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# LABOUR GAZETTE

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## LABOUR GAZETTE

Started in 1921, the *Labour Gazette*, issued monthly, is a journal for the use of all interested in obtaining prompt and accurate information on matters specially affecting and concerning labour in India and abroad. It contains statistical and other information on consumer price index numbers for working class, industrial disputes, industrial relations, cases under labour laws, labour legislation, etc. Special articles on labour etc. are published from time to time.

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## The Month in Brief

### Consumer Price Index Numbers for Working Class.

Solapur and Nagpur Consumer Price Index Numbers for the month of November 1984, with average price for the working class for the month of November 1984, with average price for the month of November 1960 equal to 100 were 613, 623 and 614 respectively. Nanded and Aurangabad Consumer Price Index Numbers for the month of November 1984, with the average prices for the month ended December 1961 equal to 100 were 579, 586, 665 and 661 respectively.

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

Consumers Price Index Numbers for Industrial Workers = 100 for November 1984 was 595 as compared to 592, (General base 1960 = 100 for October 1984). On base 1949 = 100 derived from 1960 based Index worked out to 722 as against 720 for October 1984.

### Industrial Disputes in Maharashtra State.

During the month of October 1984, there were 55 disputes involving 20,105 workmen and time loss of 3,62,277 mandays as compared to 52 disputes in October 1984 involving 17,672 workmen and time loss of 3,82,092 mandays.

Further particulars of Industrial Disputes are given at pages 357 to 359 as this issue.

### Benefits under the Employees State Insurance Scheme.

During the month of November 1984, 75,375 workers were paid Rs 57,00,438.85 for the sickness and Rs. 5,23,495.95 were paid for the long term benefits like T.B., Cancer, Hemiplegia, Paraplegia, Psychosis etc. 18,468 workers were paid Rs. 34,78,080.82 on account of accidents as employment injury which included 7018 cases for the permanent disablement and pension to the dependents families due to death of the workers in the accidents. Rs. 4,68,161.60 were paid to the Women Workers Maternity Benefit for the period of confinement. In addition to the above 81 persons were sterilized and they were paid Rs. 14,747.00 as Family Planning benefit.

## Current Notes

### Right to Strikes and Lock-outs in Norway.

.....In Norway freedom to go on strike remains the rule, even if there are highly developed procedures aimed at avoiding this extreme form of action. Once mediation has failed — or indeed from the outset, if the movement is not concerned with the participating workers' terms and conditions of employment — the parties to a non-legal dispute may resort to industrial action; in disputes over right, i.e. those arising out of a collective agreement currently in force, the workers may not go on strike before its expiry.

The Committee on Freedom of Association has always considered as acceptable temporary strike restrictions imposed in the course of a conciliation procedure, a cooling-off period, a period of notice preceding a strike, or the period of validity of a Collective agreement, provided they remain within reasonable limits.

As regards an unqualified right to go on strike, in so far as the worker, in order to do so, is obliged in Norway to terminate his employment contract, the advance notice required in such a case being, in effect, notice of termination. In such circumstances the employer might, theoretically at least, decide not to rehire any of the strikers, or to rehire only some of them, and this might, on the basis of the principles stated by the Committee on Freedom of Association, be considered as anti-union discrimination. However, methods of protecting workers against such practices might vary; what mattered was that the workers should enjoy appropriate guarantees. In practice, the workers are reinstated in their jobs as soon as the strike is over, at least where it has been conducted legally. The rules governing notice of termination in the event of a work stoppage — or, in the event of a lock-out, of dismissal — are in any case different from those applicable when the employment relationship is otherwise terminated. Collective agreements may, moreover, contain clauses concerning notices in case of a labour dispute, and the LO-NAF basic agreement contains express provision for giving collective notice.

All workers have the right to go on strike, subject to a few exceptions. For example, article 20 of the Act of 13 March 1936 prohibits collective work stoppage by policemen. The Chairman of the National Wages Board, moreover, told us that the same rule is under constitutional usage, understood to apply to members of the armed forces and senior government officials (embetsment). Other public servants may go on strike subject to somewhat more limitative conditions, as stipulated in the Act of 18th July 1958 on labour disputes in the public service, for instance, the period of strike notice in this case is three months, except if otherwise decided by collective agreement. LO leaders told us that there have been virtually no strikes in this sector (apart from a few politically inspired demonstrations)

in the past ten or even 20 years. However, strikes on the high seas — a form of industrial action is in any case prohibited under the basic agreement covering merchant marine.

A question arises whether workers might call a strike without trade union support or whether such action was an exclusive prerogative of trade unions (a situation which the competent ILO bodies consider as consistent with the principles of freedom of association). The problem, of course, is that of the legality of so-called wildcat strikes, and it is not a purely academic one since several such actions have in fact taken place particularly in the past few years. The answer is not simple, for, while there is no express legal provisions prohibiting non-union strikes, they are none the less often illegal under the system established for the settlement of disputes. For one thing, many unofficial strikes violate the peace of obligation, that is — according to the accepted interpretation — the obligation to refrain from virtually any work stoppage aimed at altering employment conditions during the period of validity of a collective agreement. It is necessary to bear in mind, in this regard, the importance of collective agreements in Norway and the large number of unionised workers covered by them. Moreover, even in disputes arising in other situations the basic agreement between the NAF and LO obliges the parties to negotiate the workers being represented in such negotiations by their shop stewards.

According to the Act of 5 May, 1927 on labour disputes, any action aimed at preventing the hiring of workers in an undertaking during a strike is assimilated to strike action, just as any action to prevent workers affected by a lock-out from getting another job is assimilated to the lock-out. The Act of 18 July 1958 contains similar provisions for the public service. Such actions are therefore not considered as boycotts within the meaning of the relevant legislation, i.e. the Act of 5 December 1947.

Under that Act boycotts pursuing certain aims or relying on certain methods are unlawful, more specifically those: (a) whose objectives are illegal or cannot be implemented successfully without violating the law; (b) which are undertaken or pursued by illegal means, in an unnecessarily provocative or offensive way; or entail spreading false or misleading information; (c) which may adversely affect essential interests of society, have unjustified effects or cause prejudice unreasonably disproportionate to the interests which they seek to promote; (d) which have not been preceded by a reasonable period of notice and by satisfactory explanations as to their motives.

This Act scarcely seems to have been applied in practice. It may be added that, according to the Committee on Freedom of Association, a boycott is a very special form of action which may affect workers not directly involved in the dispute between a trade union and the employer against whom the boycott is imposed; in such circumstances, the Committee did not feel that prohibiting a boycott necessarily constituted an infringement

of trade union rights. However, participating in a strike picket and peacefully inciting other wage earners not to go to work is not considered as an illegal act.

Of course, not all strikes are aimed at altering the terms and conditions of employment of those participating. There is no legislative provision in Norway forbidding a trade union from calling a strike to obtain recognition from the employer or even to introduce the "closed shop" either through a clause in an agreement or in practice. Strikes or lock-outs decided as show of solidarity in support of a legal work stoppage are also authorised; article 21 of the basic agreement between the NAF and LO contains detailed rules in this regard and refers also to actions in support of workers in undertakings not affiliated with the central employers' confederation. In some cases, solidarity strikes may be called in support of the claims of workers in other countries.

Politically motivated work stoppage are also admissible, e.g. on one-hour strike called shortly after we returned to Geneva and directed against the budget restrictions the Government was asking Parliament to adopt, or another called in a certain enterprise in protest against a proposed management donation to a political party. Public service employees as well as workers in the private sector have the right to participate in such movements provided, of course, that the political motivation is genuine and is not a cover-up for an industrial strike (illegally launched during the validity of a collective agreement); one of the tests applied in this respect by the Labour Court is that of duration; the strike, in principle, must be brief.

Lock-outs and strikes are placed on an equal footing in every respect; this constitutes a guarantee of social peace, according to NAF leaders. Even a lockout in the public service would be theoretically feasible though—according to both the central and local government representatives whom we met—scarcely conceivable.

Extracts from—

*'Trade Union situations and Industrial Relations in Norway'*

—ILO Publication

(E. F. I. Bulletin dated 1st December 1984).

#### **China's New Constitution for Trade Unions.**

The constitution of the All-China Federation of Trade Unions, adopted by the 10th National Trade Union Congress held in October 1983, emphasises the greater trade unions' independence in carrying out their activities under the leadership of the Communist Party (the previous constitution did not mention independent union work). Local advisory offices may be set up for union organisations at and above country level to protect their rights and interests.

At the same time, the establishment or dissolution of a union organisation must be submitted to a general meeting or a meeting of worker representatives. Any such decision must be approved at a higher trade union level. Any compulsion in the election of trade union committees is prohibited.

The approval of a higher trade union organisation is also needed before union officials can be transferred to other jobs.

The new constitution stresses the need for unions to get the workers involved in managing State affairs, in economic and social development and enterprise management.

An additional clause in the constitution provides that "..... leaders and officials must work hard, accept criticism, represent the workers and serve their needs".

Major trade union tasks outlined by the Congress include:—raising the educational and skill level of workers as well as their political consciousness; improving the workers' congress system promoting democratic management and fighting bureaucracy; mobilising more workers and labour collectives to raise economic results.

Addressing the Congress, Ni Zhifu, President of the Federation's Executive Committee, emphasised that unions must do more for efforts to meet the needs of grass-root workers, maintain close ties with the masses and pay attention to their opinions and needs. The Xinhua news agency reported a union spokesman as foreseeing the possibility of staging short small-scale work stoppages against unsafe working condition "..... when the reasonable demands of workers were blocked after exhausting all normal procedures."

—I.L.O. Social and Labour Bulletin  
(E. F. I. Bulletin dated 1st December 1984).

#### **Professional Graduates Against Strikes.**

About 85 per cent of young professional graduates feel that strikes are not the best means to put across a point of view, a recent survey says. The survey, conducted by the Foundation for Organisation Research (FORE), covered more than 10,000 graduates and post-graduates in the age group 27-31 from all over the country.

It aimed at bringing out the perceptions of youth on issues like religion, concept of private property, campus discipline and political parties. Ninety per cent of the youths from urban areas and 87.5 per cent. of those from rural areas were against strikes. Zone-wise, this view was expressed mostly by those from the east (89.5 per cent). More than 90 per cent considered that politics and religion should not be mixed. This view was expressed equally forcibly from all regions and irrespective of rural or urban background. More than 70 per cent youths felt the country's legal system should not adopt religious norms as a matter of principle.

