the Caribbean countries where unionisation rates have been rather high, the loss of union membership reached 20 per cent at the end of 1982.

There are several reasons in developing countries for the unions to organise the workers. In many nations freedom of association does not exist. There is a scarcity of large industrial and commercial undertakings where unionisation is easier. Trade union organisation of the constantly growing informal sector is also a major challenge.

The metal working trade, construction industries, Mining, transport and, in some countries, commerce remain the traditional strongholds of the trade union movement. But their share in total union membership has tended to decrease in recent years. New categories of white-collar and professional workers, including many public servants, teachers and rural workers are now joining trade unions, particularly in developing countries.

### Dramatic changes

Dramatic changes have been taking place particularly in public service. A generation ago, in many countries, it was unthinkable that official in the service of the state could become part of a national trade union movement. In 1978, the International Labour Conference adopted a convention recognising their right to organise. To day public service unions are among the fastest growing in many industrialised, and developing countries. In the United States, the American Federation of State, Council and Municipal Employees has a membership of about one million members. The same is true in Mexico. In Japan, among the 20 largest unions, five represent employees in public corporations or government enterprises. The three largest workers' organisations in Canada are of public servants.

At the same time, there has been a sharp rise in the number of female trade union members, particularly in Europe's industrialised market economies and women are beginning to occupy leading positions in the trade union hierarchy.

Another trend that ILO report has highlighted is the move in the direction of industry-wise unions, sometimes through mergers encouraged by a decline

union fragmentation, particularly at the enterprise level, can have unfavourable consequences for both management and unions, the report states. The situation is different in developing countries. Fragmentation can sometimes reach extreme limits, as in certain, large undertakings in India where more than 40 trade unions can be found.

In certain countries, however, the regrouping is imposed by political authority in a unified organisation which it controls.

In the market economy countries, the unions have always pursued two major and inter-related objectives: to defend the interests of their members and to promote change in society at large.

*(Indian Worker, dated 4th, March 1985)*

### Better medical care for workers

The Delhi administration has undertaken an elaborate expansion scheme in Delhi to provide medical services to the industrial workers. A 250 bed hospital each at Okhla in south Delhi and at Rohini have been approved. A plot of 10 acres has already been offered by the DDA in Rohini.

The construction of a 200-bed hospital at Jhilmil, Shahdara, is nearing completion and it is expected to be opened by the end of the year. The 350-bed annexure to the BSI hospital at Basaidarpur is also under construction.

This was stated by Dr. M. C. Chakroborty, Director (medical), Delhi ESI scheme, at a meeting held here recently under the auspices of the PHD Chamber of Commerce and Industry.

For boosting the family welfare programme, the PHD chamber has taken up an intensive motivation-cum-campaign project for family welfare in the western part of Delhi jointly with the government and the International Labour Organisation (ILO).

According to the random survey carried out by these organisations, there are 3,000 factories in western Delhi with 7 lakh workers. Baseline survey have been done in 475 factories where it was found about 25,000 people are in the reproductive age group.

*(Indian Worker, dated 4th, March 1985)*

### T. M. to address ILO's annual session

Prime Minister Rajiv Gandhi will be addressing the International Labour Conference being held in Geneva in June, this year.

ILO Director General Francis Blanchard on February 22 announced that the Prime Minister, Shri Rajiv Gandhi and President Raul Alfonsia of Argentina had accepted the invitations to address the conference.

Shri Rajiv Gandhi will address a special sitting of the conference on June 18, while President Alfonsia will be speaking earlier at a special sitting on June 12.

Late Prime Minister Indira Gandhi was requested by the Director General to address the Conference last year. But she could not respond to the invitation due to numerous preoccupations, but had assured to do so this year.

During Shri Rajiv Gandhi's last visit to Geneva, it is learnt, the Director

tary of the Congress Party, was reported to have undertaken the responsibility of ensuring Smt. Indira Gandhi's address to the conference. But the delegates to this year's conference have been deprived of the opportunity of hearing the leader of the non-aligned movement who had an untimely death under tragic circumstances.

The annual assembly of the ILO brings together 2,000 government-employer-worker delegates from 151 member-states to set international labour standards and promote world-wide development in the labour and social sphere.

*(Indian Worker, dated, 11th, March 1985)*

#### **ILO for next meet in Delhi**

The International Labour Organisation (ILO) has asked India to hold its Asian Regional Conference in Delhi in December this year.

The Labour Ministry was examining the proposal, Shri B. G. Deshmukh Labour Secretary, told a press conference here on March 4.

The last ILO Asian Regional conference was held in the Philippines. India hosted such a conference about 20 years ago, Shri Deshmukh said. He was giving details about the three week general conference of the ILO which he attended in Geneva as Chairman of the ILO governing body. Shri Deshmukh returned on March 3.

Giving details of other decisions taken at the Geneva meeting, he said the general body approved the budget for the next year taking into account of the growth of ILO's activities.

The main thrust of the budget would be on technical co-operation among member countries through ILO's active participation.

India also worked vigorously to emphasise that in all economic programmes, the social aspect should not be forgotten, he added.

In a reversal of its earlier decision, the International Labour Organisation (ILO) has admitted Israel to its European group.

Last year, the governing body had included Israel in the Asian group by a majority decision despite stiff opposition from the group's member states.

Meanwhile, the Union Labour Secretary, Shri B. G. Deshmukh, who has since taken over as Chief Secretary of Maharashtra will continue as Chairman of the governing body of the Geneva based International Labour Organisation (ILO).

Shri Deshmukh told newsmen here that he would continue till June 27 when the new Chairman would be elected.

The post of Chairman is held by labour, employer and government representatives of ILO by rotation. Shri Deshmukh represents the government (Asian group).

*(Indian Worker, dated, 11th, March 1985).*

#### **Bid to involve workers in decision making**

Efforts are being made to involve the workers in the decision making process at all levels both in the public and private sector establishments in the Union Territory of Delhi.

Executive Councillor (Labour) Bansi Lal Chauhan told newsmen that so far workers were participating in a limited way in the management. There was a need to involve them fully in all matters relating to productivity technological improvisation financial and economic matters personnel and welfare measures.

He said that the administration was recommending that workers representatives must be nominated on the board of directors in both the sectors. Some public sector managements including Delhi Tourism Development Corporation (DTUC) have already constituted committees in the regard.

He said that the Labour Department of the Administration was setting up a tripartite machinery for monitoring the progress of the scheme.

A public grievance-cum-vigilance cell had been created in the Labour Department under the supervision of Labour Commissioner to ensure that public grievances were attended to promptly. A Deputy Commissioner will head the unit.

To streamline the functioning of the department, he said that officials who have completed two years at one place had been transferred. A special cell has been created to ensure effective enforcement of law regarding the opening and closing hours of the shop.

Labour Commissioner Nita Bali said that all the eight sub-regional employment exchange centres in the capital were being computerised. The R. K. Puram exchange had already been equipped and two other centres Pusa and Curzon Road would be taken up during this year. A sum of Rs. 10 lakh has been earmarked for the computerisation programme. Complaint books were being provided at the exchanges.

*(Indian worker, dated 11th, March 1985).*

#### **Health hazards of asbestos s New ILO standards in the offing**

The ensuing 71st session of the International Labour Conference to be held at Geneva in June this year and which will be addressed by Prime Minister Rajiv Gandhi, will consider a report proposing the adoption of a new International Labour Standards for the protection of workers exposed to asbestos against its harmful effects on health.

Asbestos is an ingredient in some thousand industrial products. But exposure to its dust causes crippling and sometimes fatal pulmonary diseases. Asbestos has been identified as a cause of not merely asbestiosis, an illness that cripples the lungs, but also of bronchial cancer and mesothelioma, which are of fatal character, says an ILO study. The risk of lung cancer has been found particularly high among the cigarette smoking workers exposed to asbestos.

The hazards of asbestos is particularly dreaded because of its insidious nature. A few month's exposure will be enough for the invisible dust particles to penetrate the human body. Thereafter, they work like a time bomb, taking as long as 25-30 years to manifest their presence by causing all illness that may, by then, turn incurable.

Millions of workers employed in asbestos industries or industries that use asbestos in their products, are at risk of inhaling a significant quantity of asbestos dust every day. *This is particularly so in India where the asbestos industries are growing like mushrooms with no safety and protective arrangements.*

Such exposure is more in asbestos mining, processing and manufacturing asbestos products and demolition or removal of insulation material.

The magnitude of the problem can be gauged by the meteoric rise in world production of asbestos from 6,75,000 tonnes in 1940 to well over five million tonnes at present.

The irony of the situation is that there has been no technologically suitable alternative materials for the majority of industrial uses of asbestos to completely ban the use of asbestos particularly in hazardous conditions.

Another way of combating asbestos hazards is to reduce the concentration of its airborne fibre particles at the workplace and to limit duration of work with asbestos. For this, many countries have prescribed occupational exposure limits with corresponding testing measures, says the study.

But the question is how far will the employers side of various countries' delegations respond to the idea of laying down an international labour standards for the asbestos industry. Even if it is adopted at the conference, how many Governments will be allowed to ratify the convention that lays down the standard?

*(Indian Worker, dated 18th, March 1985)*

#### **Budget. B Fillip to Economic Upsurge Retention of bonus eligibility limit counter-productive—GR**

A growth-oriented budget for 1985-86, presented to the Parliament of March 16 by the Finance Minister, Shri Vishnu Pratap Singh, was welcomed by the INTUC General Secretary, Shri G. Ramanujam who described it as a budget for economic upsurge.

Shri Ramanujam, however, pointed out that the retention of the eligibility ceiling limit of Rs. 1600 per month for the payment of bonus to workers would be counter-productive and would result in serious discontent among skilled and highly-skilled workers and technicians in industries.

In a statement issued here on March 16, the INTUC General Secretary said that most skilled and highly skilled workers in organised industries were getting above Rs. 1600 per month. Their contribution to profits was substantial. If they were denied bonus totally, it would result in a serious injustice to them. "I would therefore appeal to the Finance Minister to give this matter a second thought and abolish the Rs. 1,600 salary eligibility limit for bonus," he said.

According to him, the budget which was otherwise imaginative, innovative and good should not fail to enthuse the productive section of the working class.

Shri Ramanujam pointed out that the budget was relief and development oriented.

He further said: "It has provided the much needed relief to the working class and the lower middle class in several directions, while simplifying the income tax structure and abolishing all surcharge. He has raised the floor of the income tax limit only by Rs. 3,000.

"Abolition of the compulsory deposit scheme would be welcomed by the working class.

"Similarly, raising the notional ceiling of Rs. 750 to Rs. 1600 for computation of bonus would be widely welcomed by the workers, but restricting the eligibility limit to Rs. 1,600 for computation of bonus would need a second look by the Finance Minister.

"The abolition of licence fee for radio and TV sets is a rational step as these items are no longer considered as luxury items. The concession on life saving medicines is another welcome feature.

"Treating the entire dearness allowance as part of pay of government employees for computation of their pension and removing the ceiling of Rs. 1,500 on pension are equally welcomed.

"The provision for crop insurance, the insurance, for accidental death and relief to textile industry are decidedly positive features. On the whole, the budget aims at providing whatever relief is possible within the constraints the Finance Minister had to operate. Even so this budget will promote development of industries and give a fillip to economic upsurge.

#### **Budget at a glance**

A substantial lowering of personal income tax, abolition of surcharge payable at the non-corporate level and total abolition of the Compulsory Deposit Scheme as well as estate duty are among the tax relief measures announced by the Finance Minister in the Union Budget for 1985-86.

Other highlights include cut in the marginal rate of income tax to 50 per cent, raising of the wealth tax exemption limit to Rs. 2,50,000 and 5 per cent reduction in corporate tax.

Shri Singh has depended on customs and excise duties for raising additional revenue and the fresh proposals are aimed at raising a relatively modest revenue of Rs. 443 crores, of which Rs. 311 crores will go to the Centre and Rs. 132 crores to the States. The Finance Minister has left a massive deficit of Rs. 3,349 crores which, according to him, is "lower than that in the current year and is reasonable." The revised estimates of the deficit in the current year is at Rs. 3,985 crores as compared with Rs. 1,773 crores in the budget estimates for 1984-85.

The following are the budget proposals at a glance:

Personal income tax exemption limit raised to Rs. 18,000 from Rs. 15,000 taking out of the tax net 10 lakh out of 40 lakh tax-payers.

The rate schedule applicable in the case of individuals, Hindu undivided, families (other than those having one or more members with income exceeding the exemption limit), unregistered firms, associations of persons and bodies of individuals being rationalised and restructured.

The maximum marginal rate of income tax to come down from 61.875 per cent to 50 per cent with the abolition of surcharge of 12.5 per cent in the case of all non-corporate tax-payers.

Exemption limit in the case of individuals and Hindu undivided families other than those having one or more members with independent net wealth exceeding the exemption limit proposed to be raised to Rs. 2,50,000 from Rs. 1,50,000.

Nil rate slab to be provided equal to the exemption limit.

The five slabs of wealth tax rates ranging from half a per cent to be reduced to three ranging from half a per cent to two per cent.