Observing that the future generation can be expected to be more liberal than capitalistic oriented the surveys says this trend was clear as 65 per cent of young professionals consider that private ownership is the basis for exploitation.

*Financial Express.*

*(E.F.I. Bulletin dated 15th December 1984)*

#### **Poland Withdraws from ILO.**

Poland has given notice of its decision to withdraw from the International Labour Organisation. In a letter dated November 17, 1984, to the Director-General of ILO, Mr. Francis Blanchard, the Polish Ambassador in Geneva, Mr. Stanislaw Turbanski has said that "continued pursuance and intensification of the anti-Polish campaign in various organs of the ILO, representing a flagrant interference into Poland's internal affairs, would force the Polish Government to consider the withdrawal of Poland from the Organisation". Under the ILO Constitution, a Member State has to give two-year period of notice before its withdrawal becomes effective.

*(E.F.I. Bulletin dated 15th December 1984)*

#### **Minimum wage for wolfram workers.**

The sub-committee set up by the National Minimum Wage Board paid a two-day visit on November 21 and 22 to the Tungsten Project, a Rajasthan State Government undertaking at Degana in Nagour district to identify various categories of workers to be classified as skilled or semi-skilled.

The sub-committee is headed by the president of the INTUC-led Indian National Building and construction Workers Federation, Shri J. N. Bhargava, with Deputy Chief Labour Commissioner H. G. Bhawe as Secretary.

The six-member Committee, after protracted discussions with the concerned parties such as employers, workers and the mineworkers, came to the view that the miners with experience by whatever nomenclature they were presently known, should necessarily be placed in the semi-skilled and skilled categories. The final decision will, however, be taken at the next meeting of the Advisory Board before whom the sub-committee's report will be placed.

*(Indian Worker, dated 10th December 1984)*

#### **ILO Studies.**

Prominent industrialists, experts and administrators want the International Labour Organisation (ILO) to use indigenous expertise while conducting studies on the plight of workers in the unorganised sector in the country.

The recommendation was made at a recently concluded seminar on 'ILO and India' at Ahmedabad organised by the Gandhi Labour Institute in collaboration with the Union Labour Ministry.

*(Indian Worker, dated 17th December 1984)*

#### **iii. no solution to hunger—ILO.**

The tripartite Food and Drink Industries Committee of the ILO has called for measures to overcome world food problems and to strength international co-operation to solve them "as a matter of extreme urgency."

The resolution of the Committee urged the governments to give priority to achieving food self-sufficiency and to ensure the required expansion of these industries. "Food aid, the resolution pointed out, "cannot represent a long-term solution to the problem of hunger."

The maiden session of the Committee, comprising representatives of the governments and the employers and workers of food and drink industries from 26 countries was held here from December 5 to 13. INTUC was represented by Shri R. N. Choubey, Treasurer of the Indian National Food and Drink Workers Federation.

The Committee concluded its session with an appeal to governments and other potential donors to contribute to multilateral funds. To financial institutions, its appeal was to consider special arrangements for loans to countries hit by the food crises.

The meeting adopted conclusions on the social effects of technological developments in the food and drink industries, including proposals for the further development of training, and on measures to improve occupational safety and health and the working environment.

When assessing the causes, extent and duration of unemployment in the food and drink industries, the committee concluded, one should be aware that the introduction of new technologies was one variable involved.

Recalling the need to take account of ILO standards in this connection, the meeting stressed that efforts should be made as far as possible and practicable to retain displaced workers by transferring them to similar or different tasks or by other measures. This should be done on the basis of manpower planning established by employers workers trade unions and/ or workers representatives.

In view of the long-term implications of technological development, governments should strive to adjust and adapt their national education and training systems to changing skill requirements. Training programmes for workers in new skills at enterprise and other levels should be agreed by employers and workers.

It was not too early, the Committee added, for a deliberate effort to be made in developing countries to incorporate local technologies, the Committee considered that protectionism discouraged the full technological development or world food and drink production and called for free access by developing countries to new technology.

It asked the ILO to study collective bargaining arrangements relative to employment reductions and recommended governments to adopt policies for ensuring employment growth in the industries.

#### Safety and health.

Prevention of occupational injuries and diseases remained an area of continuing concern in the food and drink industries, said Committee. It regretted the lack of statistical data in most countries and the difficulty of making comparisons. High priority should be given to further research to identify possible occupational hazards and work-related health impairment.

Further measures were needed to prevent injuries, in particular the most frequent ones caused by slipping and cutting.

These industries, said the Committee, were a link between the producer of primary products and the consumer. Animal carriers of pathogenic germs could infect workers in the food industry as well as consumers. Co-operation was therefore necessary between all authorities and services concerned in order to prevent diseases transmissible from animal to man.

As some skin and respiratory diseases resulted from exposure to chemical substances used for food preservation another purposes, as well as able origin, a continuous effort should be made to protect workers against such exposure.

Machine designers and suppliers, the Committee went on, should be made more aware of safety and health standards and measures should be taken to ensure that imported or exported machinery met internationally recognised safety standards.

After defining the respective role of governments and employers and workers and their organisations in promoting occupational safety and health, the Committee stressed the need to establish in all enterprises a safety and health Committee composed of employer and worker representatives and having access to all relevant and appropriate information and facilities necessary for the proper discharge of its functions.

#### Resolutions

In a resolution, ILO was asked to encourage the introduction of new forms of work organisation creating the possibility for workers of both sexes to realise their full potential and in this way dismantle barriers to the advancement of women in the labour market. The resolution also called on the ILO to encourage measures to counteract discriminatory policies of redundancy, and to introduce negotiated working time schedules which would favour a redistribution of family and social duties.

Other resolutions asked ILO to strengthen its promotion of the principle of freedom of association in the food and drink industries, and to urge governments to encourage the full implementation of the ILO's Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy.

A resolution on future ILO action invited countries to hold regular national tripartite consultations in the industries and asked the ILO to study problems of the expansion of employment in the industries in developing countries.

*(Indian Worker dated 31st December 1984).*

#### Steps soon to ensure better safety in mines.

The Union Government intends to add teeth to the enforcement agencies entrusted with the task of ensuring implementation of safety laws in mines. Special mining tribunals for speedy disposal of prosecution cases and the empowering of inspectors to impose fines on the spot are under the Government's consideration.

This was indicated by the Director-General of Mines Safety (DGMS), Shri H. S. Ahuja, in his paper at a symposium on 'Development of mineral industry and its social ramifications' here on recently. The symposium was part of the 12th World Mining Congress, which concluded in New Delhi last week.

Shri Ahuja said the quantum of penalty had already been enhanced for those mines where safety laws were violated. Also, the nucleus of a research and development wing was recently created within the organisation with a view to providing technical and scientific support to help DGMS discharge its investigations and standard-setting functions properly.

It was now proposed to expand this wing's activity through the setting up of specialist core cells on strata control, mine environment, including dust noise vibration, mine fires, mining safety equipment and use of explosives, etc, he said.

Shri Ahuja's paper admits that mining in India, as in any other country, continues to be most hazardous of all peacetime professions. With the adoption of protective measures, Indian mining does not very lag behind the developed countries in the matter of safety record. But this should not be a cause for satisfaction.

The paper hinted at a disconcerting trend. While in the last five-six years there has been a general flattening of the accident curve, incidence and intensity of major accidents resulting in death of 10 or more persons in a single accident has increased at a disturbing rate in the past decade. This indicates that the disaster potential in the post-nationalisation period of the coal mining industry continues to be relatively high.

Shri Ahuja, therefore, called for a fresh approach and extra efforts to achieve a real breakthrough in safety promotional methods and systems. He observed that Indian mine safety legislation needed to be reoriented in its approach and application to take into account the growth of the public sector.

He said that the concept of manager's scheme or standing orders in semi-legal form was likely to be gradually put into operation as the concepts of self-regulation and of workers participation succeeded in India. At the same time, the statute was proposed to be made more comprehensive to cater to the changing needs and challenges arising out of intensive mechanisation of both underground and open-cast mining operations.

Shri Ahuja, however, admitted that any real break-through in safety matters could be possible only if the mine managements sincerely realised and believed that in regard to accident prevention, fulfilment of statutory obligations alone was not all. Further, untiring efforts were needed to meet the social needs of miners. It was in this context that concepts of systems approach to safety and self-regulation became highly relevant.

He said his department's inspection of mines had often been criticised. It was alleged that inspections were not frequent and enough and that the cases of infringement were not penalised to achieve the desired objectives. Such criticism could be attributed to the lack of inspectors and the inability of DGMS to match its growth with that of the mineral industry and mining units.

*(Indian Worker, dated 31st December 1984).*

## Articles, Reports, Enquiries, etc.

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

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

*All rights concerning these Articles are reserved.*)

### **Industrial Disputes (Amendment) Act, 1984—A backward step.**

The Industrial Disputes (Amendment) Act of 1984, that has come into force from August 18 this year, has brought a significant change in the legislations governing industrial relations in the country. Sections 4 and 5 of the Act have effected certain changes in Sections 25 M and 25 N of the principal Act. These changes, as mentioned in the Statement of Objects and Reasons of the amended act are mainly to recast these sections on the same lines as the amended provision relating to closure, which was incorporated in the Industrial Disputes Act of 1982. The change in S. 25 Q of the principal Act brought about by S. 6 of the Amendment Act is only consequential. S. 7 facilitates the process of bringing into force the Industrial Disputes (Amendment) Act of 1982 which had been in suspense since its passing. (A number of provisions of the Act have since been brought into force).

### **Retrenchment compensation—a thing of the past.**

S. 2 of the Amendment Act inserting an additional sub-clause after sub-clause of clause (00) of Section 2 of the principal Act is the centre piece of the Amendment Act. The additional sub-clause reads as follows:

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

By the insertion of the above sub-clause the scope of the term “retrenchment” as obtained hitherto has been drastically curtailed and to that extent the financial benefit available to a worker on termination of his employment is very much reduced. Retrenchment compensation at 15 days average pay for each completed year of service or a part thereof in excess of six months was payable to every workman on termination of his employment by the employer for any reason whatsoever except as a measure disciplinary action or (a) reaching the age of super-annuation ; (b) on voluntary retirement or (c) on account of continued ill-health. Hence-forward the exceptions would cover cases of termination of service of a workman as a result of non-renewal of the contract of employment on its expiry or a termination of the contract of employment in terms of the contract itself.