The maximum marginal rate of wealth tax to be reduced to two per cent from five per cent. Wealth tax rates for Hindu undivided families of one or more members with net wealth exceeding the exemption limit proposed to be revised.

Estate duty in respect of estates passing on deaths occurring on or after March 16 this year proposed to be abolished through a legislation to be introduced.

Compulsory deposit scheme to be abolished with effect from April 1 this year. Repayment of instalments of earlier deposits and payment of interest due in 1985-86 to be postponed by one year.

A bill in this regard to be introduced in the Lok Sabha along with the Finance Bill.

The surcharge on income tax in the case of companies proposed to be continued.

Monetary ceiling on the exempt amount of retrenchment compensation under the Industrial Disputes Act to be raised from Rs. 20,000 to Rs. 50,000. The limit will not apply in cases where the compensation is paid under any scheme approved by the Central Government.

Under a provision of the taxation laws, salaried taxpayers are chargeable to tax on the perquisites represented by interest-free loans or loans at concessional rates of interest provided by their employers for building houses or purchasing a site or a house and a site or for purchasing a motor car. This provision is to be repealed.

A few other measures have also been announced to give relief to salaried tax-payers.

Exporters will be entitled to a deduction of amount not exceeding 50 per cent of export profits to be carried to a reserve account to be utilised for, business promotion.

Companies engaged in growing and manufacturing tea in the country to be entitled to a deduction of up to 20 per cent of their profits deposited in a special account with the National Bank for Agriculture and Rural Development.

Interest tax in relation to interest accruing after March 31st this year to be discontinued.

Disallowance of 20 per cent of expenditure in excess of Rs. 1,00,000 on advertisement, publicity and sales promotion, running and maintenance of aircraft and motor cars and payments made to hotels to be discontinued.

Tax concession now available to new undertakings going into production before April 1 this year (hotels which start functioning and ships brought into use before that date) is to be extended for five years.

Other measures proposed include incentives for acquisition and for development of indigenous know-how and tax concession for authors of text books in Indian languages.

Donations to the Prime Minister's National Relief Fund will be eligible for 100 per cent deduction. It is also proposed to provide that donations to the Indira Gandhi Memorial Trust will be placed at par with donations to other funds of national importance so that the ceiling limit on the amount of the donation qualify for tax concession will not apply in relation to such donations.

A basic customs duty of 10 per cent ad valorem on crude petroleum.

Auxiliary duty on crude petroleum increased from Rs. 100 to Rs. 300 per tonne.

Basic customs duty on ball roller and needle roller bearings increased by 50 per cent of the existing rates.

Customs duty of 65 per cent ad valorem applicable to project imports in general reduced to 45 per cent ad valorem.

Concessional rate extended to public telephone exchange network project.

A lower rate of 25 per cent to imports for power projects and total exemption from duty for equipment for fertiliser projects.

Complete customs duty exemption for imported pulp and wood chips.

In the case of wood in certain specified forms, the total customs duty reduced from 100 to 10 per cent ad valorem.

Total customs duty exemption for wind-operated electricity generators and wind-operated battery chargers.

Customs duty on exhaust gas analysers and smoke meters to be reduced

The concessional rate of customs duty of 45 per cent ad valorem available for components to be imported for manufacturing fuel efficient commercial vehicles extended to imports of components for being supplied as warranty spares for such vehicles. The same concessional rate to be made available to components imported by specified ancillary industries. The concession is proposed to be extended to components of fuel injection pumps and warranty spares imported by manufacturers of fuel injection pumps.

#### Future role for ILO in Vocational Training Programme

The problems and trends all countries expect to face in making their vocational training systems more flexible and efficient are reflected in their expectations of the ILO's future role in this field. All countries expect the ILO

to play an even more energetic part and continue to play a leading international role in vocational training activities through all its means of action, in order to gradually increase national capacities for self-help and achieve the highest possible national and regional self-sufficiency in human resources development. To do so, countries expect the ILO. to :

—generate and carry out innovative, flexible and cost-effective vocational training approaches which adequately respond to specific and some-times unique situations and for which standard solutions have proved to be ill-fitted ;

—emphasis more multidisciplinary approaches to vocational training, which are closely linked to prevailing social, economic, technological, cultural, employment and other relevant conditions ;

—raise the awareness of employers, workers and Governments about the importance of vocational training, so that it receives the priority it deserves ;

—publicise more widely the training services and activities that are within the mandate of the ILO and the means of action for providing them, so that countries can make the best use of them ;

—adapt its administrative machinery and streamline its vocational training programme to achieve quicker and more efficient responses to the needs and requests ;

—search for more resources and concentrate efforts on vocational training activities which will best meet member States' priority needs, achieve an optimum multiplier effect, promote national training action and use available resources as-cost-effectively as possible.

In terms of specific fields of interest, expectations of the ILO's future role vary a great deal from country to country. However, there is a direct correlation between levels of development and countries' expectations. At lower levels of development, the need is for long-term, comprehensive technical co-operation in gradually building up vocational training infrastructures, including policy formulation, legislation, training-needs assessment, training of trainers, building of training centres, etc. At intermediate levels of social and economic development, countries' expectations are for specific short-term technical co-operation, regional and inter-regional co-operation, the exchange of experience and a constant flow of information. Industrialised countries' interests are more specific and centre on information, exchange of experience as well as on innovative and comparative studies and research.

All industrialised market and centrally planned economies and almost all developing countries expect the ILO to take on a much more active role in the dissemination of information about vocational training. All developing countries expressed the need for increased international, regional and inter-regional co-operation. The greatest interest in further developing regional and interregional co-operation was shown by the Latin-American countries, followed by countries in the African and Asian regions.

While the more advanced developing countries emphasised the need for consultants, fellowships and equipment for very specific areas, the less developed countries stressed the need for comprehensive, long-term technical co-operation with important expert, fellowships and equipment components. Half the countries interviewed—industrialised and the more advanced developing countries—felt that the number of technical meetings and seminars should be increased in order to promote an active, continuous exchange of experience in vocational training fields. The industrialised and more advanced developing countries also pressed for more analytical research and comparative studies. Although the general impression was that present international standards, conventions and re-commendations on human resources development were satisfactory and up-to-date, a number of employers' and workers' representative, particularly in developing countries, felt that Governments should be encouraged to ratify and carry out these instruments.

The opinion survey showed the relative importance attached by countries to various vocational training areas where the ILO could help to develop new approaches or to solve problems through one or more of its means of action. In decreasing order of importance, the areas identified were :

—training methods, including modular approaches, selfstudy, the mass media, mobile training units and programmes, low-cost schemes, computer-assisted learning systems, training materials ;

—sectoral training approaches including the informal sector, training for self-employment and small and medium enterprises and training for the rural sector ;

—recruitment, retention, training and further training of teaching staff ;  
—evaluation and feedback, reinforcement of tripartite participation and improvement of co-ordination of vocational training activities ;

—in-plant training and apprenticeship ;

—training policies and training needs assessment ;

—training for young people and women ;

—skilltesting and trade certification, training of technicians and highly skilled workers and stock-taking of present training potential.

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

#### New Textile Policy to Nurse Sick Mills

Prime Minister Rajiv Gandhi announced on February 24, 1985, that his Government will soon formulate a new textile policy to ensure the industry back to health. Mr. Gandhi said that the textile industry was passing through a great crisis and, therefore, the Government was contemplating several measures to stabilise the industry. The Government would look into the problems of small weavers as well.

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

## Articles, Reports, Enquires etc.

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

### DISCHARGE SIMPLICITER

V. P. GUPTA

Dy. Chief Labour Commissioner (Central) (Retd.)

The decision of the High Court of Rajasthan in the matter of Bhanwarlal and Others *versus* Rajasthan State Road Transport Corporation and Others and the subsequent decision of the Supreme Court in the case of Desh Bandhu Ghosh *versus* West Bengal State Electricity Board have resolved the nagging feeling that the students of industrial law had all along been entertaining in the matter of the management's right to terminate the services of a workman under the pretext of 'discharge simpliciter'. It did look rather paradoxical that the management having kept a workman on probation extending to six months or sometimes much longer could terminate his services un-ceremoniously just by giving a few months notice. It smacked of 'hire and fire' concept. To rationalise, it was argued that corresponding to the workman's right to resign on adequate notice, the management had a right to terminate his services by giving prior notice, though such a right had to be exercised sparingly. The argument, on reflection, is not quite tenable.

#### One sided story

'Discharge simpliciter' connotes two propositions—right to terminate the services without assigning any reason or showing any cause and the right to terminate the services without holding any enquiry to find out the facts of the matter which prompted the management to terminate the services. Unless such a case went to a Tribunal the basis of termination of service was at best a one-sided story. It is also patent that every case involving discharge simpliciter would not get the Tribunal's judicial scrutiny since there are quite a few road-blocks on the way: the dispute may not be taken up by substantial number of workmen, the Conciliation Officer may not take up the matter formally into conciliation or the appropriate government may not consider the dispute worth a reference (exceptions of S. 2A and S. 10 apart). It is true that the few cases that went to the High Courts and the Supreme Court were examined not only from the point of view of the management's legal right to terminate the services, but also on the point of facts. It was also laid down by the courts that the reason prompting the management to terminate the services should form the motive and not the basis for such exercise of power, which, in simpler words, meant that it should not be a colourable exercise of power vested in the management.

Over the years there have been hundreds of cases involving 'discharge simpliciter'—Chartered Bank, Bombay *versus* Chartered Bank Employees Union, P. Mallaiiah *versus* Andhra Bank, L. Michael *versus* Jhonson Pumps India Ltd., Manohar P. Kharkhar *versus* Ragghuraj, Bharat Kala Kendra *versus* R. K. Baweje, Air India Corporation *versus* Re Bellow, Rallis India Ltd. *versus* K. Natrajan, and U. B. Dutt and Co. *versus* Workmen being only a few of the important ones. Every decision added some frills to the case law though by and large the question examined was whether the management, on the facts of the case, had come to a *bona-fide* conclusion to terminate the services. The question whether the management's legal right to terminate the services was constitutional or stood the test of 'Equality before law' contained in Art. 14 of the Constitution, was never examined.

The High Court of Rajasthan for the first time, pointedly made the law on the subject clear. Relying on the observations of Bhagwati J. in Maneka Gandhi's case, the High Court held that Art. 14 of the Constitution strikes at arbitrariness in State action and ensures fairness and equality of treatment. Borrowing from the decision of the Supreme Court in Government Branch Press *versus* D. B. Belliappa, the High Court propounded that arbitrary invocation or enforcement of a service condition terminating the services of a temporary employee may itself constitute denial of equal protection of law and offend the equality clause in Arts. 14 and 16(1). The decision of the Supreme Court in S. S. Railway *versus* Workers wherein the Court had held that the requirement of giving the reasons in the case of 'discharge simpliciter' was valid, was also cited.

#### What about private sector ?

The net effect is that the management's right to 'discharge simpliciter' in the case of public sector undertaking, falling within the scope of 'state' under Art. 12, has been held unconstitutional and impinging on Arts. 14 and 16. How about private undertakings ?

It is correct that Art. 14 prohibits the State from denying to any person equality before the law or the equal protection of law, and that is why, perhaps, the High Court has meticulously confined their observations to public sector undertakings. But there is no denying the fact that the Certified Standing Orders have been held to have the force of law. Does it mean that a law which is impinging on Arts. 14 and 16 continue to operate in private sector ? And what happens when a case involving such a law is brought forward before a Tribunal ? Could a Tribunal take the view that a law which, in substance, is unconstitutional could be allowed to operate merrily in private sector ? Will the Tribunal be not putting its seal on an unconstitutional act of the management ? Or is it that the law for public sector would be different from the law for the private sector ? With all humility, I submit that the burden of Art. 14 is equality before law and not 'The State'. The words 'The State' have been used since the function of administering justice is vested in the State and nobody else.

### Should go lock, stock and barrel

My feeling is that it is only a matter of time and such a right whether vested in a public sector employer or a private sector employer will have to go lock, stock and barrel. Does it mean that an employee, howsoever undesirable, will have to be carried as a passenger till the end?

The right questions to ask, in such a situation would be whether the workman should be informed of the reasons of termination of his services and whether the rules of natural justice should be followed before taking a final decision in the case? I, for one, feel that reasons must be disclosed to the employee concerned and it may not be even one in a thousand cases that such disclosure may not be in public interest, strictly interpreted. In such a situation, the employer, whether public or private, should be prepared to satisfy the Tribunal in prospect. Special provisions can also be provided to meet such situations. As for the enquiry, the rules of natural justice is the back-bone of 'rule of law'. The enquiry must be held though in extreme cases it may be held 'in camera'.

(Indian worker, dated 25th March 1985)

## Gist of Important Notifications under Various Labour Laws

### (I) MINIMUM WAGES ACT, 1948.

(A) *Revision of Rates of Minimum Rates of Wages.* (1) The Government of Maharashtra has republished the following Notification of the Central Government, Ministry of Labour and Rehabilitation Department of Labour, New Delhi No. S-32019/6/84-W-C-(MW), dated the 23rd August 1984.