It is common knowledge that contracts of employment are either for temporary employment or for permanent employment terminable on superannuation. The latter already stood precluded from the payment of retrenchment compensation. The former too is threatened by the instant amendment. These contracts normally provide for a specific period or a specific contingency on the happening of which the contract of service would stand terminated. There are few cases of contracts of service which are "till further orders". By the instant amendment these cases too stand precluded from the scope of the term 'retrenchment' and hence from the payment of retrenchment compensation. Even cases of "till further orders" may not qualify for payment of retrenchment compensation as it could justifiably be argued that "till further orders" is in itself a stipulation and termination of such service by an order would only be in terms of the said stipulation. It seems more or less certain that 'retrenchment compensation' will now be a thing of the past.

#### Will this change?

Under the 'Statement of Objects and Reasons': Difficulties have arisen in the interpretation of the expression 'retrenchment'. It is proposed to exclude from the definition of 'retrenchment' as contained in the Act, termination of the service of a workman as a result of non-renewal of the contract of employment on its expiry and of the termination of such contract in accordance with the provisions thereof.

A moment's reflection would suggest that the proposed exclusion does not solve the difficulty of interpretation referred to in the 'Statement of Objects and Reasons'. In fact it is hardly a 'Statement of Objects and Reasons'. Perhaps the amendment is legally assailable on that count.

Coming to the merits of the amendment, it has been variously stated that the provision of retrenchment had been inserted to allow (a) chopping of the dead-wood or (b) getting rid of the surplusage and the provision of retrenchment compensation was to mitigate the hardships of sudden unemployment.

In fact neither of these theories seems to fit in with the wordings of the Act. If the intention was to chop off the dead-wood, how can we reconcile it with the principle of 'last come first go' contained in S. 25G and of 're-employment' in S. 25H. If the intention was to get rid of the surplusage, how does it go with termination of service on reaching the age of superannuation or voluntary retirement or as a measure of disciplinary action for that matter.

#### No justification.

Regarding payment of retrenchment compensation, it is not confined to cases of sudden termination of service. Under proviso to clause (a) of S. 25F (which is now to be deleted), in cases where termination takes place in

terms of an agreement between the employer and the workman, all that is excepted is the service of prior notice and not the payment of retrenchment compensation. Perhaps, the rationale of the payment of retrenchment compensation has to be found in the observations of the Supreme Court in a number of cases e.g. *Parry and Co. vs. P. C. Pal* (1970-II-LLJ p. 429) or *Santosh Gupta vs. State Bank of Patiala* (1980-II-LLJ p. 72). According to the Supreme Court the provision was intended to 'give partial protection to the retrenched employee and his family and to enable them to tide over the hard period of unemployment'. If so, there has been no change in the employment situation in the country to warrant withdrawal of such protection.

It is true that the bad drafting of the definition of the term 'retrenchment' on the part of the legislature had led to a number of funny decisions but that is no justification for the legislature to give up and virtually nullify the whole scheme as they have done and thereby deprive the working class of a right they had been enjoying for over 20 years.

Will the Act stand the test of judicial scrutiny?

(*Indian Worker*, dated 3rd December 1984).

#### Women workers and trade unions.

Late Prime Minister, Smt. Indira Gandhi became a martyr in serving the cause of the country's planned progress with unity and integrity. The dynamic leader was also one of the greatest champions of the oppressed women and their liberty, equality and justice. She firmly believed that women could forge ahead by being more aggressive and in a spirit of co-operation and understanding. The dynamic leader in her inaugural address to the 23rd session of the INTUC at Dhanbad in May, 1984 had said: "Whenever there are problems, their impact is more on women. At the same time they have better tolerance and courage to face them." She wished that every woman should lead a meaningful life, thereby contributing her bit to the nation's progress. She was a veritable source of inspiration to women of all walks of life.

The role of women in the process of development can neither be undermined nor overlooked. But social scientists and the planners, because of age-long prejudices, have failed to accord due recognition to the enormous contribution of the women workers to the economy of the society. The value of their contribution needs to be determined by economic considerations and not by other extraneous factors.

The economy of any society rests on its working class. The worker is the vital force in the development process all over the world. The composition of women in the labour force of Asia as of other parts of the world has been on the increase during last two decades and in 1980 they constituted 34 per cent. It is estimated that presently women are about a third of the world's labour force.

**Unemployment.**

Female unemployment has been increasing. The participation of women in the work force as a whole is also declining. There is much discrepancy between males and females in general. The problem of unemployment has become chronic and the percentage of unemployment is growing even in the most advanced countries in the west. According to available data, unemployment among women is two-fold more than among men. However, planned socialist economies, like that of the Soviet Union in particular, provide a contrast. The USSR was the first country in the world to have proclaimed equality between men women guaranteeing equal pay for equal work with no regard to sex. It is estimated that more than 92 per cent of the women in the Soviet Union are in various jobs or are being trained for different jobs.

**Glaring discrimination.**

Discrimination against women in employment and wage is a universal phenomenon. According to a survey of women's situation in different parts of the world by the UN Centre for Economic and Social Information women for the most part neither fully participate nor share equally in the benefits of economic and Social Progress and development.

According to an ILO study, in many countries women's wages are about 50 to 80 per cent of the men's for the same work period. This double standard of pay is a gross discrimination against women workers. In non-agricultural activities in Australia, in 1981 the wages of women ranged from 44.8 to 86.2 per cent, while in the manufacturing sector it was 43.4 per cent in Japan and 90.1 per cent in Sweden. The salary grades in countries like Belgium, France, Cyprus, Iceland, New Zealand and Switzerland have improved considerably, the highest being in Iceland where it has gone up from 80.1 per cent to 83.7 per cent. Per capita income too has gone up in Iceland from 61.4 per cent to 67.6 per cent. On the other hand, the income of women has gone down in Denmark, Greece and Netherlands.

In a country like the United States the principle of equality of women has never been constitutionally guaranteed. According to official statistics, ~~women~~ women in the USA were on an average 64 per cent of those of all men workers in 1955. The proportion scaled down steeply in 1983 when it was 59 per cent. As for black and Mexican women workers, they get paid less than half of what the whites are paid.

In Europe, women of France get 33 per cent less than men for the same work. In Italy and West Germany women workers are paid 30 per cent less than men. Women in Britain are the worst sufferers in terms of standards of equality, for they get only 45 per cent less for the same job.

**Ray of hope.**

Despite this discrimination, the place of women in the socio-economic structure of the society has been undergoing a gradual but steady change

in almost all countries of the world. These changes have brought about an improvement in their position in the labour market and they have started securing a higher status in the set up. Yet there continues to be a marked difference in the status of working women in the developed and developing countries.

In developed countries, the position of women is more secure, well defined and established in the labour market than their counterparts in the developing countries who are still struggling to get some basic benefits and privileges. Women in the developing countries do not feel as self-assured, safe and confident as those in the developed countries. This is perhaps because of the conservative view about women's proper role in society. It is also because of the chronic unemployment situation.

**The Indian Women.**

In India, female employment has all along been in the downward trend in all the important sectors of industrial activity—manufacturing, plantations and mining. Female employment has suffered for a variety of reasons. The Equal Remuneration Act notwithstanding they continue to get less wage for the same work. There is glaring disparity in casual and contract jobs too. A deeper analysis of the present situation of the women workers in India will bring forth the following facts which stand in the way of their growth and progress :

- (i) prejudices against women employees ;
- (ii) age old traditions ;
- (iii) social attitudes towards women ;
- (iv) women's inability to spare time for training and learning new skill ;
- (v) inadequacies in the existing facilities for vocational training and education ;
- (vi) lack of housing facilities ;
- (vii) lack of transport, medical and creche facilities, and
- (viii) general biased opinion of the employers towards women workers.

India's 88 million working women are fighting for their right to work with dignity, grace and self-respect. In this direction education of women should be accorded top priority so that they not only become conscious of their rights and responsibilities but also take advantage of the privileges given. Besides they should be given necessary education and training facilities for those trades and occupations for which they have special aptitudes. It is heartening to note that in India women's earnings directly go to meet the nutritional demands of the family as against men who keep a portion of their earnings for personal expenses.

**Task for trade unions.**

Trade unions can play an important role in eliminating all forms of discrimination against women. Trade unions can help in improving the level of participation of women in various activities. They should be given a fair chance in the training programmes, in decision making and in collective bargaining. They can promote schemes for self-employment of women like cottage industries and small scale business. There is need to provide greater opportunities to acquire technical knowledge and experience to meet the rapidly changing needs of the industry and the trade unions can contribute to this.

To secure a fair deal, women must find a very high priority on the agenda of trade union action both at national and plant levels. More women should be made to get involved in the trade union activities. Women should themselves fight for their interests in a better way. It will be more beneficial if women workers came forward to occupy prominent positions in the trade unions.

(*Indian Workers, dated 17th December 1984*)



## Gist of Important Notifications under Various Labour Laws

### I. INDIAN BOILERS ACT, 1923

(A) *Exemptions under the Act.*—(1) In exercise of the powers conferred by Sub-section (2) of section 34 of the said Act, the Government of Maharashtra has exempted the boiler bearing No. MR-9251 belonging to the Rashtriya Chemicals and Fertilizers Limited, Chembur, from the operation of clause (c) of section 6 of the said Act, for a period of nine months from the 29th July 1984 to 30th April 1985 (both days inclusive).

(*Vide Government Notification Industries, Energy and Labour Department, No. IBA-1084/77146/965/Lab-9, dated 19th July 1984, published in Maharashtra Government Gazette Part I-L, dated 1st November 1984 at page No. 5135.*)

(2) In exercise of the powers conferred by sub-section (2) of section 34 of the said Act the Government of Maharashtra has exempted the boiler bearing No. MR/Ex-10 and belonging to the Tata Power Co. Ltd., Trombay Generation Station, Trombay, Bombay-400074 from the operation of clause (c) of section 6 of the said Act, for the period of three months from the 23rd September 1984 to 22nd December (both days inclusive).

(*Vide Government Notification Industries, Energy and Labour Department No. IBA-1084/CR/Lab-9, dated 15th September, 1984, published in Maharashtra Government Gazette Part I-L, dated 22nd November 1984 at page No. 5484.*)

(3) In exercise of the powers conferred by sub-section (2) of section 34 of the said Act, the Government of Maharashtra has exempted the boiler bearing No. MR-7447 and belonging to the Tata Power Company Limited Trombay Generation Station, Trombay, Bombay 400074 from the operation of clause (c) of section 6 of the said Act, for the period of six months from the 22nd September 1984 to 21st March 1985 (both days inclusive),

(*Vide Government Notification Industries, Energy and Labour Department No. IBA-1084/CR/1013/Lab-9, dated 14th September 1984, published in Maharashtra Government Gazette Part I-L, dated 22nd November 1984 at page No. 5484.*)

(4) In exercise of the powers conferred by sub-section (2) of section 34 of the said Act, the Government of Maharashtra has exempted the boiler bearing No. MR-9378 and belonging to the National Organic Chemicals Limited, Thane-Belapur Road, Thane from the operation of clause (c) of Section 6 of the said Act, for the period of Two months from the 16th September 1984 to 15th November 1984 (both days inclusive).

(*Vide Government Notification Industries, Energy and Labour Department No. IBA-1084/CR/1017/Lab-9, dated 15th November 1984, published in Maharashtra Government Gazette Part I-L, dated 22nd November 1984, at page No. 5484.*)

(5) In exercise of the powers conferred by sub-section (2) of section 34 of the said Act, the Government of Maharashtra has exempted the boiler bearing No. MR-9397 and belonging to the National Organic Chemicals Limited, Thane-Belapur Road, Thane from the operation of clause (c) of section 6 of the said Act, for the period of Two months from the 16th September, 1984 to 15th November, 1984 (both days inclusive).

(*Vide Government Notification Industries, Energy and Labour Department No. IBA 1084/CR/1016/Lab-9, dated 15th September 1984, published in Maharashtra Government Gazette Part I-L, dated 22nd November 1984, at page No. 5485.*)

(6) In exercise of the powers conferred by sub-section (2) of section 34 of the said Act, the Government of Maharashtra has exempted the boiler bearing No. MYS 731 belonging to the Madhavagar Cotton Mills Ltd., at Madhavagar District Sangli.

from the operation of clause (c) of section 6 of the said Act, for the period of one month from the 7th September, 1984 to 6th October 1984 (both days inclusive).

(Vide Government Notification Industries, Energy and Labour Department No. IBA-1084/CR-1010 Lab-9, dated 6th September, 1984, published in *Maharashtra Government Gazette* Part I-L, dated 22nd November 1984 at page No. 5485).

(7) In exercise of the powers conferred by sub-section (2) of section 34 of the said Act the Government of Maharashtra has exempted the boiler bearing No. MR-1044 belonging to the Thermal Power Station of the Maharashtra State Electricity Board at Parli Vajrath 431520, from the operation of clause (i) of section 6 of the said Act, for the period of three months from the 6th September, 1984 to 5th December 1984 (both days inclusive).

(Vide Government Notification Industries, Energy and Labour Department No. IBA-1084/CR-1009 Lab-9, dated the 5th September, 1984 published in *Maharashtra Government Gazette* Part I-L, dated 22nd November 1984 at page No. 5486).

#### I. BOMBAY SHOPS AND ESTABLISHMENT ACT, 1948

(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:—

“314. Employees of Shree Gajanan Maharaj Sansthan, Shegaon District Buldhana. Sections 13 and 18 subject to the conditions that—

(i) The establishment should not be opened earlier than 5-00 a.m. and closed later than 11-00 p.m.

(ii) No employee should be required or allowed to work before 8-30 a.m. or after 8-30 p.m. continuously for more than a week.

(iii) The employees are given one day's holiday in a week without making deduction in wages on account thereof.

(Vide Government Notification, Industries, Energy and Labour Department No. BSE-1483/CR-440/Lab-9, dated the 1st August 1984, published in *Maharashtra Government Gazette*, Part I-L, dated 8th November 1984 at page No. 5258).

(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

“313—Drivers attached to the ambulance Van of the State Bank of India. Sections 13, 14, 17 and 18 subject to the conditions that—

(1) If any employee is required to work in excess of the time limit of hours of work specified in section 63 of the said Act, he/she shall be paid overtime wages at the rate of not less than those prescribed under section 63 of the Act,

(2) The employee concerned shall be granted one day holiday in a week without making any deductions from their wages on account thereof.

(Vide Government Notification, Industries, Energy and Labour Department, No. BSE-

(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 certain provisions of the said Act, as shown in Column 2 of the Schedule appended hereto on account of the Festivals shown in Column 1 of the said Schedule for the periods mentioned in Column 3 of the said Schedule:—

Schedule		
Festival	Provisions of Sections	Period
Cowdinyapur Fair	Sections 10(1) (b), 11 (1) (b), 14, 16, 17, 19, 20, 21 and 24.	2nd November, 1984 to 14th November, 1984 (both days inclusive).

(Vide Government Notification, Industries, Energy and Labour Department, No. P-7384/CR-1049/Lab-9, dated the 17th October, 1984, published in *Maharashtra Government Gazette* Part I-L, dated the 15th November, 1984, at pages Nos. 5446-5447).

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:—

Schedule		
Festival	Provisions of Sections	Period
Narsing Maharaj Pilgrimage	Sections 11(i) (a), 14, 16 and 18.	13th November, 1984 to 4th December 1984 (both days inclusive).

(Vide Government Notification, Industries, Energy and Labour Department No. P-7384/CR-1051/Lab-9, dated 22nd October, 1984 published in *Maharashtra Government Gazette* Part I-L, dated 22nd November, 1984 at pages Nos. 5521-5522.)

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:—

Schedule		
Festival	Provisions of Sections	Period
Deo Mamedar Maharaj Utsav.	Sections 11(i) (b), 13(i), 14, 16, 18, 19(i), 20, 21, 23, 24, 26, 28, 30 and 31.	Dated 18th December 1984 to 1st January 1985 (both days inclusive).

(Vide Government Notification, Industries, Energy and Labour Department No. P-7384/

## III. BOMBAY RELIEF UNDERTAKINGS (SPECIAL PROVISIONS) ACT, 1958.

(A) *Declaration of relief undertakings under the.*—(1) In exercise of the powers conferred by Sections 3 and 4 of the said Act, the Government of Maharashtra has declared :—

(a) declares that the said relief undertaking shall, for a further period of six months commencing on the 8th day of December 1984 and ending on 7th day of April 1985 (both days inclusive), be conducted to serve as a measure of unemployment relief ; and

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

(vide Government Notification, Industries, Energy and Labour Department, No. BRU.IND-10, dated 3rd October, 1984, published in *Maharashtra Government Gazette*, Part I-L, dated 15th November, 1984 at pages Nos. 5432-5434).

## IV. MINIMUM WAGES ACT, 1948.

(A) *Notifications under the Act.*—(1) In exercise of the powers conferred by clause (b) of Section (1) of section 3 read with Sub-Section (2) of section 5 of the said Act, the Government of Maharashtra after considering the advice of the committee to hold enquiries into the conditions prevailing in the employment on construction or maintenance of roads or in building operations in the State of Maharashtra, with effect from the 5th October, 1984, fixes or revises as the case may be, the minimum rates of wages fixed by the said notification in respect of the employees employed in the said Scheduled Employment consisting of :—

(i) the basic rate of wages as set out in columns 3 and 4 of the Schedule first hereto in respect of each Zone Specified in columns 3 and 4 and 5 are the basic rates payable per day in such zone to the classes of employees mentioned against them in column 2 thereof.

(ii) a special allowance at the rate to be adjusted as provided in clause 2.

2. The Competent Authority shall, on declaring the Consumer Price Index Number for working class (New Series) specified in column 3 of the Second Schedule hereto to be the cost of living index number applicable to the employees employed in the said Schedule Employment in pursuance of clause (d) of section 2 of the said Act, calculate the average of the cost of living index applicable to the employees in the areas specified in column 2 of the said Second Schedule for every six months commencing on the 1st day of January and 1st day of July and ascertain the rise of such average in terms of points over the Index Number mentioned against them in column 4 of the Second Schedule. For every such rise in the number of points specified in column 5 of the said Second Schedule, the Special Allowance (hereinafter referred to as "the Cost of Living Allowance") payable to the employees for each of the six months immediately following the period in respect of which such average has been calculated as aforesaid shall be at the rate shown against them in column 6 of the said Second Schedule.

3. The Competent Authority shall, compute the cost of living allowance in accordance with the directions made in clause 2.

4. The Cost of Living Allowance computed as aforesaid shall be declared by the Competent Authority by Notification in the *Official Gazette* in the month of January, when such

Provided that the Competent Authority shall declare the cost of living allowance payable in respect of the period from the date of revision of the minimum rates of wages upto the end of June, 1984 immediately after the said date with effect from which the minimum rates of wages are revised.

## FIRST SCHEDULE

Serial No. (1)	Class of Employees (2)	Zone		
		I (3)	II (4)	III (5)
		(Rs. per day)	(Rs. per day)	(Rs. per day)
1	HIGHLY SKILLED—	25	23	21
	(1) Earth Moving Machinery Operators and Crane Operators.			
	(2) Batching Plant Operators.			
	(3) Under ground tunnelling work blasters, operators.			
	(4) Under water works Drivers, Chissiors etc.			
	(5) Marble Setters and Carvers.			
	(6) Employees by whatever name called doing highly skilled work of the nature done by persons falling under the above entries.			
2	SKILLED—	19	17	15
	(1) Road Roller Driver.			
	(2) Blacksmith with his tools.			
	(3) Stone Cutter with his tools.			
	(4) Mason with his tools.			
	(5) Brick layer with his tools.			
	(6) Carpenter.			
	(7) Plumber with his tools.			
	(8) Glazier with his tools.			
	(9) Tinsmith with his tools.			
	(10) Sarang or Tindal.			
	(11) Painter (Decorator).			
	(12) Fitter (not being structural or pipe fitter or fitter apprentice).			
	(13) Caneman.			
	(14) Mukadam Supervising 21 or more Mazdoors.			
	(15) Mechanic.			
	(16) Boiler Attendant.			
	(17) Plasterer.			
	(18) Floor or wall tiller.			
	(19) Driver (heavy mechanical equipment).			
	(20) Lineman or Wireman.			
	(21) Sign writer.			
	(22) Welder.			
	(23) Metal Turner.			
	(24) Electrician.			
	(25) Fitter (Structural or Pipe).			
	(26) Employees by whatever name called doing highly skilled work of the nature done			

	1	2	3	4	5
			(Rs. per day)	(Rs. per day)	(Rs. per day)
3 SEMI SKILLED—			17	15	13

(1) Foreman  
Oilman for and mechanical  
transport.