GOVERNMENT OF INDIA, BHARAT SARKAR  
MINISTRY OF LABOUR AND REHABILITATION  
(SHRAM AUR PUNARVAS MANTRALAYA)  
DEPARTMENT OF LABOUR/SHRAMVIBHAG  
New Delhi, dated the 23rd August 1984.

#### NOTIFICATION

The following proposals made by the Central Government in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 of the Minimum Wages Act, 1948 (11 of 1948), for revising the minimum rates of wages as specified in columns 2 to 6 of the schedule annexed hereto, payable to the categories of employees employed in the employment in Agriculture specified in the corresponding entries in column 1 of said schedule, are hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act for the information of all persons likely to be affected thereby; and notice is hereby given that the said proposals shall be taken into consideration on or after the expiry of two months from the date of publication of this notification in the *Official Gazette*.

Any objection or suggestion which may be received from any person with respect to the said proposal before the expiry of the period specified above will be considered by the Central Government.

#### SCHEDULE

| Categories of employees | All inclusive minimum rates of wages per day. |             |             |             |             |
|-------------------------|---|-------------|-------------|-------------|-------------|
|                         | Area A  | Area B-1    | Area B-2    | Area C      | Area D      |
|                         | Rs. P.<br>2                                   | Rs. P.<br>3 | Rs. P.<br>4 | Rs. P.<br>5 | Rs. P.<br>6 |
| 1                       |   |             |             |             |             |

#### Unskilled

- (1) Beldar; (2) Calf boy; (3) Cattleman; (4) Chowkidar; (5) Cleaner; (6) Cleaner (motor, shed Tractor, Cattle Yard, M.T.); (7) Collecting loose fodder; (8) Dairy coolie; (9) Dairyman; (10) Dismantling stocks; (11) Dresser; (12) Driver (bullocks, Mule); (13) Feeder (adult) hay; (14) Grass cutter; (15) Grazler; (16) Helper (Store-mazdoor); (17) Labourer; (boiler, Cattle yard, Cultivation, General; Loading and unloading

|   | 1     | 2     | 3     | 4    | 5    | 6    |
|---|-------|-------|-------|------|------|------|
| Carting; Fertilizers Harvesting; Weeding; (18) Mali; (19) Masdar (Agriculturist); Compost; Staking; Irrigational, Manure; Stacking, Milk room; Ration room; Store; Malaria; M.R.; (20) Messenger (Office); (21) Nani; (22) Sioe; (23) Tying & Carrying Kasse hay; (24) Sweeper; (25) Weighing and carrying bales; (26) Weighman (bales; pally); (27) Waterman; (28) Stableman; (29) Trolley man; (30) Any other categories by whatever name called which are of unskilled nature. | 12.75 | 12.50 | 10.50 | 9.25 | 8.50 | 8.00 |

*supervisory—*

|   |       |       |       |       |       |       |
|---|-------|-------|-------|-------|-------|-------|
| (1) Assistant (Chowdhary); (2) Attendant (bull; calving lines; Chaff cutter; Hostel; Dry Stock; Grain crusher; Pump; Sick-line; stable; Yard; Stock); (3) Assistant (Plumber); (4) Attendant; (5) Bhisti; (6) Brander; (7) Bullman; (8) Butterman; (9) Coachman; (10) Cobbler; (11) Cultivator; (12) Daftry; (13) Delivery Man; (14) Dhobi; (15) Dresser; (16) Farriar; (17) Feeder; (18) Fireman; (19) Gowala; (20) Hammerman; (21) Helper, (Blacksmith); (22) Helper; (23) Jamadar (Stand); (24) Jamadar; (25) Khalasi; (26) Mali (Senior); (27) Mate; (28) Mistry; (29) Mazdoor (literate); (30) Nalband; (31) Oilman; (32) Ploughman; (33) Stackers; (34) Supervisor; (35) Thatcher; (36) Valveman; (37) Valveman (Senior); (38) Wireman; (39) Wire cutter; (40) Wire man fixing tin cables; (41) Any other categories by whatever names called which are of semi-skilled nature. | 15.75 | 14.25 | 13.00 | 11.75 | 10.75 | 10.00 |
|---|-------|-------|-------|-------|-------|-------|

*Skilled*

|   |       |       |       |       |       |       |
|---|-------|-------|-------|-------|-------|-------|
| (1) Artificier (Class II, III, IV); (2) Blacksmith; (3) Blacksmith (Class II); (4) Bollerman; (5) Carpenter; (6) Carpenter Class II; (7) Carpenter-cum-blacksmith; (8) Chowdhary; (9) Driver; (10) Driver (Engine Tractor; M. T., Motor); (11) Electrician; (12) Fitter; (13) Mason; (14) Mason Class II; (15) Machinehand (Class II, III, IV); (16) Machineman; (17) Mate Fr. I (Senior); (18) Mechanic; (19) Milk Writer; (20) Mistry (Head); (21) Moulder; (22) Muster Writer; (23) Operator (Tubewell); (24) Painter; (25) Plumber; (26) Welder; (27) Upholsterer; (28) Wireman; (29) Any other categories by whatever name called which are of a skilled nature. | 20.00 | 18.25 | 16.25 | 15.25 | 13.50 | 13.00 |
|---|-------|-------|-------|-------|-------|-------|

|   | 1     | 2     | 3     | 4     | 5     | 6     |
|---|-------|-------|-------|-------|-------|-------|
| <i>Highly skilled</i>   |       |       |       |       |       |       |
| (1) Artificier Class I; (2) Blacksmith Class I; (3) Carpenter Class I; (4) Machine hand Class I; (5) Mason Class I; (6) Mechanic (Senior); (7) Any other categories by whatever name called which are of highly skilled nature. | 25.00 | 22.75 | 20.75 | 18.50 | 17.25 | 16.50 |
| <i>Clerical</i>   |       |       |       |       |       |       |
| (1) Assistant (Farm); (2) Assistant; (3) Cashier; (4) Clerk; (5) Munshi; (6) Registerkeeper; (7) Storekeeper; (8) Timekeeper; (9) Typist; (10) Any other categories by whatever name called which are of a clerical nature.     | 20.00 | 18.25 | 16.25 | 15.25 | 13.50 | 13.00 |

*Explanation.*—For the purposes of this notification—

1. (a) Areas A, B-1, B-2 and C mentioned in annexure to this notification shall respectively comprise all the places as specified in the said annexure in such areas, and include all places within a distance of eight kilometres from the periphery of a Municipal Corporation or Municipality or Cantonment Board or Notified Area Committee of a particular place; and areas D shall comprise of all the other places not mentioned in the annexure and to which the Minimum Wages Act, 1948 extends.

(b) The places added or upgraded from time to time by the Ministry of Finance for the purpose of payment of city compensatory allowance to Central Government employees shall also be taken to be added from such dates for the purpose of classification specified in the annexure.

2. Where in any area the minimum rates of wages fixed under this notification are lower than the minimum rates of wages fixed by the State Government for employees in the scheduled employment of agriculture in respect of which it is the appropriate Government, the higher rate shall be payable as minimum wage under this notification.

3. (a) "Unskilled work" means work which involves simple operation requiring little or no skill or experience on the job;

(b) "Semi-skilled work" means work which involves some degree of skill or competence acquired through experience on the job and which capable of being performed under the supervision or guidance of a skilled employee and includes unskilled supervisory work.

(c) "Skilled work" means work which involves skill or competence acquired through experience on the job or through training as an apprentice in a technical or vocational institute and the performance of which calls for initiative and judgement.

(d) "Highly skilled work" means work which calls for a high degree of perfection and full competence in the performance of certain tasks acquired through intensive technical or professional training or practical work experience for long years and also requires of a worker to assume full responsibility for the judgement or decisions involved in the execution of these tasks.

4. The minimum rates of wages shall consist of all inclusive rates; and include also the wages for weekly day of rest.

5. The minimum rates of wages are applicable to employees employed by contractors also.

6. (a) The minimum rates of wages for young persons below 18 years of age shall be 80 per cent of the rates payable to adult workers of the appropriate category.

(b) The minimum rates of wages for disabled persons shall be equal to those of able bodied persons of appropriate category.

| Name of the State Union Territory | Class of Cities/Towns |   |                                |  |
|-----------------------------------|-----------------------|---|--------------------------------|--|
|                                   | A                     | B-1   | B-2                            | C  |
| 1                                 | 3                     | 4   | 5                              | 5  |
| Andhra Pradesh                    | Hyderabad             | Vijayawada (Bezawada)                         | Vishakhapatnam (Vizagapatnam). | Akoni, Anakapalle, Anantapur, Bandar (Machilipatnam), Bapatnam, Chirala, Guddapah, Gudivada, Guntur, Karimnagar, Khammam, Kothagudem, Mahbubnagar, Nellore, Rajahmundry, Rajampet, Tenali, Tirupati, Vijayanagara, Warangal. |
| Assam                             |                       | Gauhati                                       | Patna, Dhanbad, Jamshedpur.    | Arrah, Bettiah, Bhagalpur, Bokaro Steel City, Bihar Shariff, Chapra, Darbhanga, Dinapur, Gaya, Hazaribagh, Katihar, Muzaffarpur, Patna, Purnea, Rusehli.   |
| Bihar                             |                       |   |                                |  |
| Chandigarh                        | Delhi                 |   |                                | Chandigarh.  |
| Gujarat                           | Ahmedabad             | Surat, Vado-dara (Baroda), Bhavnagar, Rajkot. |                                | Amul, Bhuj, Broach, Cambay, Choraji, Godhra, Gondal, Jamnagar, Junagarh, Kalol, Mehasana, Morvi, Nadiad, Navsari, Patan, Porbandar, Surendra-Nagar, Beraval.   |
| Haryana                           |                       |   |                                | Ambala, Bhiwani, Faridabad, Gurgaon, Hissar, Karnal, Kaithal, Panipat, Rohtak, Sirsa, Sonapat, Yamunanagar   |
| Jammu and Kashmir                 |                       | Srinagar, Jammu.                              |                                |  |
| Karnataka                         | Bangalore             | Hubli, Dharwar, Mysore.                       |                                | Bagalkot, Belgaum, Bellary, Bhadravati, Bidar, Bijapur, Chitradurga, Devanagare, Gadag, Bolgari, Gulbarga, Hassan, Hospet, Kolar, Gold Fields, Mandya, Mangalore, Raichur, Shimoga, Tumkur.                                  |

| Name of the State Union Territory | Class of Cities/Towns |                   |  |  |   |
|-----------------------------------|-----------------------|-------------------|--|--|---|
|                                   | 1                     | 2                 | 3  | 4  | 5   |
| Madhya Pradesh                    |                       |                   |  | Cochin, Trivandrum, Alwaye, Calicut (Kazhikode).   | Atlepaya, Badagar, Cannanore, Changanacherry, Kayamkulam, Kottayam, Palghat, Telli-cherry, Trichur, Quilon,   |
| Maharashtra                       | Bombay                | Indore, Jabalpur. | Nagpur, Poona, Pimpri-Chindwada.             | Bhopal, Bhilai, Gwalior, (Laskar).   | Bilaspur, Burhanpur, Chhindwara, Damoh, Dewas Durg, Itarsi, Khandwa, Mandasaur, Mhow (Cantt.), Morena, Murware, Neemucn, Raigarh, Raipur, Ratlam, Rewa, Sagar, Satna, Ujjain, Vidisha.                            |
| Orissa                            |                       |                   |  | Achaplur Town, Gro Ahmednagar, Akola, Amalner, Amarnath, Amravati, Aurangabad, Barsi, Bhivandi, Bhusawal, Chanda, Chandrapur, Dhulia, Dombivli, Gondia, Ichalkaranjia, Jalgaon, Jalna, Kalyan, Kamptee, Khumgaon, Kolhapur, Latur, Melegaon, Nanded, Nandurbar, Nasik Road, Deolali, Pandharpur, Parbhani, Sangli, Miraj, Satara, Ulhasnagar, Yeotmal, Wardha. |   |
| Pondichery                        |                       |                   |  | Rourkela   | Balasure, Berhampur, Bhubaneswar, Cuttuck, Puri, Sambalpur.   |
| Punjab                            |                       |                   |  | Amritsar, Ludhiana.  | Pondichery.   |
| Rajasthan                         |                       |                   | Jaipur                                       | Ajmer  | Abhoar, Batala, Bhatinda, Ferozepur, Hoshiarpur, Jullundur, Melerkotla, Moga, Pathankot, Patiala, Phagwara.   |
| Tamil Nadu                        | Madras                |                   | Coimbatore, Selam, Madurai. (Tiruchirapalli) |  | Alwar, Beawar, Bharatpur, Bhilwara, Bikaner, Churu, Ganganagar, Jodhpur, Kota, Sikai, Tonk, Udaipur.  |
|                                   |                       |                   |  |  | Ambur, Aruppukottai, Bodinayakanur, Chidambaram, Guddalore, Dindigul, Frode, Gudiyatham, Kadayanallui, Kancheepuram, Kerai-kudi, Karur, Kumbakonam, Mayuram, Nagr-Pattinam, Nagerecoil, Palayanakottai, Pollachi, |

| 1                   | 2   | 3                  | 4   | 5   |
|---------------------|---|--------------------|---|---|
|                     |   |                    |   | mettu-Palayam, Pudukkottai, Rajaplayam, Sivakasi, Srirangam, Srivilliputtar, Tambaram, Thanjavur (Tanjore), Tindivanam, Tirunelveli, Tiruppur, Tiruvannamalai, Tuticorin, Valparai, Vaniyanbodi, Vellore, Villipuram, Virudhunagar. |
| Uttar Pradesh       | Kanpur, Lucknow, Agra, Allahabad, Varanasi (Banaras). | Meerut             | Aligarh (Koli Aligarh), Amroha, Balia, Babaraich, Banda, Bareilly, Basti, Badaun, Bulandshahar, Ghandausi, Dehra Dun, Etawah, Faizabad-cum-Ayodhya, Farrukhabad-cum-Fatehpur, Ferobad, Gzabad, Ghazipur, Gonda-Gorakhpur, Haldwani-cum-Kathgodam, Hapur, Hardoi, Hardwar, Hathras, Jaunpur, Jhansi, Khurja, Kasganj, Mathura, Maunthbhanjan, Mirzapur, Moradabad, Mazaffarnagar, Pilibhit, Rampur, Roorkee, Saharanpur, Sambhal, Shahjahanpur, Sitapur. |   |
| West Bengal         | Calcutta  | Asansol, Durgapur. | Baidyabati, Bally, Bangaon, Bankura, Banashahria, Barrakpur, Basirhat, Berhampur, Bhatpara, Budge, Burdwan, Chakdaha, Chamdani, Chandernagore, Cooh Behar, English Bazar, Halishpur, Hooghly, Cninsuta, Jalpaiguri, Kamarhati, Kanchapura, Kharagpur, Krishnanagar, Midnapur, Nabodwip, Naibati, North Dum Dum, Pantbati, Purulia, Ranaghai, Rishra, Santipur, Serampur, Silliguri, Titagarh, Uttarpara-Kotrung.  |   |
| Goa, Daman and Diu. |   |                    | Marmagoa.   |   |