- (3) Mali.
- (4) Asphalt Sprayer.
- (5) Mukadam supervising between 10 and 20 mazdoors.
- (6) Miner or Blaster.
- (7) Navaghani.
- (8) Painter.
- (9) White Washer.
- (10) Roof tiler, thatcher or tile turner.
- (11) Bar-bender.
- (12) Pump Driver Pump Attendant.
- (13) Mixer Driver.
- (14) Sawyer.
- (15) Mukadam for Asphalt Road Work.
- (16) Fitter Apprentice.
- (17) Hammerman.
- (18) Brick or Tile Moulder.
- (19) Well Sinker.
- (20) Engine Attendant.
- (21) Fireman for Statistic or Mobile Machinery.
- (22) Pneumatic tools operator.
- (23) Vibrator Operator.
- (24) Compressor Attendant
- (25) Crusher Attendant.
- (26) Carpenter Assistant Attendant.
- (27) Floor Polisher (floor or terrace).
- (28) Watchmen.
- (29) Bhisti with Muthai.
- (30) Wood Polisher.
- (31) Employees by whatever name called doing transmission works of the nature done by persons falling under the above entries.

UNSKILLED—

(Rs per day) (Rs. per day) (Rs. per day)  
12 10

## SECOND SCHEDULE

Serial No.	Area	Consumer Price Index Number for Working Class (New Series)	Index Number	Points	Rupees
1	Area falling in Zone I	Bombay City Index Number.	518	1	0.05 per day.
2	Area falling in Zone II	Do.	518	1	0.05 per day.
3	Area falling in Zone III	Do.	518	1	0.05 per day.

## Explanation

Zone I—(a) Area within the limits of all Municipal Corporations, Cantonment Boards, ~~and~~ Bombay Metropolitan cities and areas within 10 kilometers from the boundaries of the places mentioned above.

Zone II—(b) Areas within the limits of 'A' Class Municipal Councils and District Head Quarters.

Zone III—(c) All other areas in the State not included in Zones I and II.

(d) The minimum rates of wages shall consist of an all inclusive rate allowing for the basic rates, the cost of living allowance and the cash value of concessions, if any.

(e) The minimum rate of wages shall include the payment for the weekly-day of rest.

(f) The minimum rate of wages in respect of an employee below the age of 18 years shall be paid at the rate of 8 per cent of the wages prescribed for the category in which he is employed.

(g) In case of employees employed on monthly wages, the rate of monthly wages shall be computed by multiplying the minimum rate of daily wages by 26.

(Vide Government Notification, Industries, Energy and Labour Department, No. MWA-1984/5845/Lab-7, dated 5th October, 1984, published in Maharashtra Government Gazette, Part I-L, dated 15th November 1984, at pages Nos. 5434-5437).

## V. Payment of Bonus; Act, 1965.

(A) Appointments under the Act. —(1) In exercise of the powers conferred by Sub-Section (1) of Section 27 of the said Act and in supersession of all the previous notifications issued in this behalf, the Govt. of Maharashtra has appointed the officers mentioned in Column 1 of the Schedule appended hereto to be the Inspectors, for the purpose of the said Act, and to them jurisdiction over the areas respectively specified against them in Column 2 of the said Schedule.

LABOUR GAZETTE—JANUARY 1985

SCHEDULE

Officers 1	Areas 2
1. The Deputy Commissioner of Labour (Enforcement), Bombay.	
2. The Assistant Commissioner of Labour, Bombay	
3. The Government Labour Officer, Bombay	
4. The Deputy Commissioner of Labour, Thane	
5. The Assistant Commissioner of Labour, Thane	
6. The Government Labour Officer, Thane	
7. The Assistant Commissioner of Labour, Raigad	
8. The Government Labour Officer, Raigad	Within the limits of Greater Bombay, Thane, Raigad and Sindhudurg Districts.
9. The Assistant Commissioner of Labour, Kalyan	
10. The Government Labour Officer, Kalyan	
11. The Government Labour Officer, Bhivandi	
12. The Government Labour Officer, Ratnagiri	
13. The Government Labour Officer, Sindhudurg	
14. The Assistant Commissioner of Labour Nashik	
15. The Assistant Commissioner of Labour, Jalgaon	
16. The Assistant Commissioner of Labour, Ahmadnagar	
17. The Government Labour Officer, Nashik	
18. The Government Labour Officer, Malegaon	
19. The Government Labour Officer, Jalgaon	
20. The Government Labour Officer, Dhule	
21. The Government Labour Officer, Ahmadnagar	

II—

1. The Deputy Commissioner of Labour, Pune Division, Pune.	
2. The Deputy Commissioner of Labour, Pune District, Pune.	
3. The Assistant Commissioner of Labour, Pune Division, Pune.	
4. The Assistant Commissioner of Labour, Pune District, Pune.	
5. The Assistant Commissioner of Labour, Solapur	Within the limits of Pune, Satara, Sangli, Solapur and Kolhapur Districts.
6. The Assistant Commissioner of Labour, Kolhapur	
7. The Assistant Commissioner of Labour, Sangli	
8. The Government Labour Officer, Pune	
9. The Government Labour Officer, Sangli	
10. The Government Labour Officer, Satara	
11. The Government Labour Officer, Solapur	
12. The Government Labour Officer, Kolhapur	
13. The Government Labour Officer, Ichalkaranji	

Officers

1

Areas

2

III—

1. The Deputy Commissioner of Labour, Nagpur Division, Nagpur.	
2. The Assistant Commissioner of Labour, Nagpur Division, Nagpur.	
3. The Assistant Commissioner of Labour, Nagpur District Nagpur.	
4. The Assistant Commissioner of Labour, Gondia	Within the limits of Nagpur, Wardha, Bhandara, Chandrapur, Amravati, Yavatmal and Gadchiroli Districts.
5. The Assistant Commissioner of Labour, Bhandara	
6. The Government Labour Officer, Nagpur District Nagpur	
7. The Government Labour Officer, Wardha	
8. The Assistant Commissioner of Labour, Chandrapur/Gadchiroli.	
9. The Government Labour Officer, Chandrapur/Gadchiroli	
10. The Government Labour Officer, Bhandara	
11. The Government Labour Officer, Gondia	
12. The Government Labour Officer, Tumsar	
13. The Government Labour Officer, Tirora	
14. The Assistant Commissioner of Labour, Amravati	
15. The Government Labour Officer, Amravati	
16. The Assistant Commissioner of Labour, Akola	
17. The Government Labour Officer, Akola	
18. The Government Labour Officer, Buldhana	
19. The Government Labour Officer, Yavatmal	

IV—

1. The Deputy Commissioner of Labour, Aurangabad Division, Aurangabad.	
2. The Assistant Commissioner of Labour, Aurangabad District Aurangabad.	
3. The Government Labour Officer, Aurangabad	Within the limits of Aurangabad, Jalna, Parbhani, Beed, Nanded, Osmanabad and Latur Districts.
4. The Assistant Commissioner of Labour, Nanded	
5. The Government Labour Officer, Nanded	
6. The Government Labour Officer, Parbhani	
7. The Government Labour Officer, Beed	
8. The Government Labour Officer, Osmanabad	
9. The Government Labour Officer, Jalna	
10. The Government Labour Officer, Latur	

## VI. CONTRACT LABOUR (REGULATION) ACT, 1971

(2) Appointments under Act.—(1) In exercise of the powers conferred by section 11 of the said Act of Government Maharashtra the Government has appointed the following persons being Gazetted Officers, the limits within which the powers conferred by chapter IV of the said Act and defines the areas respectively specified against each of them to be the limits within which such registering officer shall exercise the powers conferred on him by or under the said Act.

Designation of Officers	Area
1. Commissioner of Labour, Bombay.	Within the limits of Greater Bombay.
2. Assistant Commissioner of Labour, Thane.	Within the limits of Thane District.
3. Assistant Commissioner of Labour, Kalyan.	Within the limits of Thane District.
4. Assistant Commissioner of Labour, Raigad District.	Within the limits of Raigad, Ratnagiri and Sindhudurg Districts.
5. Assistant Commissioner of Labour, Nashik.	Within the limits of Nashik District.
6. Assistant Commissioner of Labour, Jalgaon.	Within the limits of Jalgaon and Dhule Districts.
7. Assistant Commissioner of Labour, (Pune District), Pune.	Within the limits of Pune District.
8. Assistant Commissioner of Labour, Ahmadnagar.	Within the limits of Ahmadnagar District.
9. Assistant Commissioner of Labour, Kolhapur.	Within the limits of Kolhapur District.
10. Assistant Commissioner of Labour, Sangli.	Within the limits of Sangli and Satara Districts.
11. Assistant Commissioner of Labour, Solapur.	Within the limits of Solapur District.
12. Assistant Commissioner of Labour, (Nagpur Division), Nagpur.	Within the limits of Wardha District.
13. Assistant Commissioner of Labour, (Nagpur Division), Nagpur.	Within the limits of Nagpur District.
14. Assistant Commissioner of Labour, Chandrapur.	Within the limits of Chandrapur District.
15. Assistant Commissioner of Labour, Gondia.	Within the limits of Bhandara District.
16. Assistant Commissioner of Labour, Amravati.	Within the limits of Amravati and Yavatmal Districts.
17. Assistant Commissioner of Labour, Akola.	Within the limits of Akola and Buldana Districts.
18. Assistant Commissioner of Labour, Aurangabad.	Within the limits of Aurangabad, Parbhani and Jalna Districts.
19. Assistant Commissioner of Labour, Nanded.	Within the limits of Nanded, Beed, Osmanabad and Latur Districts.
20. Assistant Commissioner of Labour, Chandrapur.	Within the limits of Chandrapur and Gadchiroli Districts.