(B) *Corrigendum*.—The Government of Maharashtra has published the Notification Industries, Energy and Labour Department No. MWA. 1583/65770/CR-5632/LAB-7, dated, the 3rd March 1984 and it is republished in the *Maharashtra Government Gazette*, Part II-L, Extra Ordinary, dated the 5th March 1984, at pages Nos. 72 to 76 in schedule, against serial Number 5 (xii) in column 3, for "Rs. 7.62" read "Rs. 6.72".

(Vide Government Notification, Industries, Energy and Labour Department No. MWA. 1583/65770/CR-5632/Lab-7, dated the 20th October, 1984, published in *Maharashtra Government Gazette*, Part I-L, dated the 7th February, 1985, at page No. 493).

II. BOMBAY SHOPS AND ESTABLISHMENT ACT, 1948

(A) *Amendments under the Act*.—(1) In exercise of the powers conferred by the proviso to Section 4 of the said Act, the Government of Maharashtra has amended Schedule II to the said Act as follows, namely :—

SCHEDULE II

| Serial Number | Establishments, employees or Other persons.   | Provisions of the Act.  |
|---------------|---|---|
| (1)           | (2)   | (3)   |
| 316.          | The establishments of—<br>1. Allahabad Bank<br>2. Andhra Bank<br>3. Bank of Baroda.<br>4. Bank of India.<br>5. Bank of Maharashtra.<br>6. Canara Bank.<br>7. Central Bank of India.<br>8. Corporation Bank.<br>9. Dena Bank.<br>10. Indian Bank.<br>11. Indian Overseas Bank.<br>12. New Bank of India.<br>13. Oriental Bank of Commerce.<br>14. Punjab National Bank.<br>15. Punjab and Sind Bank.<br>16. Syndicate Bank.<br>17. Union Bank of India.<br>18. United Bank of India<br>19. United Commercial Bank.<br>20. Vijaya Bank<br>21. State Bank of India<br>22. State Bank of Bikaner & Jaipur.<br>23. State Bank of Hyderabad.<br>24. State Bank of Indore.<br>25. State Bank of Mysore.<br>26. State Bank of Patiala.<br>27. State Bank of Saurashtra.<br>28. State Bank of Travancore.<br>29. The Banaras State Bank Ltd.<br>30. Bharat Overseas Bank Ltd.<br>31. The Bank of Rajasthan Ltd.<br>32. The Catholic Syrian Bank Ltd.<br>33. The Federal Bank Ltd.,<br>34. The Hindustan Commercial Bank Ltd. | Sections 13, 15, 18, 33(3), 35, 36, 37 38-C and 62, subject to the following conditions—<br>(i) The exemptions are without prejudice to reference to the Act or "the Shops Acts of States" etc. made in the Awards/Settlements/Agreements (as defined in the Industrial Disputes (Act, 1947; Bombay Industrial Relations Act, 1946) applicable to the establishments mentioned in Col. 2 thereof (hereinafter referred to as "the Banks").<br>(ii) The exemptions are without prejudice to the exemptions already granted in cases of individual banks (mentioned in this Scheduled), unless revoked.<br>(iii) The Banks should not be opened earlier than 7-30 a.m. and closed later than 9-00 p.m.<br>(iv) No employee should be required or allowed to work for more than 4 hours before he has had rest interval of at least half an hour.<br>(v) The employees are given at least one day holiday in a week, without making deductions from their wages on account thereof.<br>(vi) Women employees required or allowed to work after 8-30 p.m. should be provided with Conveyance (with escort) from their places of work to their residences.<br>(vii) No woman employees should be required or allowed to work after 8-30 p.m. continuously for more than |

(Vide Government Notification, Industries, Energy and Labour Department, No. MWA-2384/8009/Lab-7, dated the 29th September 1984, published in *Maharashtra Government Gazette*, Part I-L, dated the 7th February 1985, at Pages Nos. 460 to 465).

| 1             | 2        | 3   | 4                  | 5  |
|---------------|----------|---|--------------------|--|
|               |          |   |                    | mettu-Palayam, Pudukkottai, Rajaplayam, Sivakasi, Srirangam, Srivilliputtar, Tambaram, Thanjavur (Tanjore), Tindivarnam, Tirunelveli, Tiruppur, Tiruvannemalai, Tuticorin, Valparai, Vaniyambodi, Vellore, Villipuram, Virudhunagar.   |
| Uttar Pradesh |          | Kanpur, Lucknow, Agra, Allahabad, Varanasi (Banaras). | Meerut             | Aligarh (Koli Aligarh), Amroha, Balia, Babaraich, Banda, Bareilly, Basti, Badaun, Bulandshahar, Ghandausi, Dehra Dun, Etawah, Faizabad-cum-Ayodhya, Farrukhabad-cum-Fatehpur, Ferobad, Gaziabad, Ghazipur, Gonda, Gorakhpur, Haldwani-cum-Kathgodam, Hapur, Hardoi, Hardwar, Hathras, Jaunpur, Jhansi, Khurja, Kasganj, Mathura, Maunthbhanjan, Mirzapur, Moradabad, Mazaffarnagar, Pilibhit, Rampur, Roorkee, Saharanpur, Sambhal, Shahjahanpur, Sitapur. |
| West Bengal   | Calcutta |   | Asansol, Durgapur. | Baidyabati, Bally, Bangaon, Bankura, Banasbaria, Barrakpur, Basirhat, Berhampur, Bhatpara, Budge, Burdwan, Chakdaha, Chamdani, Chandernagore, Cooh Behar, English Bazar, Halishpur, Hooghly, Cninsura, Jalpaiguri, Kamarhati, Kanchapura, Kharagpur, Krishnanagar, Midnapur, Nabodwip, Naibati, North Dum Dum, Pantbati, Purulia, Ranaghai, Rishra, Santipur, Serampur, Silliguri, Titagarh, Uttarpara-Kotrung.  |
|               |          |   |                    | Goa, Marmagoa.   |

(B) *Corrigendum*—The Government of Maharashtra has published the Notification Industries, Energy and Labour Department No. MWA. 1583/65770/CR-5632/LAB-7, dated, the 3rd March 1984 and it is republished in the *Maharashtra Government Gazette*, Part II-, Extra Ordinary, dated the 5th March 1984, at pages Nos. 72 to 76 in schedule, against serial Number 5 (xii) in column 3, for "Rs. 7.62" read "Rs. 6.72".

(vide Government Notification, Industries, Energy and Labour Department No. MWA. 1583/65770/CR-5632/Lab-7, dated the 20th October, 1984, published in *Maharashtra Government Gazette*, Part I-L, dated the 7th February, 1985, at page No. 493).

## II. BOMBAY SHOPS AND ESTABLISHMENT ACT, 1948

(A) *Amendments under the Act.*—(1) In exercise of the powers conferred by the proviso to Section 4 of the said Act, the Government of Maharashtra has amended Schedule II to the said Act as follows, namely—

### SCHEDULE II

| Serial Number | Establishments, employees or Other persons.   | Provisions of the Act.   |
|---------------|---|--|
| (1)           | (2)   | (3)  |
| 316.          | The establishments of—<br>1. Allahabad Bank<br>2. Andhra Bank<br>3. Bank of Baroda.<br>4. Bank of India.<br>5. Bank of Maharashtra.<br>6. Canara Bank.<br>7. Central Bank of India.<br>8. Corporation Bank.<br>9. Dena Bank.<br>10. Indian Bank.<br>11. Indian Overseas Bank.<br>12. New Bank of India.<br>13. Oriental Bank of Commerce.<br>14. Punjab National Bank.<br>15. Punjab and Sind Bank.<br>16. Syndicate Bank.<br>17. Union Bank of India.<br>18. United Bank of India<br>19. United Commercial Bank.<br>20. Vijaya Bank<br>21. State Bank of India<br>22. State Bank of Bikaner & Jaipur.<br>23. State Bank of Hyderabad.<br>24. State Bank of Indore.<br>25. State Bank of Mysore.<br>26. State Bank of Patiala.<br>27. State Bank of Saurashtra.<br>28. State Bank of Travancore.<br>29. The Banaras State Bank Ltd.<br>30. Bharat Overseas Bank Ltd.<br>31. The Bank of Rajasthan Ltd.<br>32. The Catholic Syrian Bank Ltd.<br>33. The Federal Bank Ltd.,<br>34. The Hindustan Commercial Bank Ltd. | Sections 13, 15, 18, 33(3), 35, 36, 37 38-C and 62, subject to the following conditions—<br>(i) The exemptions are without prejudice to reference to the Act or "the Shops Acts of States" etc. made in the Awards/Settlements/Agreements (as defined in the Industrial Disputes Act, 1947; Bombay Industrial Relations Act, 1946) applicable to the establishments mentioned in Col. 2 thereof (hereinafter referred to as "the Banks").<br>(ii) The exemptions are without prejudice to the exemptions already granted in cases of individual banks (mentioned in this Scheduled), unless revoked.<br>(iii) The Banks should not be opened earlier than 7-30 a.m. and closed later than 9-00 p.m.<br>(iv) No employee should be required or allowed to work for more than 4 hours before he has had rest interval of at least half an hour.<br>(v) The employees are given at least one day holiday in a week, without making deductions from their wages on account thereof.<br>(vi) Women employees required or allowed to work after 8-30 p.m. should be provided with Conveyance (with escort) from their places of work to their residences.<br>(vii) No woman employees should be required or allowed to work after 8-30 p.m. continuously for more than |

35. The Jammu & Kashmir Bank Ltd. a week.
36. Karnataka Bank Ltd. (viii) The employee should be allowed by the Banks leave and the female employees maternity benefit according to Awaers/Settlements/Agreements applicable to the Banks, or according to custom or usage prevalent in the Banks immediately before the grant of this exemption.
37. The Karur Vyasya Bank Ltd.
38. The Lakshmi Commercial Bank Ltd. (ix) The Registers/Records maintained by the Banks immediately before this exemption should be properly maintained by the Banks in respect of all their employees.
39. The Lakshmi Vilas Bank Ltd.
40. The Miraj State Bank Ltd. (x) The Registers/Records should be made available to the Inspector at the time of their visits to the Banks for inspection.
41. The Nedungadi Bank Ltd.
42. The Parur Central Bank Ltd. (xi) Visit Books should be maintained by the Banks and made available to the Inspectors, at the time of their visits to the Banks, for passing visit remarks.
43. The Purbanchal Bank Ltd.
44. The Sangli Bank Ltd.
45. The South Indian Bank Ltd.
46. United Industrial Bank Ltd.
47. The Vyasya Bank Ltd.
48. Algemene Bank Nederland N. V.
49. American Express International Banking Corporation.
50. Bank of America N. T. & S. A.
51. The Bank of Tokyo Ltd.
52. Banque Nationales de Paris.
53. The British Bank of the Middle East.
54. The Chartered Bank.
55. City Bank N. A.
56. Grindlays Bank Ltd.
57. Mercantile Bank Ltd.
58. The Mitsui Bank Ltd.

(Vide Government Notification, Industries, Energy and Labour Department No. BSE. 1484 CR-208/Lab-9, dated the 27th November 1984, published in *Maharashtra Government Gazette*, Part I-L, dated the 7th February 1985, at pages Nos. 474 to 475.)