2. In exercise of the powers conferred by section 11 of the said Act the Government of Maharashtra has appointed the following persons, being Gazetted Officers, of the State Government to be the licensing Officers for the purpose of chapter IV of the said Act, and defines the areas respectively specified against each of them to be the limits within which such licensing Officer shall exercise the powers conferred on him by or under the said Act.

Designation of Officers	Area
1. Assistant Commissioner of Labour, Bombay.	Within the limits of Greater Bombay.
2. Assistant Commissioner of Labour, Thane.	Within the limits of Thane District.
3. Assistant Commissioner of Labour, Kalyan.	Within the limits of Thane District.
4. Assistant Commissioner of Labour, Raigad District.	Within the limits of Raigad, Ratnagiri and Sindhudurg District.
5. Assistant Commissioner of Labour, Nashik.	Within the limits of Nashik District.
6. Assistant Commissioner of Labour, Jalgaon.	Within the limits of Jalgaon and Dhule Districts.
7. Assistant Commissioner of Labour, (Pune District), Pune.	Within the limits of Pune District.
8. Assistant Commissioner of Labour, Ahmadnagar.	Within the limits of Ahmadnagar District.
9. Assistant Commissioner of Labour, Kolhapur.	Within the limits of Kolhapur District.
10. Assistant Commissioner of Labour, Sangli.	Within the limits of Sangli and Satara Districts.
11. Assistant Commissioner of Labour, Solapur.	Within the limits of Solapur District.
12. Assistant Commissioner of Labour (Nagpur Division), Nagpur.	Within the limits of Wardha District.
13. Assistant Commissioner of Labour (Nagpur District), Nagpur.	Within the limits of Nagpur District.
14. Assistant Commissioner of Labour, Chandrapur.	Within the limits of Chandrapur District.
15. Assistant Commissioner of Labour, Gondia.	Within the limits of Bhandara District.
16. Assistant Commissioner of Labour, Amravati.	Within the limits of Amravati and Yavatmal District.
17. Assistant Commissioner of Labour, Akola.	Within the limits of Akola and Buldana Districts.
18. Assistant Commissioner of Labour, Aurangabad.	Within the limits of Aurangabad, Parbhani and Jalna Districts.
19. Assistant Commissioner of Labour, Nanded.	Within the limits of Nanded, Beed, Osmanabad and Latur Districts.
20. Assistant Commissioner of Labour, Chandrapur.	Within the limits of Chandrapur and Gadchiroli Districts.

3. In exercise of the powers conferred by sub-section (1) of section 15 of the said Act the Government of Maharashtra has nominated the persons mentioned in Column 1 of the Schedule hereto to be the appellate officers to whom appeals against any order made by the registering under Section 7 or 8 of the said Act, or as the case may be licensing officers under Section 12 or in of the said Act for the areas respectively specified against each of Column 2 of the said Schedule may be preferred : —

SCHEDULE	
Name of persons (1)	Officers against whose orders appeals may be preferred (2)
1. Additional Commissioner of Labour, Bombay.	Registering officers or licensing officers for Jalgaon, Dhule, Nashik, Raigad, Ratnagiri and Sindhudurg Districts.
Deputy Commissioner of Labour (Enforcement), Bombay.	Registering officers or licensing officers Greater Bombay.
3. Deputy Commissioner of Labour, Thane.	Registering officer or licensing officer for Thane District.
4. Deputy Commissioner of Labour (Pune Dist.), Pune.	Registering officer or licensing officer for Pune District.
5. Deputy Commissioner of Labour (Pune Division), Pune.	Registering officer or licensing officer for Kolhapur, Solapur, Ahmadnagar, Sangli and Satara District.
6. Deputy Commissioner of Labour (Nagpur Division), Nagpur.	Registering officer or licensing officer for Nagpur, Amravati, Bhandara, Akola, Chandrapur, Gadchiroli, Wardha, Yavatmal and Buldana Districts.
7. Deputy Commissioner of Labour (Aurangabad Division), Aurangabad.	Registering officer or licensing officer for Aurangabad, Parbhani, Nanded, Beed, Osmanabad, Latur and Jalna Districts.

(Vide Government Notification, Industries, Energy and Labour Department, No. CLA. 1084/12415/(448)/(iii)/Lab-12, dated 11th October 1984, published in M.G.G., Part I-L, dated 15th November 1984, at page Nos. 5443 to 5444).

4. In exercise of the powers conferred by sub-section (1) of section 28 of the said Act, the Government of Maharashtra has appointed the following persons to be the Inspectors for the purposes of the said Act and defines the areas respectively specified against each of them to be the local limits which such Inspector shall exercise his powers under the said Act.

Persons	Areas
1. Government Labour Officer, Bombay	.. ..
2. Government Labour Officer, Thane	.. ..
3. Government Labour Officer, Bhiwandi	.. ..
4. Government Labour Officer, Kalyan	.. ..
5. Government Labour Officer, Nashik	.. ..
6. Government Labour Officer, Malegaon	.. ..
7. Government Labour Officer, Jalgaon	.. ..
8. Government Labour Officer, Dhule	.. ..
9. Government Labour Officer, Ratnagiri	.. ..
	Within the limits of the Greater Bombay, Thane, Ratnagiri, Raigad, Nashik, Dhule and Jalgaon Districts.

Persons	Area
12. Government Labour Officer, Pune	.. ..
13. Government Labour Officer, Ahmadnagar	.. ..
14. Government Labour Officer, Satara	.. ..
15. Government Labour Officer, Sangli	.. ..
16. Government Labour Officer, Solapur	.. ..
17. Government Labour Officer, Kolhapur ..	.. ..
18. Government Labour Officer, Ichalkaranji	.. ..
19. Government Labour Officer, Nagpur ..	.. ..
20. Government Labour Officer, Buldana ..	.. ..
	Within the limits of the Pune, Ahmadnagar, Satara Sangli, Solapur and Kolhapur Districts.
21. Government Labour Officer, Akola	.. ..
22. Government Labour Officer, Amravati	.. ..
23. Government Labour Officer, Yavatmal ..	.. ..
24. Government Labour Officer, Wardha ..	.. ..
25. Government Labour Officer, Bhandara	.. ..
26. Government Labour Officer, Gondia ..	.. ..
27. Government Labour Officer, Tumsar ..	.. ..
28. Government Labour Officer, Tirora	.. ..
29. Government Labour Officer, Chandrapur, Gadchiroli	.. ..
	Within the limits of the Nagpur, Buldana, Akola Amravati, Yavatmal, Wardha, Bhandara, Chandrapur and Gadchiroli Districts.
30. Government Labour Officer, Aurangabad	.. ..
31. Government Labour Officer, Parbhani ..	.. ..
32. Government Labour Officer, Beed	.. ..
33. Government Labour Officer, Nanded ..	.. ..
34. Government Labour Officer, Osmanabad/Latur	.. ..
35. Government Labour Officer, Jalna	.. ..
	Within the limits of the Aurangabad, Parbhani, Beed, Nanded, Osmanabad, Latur and Jalna Districts.

(Vide Government Notification, Industries, Energy and Labour Department No. CLA. 1084/12415/(448)/(iv)/Lab-12, dated 11th October 1984, published in M.G.G., Part I-L, dated 15th November 1984 at pages Nos. 5444 to 5445.)

5. In exercise of the powers conferred by section 4 of the said Act, read with rules 3, 4, 5 of the Maharashtra Contract Labour (Regulation and Abolition) Rules, 1971, and of all other powers enabling it in that behalf, the Government of Maharashtra has amended the said notification as follows, namely : —

In the Schedule to the said notification, under the heading "Representing Principal Employers for entry 2," the following entry shall be substituted namely : —

- "Shri Vijay C. Kalantri, Vice chairman, All India Manufacturers Organisation, Jeevan Sahakar, Sir P. M. Road, Bombay 400 001."

(Vide Government Notification, Industries, Energy and Labour Department, No. CLA. 1084/12415/(448)/(v)/Lab-12, dated 11th October 1984, published in M.G.G., Part I-L, dated 15th November 1984 at page Nos. 5445 to 5446.)

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

(4) Constitution and appointments under the Act.—(1) In exercise of the powers conferred by sub-sections (1) and (2) of section 13 of the said Act, the Government of Maharashtra has constituted the vigilance committee for the District of Jalgaon consisting of the Chairman and the following members, namely:—

*Chairman*

1. District Magistrate, Jalgaon .. Under Clause (a) of Sub-section (2) of section 13.

*Members*

2. Smt. Mirabai Tadvi, Member, Social Welfare Committee, Zilla Parishad, Jalgaon. Nominated under clause (b) of sub-section (2) of section 13.
3. Shri M. G. Chavan, Pahur, Taluka Jamner, Chairman, Welfare Committee, Zilla Parishad, Jalgaon. Nominated under clause (b) of sub-section (2) of section 13.
4. Shri D. R. Zalte, Advocate, Chalisgaon .. Nominated under clause (b) of sub-section (2) of section 13.
5. Shri Pralhadrao Eknath Patil, Chairman, Jalgaon District Central Co-op. Bank Limited, Jalgaon. Nominated under clause (c) of sub-section (2) of section 13.
6. Shri K. D. Patil, President, Zilla Parishad, Jalgaon. Nominated under clause (c) of sub-section (2) of section 13.
7. Shri Akhtar Ali Kazi, Vice President, Jilla Parishad, Jalgaon. Nominated under clause (d) of sub-section (2) of section 13.
8. Shri Janardan Tukaram Ghade, Godri, Taluka Jamner, Sabhapati, Panchayat samiti, Jamner. Nominated under clause (d) of sub-section (2) of section 13.
9. The Chairman, Distt. Land Devp. Bank, Jalgaon. Nominated under clause (c) of sub-section (2) of section 13.

(Vide Government Notification, I.E. & L.D., No. BLA 1081/181, Lab-12, dated the 15th October 1984, published in M.G.G., Part I-L, dated 15th November 1984, at pages Nos. 5445 to 5446).