(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. 320, in column 2, after entry No. 319, the following entry shall be added, namely :—

- “ 320—Management of the Computata Corporation, Data processing Centre, Sambava Chambers, 3rd floor, Sir P. M. Road, Bombay 400 021. Section 13, subject to the conditions that—
- (i) No employee shall be allowed to work for more than 9 hours in a day or 48 hours in a week.
- (ii) No female employee shall be allowed to work after 8-30 p.m.”

(Vide Government Notification, Industries, Energy and Labour Department, No. BSE. 1484 CR-802/Lab-9, dated the 17th January, 1985 published in *Maharashtra Government Gazette*, Part I-L, dated the 21st February 1985, at page No. 556).

(B) *Suspensions under the Act.*—(1) In exercise of the powers conferred by Section 6 of the said Act the Government of Maharashtra has suspended the operation of the provisions of sections 13, 14, 17 and 18 of the said Act, from 26th December 1984 to 14th January 1985 (both days inclusive) in respect of the Zonal, Divisional and Branch Officers of the Life Insurance Corporation of India in the State of Maharashtra, subject to the conditions specified in the Schedule appended hereto subject to the conditions specified in the Notification.

## SCHEDULE

(1) Every employee on account of loss of prescribed holidays on Sundays the 30th December 1984, 6th January 1985 and 13th January 1985, be granted compensatory holidays before the week ending 31st January 1985 and no deductions shall be made from the wages of the employees on account thereof.

(2) The employees shall in respect of work done on Sundays the 30th December 1984, 6th January 1985 and 13th January 1985 be entitled to overtime payment of the rates not less than those specified in section 63 of the said Act, and

(3) The employees shall be granted on other days overtime payment at the rates not less than those specified in section 63 of the said Act, in respect of the work done in excess of their normal hours of work.

(Vide Government Notification, Industries, Energy and Labour Department No. P. 7384 98252/1090/Lab-9, and dated 5th December 1984, published in *Maharashtra Government Gazette*, Part I-L, dated 7 February 1985 at pages Nos. 475 to 476).

(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 2 of the schedule appended hereto on account of the festivals shown in column 1 of the said schedule for the periods mentioned in column 3 of the said schedule, subject to the conditions specified in the Notification :—

## SCHEDULE

| Festival             | Provisions of Sections  | Period  |
|----------------------|---|---|
| 1                    | 2   | 3   |
| Rangnath Swami Jatra | Section 10 (1) (b), 11 (1) 14, 16, 17, 18, 19, 21, 23 and 24. | 6th March 1985 to 6th April 1985 (both days inclusive). |

(Vide Government Notification, Industries, Energy and Labour Department, No. P. 7385/CR-1134/Lab-9, dated the 31st January 1985, published in *Maharashtra Government Gazette*, Part I-L, dated the 14th February 1985, pages Nos. 533-534).

(3) 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 2 of the schedule appended hereto on account of the festivals shown in column 1 of the said schedule for the periods mentioned in column 3 of the said schedule subject to the conditions specified in the notification :—

## SCHEDULE

| Festival    | Provisions of Sections                              | Period  |
|-------------|---|---|
| 1           | 2   | 3   |
| Maharashtra | Sections 11 (1), 13, 14, 16, 18, 19, 20, 21 and 24. | 16th February 1985 to 18th February 1985 (both days inclusive). |

(Vide Government Notification, Industries, Energy and Labour Department, No. P-7385/CR-1135/Lab-9, dated the 31st January 1985 published in *Maharashtra Government Gazette*, Part I-L, dated 14th February 1985, at pages Nos. 534 to 535.)

(4) 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 2 of the schedule appended hereto on account of the festivals shown in column 1 of the said schedule

for the periods mentioned in column 3 of the said schedule, subject to the conditions specified in the Notification —

| Festival<br>1 | Provisions of Sections<br>2                 | Period<br>3   |
|---------------|---|---|
| Holi          | Sections 11 (1), 14, 18 (1), 20, 21 and 24. | 4th March 1985 to 8th March 1985 (both days inclusive). |

(Vide Government Notification Industries, Energy and Labour Department, No. P-7385/CR-1136 Lab-9, dated 31st January 1985, published in *Maharashtra Government Gazette*, Part I-L, dated the 14th February 1985 at pages Nos.536 to 537).

(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 2 of the schedule appended hereto on account of the festivals shown in column 1 of the said schedule for the periods mentioned in column 3 of the said schedule, subject to the conditions mentioned in Notification :—

| Festival<br>1 | Provisions of Sections<br>2                        | Period<br>3   |
|---------------|--|---|
| Goodi Padava  | Sections 11(1), 13, 14, 16, 18, 19, 20, 21 and 24. | 20th March 1985 to 24th March 1985 (both days inclusive). |

(6) In exercise of the powers conferred by section 6 of the said Act, the Government of Maharashtra has suspended the operation of the provisions of sections 13, 14, 17 and 18 of the said Act, in respect of 21 employees employed in the Accounts Department of Messers. Cynamid India Limited, Nyloc House, 254-D-2, Dr. Annie Besant Road, Bombay 400 025, with effect from 1st December 1984 to 31st January 1985 subject to the conditions mentioned in the Notification.

(Vide Government Notification, Industries, Energy and Labour Department No. P-7384 95687/1062/Lab-9, dated the 13th December 1984 published in *Maharashtra Government Gazette*, Part-I-L, dated the 7th February 1985, page No. 476).

(C) *Appointments under the Act.*—In exercise of the powers conferred by sub-section (2) of Section 48 of the Bombay Shops and Establishments Act, the Commissioner of Labour has appointed the following persons mentioned in column 2 of the schedule herein below (they having the qualifications prescribed under Rule 17 of M.S.E.R.) to be Inspectors for the purpose of implementation of the provisions of the said Act, in the local areas (which are not subject to the jurisdiction of any Local Authority for the enforcement of the said Act) in the District mentioned in column No. 3 of the said schedule:

## SCHEDULE

| Serial No. | Name of the Shop Inspector | Name of the District |
|------------|----------------------------|----------------------|
| 1          | 2                          | 3                    |
| 1          | Smt. S. J. Paricharak      | Solapur District.    |
| 2          | Shri S. V. Salunke         | Solapur District.    |
| 3          | Shri C. A. Shaikh          | Solapur District.    |
| 4          | Smt. A. B. Anantpurkar     | Solapur District.    |

| 1  | 2                    | 3  |
|----|----------------------|--|
| 5  | Shri D. S. Kamble    | Solapur District.                                  |
| 6  | Shri V. H. Rathod    | Sangli District.                                   |
| 7  | Shri R. A. Lad       | Satara District.                                   |
| 8  | Shri A. G. Shaikh    | Ahmadnagar District.                               |
| 9  | Shri R. M. Patil     | Amravati District.                                 |
| 10 | Shri V. S. Dhanvijay | Nagpur, Wardha, Bhandara and Chandrapur Districts. |
| 11 | Shri H. B. Patil     | Jalgaon District.                                  |
| 12 | Shri P. M. Amrutkar  | Raigad District.                                   |

(Vide Government Notification Industries, Energy and Labour Department No. CL/BSE/1284/Insp. H. O. XII, dated 10th October 1984, published in *M.G.G.* Part-I-L, dated 28th February 1984, at page No. 636).

## III INDIAN BOILERS ACT, 1923.

(A) *Corrigendum.*—In Government Order, Industries, Energy and Labour Department No. IBA/1084/CR/1013/Lab-9, dated the 14th September 1984 in the 4th line for the words and figures No. MR-744 "the wards and figures" No. MR-7847 "shall be substituted."

(Vide Government Notification, Industries, Energy and Labour Department No. IBA-1084/CR-1025/Lab-9, dated the 27th September 1984, published in *Maharashtra Government Gazette* Part I-L, dated the 7th February 1985 at page No. 493).

(B) *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-6606 and belonging to the High Explosive Factory, Kirkee, District Pune from the operation of clause (c) of section 6 of the said Act, for the period of two months from the 26th December 1984, to 25th February 1985 (both days inclusive).

(Vide Government Notification Industries, Energy and Labour Department, No. IBA-1084/100143/1099/Lab-9, dated 19th December 1984, published in *Maharashtra Government Gazette* Part I-L, dated 28th February 1985, at page No. 635).

## IV EMPLOYEES' PROVIDENT FUNDS MISCELLANEOUS PROVISIONS ACT, 1952.

(A) *Exemptions under the Act.*—(i) The Government of Maharashtra has republished the following Notification of Central Government:—

## GOVERNMENT OF INDIA/BHARAT SARKAR

MINISTRY OF LABOUR AND REHABILITATION

(SHRAM AUR PUNARVAS MANTRALAYA)

DEPARTMENT OF LABOUR/SHRAM VIBHAG

New Delhi, dated the 24th August, 1984.

## NOTIFICATION

S.O. ....—In exercise of the powers conferred by sub-section (2) of section 16 of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 (19 of 1952), the Central Government hereby exempt all departmental undertakings under the State Governments of Maharashtra, Manipur, Meghalaya, Tripura and the Union Territory Administration of Pondicherry, whose employees are in receipt of Provident fund and pension benefits as admissible under the Government rules, as a class, from the operation of the provisions of the said Act for a period of three years with effect from the 1st September, 1984.

(Vide Government Notification Industries, Energy and Labour Department, No. EPF-1084/9465/Lab-4, dated the 25th September 1985 published in *Maharashtra Government Gazette*, Part I-L, dated the 14th February 1985, at page 539).

(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 annexed hereto, the Government of Maharashtra has exempted the said establishment from the operation of all the provisions of the said scheme for a period of three years from the date of issue of this Notification.

#### SCHEDULE

1. The employer in relation to the said establishment shall provide for such facilities for inspection and pay such inspection charges as the Central Government may from time to time direct under clause (a) of sub-section (3) of section 17 of the said Act within 15 days from the close of every month.

2. The rate of contribution payable under the provident fund rules of the establishment shall at no time be lower than those payable under the said Act in respect of the unexempted establishments and the said Scheme framed thereunder.

3. In the matter of advances, the scheme of the exempted establishment shall not be less favourable than the Employees' Provident Fund Scheme, 1952.

4. Any amendment to the said scheme which is more beneficial to the employees than the existing rules of the establishment shall be made applicable to them automatically. No amendment of the rules of the provident fund of the said establishment shall be made without the previous approval of the Regional Provident Fund Commissioner and where any amendment is likely to affect adversely the interest of the employees of the said establishment, the Regional Provident Fund Commissioner shall before giving his approval, give a reasonable opportunity to the employees to explain their point of view.

5. All employees (as defined in section 2(f) of the said Act.) who would have been eligible to become members of the provident fund had the establishment not been granted exemption shall be enrolled as members.

6. Where an employee who is already a member of the Employees' Provident Fund (Statutory) or a provident fund of any other exempted establishment is employed in his establishment, the employer shall immediately enroll him as a member of the fund and arrange to have the accumulations in the provident fund account of such employee with his previous employer transferred and credited to his account.

7. The employer shall establish a Board of Trustees for the management of the provident fund according to such directions as may be given by the Central Provident Fund Commissioner or by the Central Government, as the case may be, from time to time.

8. The Provident Fund shall vest in the Board of Trustees who will be responsible for and accountable to the Employees' Provident Fund Organisation *inter-alia* for proper accounts of the receipts into and payments from the Provident Fund and the balances in their custody.

9. The Board of Trustees shall meet at least once in every three months and shall function in accordance with the guidelines that may be issued from time to time by the Central Government/Central Provident Fund Commissioner or an officer authorised by him.

10. The accounts of the Provident Fund maintained by the Board of Trustees shall be subject to audit by a qualified independent Chartered Accountant annually. Where considered necessary, the Central Provident Fund Commissioner shall have the right to have the accounts re-audited by any other qualified auditor and the expenses so incurred shall be borne by the employer.

11. A copy of the audited annual provident fund accounts together with the audited balance sheet of the establishment for each accounting year shall be submitted to the Regional Provident Fund Commissioner within six months after the close of the financial year. For this purpose the financial year of the provident fund shall be from the 1st of April to the 1st March.

12. The employer shall transfer to the Board of Trustees the contributions payable to the Provident Fund by himself and the employees by the 15th of each month following the month for which the contribution are payable. The employer shall be liable to pay damages to the Board of Trustees for any delay in payment of the contributions in the same manner

13. The Board of Trustees shall invest the monies in the fund as per directions that may be given by the Government from time to time. The securities shall be obtained in the name of the Board of Trustees and shall be kept in the custody of a Scheduled Bank under the Credit Control of the Reserve Bank of India.

14. Failure to make the investments as per directions of the Government shall make the Board of Trustees severally and jointly liable to surcharge as may be imposed by the Central Provident Fund Commissioner or his representative.

15. The Board of Trustees shall maintain a script-wise register and ensure timely realisation of interest and redemption proceeds.

16. The Board of Trustees shall maintain detailed account to show the contributions credited, withdrawal and interest in respect of each employee.

17. The Board shall issue an annual statement of account to every employee within six months of the close of financial/accounting year.

18. The Board may instead of the annual statement of account, issue pass-books to every employee. These pass-books shall remain in the custody of the employees and will be brought up to date by the Board on presentation by the employees.