(2) In exercise of the powers conferred by sub-sections (1) and (2) of section 13 of the said Act, the Government of Maharashtra has constituted the vigilance committee for the District of Nanded consisting of the Chairman and the following members, namely:

*Chairman*

- (1) District Magistrate, Nanded and in his absence an Officer nominated by him. Under clause (a) of sub-section (2) of section 13.

*Members*

- (2) Shri Manoharrao Godbole, Dogaon Chawl, Nanded. Nominated under clause (b) of sub-section (2) of section 13.
- (3) Shri Baburao Kamble, Labour Colony, Nanded. Nominated under clause (b) of sub-section (2) of section 13.
- (4) Shri Datta Ramji Gadam, Chairman, Social Welfare Committee, Z. P., Nanded. Nominated under clause (b) of sub-section (2) of section 13.
- (5) Shri Narulla Khan, Vazirabad, Nanded. Nominated under clause (c) of sub-section (2) of section 13.
- (6) Smt. Suman Wankhede, Gangamata Vidya Mandir, Goraksha, Nanded. Nominated under clause (c) of sub-section (2) of section 13.
- (7) Shri Pralhadrao Keshatwar, Chairman, Agricultural Committee, Z. P., Nanded. Nominated under clause (d) of sub-section (2) of section 13.
- (8) The Chief Executive Officer, Z. P., Nanded. Nominated under clause (d) of sub-section (2) of section 13.

Bonded Labour System (Abolition) Act, 1976  
20-Point Programme—Item No. 6  
Rehabilitation of bonded labour—Scrutinising and approving of the scheme formulated by the Collector by the Screening Committee.

## GOVERNMENT OF MAHARASHTRA

REVENUE AND FORESTS DEPARTMENT  
Resolution No. RBL-1084/306, CR-21;R4(A)  
Mantralaya, Bombay 400 032, dated 17th July 1984

Read.—(i) Government Resolution, Revenue and Forests Department No. RBI-1080/401/CR-206/R4(A), dated 5th October 1984;

(ii) Government Resolution, Revenue and Forests Department No. RBL-1083/2128/CR-185/R4 (A), dated 23rd December 1983;

(iii) Government Order, Revenue and Forests Department No. RBL-1084/3308-CR-21/R4 (A), dated 12th June 1984.

Resolution—The schemes formulated by the Collector of Thane, Project Officer, District Rural Development Agency, Thane were circulated to the members of the Screening Committee for scrutinising and approving of them. After careful consideration of the schemes the following schemes have been scrutinized and approved by the screening Committee.

I. Scheme for rearing goat unit of 20 does and 2 bucks  
Financial outlay for unit 3; goats 20 does + 2 bucks

1	Subsidy under I.R.D.P.		Amount from the grants provided for rehabilitation of bonded labour		Net Loan amount to be repaid by bonded labour	
	For S.T. Rs.	For Non-Tribe Rs.	For S.T. Rs.	For Non-Tribe Rs.	For S.T. Rs.	For Non-Tribe Rs.
Rs.						
1. Cost of two bucks and 20 does Rs. 200 each	4,400	2,200	1,466	1,760	2,494	440
2. Cost of Kachha stall with wooden platform	1,500	750	500	675	925	75
3. Insurance of Goats	121	44	44	77	77	
Total (Others S.T.)	6,021	2,994	2,010	2,512	3,496	515

(b) The subsidy of Rs. 2,994 in case of tribal family and Rs. 2,010 in case of non-tribal family will be credited in loan account of the beneficiary under Integrated Rural Development Programme by District Rural Development Agency.

(c) The amount of Rs. 2,512 in case of tribal family and Rs. 3,496 in case of non-tribal family will be credited on loan account of the beneficiary out of the amount of Rs. 4,000 available from the grants for rehabilitation of the bonded labour.

(d) The concentrate feed cost of Rs. 480 for 4 bags in case of Tribal family and Rs. 360 in case of non-tribal family will be incurred from the amount of Rs. 4,000 available from the grants for rehabilitation of the bonded labour. This feed will be supplied simultaneously the goats are purchased.

(e) The beneficiary will be burdened for loan repayment of Rs. 515 only. This will be repaid as follows : -

in 18th months	Rs. 150
in 26th months	Rs. 150
in 34th months	Rs. 150 and

remaining in 42nd month together with interest @ 4 % under D.R.I. after disbursement of loan.

## II. Scheme for supply of two buffalows

### Financial outlay

1	Subsidy under I.R.D. Programme		Amount from the grants provided for rehabilitation of bonded labour		Loans to be repaid	
	For Tribal	For Non-Tribal	For Tribal	For Non-Tribal	For Tribal	For Non-Tribal
	Rs.					
1. Cost of buffaloes.	8,000	4,000	2,666	3,200	4,000	800
2. Cost of shed Admeasuring 100 sq.ft. at Rs. 20 per sq. feet.	2,000	1,000	334	800	200	1,666
3. Insurance.	200				200	200
	10,200	5,000	3,000	4,000	4,000	1,200
						3,200

(a) The financial Institution will sanction loan to the extent of Rs. 10,200.

(b) The subsidy of Rs. 5,000 in case of tribal family and Rs. 3,000 in case of non-tribal family will be credited in loan account of the beneficiary under Integrated Rural Development Programme by District Rural Development Agency.

The amount of Rs. 4000 available from grants of Rs. 4,000 provided for rehabilitation of freed bonded labour should be utilized towards repayment of loan granted by financial institution under Integrated Rural Development Programme.

The freed bonded labour family will be required to repay loan of Rs. 1,200 in case of tribal and Rs. 3,200 in case of non-tribal family.

Disbursement of loan is to be done in two stages. In the beginning one buffalo is to be given in the month of September/October and second buffalo is to be given the next year so that there will be continuity of income.

Beneficiary will be in a position to repay loan in 3 to 4 lactation periods.

It will be also permissible for the beneficiary to replace old buffalo after 3rd lactation period by saving expenditure during dry period.

## III. Scheme for supply of Bullock Pair and Cart to freed Bonded Labourers :-

### Financial Outlay

	Subsidy under I.R.D. Programme for		Amount from grants for rehabilitation of bonded labourer		Loan to be repaid to	
	For Tribal	For Non-Tribal	For Tribal	For Non-Tribal	For Tribal	For Non-Tribal
	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1. Cost of Bullock Pair and Cart Rs. 4,500.	2,250	1,500	1,800	2,550	450	450
2. Insurance Ps. 50 ..	20	20	30	30		
Total	2,270	1,520	1,830	2,580	450	450

(a) The financial institutions will sanction loan to the extent of Rs. 4,500.

(b) The subsidy of Rs. 2,270 in case of tribal family and Rs. 1,520 in case of non-tribal family will be credited by District Rural Development Agency under Integrated Rural Development Programme.

(c) The amount of Rs. 1,830 in case of tribal family and Rs. 2,580 in case of non-tribal family will be credited to loan account of beneficiary from the grants for rehabilitation of the bonded labourer.

(d) Thus the beneficiary will have burden of repayment of loan of Rs. 450.

The beneficiary will repay loan of Rs. 450 at Rs. 25 per month from the next month after the disbursement of loan in 18 months period.

2. Beside approval of the above Schemes by the Screening Committee, the Committee has taken following decisions :-

(i) The children of freed bonded labourers should be sent to Ashramshalas and Tribal Development Department should issue suitable instructions in the matter.

(ii) Veterinary Officer should visit the villages where freed bonded labourers reside alongwith their animals in order to help and guide them in maintaining the animals.

(iii) The grant of amount of Rs. 4000 provided for rehabilitation of freed bonded labour and 90 per cent of subsidy available under Integrated Rural Development Programme may be utilized towards the above schemes and the freed bonded labour should be burdened

3. The above Schemes and decisions of Screening Committee have been approved by Government and the Collectors should offer one of the Schemes to the freed bonded labourer and the Collectors should also allot a piece of land sufficient for construction of shed for housing the livestock as goats, pair of bullocks, dairy animals, etc. if the beneficiary has no land available.

4. The grants within the ceiling limit of Rs. 4,000 per released bonded labour under budget head "288-Social Security and Welfare-D-Social Welfare-(f)-Welfare of Poor and Destitute (f)-(ii)-Scheme for Rehabilitation Released Bonded Labourers, (288-3671)" for the year 1984-85 placed at the disposal of the Collectors of Thane, Nashik and Ratnagiri under Government Order No. RPA-1084/3308/CR-21/R4(A), dated 12th June 1984 should be utilised towards the schemes for rehabilitation of bonded labour.

5. The Collectors of Thane, Nashik and Ratnagri should distribute the grant i.e. the amount of Rehabilitation grant mentioned in the Schemes I, II and III in para one above to the concerned Project Officers, District Rural Development Agency in accordance with their requirements and obtain a utilisation certificate of the expenditure made towards the scheme.

(B) *Constitution of Boards under the.*—In exercise of the powers conferred by sub-section (1) of section 4 of the said Act, the Government of Maharashtra, after consulting the Advisory Committee, has made the following Scheme for employments in (1) Grocery Markets or Shops in connection with loading, unloading, stacking, carrying, weighing, measuring, filling, stitching, sorting, cleaning or such other work including work preparatory or incidental to such operations; (2) markets or subsidiary markets established under the Maharashtra Agricultural Produce Marketing (Regulation) Act, 1963 (Mah. XX of 1964), in connection with loading, unloading, stacking, carrying, weighing, measuring, filling, stitching, sorting, cleaning or such other work including work preparatory or incidental to such operations and (3) loading of goods into Public Transport Vehicles, or unloading area of Kolhapur City Municipal Corporation, and the same having been previously published as required by sub-section (1) of the said section 4, namely :—

**The Kolhapur Grocery Markets or Shops, Markets or Subsidiary Markets,  
Public Goods Transport Undertaking Unprotected Workers  
(Regulation of Employment and Welfare) Scheme, 1984.**

1. *Title.*—This scheme may be called "The Kolhapur Grocery Markets or Shops Markets or Subsidiary Markets, Public Goods Transport Undertakings, Unprotected Workers (Regulation of Employment and Welfare) Scheme, 1984."