19. The account of each employee shall be credited with interest calculated on the opening balance as on the 1st day of the accounting year at such rate may be decided by the Board of Trustees but shall not be lower than the rate declared by the Central Government under para 50 of the said Scheme.

20. If the Board of Trustees are unable to pay interest at the rate declared by the Central Government for the reason, that the written on investment is less or for any other reason, then the deficiency shall be made good by the employer.

21. The employer shall also make good any other loss that may be caused to the Provident Fund due to theft, burglary, defacement, misappropriation or any other reasons.

22. The employer as well as the Board of Trustees shall submit such returns to the Regional Provident Fund Commissioner as the Central Government/Central Provident Fund Commissioner may prescribe from time to time.

23. If the Provident Fund rules of the establishment provide for forfeiture of the employers's contributions in cases where an employee ceases to be a member of the fund on the lines of para 69 of the said Scheme, the Board of Trustees shall maintain a separate account of the amounts so forfeited and may utilise the same for such purpose as may be determined with the prior approval of the Central Provident Fund Commissioner.

24. Notwithstanding anything contained in the rules of the Provident Fund of the establishment, if the amount payable to any member upon his ceasing to be an employee of the establishment or transferable on his transfer to any other establishment by way of employer and employees' contribution plus interest thereon taken together with the amount. If any payable under the Gratuity or Pension rules be less than the amount that would be payable as employer's and employees' contributions plus interest thereon if he was a member of the Provident Fund under the said Scheme, the employer shall pay the difference to the member as compensation or special contribution.

25. The employee shall bear all the expenses of the administration of the Provident Fund including the maintenance of accounts, submission of returns, transfer of accumulations.

26. The employer shall display on the notice board of the establishment, a copy of the rules of the fund as approved by the appropriate authority and as and when amended there-to alongwith a translation of the salient points thereof in the language of the majority of the employees.

27. The "appropriate Government" may lay down any further conditions for continued

2. The employee shall enhance the rate of provident fund contributions approximately if the rate of provident fund contribution for the class of establishments in which his establishment falls is enhanced under the said Act so that the benefits under the Provident Fund Scheme of the establishment shall not become less favourable than the benefits provided under the said Act.

3. The exemption is liable to be cancelled for violation of any of the above conditions. (This Government Notification, Industries, Energy and Labour Department, No. EPF-10000 dated the 2nd January, 1985, published in Maharashtra Government Gazette Part I-L, dated the 21st February 1985, at pages Nos. 548 to 549.)

(3) In exercise of the powers conferred by clause (f) of sub-section (1) of section 17 of the said Act and subject to the conditions specified in the schedule annexed here to the Government of Maharashtra, has exempted the said establishment from the operation of all provisions of the said scheme for a period of three years from the date of issue of this Notification subject to the conditions specified in schedule by the notification.

#### SCHEDULE

1. The employer in relation to the said establishment shall provide for such facilities for inspection and pay such inspection charges as the Central Government may from time to time direct under clause (3) of sub-section (1) of section 17 of said Act within 15 days from the close of every month.

2. The rate of contribution payable under the provident fund rules of the establishment shall at no time be lower than those payable under the said Act in respect of the unexempted establishments and the said scheme framed thereunder.

3. In the matter of advances, the scheme of the exempted establishment shall not be less favourable than the Employees Provident Fund Scheme, 1952.

4. Any amendment to the said scheme which is more beneficial to the employees than the existing rules of the establishment shall be made applicable to them automatically. No amendment of the rules of the provident fund of the said establishment shall be made without the previous approval of the Regional Provident Fund Commissioner and where any amendment is likely to affect adversely the interest of the employees of the said establishment, the Regional Provident Fund Commissioner shall before giving his approval, give a reasonable opportunity to the employees to explain their point of view.

5. All employees (as defined in section 2(f) of the said Act) who would have been eligible to become members of the Provident Fund had the establishment not been granted exemption shall be enrolled as members.

6. Where an employee who is already a member of the Employees' Provident Fund (Statutory) or a provident fund of any other exempted establishment is employed in the said establishment the employer shall immediately enroll him as a member of the fund and arrange to have the accumulations in the provident fund account of such employee with his previous employer transferred and credited to his account.

7. The employer shall establish a Board of Trustees for the management of the provident fund according to such directions as may be given by the Central Provident Fund Commissioner or by the Central Government, as the case may be, from time to time.

8. The Provident Fund shall vest the Board of Trustees who will be responsible for and accountable to the Employees Provident Fund Organisation on *inter-alia* for proper accounts of the receipts into and payments from the Provident Fund and the balances in the fund.

9. The Board of Trustees shall meet at least once in every three months and shall function in accordance with the guidelines that may be issued from time to time by the Central Government/Central Provident Fund Commissioner or an officer authorised by him.

10. The accounts of the Provident Fund maintained by the Board of Trustees shall be subject to audit by a qualified independent Chartered Accountant annually. Where con-

11. A copy of the audited annual provident fund accounts together with the audited balance sheet of the establishment for each accounting year shall be submitted to the Regional Provident Fund Commissioner within six months after the close of the financial year. For this purpose the financial year of the Provident Fund shall be from the 1st April to 31st March.

12. The employer shall transfer to the Board of Trustees the contributions payable to the Provident Fund by himself and the employees by the 15th of each month following the month for which the contributions are payable. The employer shall be liable to pay damages to the Board of Trustees for any delay in payment of the contributions in the same manner as an unexempted establishment is liable under similar circumstances.

13. The Board of Trustees shall invest the monies in the fund as per directions that may be given by the Government from time to time. The securities shall be obtained in the name of the Board of Trustees and shall be kept in the custody of a Scheduled Bank under the Credit Control of the Reserve Bank of India.

14. Failure to make the investments as per directions of the Government shall make the Board of Trustees severally and jointly liable to surcharge as may be imposed by the Central Provident Fund Commissioner or his representative.

15. The Board of Trustees shall maintain a script-wise register and ensure timely realisation of interest and redemption proceeds.

16. The Board of Trustees shall maintain detailed account to show the contributions credited, withdrawal and interest in respect of each employee.

17. The Board shall issue an annual statement of account to every employee within six months of the close of financial/accounting year.

18. The Board may, instead of the annual statement of accounts issue pass-books to every employee. These pass-books shall remain in the custody of the employee and will be brought uptodate by the Board on presentation by the employees.

19. The account of each employee shall be credited with interest calculated on the opening balance as on the 1st day of the accounting year at such date may be decided by the Board of Trustees but shall not be lower than the rate declared by the Central Government under para 50 of the said scheme.

20. If the Board of Trustees are unable to pay interest at the rate declared by the Central Government for the reason that the return on investment is less or for any other reason, then the deficiency shall be made good by the employer.

21. The employer shall also make good any other loss that may be caused to the Provident Fund due to theft, burglary, defalcation, misappropriation or any other reasons.

22. The employer as well as the Board of Trustees shall submit such returns to the Regional Provident Fund Commissioner as the Central Government/Central Provident Fund Commissioner may prescribe from time to time.

23. If the Provident Fund rules of the establishment provide for forfeiture of the employees' contribution in cases where an employee ceases to be a member of the fund on the lines of para 69 of the said Scheme, the Board of Trustees shall maintain a separate account of the amounts so forfeited and may utilise the same for such purposes as may be determined with the prior approval of the Central Provident Fund Commissioner.

24. Notwithstanding anything contained in the rules of the Provident Fund of the establishment, if the amount payable to any member upon his ceasing to be an employee of the establishment or transferable on his transfer to any other establishment by way of employer and employees' contribution plus interest thereon taken together with the amount, if any payable under the Gratuity or Pension rules be less than the amount that would be payable as employer's and employees contributions plus interest thereon if he was a member of the Provident Fund under the said Scheme, the employer shall pay the difference to the member as compensation or special contribution.

25. The employer shall bear all the expenses of the administration of the Provident Fund including the maintenance of accounts, submission of returns, transfer of accumula-

(4) The employer shall display on the notice board of the establishment, a copy of the rules of the fund as approved by the appropriate authority and as and when amended along with a translation of the salient points thereof in the language of the majority of employees.

27. The "appropriate Government" may lay down any further conditions for continued exemption of the establishment.

28. The employee shall enhance the rate of provident fund contributions appropriate if the rate of provident fund contribution for the class of establishments in which his establishment falls is enhanced under the said Act so that the benefits under the Provident Fund Scheme of the establishment shall not become less favourable than the benefits provided under the said Act.

29. The exemption is liable to be cancelled for violation of any of the above conditions.

(Vide Government Notification, Industries, Energy and Labour Department No. EPF-1184/9547/Lab-4, dated the 2nd January 1985, published in *Maharashtra Government Gazette*, Part-I-L, dated the 21st February 1985 at pages Nos. 551 to 553.)

(4) In exercise of the powers conferred by section 87 read with section 81 A of the said Act, the Government of Maharashtra has exempted the Brick kilns in Maharashtra from the operation of the said Act retrospectively with effect from 1st October 1982 till 31st September 1984 (both days inclusive).

(Vide Government Notification Industries, Energy and Labour Department No. SIA-1784/4332/Lab-11, dated the 8th January 1985 Published in *M. G. G. Part I-L*, dated the 21st February 1985, at page No. 556.)

(5) In exercise of the powers conferred by section 17 (1) (a) of the said Act, the Government of Maharashtra has exempted Messrs Bharatiya Agro Industries Foundation, Urali Kanchan, District Pune, from the operation of the Employees provident Funds Scheme 1952 subject to the conditions mentioned in the schedule which are in additions to the conditions mentioned in sub-section (1) of the said section 17 from the date of issue of this notification.

(Vide Government Notification, Industries, Energy and Labour Department No. EPF-1184/9523 Lab-4, date 10th December 1984, Published in *M. G. G. Part I-L*, date 28th February 1985, at pages Nos. 633 to 635.)

(b) *Amendments under the Act.*—(i) The Government of Maharashtra has republished the following Notification of Government of India, Ministry of Labour and Rehabilitation Notification, No. S-70012/1184-PF-II, dated 22nd August, 1984.

New Delhi, dated the 22nd August 1984.

#### NOTIFICATION

G.S.R. . . . .—In exercise of the powers conferred by section 5, read with sub-section (1) of section 7 of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 (19 of 1952), the Central Government hereby makes the following scheme further to amend the Employees' Provident Funds Scheme 1952, namely :—

1. (1) This scheme may be called the Employers' Provident Funds (Amendment) Scheme 1984.

(2) It shall come into force on the date of publication in the *Official Gazette*.

2. In the Employees' Provident Funds Scheme 1952, in paragraph 68-B—

(1) for the word 'advance' wherever it occurs, the word 'withdrawal', shall be substituted;

(2) in clause (b) of sub-paragraph (1) of Paragraph 68-B, the words, "provided the said house/flat to be purchased in new and un-lived one", shall be deleted;

(3) Explanation 2 below sub-paragraph (1) shall be deleted;

(4) In clause (c) of sub-paragraph (1), after the words "on such site", the words, "or for purchase of a house/flat in the joint name of the member and the spouse under clause (a) and (b) above", shall be added;

(5) in sub-paragraph (6), for the words and figures, "in sub-paragraph (7)," the words and figures, "in sub-paragraphs(7) and(7A)" shall be substituted;

(6) after sub-paragraph (7), the following new sub-paragraph shall be inserted namely—

"7A. A further advance equivalent to the amount of difference between the amount of advance admissible to a member under sub-paragraph (2) above as on the date of fresh application and the amount of advance that was drawn by a member under this Paragraph any time during 6 years preceding 3rd October 1981 may be granted to such a member (i) who had availed the earlier advance for purchase of a dwelling site and has now proposed to construct a dwelling house on the land so purchased or (ii) who had availed the earlier advance for making initial payment towards the allotment/purchase of a house/flat from any agency as referred to in clause (a) of sub-paragraph (1) above and has now proposed to avail an advance for completing the transaction to get the sole ownership of the house/flat so purchased or (iii) who had availed the earlier advance for construction of a house but could not complete the construction in time due to lack of funds."

(7) in sub-paragraph (7) for words "six months", the words, "twelve months", shall be substituted.

(Vide Government Notification, Industries, Energy and Labour Department No. EPF-1084/9601/Lab-4, dated the 14th January 1985. Published in *Maharashtra Government Gazette*, part I-L, dated the 21st February 1985 at pages Nos. 554 to 555.)

#### V-Bombay Industrial Relations Act, 1946

(A) *Appointments under the Act.*—(1) In exercise of the powers conferred by Sub-Section (2) of section 5 of the Act, the Commissioner of Labour has appointed Smt. L. M. Chinchwadkar, Government Labour Officer, Thane to be the Asstt. Registrar of Unions for all the local areas in Thane District in place of Shri. P. R. Gavaskar, Government Labour officer transferred to Bombay.

(Vide Government Notification, Industries, Energy and Labour Department, No. CLJ BIR/NTF/1084/H. O. III (B) dated the 28th August, 1984, published in *Maharashtra Government Gazette*, Part I-L, dated the 14th February 1985, at page No. 540.)

(2) In exercise of the powers conferred by Sub-Section (2) of section 5 of the said Act the Commissioner of Labour has appointed Shri. A. S. More, Asstt. Commissioner of Labour, Pune to be the Asstt. Registrar of Unions for all the local areas in Pune Division in place of Shri C. P. Shirke, Asstt. Commissioner of Labour, Pune Division, Pune and confer on him all the powers of the Registrar of Unions under the Act for the said local areas.

(Vide Government Notification Industries, Energy and Labour Department, No. CLJ BIR/NTK/1984/H. O. III (B), dated the 5th December 1984, Published in *Maharashtra Government Gazette*, Part I-L, dated 14th February 1985 at page No. 540.)

## Consumer Price Index Numbers for Industrial Workers for February 1985

### BOMBAY\*

#### A rise of 1 point

In February 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 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 the Bombay Centre.

The index number for the Food group decreased by 1 point to 675 due to a fall in the average prices of arhaldal, edible oils, ghee, dry chillies, onion sugar, vegetables and fruits sub-group.

The index number for the Pan, Supari and Tobacco etc. group increased by 8 points to 672 due to a rise in the average prices of Pan-readymade and Supari.

The index number for the Fuel and Light group increased by 3 points to 810 due to a rise in the average prices of fire wood and charcoal.

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

The index number for the clothing, bedding and footwear group increased by 1 point to 578 due to a rise in the average prices of saree and shirting.

The index number for the miscellaneous group increased by 7 points to 488 due to a rise in the average prices of medicine, barber charges, laundry charges and tailoring charges.

### 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 |           |
|-------------------------------------|--|---------------------|-----------|
|                                     |  | Jan. 1985           | Feb. 1985 |
| I-A. Food                           | 57.1   | 676                 | 675       |
| I-B. Pan, Supari, Tobacco, etc.     | 4.9  | 664                 | 672       |
| II. Fuel and Light                  | 5.0  | 807                 | 810       |
| III. Housing                        | 4.6  | 185                 | 185       |
| IV. Clothing, Bedding and Foot-wear | 9.4  | 577                 | 578       |
| V. Miscellaneous                    | 19.0   | 481                 | 488       |
| Total                               | 100.0  | .....               | .....     |
| Consumer Price Index Number         |  | 614                 | 615       |

\*Details regarding the scope and method of compilation of the index will be found on pages 598 to 605 of December 1963 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 etc. 4.44.

### SOLAPUR\*

#### 615—A fall of 8 points

In February 1985 the Consumer Price Index Number for Working Class (New Series) for Solapur Centre with base January to December 1960 equal to 100 was 615 being 8 points lower than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Solapur Centre.

The index number for the food group decreased by 13 points to 666 due to a fall in the average prices of jowar, arhaldal, gramdal, ghee, dry chillies, tamarind, and gur.

The index number for the Pan, Supari and Tobacco, etc., group decreased by 2 points to 535 due to a fall in the average price of Katha only.

The index number for the fuel and light group remained steady at 732.

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

The index number for clothing, bedding and footwear group remained steady at 595.

The index number for the miscellaneous group increased by 1 point to 470 due to a rise in the average prices of washing soap only.

### 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 |           |
|-------------------------------------|--|---------------------|-----------|
|                                     |  | Jan. 1985           | Feb. 1985 |
| I-A. Food                           | 63.0   | 679                 | 666       |
| I-B. Pan, Supari, Tobacco, etc.     | 3.4  | 537                 | 535       |
| II. Fuel and Light                  | 7.1  | 732                 | 732       |
| III. Housing                        | 5.2  | 273                 | 273       |
| IV. Clothing, Bedding and Foot-Wear | 9.0  | 595                 | 595       |
| V. Miscellaneous                    | 12.3   | 469                 | 470       |
| Total                               | 100.00                                       | .....               | .....     |
| Consumer Price Index Number         |  | 623                 | 615       |

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

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

## NAGPUR\*

## 608—A fall of 2 points

In February 1985 the Consumer Price Index Number for Working Class (New Series) for Nagpur Centre with base January to December 1960 equal to 100 was 608 being 2 points lower than that in the preceding month. The Index relates to the standard of life ascertained during the year 1958-59 family living survey at Nagpur Centre.

The index number for the food group decreased by 4 points to 651 due to a fall in the average prices of rice, grandal, oils and fats, chillies dry and vegetables and fruits.

The index number for the Pan, Supari and Tobacco etc., group increased by 8 points to 594 due to a rise in the average price of Supari only.

The index number for the fuel and light group remained steady at 917.

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

The index number for clothing, bedding and footwear group remained steady at 623.

The index number for the miscellaneous group remained steady at 452.

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

(Average prices for the calendar year 1960=100)

| Groups                              | Weight proportional to the total expenditure | Group Index Numbers |           |
|-------------------------------------|--|---------------------|-----------|
|                                     |  | Jan. 1985           | Feb. 1985 |
| I-A. Food                           | 57.2   | 655                 | 651       |
| I-B. Pan, Supari, Tobacco, etc.     | 3.8  | 586                 | 594       |
| II. Fuel and light..                | 5.7  | 917                 | 917       |
| III. Housing                        | 6.6  | 327                 | 327       |
| IV. Clothing, Bedding and Foot-Wear | 10.9   | 623                 | 623       |
| V. Miscellaneous                    | 15.8   | 452                 | 452       |
| Total ..                            | 100.0  | ....                | ....      |
| Consumer Price Index Number         | ....   | 610                 | 608       |

\*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\*

## 588—A rise of 3 points

In February 1985 the Consumer Price Index Number for Industrial Workers (New Series) for Pune Centre with base year 1961 equal to 100 was 588 being 3 points higher than that in preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Pune Centre.

The index number for the food group decreased by 6 points to 650 due to fall in the average prices of jowar, turdal, vanaspati, fresh fish, ghee, vegetables, banana, sugar and gur.

The index number for the fuel and light group increased by 2 points to 791 due to rise in the average price of charcoal.

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

The index number for clothing and footwear group increased by 32 points to 577 due to a rise in the prices of sarce, drill, clooured poplin, shoes and chappals.

The index number for the miscellaneous group increased by 12 points to 497 due to a rise in the average prices of hair oil and barber charges.

CONSUMER PRICE INDEX NUMBERS FOR INDUSTRIAL  
WORKERS FOR PUNE CENTRE

(Average prices for the calendar year 1961=100)

| Groups                         | Weight proportional to the total expenditure | Group Index Numbers |           |
|--------------------------------|--|---------------------|-----------|
|                                |  | Jan. 1985           | Feb. 1985 |
| I Food                         | 55.85  | 656                 | 650       |
| II Fuel and light              | 6.89   | 789                 | 791       |
| III Housing                    | 6.65   | 149                 | 149       |
| IV. Clothing and Footwear ..   | 10.31  | 545                 | 577       |
| V. Miscellaneous               | 20.30  | 485                 | 497       |
| Total                          | 100.00                                       |                     |           |
| Consumer Price Index Number .. |  | 585                 | 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

## 585—A rise of 3 points

In February 1985 the Consumer Price Index Number for Working Class (1961 = 100) for Jalgaon Centre with base January to December 1961 equal to 100 was 585 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 Jalgaon Centre.

The index number for the food group increase by 5 points to 636 due to a rise in the average prices of fresh and dry fish, milk and vegetable groups.

The index number for the Fuel and Light group remained steady at 714.

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

The index number for clothing and footwear remained steady at 601.

The index number for the miscellaneous group remained steady at 471.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS  
FOR JALGAON CENTRE

(Average prices for the calendar year 1961 = 100)

| Groups                           | Weight proportional to total expenditure | Group Index Numbers |           |
|----------------------------------|--|---------------------|-----------|
|                                  |  | Jan. 1985           | Feb. 1985 |
| I-A. Food .. .                   | 60.79                                    | 631                 | 636       |
| II. Fuel and Light .. .          | 7.20                                     | 714                 | 714       |
| III. Housing .. .                | 6.11                                     | 188                 | 188       |
| IV. Clothing and Foot-Wear .. .  | 10.29                                    | 601                 | 601       |
| V. Miscellaneous .. .            | 15.61                                    | 471                 | 471       |
| Total                            | 100.00                                   | 582                 | 585       |
| Consumer Price Index Number .. . | ....                                     |                     |           |

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

Note.—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

## 646—A fall of 13 points.

In February 1985 the Consumer Price Index Number for Working Class (1960 = 100) for Nanded Centre with base January to December 1961 equal to 100 was 646 being 13 points lower than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Nanded Centre.

The index number for the food group decrease by 24 points to 706 due to a fall in the average prices for rice, wheat, jowar, turdal, groundnut oil, goat meat, chillies dry, tamarind, other vegetables banana sugar.

The index number for the Fuel and Light group remained prices of steady at 788.

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

The index number for clothing and footwear group increase by 1 points to 531 due to a rise in the average prices of chappal only.

The index number for the miscellaneous group increase by 10 points to 524 due to a rise in the average prices of pan finished and washing soap.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS  
FOR NANDED CITY

(Average prices for the calendar year 1961 = 100)

| Groups                                 | Weight proportional to total expenditure | Group Index Numbers |           |
|--|--|---------------------|-----------|
|  |  | Jan. 1985           | Feb. 1985 |
| I. Food                                | 61.46                                    | 730                 | 706       |
| II. Fuel and Light                     | 5.88                                     | 788                 | 788       |
| III. Housing                           | 4.62                                     | 386                 | 386       |
| IV. Clothing, Bedding and Foot-Wear .. | 12.22                                    | 530                 | 531       |
| V. Miscellaneous                       | 15.82                                    | 514                 | 524       |
| Total ..                               | 100.00                                   | 659                 | 646       |
| Consumer Price Index Number .. .       | ....                                     |                     |           |

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

Note.—To obtain 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.

(O.C.P.) MO-A Ra 4080—5 (535—6-85)

## \*AURANGABAD

## 636. A—fall of 4 points

In February 1985 the Consumer Price Index Number for Industrial Workers (New Series) for Aurangabad Centre with base year 1961 equal to 100 was 636 being 4 points lower than that in preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Aurangabad Centre.

The index number for the food group decreased by 8 points to 704 due to a fall in the average prices of rice, turdal, masurdal, oils, vegetable and cur.

The index number for the fuel light group remained steady at 772.

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

The index number for clothing and footwear increased by 2 points to 578 due to a rise in the price of saree and drill.

The index number for the miscellaneous group increased by 6 points to 500 due to a rise in the average price of hair oil only.

## CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR AURANGABAD CENTRE

(Average prices for the calendar year 1961=100)

| Groups                            | Weight proportional to total expenditure | Group Index Number |           |
|-----------------------------------|--|--------------------|-----------|
|                                   |  | Jan. 1985          | Feb. 1985 |
| I. Food .. .. .                   | 60.72                                    | 712                | 704       |
| II. Fuel and Light .. .. .        | 7.50                                     | 772                | 772       |
| III. Housing .. .. .              | 8.87                                     | 326                | 326       |
| IV. Clothing and Footwear .. .. . | 9.29                                     | 576                | 578       |
| V. Miscellaneous .. .. .          | 13.62                                    | 494                | 500       |
| Total                             | 100.00                                   |                    |           |
| Consumer Price Index Number       |  | 640                | 636       |

\*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

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

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

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

TABLE

| Month          | Base 1960=100 | *Base 1949=100 |     |
|----------------|---------------|----------------|-----|
|                | 1             | 2              | 3   |
| March 1984     | ..            | 558            | 678 |
| April 1984     | ..            | 559            | 679 |
| May 1984       | ..            | 562            | 683 |
| 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 |

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

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

| Centre     | Base | Food     | Fuel<br>Sugar,<br>Tobacco<br>etc. | Housing | Foot-<br>wear | Misc-<br>bedding<br>and<br>Foot-<br>wear | Consumer Price Index |      | Equivalent<br>Old<br>Index<br>Number<br>Jan.<br>1985 |     |       |
|------------|------|----------|-----------------------------------|---------|---------------|--|----------------------|------|--|-----|-------|
|            |      |          |                                   |         |               |  | 1985                 | 1984 |  |     |       |
| 1          | 2    | 3        | 4                                 | 5       | 6             | 7  | 8                    | 9    | 10   | 11  | 12    |
| Bombay     | ..   | 1960=100 | 672                               | 810     | 185           | 578                                      | 488                  | 614  | 2,726  | 613 | 2,722 |
| Solapur    | ..   | 1960=100 | 535                               | 732     | 273           | 595                                      | 470                  | 615  | 2,349  | 623 | 2,380 |
| Nagpur     | ..   | 1960=100 | 594                               | 917     | 327           | 623                                      | 452                  | 608  | 3,174  | 610 | 3,184 |
| Pune       | ..   | 1961=100 | ..                                | 791     | 149           | 577                                      | 497                  | 588  | ..   | 585 | ..    |
| Jalgaon    | ..   | 1961=100 | ..                                | 714     | 188           | 601                                      | 471                  | 585  | 3,095  | 582 | 3,079 |
| Nanded     | ..   | 1961=100 | ..                                | 788     | 386           | 531                                      | 524                  | 646  | 1,583  | 659 | 1,615 |
| Aurangabad | ..   | 1961=100 | ..                                | 772     | 326           | 578                                      | 500                  | 636  | 1,412  | 640 | 1,421 |

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 JANUARY 1985

In all 2,283 applications were received by the Industrial Courts, Tribunals and Labour Courts during the month. Their break-up are as under—

| Serial No.                            | Name of the Industrial Court/Tribunal and Labour Court | No. of applications, etc. received during the month under the— |                |             | Total |       |
|---------------------------------------|--|--|----------------|-------------|-------|-------|
|                                       |  | B.I.R. Act, 1946   | I.L. Act, 1947 | Other Acts. |       |       |
| 1                                     | 2  | 3  | 4              | 5           | 6     |       |
| <b>i. Industrial Court/Tribunals—</b> |  |  |                |             |       |       |
| 1                                     | Industrial Court, Bombay ..                            | ..   | 14             | ..          | ..    |       |
| 2                                     | Industrial Tribunal, Bombay ..                         | ..   | ..             | 30          | 105   |       |
| 3                                     | Industrial Court, Nagpur ..                            | ..   | 12             | ..          | 30    |       |
| 4                                     | Industrial Tribunal, Nagpur ..                         | ..   | ..             | 1           | 63    |       |
| 5                                     | Industrial Court, Pune ..                              | ..   | 1              | ..          | 1     |       |
| 6                                     | Industrial Tribunal, Pune ..                           | ..   | ..             | ..          | 23    |       |
| 7                                     | Industrial Court, Thane ..                             | ..   | 1              | 1           | 24    |       |
| 8                                     | Industrial Tribunal, Thane ..                          | ..   | ..             | ..          | 1     |       |
| 9                                     | Industrial Court, Kolhapur ..                          | ..   | ..             | 35          | 41    |       |
| 10                                    | Industrial Tribunal, Kolhapur ..                       | ..   | 14             | ..          | 35    |       |
| 11                                    | Industrial Court, Amravati ..                          | ..   | ..             | ..          | 19    |       |
| 12                                    | Industrial Tribunal, Amravati ..                       | ..   | 1              | ..          | 33    |       |
| 13                                    | Industrial Court, Nasik ..                             | ..   | ..             | 1           | 32    |       |
| 14                                    | Industrial Tribunal, Nasik ..                          | ..   | 1              | ..          | 33    |       |
| 15                                    | Industrial Court, Ahmadnagar ..                        | ..   | ..             | ..          | 1     |       |
| 16                                    | Industrial Tribunal, Ahmadnagar ..                     | ..   | 4              | ..          | 25    |       |
|                                       |  | ..   | ..             | ..          | 4     |       |
|                                       |  | ..   | ..             | ..          | 173   |       |
|                                       |  | ..   | ..             | ..          | 177   |       |
|                                       |  | ..   | ..             | ..          | ..    |       |
|                                       | <b>Total</b> ..  | ..   | 48             | 72          | 481   | 601   |
| <b>ii. Labour Courts—</b>             |  |  |                |             |       |       |
| 1                                     | Labour Court, Bombay ..                                | ..   | 74             | 224         | 250   | 548   |
| 2                                     | Labour Court, Pune ..                                  | ..   | 2              | 76          | 57    | 135   |
| 3                                     | Labour Court, Nagpur ..                                | ..   | 11             | 122         | 48    | 181   |
| 4                                     | Labour Court, Thane ..                                 | ..   | 2              | 38          | 81    | 121   |
| 5                                     | Labour Court, Kolhapur ..                              | ..   | 1              | 15          | 20    | 36    |
| 6                                     | Labour Court, Solapur ..                               | ..   | 1              | 24          | 71    | 96    |
| 7                                     | Labour Court, Aकोia ..                                 | ..   | 1              | 11          | 21    | 33    |
| 8                                     | Labour Court, Nashik ..                                | ..   | ..             | 35          | 11    | 46    |
| 9                                     | Labour Court, Aurangabad ..                            | ..   | 1              | 43          | 19    | 63    |
| 10                                    | Labour Court, Sangli ..                                | ..   | 1              | 11          | 35    | 47    |
| 11                                    | Labour Court, Dhule ..                                 | ..   | ..             | 3           | 21    | 24    |
| 12                                    | Labour Court, Amravati ..                              | ..   | 1              | 13          | 15    | 29    |
| 13                                    | Labour Court, Jalgaon ..                               | ..   | ..             | 24          | 11    | 35    |
| 14                                    | Labour Court, Bhandara ..                              | ..   | 1              | 193         | 35    | 229   |
| 15                                    | Labour Court, Ahmadnager ..                            | ..   | 21             | 18          | 20    | 59    |
|                                       | <b>Total</b> ..  | ..   | 117            | 850         | 715   | 1,682 |

Wage Boards— No reference was 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 January 1985 under various Acts is given below

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

| Act<br>1  | Issues relating to pay, allowances and Bonus<br>2 | Employment, leave, hours of work and Miscellaneous causes<br>3 | Total<br>4 |
|---|---|--|------------|
| (1) Industrial Disputes Act, 1947                                     | 226   | 58   | 284        |
| (2) Bombay Industrial Relations Act, 1946                             | 11  | 11   | 22         |
| (3) Bombay Industrial Relations (Extensions and Amendment) Act, 1964. | ....  | ....   | ....       |
| Total   | 237   | 69   | 306        |

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

| Act<br>1                             | Pending at the beginning of the month<br>2 | No. of cases received during the month<br>3 | Settled amicably<br>4 | Ended in failure<br>5 | Withdrawn or not pursued by parties<br>6 | Closed<br>7 | Total (4 to 7)<br>8 | Pending at the end of the month<br>9 |
|--------------------------------------|--|---|-----------------------|-----------------------|--|-------------|---------------------|--------------------------------------|
| I. D. Act, 1947                      | 929  | 460   | 73                    | 219                   | 50                                       | 39          | 381                 | 1,008                                |
| B. I. R. Act, 1946                   | 102  | 20  | ....                  | 1                     | 15                                       | ....        | 16                  | 106                                  |
| B. I. R. (Ext. and Amdt.) Act, 1964. | ....                                       | ....  | ....                  | ....                  | ....                                     | ....        | ....                | ....                                 |
| Total                                | 1,031                                      | 480   | 73                    | 220                   | 65                                       | 39          | 397                 | 1,114                                |

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<br>1           | Cotton Textile<br>2 | Silk Textile<br>3 | Chemical<br>4 | Textile Processing<br>5 | Hosiery<br>6 | Banking<br>7 | Sugar<br>8 | Misc.<br>9 | Transport<br>10 | Total<br>11 |
|--------------------|---------------------|-------------------|---------------|-------------------------|--------------|--------------|------------|------------|-----------------|-------------|
| B. I. R. Act, 1946 | 8                   | 1                 | ..            | ..                      | 3            | 4            | ..         | ..         | 4               | 20          |

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

## District-wise analysis is given below—

| Act<br>1           | Bombay<br>2 | Pune<br>3 | Thane<br>4 | Nagpur<br>5 | Nanded<br>6 | Aurangabad<br>7 | Ahamadnagar<br>8 | Total<br>9 |
|--------------------|-------------|-----------|------------|-------------|-------------|-----------------|------------------|------------|
| B. I. R. Act, 1946 | 6           | 4         | ..         | 3           | 2           | 3               | ..               | 20         |

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

### INDUSTRIAL DISPUTES IN MAHARASHTRA STATE DURING JANUARY 1985

|                         | January<br>1985 | December<br>1984 | January<br>1984 |
|-------------------------|-----------------|------------------|-----------------|
| No. of Disputes         | 42              | 45               | 53              |
| No. of Workers involved | 17,466          | 17,149           | 17,308          |
| No. of Man-days lost    | 3,60,595        | 3,83,709         | 4,01,562        |

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 | Started during the month i.e. | Total |  |                  |
| 1                          | 2   | 3                             | 4     | 5  | 6                |
| Textile                    | 1   | 1                             | 2     | 8,032  | 1,50,287         |
| Engineering                | 21  | 1                             | 22    | 4,607  | 1,02,921         |
| Chemical                   | 8   | 1                             | 9     | 2,289  | 48,361           |
| Miscellaneous ..           | 8   | 1                             | 9     | 2,538  | 59,026           |
| January 1985 Total ..      | 38  | 4                             | 42    | 17,466   | 3,60,595         |
| December 1985 Total ..     | 35  | 10                            | 45    | 17,149   | 3,83,709         |

Nine of the disputes arose over questions of "pay, allowances and bonus issues", 6 related to "Retrenchment and grievances about personnel". No dispute on leave and hours of work and the remaining 27 were due to other causes.

Out of the 7 disputes that terminated during the course of the month 3 disputes were settled either entirely or partially in favour of the workers 4 in favour of the employers.

Note. 1. The figures given in the above table are based on returns received under the collection of statistics Act, 1953. In compiling statistics of the industrial disputes, however disputes in which 10 or more persons are involved are included.

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

| Serial No. | Name of the Concern  | Sector | S/L                            | Reason  | Date of work Stoppage |       | No. of workers Involved | Man-days lost in the month | Till the end of the month | Result    |
|------------|--|--------|--------------------------------|---|-----------------------|-------|-------------------------|----------------------------|---------------------------|-----------|
|            |  |        |                                |   | Began                 | Ended |                         |                            |                           |           |
| 1          | 2  | 3      | 4                              | 5   | 6                     | 7     | 8                       | 9                          | 10                        | 11        |
| 1          | Thane—<br>Teksons Ltd,<br>Kolshet Road, Thane.   | Pvt    | S                              | Reinstatement   | 20-4-1981             | ....  | 459                     | 11648                      | 524120                    | Continued |
| 2          | Bombay—<br>Estrella Batteries Ltd.,<br>Plot 1, Dharavi,<br>Matunga, Bombay-19  | Pvt    | L                              | Unfair<br>Labour<br>Practices   | 3-11-83               | ....  | 1170                    | 29250                      | 452790                    | Do.       |
| 3          | Thane—<br>The Rayon<br>Corporation Ltd.,<br>Kandivli Post,<br>Loc. 19  | Pvt.   | L/S<br>(Strike<br>12-9-<br>84) | Go-slow   | 24-11-83              | ....  | 5985                    | 145704                     | 2134030                   | Do.       |
| 4          | Bombay—<br>Vijaya V. I. Ltd.<br>Kandivli Post,<br>Loc. 18.   | Pvt.   | S                              | Others<br>Fighting<br>Amongst the<br>Workmen  | 11-7-84               | ....  | 625                     | 15625                      | 108125                    | Do.       |
| 5          | Satara—<br>M/s. Universal Luggage<br>Mfg. Co., Pvt. Ltd.<br>Plot No. J-1, Additional<br>MIDC Estate, Satara-<br>Deegaon Road, Kodoli,<br>Satara. | Pvt.   | S/L<br>Lockout<br>from         | Strike due<br>General<br>Demands<br>Wages D.R.<br>ETC.<br>Lockout Due<br>to Strike. | 2-11-84               | ....  | 939                     | 20306                      | 68195                     | Do.       |

| 1 | 2   | 3    | 4  | 5  | 6       | 7 | 8    | 9      | 10    | 11        |
|---|---|------|----|--|---------|---|------|--------|-------|-----------|
| 6 | Bombay—<br>International Rubber and<br>General Industries Ltd.<br>23, Shah Industrial<br>Estate, Veera Desai Road,<br>Andheri (W), Bombay-58. | Pvt. | L. | Go-Slow and<br>Mass<br>Indiscipline      | 2-24    |   | 1000 | 2-0000 | 2000  | Continued |
| 7 | Bombay—<br>The India Smelting Refin-<br>ing Co., Ltd., L. B. S.<br>Marg, Bombay-78.   | Pvt. | S  | General<br>Demands<br>Wages<br>D. A. etc | 0-12-14 |   | 1000 | 24108  | 27215 | 00        |

### PRESS NOTE ON ESIS BENEFIT IN MAHARASHTRA AND GOA

**ESIS has paid Rs. 0.91 Crores as Cash Benefit in February 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 full medical care to the Workers and their families.

In Maharashtra 11,92,750 employees were under the coverage of the Scheme in the month of February 1985. The high-lights of the benefits paid to these employees were as follows —

- (I) 64 151 Workers were paid Rs. 45,36,659.95 on account of Sickness and Rs. 4,95,168.60 were paid for the long term diseases under Extended Sickness Benefit for the classified diseases, e.g., T.B., Cancer, Hemiplegia, Paralysis, Psychosis etc., etc.
- (II) 18,671 Workers were paid Rs. 36,22,651.57 on account of accidents as employment injury which included 6,954 cases for the permanent disablement and 2,768 for pension to the dependents/families due to death of the Workers in the accidents.
- (III) Rs 4,48,165.50 were paid to the Women Workers as Maternity Benefit for the period of confinement. In addition to the above 109 persons were sterilized and they were paid Rs. 20,624.40 as family planning benefit.
- (IV) There were 98 cases where legal proceedings were initiated against defaulting employers/Insured Persons for the recovery of arrears of contributions as under —
  - (1) Under section 45B — 55 cases.
  - (2) Under section 75 — 19 cases.
  - (3) Under section 84 — 1 case.
  - (4) Under section 85 — 23 cases.

B. N. KHAPRE,  
Deputy Regional Director.