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

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

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

(c) public goods transport undertaking in connection with loading of goods into Public Transport Vehicles, or unloading of goods therefrom and any other operation incidental and connected thereto or such other work including work preparatory or incidental to such operations,

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

(2) *Application.*—The scheme shall apply to the registered workers and registered employers in the limits of Municipal Corporation of Kolhapur in—

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

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

(c) public goods transport undertakings in connection with loading of goods into Public Transport Vehicles, or unloading of goods therefrom and any other operation incidental and connected thereto or such other work including work preparatory or incidental to such operations.

3. *Commencement.*—(i) Clauses 14 and 15 shall come into force from 2nd December 1984 ;

(ii) The remaining clauses shall come into force from 16th December 1984.

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

(b) "Board", means the Kolhapur Mathadi and Unprotected Labour Board constitute under section 6 of the Act ;

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

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

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

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

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

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

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

(j) "register of employers" means the register of employers maintained under this scheme ;

(k) "register of workers" means the register of workers maintained under this Scheme ;

(l) "rules", means the Maharashtra Mathadi, Hamal and Other Manual Worker (Regulation of Employment and Welfare) Rules, 1970 ;

(m) "Secretary" means the Secretary of the Board ;

(n) "week", means the period of seven days commencing on mid-night of Saturday and ending on the mid-night of the Saturday next following ;

(o) words and expressions used but not defined in the Scheme shall have the meaning assigned to them in the Act.

5. *Secretary Personnel Officer and other servants of the Board.*—The Board may appoint a Secretary, a Personnel Officer and such other officers and servants on such terms and conditions of service as it deems fit :

Provided that, no post the maximum salary of which exclusive of allowance is Rs. 1000 and above per mensem shall be created and no appointment to such post shall be made by the Board except with the previous approval of the State Government :

Provided further that, the previous approval of the State Government shall not be necessary to any appointment in a leave vacancy of a duration of not more than three months.

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

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

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

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

(iv) keeping, adjusting and maintaining the employers' registers entering, or reentering therein the name of any employer and where circumstances so require removing from the register the name of any registered employer in accordance with the provisions of this Scheme ;

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

(vi) grouping or re-grouping of all registered workers into such groups as may be determined by the Board, and reviewing the grouping of any registered worker on the application of a registered worker ;

(vii) making provision, subject to availability of funds, for welfare of registered workers including medical services in so far as such provisions does not exist apart from this Scheme ;

(viii) recovering from registered employers contribution in respect of the expenses of this Scheme wages, levy and any other contributions under this Scheme

(ix) making provision, subject to availability of funds, for the health and safety Measures in places where workers are employed in so far as such provision does not exist apart from this Scheme ;

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

(xi) maintaining and administering Provident Fund and Gratuity Fund for registered workers in the pool when such Funds are constituted ;

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

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

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

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

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

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

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

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

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

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

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

(8) The Board shall have the authority to spend such sum as it thinks fit for the purposes authorised under the Scheme from out of the general fund of the Board or from the reserve and other funds, as the case may be.

(9) The Board shall cause the proper account to be kept of the cost of operating this scheme and of all receipts and expenses under this scheme.

(10) The Board shall submit to the State Government —

(a) as soon as may be after the first day of April in every year and not later than the 31st day of October, an annual report on the working of the Scheme during the preceding year ending the 31st of March, together with an audited balance-sheet ; and

(b) copies of proceedings of the meeting of the Board.

(11) The Board may—

(i) fix the number of workers to be registered under the various categories ;

(ii) increase or decrease the number of workers in any category on the register, from time to time, as may be necessary after a periodical review of the register and anticipated requirements ;

(iii) sanction the temporary registration of a specified number of workers in any category for specific periods ;

(iv) devise forms, records, registers, statements and the like required for administration of the Scheme. ;

(v) determine the wages, allowances and other conditions of service including age of retirement of registered workers ;

(vi) fix the rate of levy under clause 41 (1) ;

(vii) sanction the annual budget ;

(viii) subject to the provisions of clause 5, appoint a Secretary the Personnel Officer and other staff of the Board ;

(ix) make recommendation to the State Government about any modification in the Scheme ;

(x) settle dispute between registered employers and registered workers ;

(xi) discuss statistics of output of labour and turnout of work and record its observations and directions ;

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

9. *Powers and duties of Chairman.*—Without prejudice to the powers and functions of the Board, the Chairman shall be generally responsible for satisfactory execution of the Scheme and shall have powers to execute the decisions of the Board subject to its directions and in particular,—

(a) to ensure that the decisions of the Board in regard to the adjustment of the register of workers are carried out expeditiously ;

(b) to ensure that the sanctions for temporary registration of workers are carried out without delay ;

(c) to supervise and control the working of the Scheme ;

(d) to take suitable steps, if any irregularities are detected by him or brought to his notice ;

(e) to ensure that the provisions of the Scheme in regard to transfer and promotion of workers are carried out ;

(f) to constitute medical Boards when required ;

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

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

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

(j) (i) to sanction the creation of posts the maximum salary of which exclusive of allowance is below Rs. 1,000 per month and to make appointment to such posts ;

(j) (ii) to make appointment to the post, the maximum salary of which exclusive of allowance is below Rs. 1,000 per month ;

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

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

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

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

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

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

(a) keeping, adjusting and maintaining the register of employers entering or reentering therein the name of any employer and where the circumstances to require removing from the register the name of any registered employer in accordance with the provisions of this Scheme ;

(b) ...

the circumstances require, removing from any registers or records the name of any registered worker, either at his request or in accordance with the provisions of this Scheme ;

(c) the employment and control of registered workers who are available for work when they are not otherwise employed in accordance with this Scheme ;

(d) the grouping or re-grouping of registered workers in suitable pools, in accordance with the instructions received from the Board in such groups as may be determined by the Board ;

(e) the allotment of registered workers in the pool who are available for work to registered employers and for this purpose, the Secretary shall,—

(i) make the fullest possible use of registered workers in the pool ;

(ii) keep the record of attendance at call stands or control points of registered workers ;

(iii) provide for the maintenance of records of employment and earnings of registered workers ;

(iv) make or cause to be made the necessary entries in the attendance cards and the wage slips of the workers in the reserve pool as laid down in clause 23 ;

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

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

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

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

(h) the keeping of proper accounts of the cost of operating this Scheme and of all receipts and expenses under it and making and submitting to the Board an Annual Report and Audited Balance-sheet and profit and loss accounts statements ;

(i) framing budget annually for submission to the Board on or before the 15th day of February each year ;

(j) maintaining complete service records of all registered workers and record sheets of all registered employers ;

(k) authorising the employment of unregistered workers in case registered workers are not available for work in the pool or in such other circumstances as the Chairman approve ; and

(l) such other functions as may, from time to time, subject to the provisions of the Scheme, be assigned to him by the Board or the Chairman.

10. *Functions of Personnel Officer.*—The Personnel Officer shall assist the Secretary in the discharge of his duties and shall in particular carry out the function assigned to him by clause 34 of this Scheme.

11. *Maintenance of Registers. (i) Register of Employer.*—There shall be a register of employers in the form devised by the Board therein the names and addresses of the employers registered under the Scheme shall be entered.

(2) *Register of Workers.*—There shall be a register of workers who are engaged by the Board wherein the names and addresses of workers registered under this Scheme shall be entered. It shall be duly maintained.

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

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

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

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

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

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

(c) Registration of workers in any new category shall be from among workers who have been or were working in the said employment on any such date as the Board may specify in this behalf provided that, the worker is medically fit and is not more than 50 years of age.

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

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

16. *Promotion and transfer of registered workers.*—(1) A vacancy (other than casual vacancy) in any category of registered workers in pool register shall ordinarily be filled by promotion of registered workers from the next lower category within the same gang.

(2) A vacancy (other than a casual vacancy), in any category of monthly registered worker may be filled only by promotion from lower categories of monthly registered workers in the gang or, if no registered worker is suitable for promotion from lower categories of monthly registered worker in the same gang, by transfer of a registered worker in the same or a superior category in the pool who may be selected by registered employers or a group of registered

(3) The Chairman or the Secretary may for sufficient and valid reasons, allow the transfer of a monthly registered worker to the pool on a request in writing of the registered employer the registered worker explaining fully the reasons for the transfer provided that such transfer shall be subject to the fulfilment of any contract subsisting between the monthly registered worker and his employer regarding termination of employment. No transfer shall take place without the prior approval of the Chairman or the Secretary.

(4) If the services of a monthly registered worker are terminated by the registered employer for an act of discipline or misconduct he may apply to the Board for employment in the pool. The Secretary on behalf of the Board shall then decide on the merits of the case, whether or not the registered worker should be employed by the Board and if so, whether in the same or a lower category. The registered worker should be given an opportunity of being heard and pleading his case before the Secretary, either himself or through his representatives.

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

17. *Medical Examination.*—(1) If the Board considers it to be necessary so to do it may require a new worker before registration to undergo, free of charge, a medical examination for physical fitness by a Medical Officer nominated by the Chairman for this purpose. A worker found medically unfit by a Medical Officer may apply in writing to the Chairman and simultaneously deposit with him such fees as may be specified in this behalf for examination by a Medical Board. On receipt of such a request of Chairman shall set-up a Medical Board. The decision of the Medical Board shall be final and a worker who is medically unfit shall not be entitled to registration.

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

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

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

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

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

20. *Service records for registered workers.*—A service record for every monthly and daily registered worker shall be maintained in a form to be specified by the Board which shall contain amongst other things, a complete record of disciplinary action taken against the

22. *Surrender of cards.*—A registered worker's card shall be surrendered to the Board in the following circumstances, namely—

- (a) when proceeding on leave for seven days or more;
- (b) when retiring from service;
- (c) when dismissed or discharged from service;
- (d) when temporarily suspended; or
- (e) on death;

Provided that, the registered employer of a monthly registered worker shall also surrender the card of the registered worker to the Board in the case of (a), (b), (c), (d) and (e) above.

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

(2) A monthly registered worker shall hand over to his registered employer at the time when he is allotted his work, Attendance Card. The registered employer shall make necessary entries in the Card in respect of the period of work done by the registered worker and return it to him on the completion of his allotted work. For each day of work, the registered employer shall supply, as soon as possible, a wage slip showing wages earned by a registered worker.

24. *Employment of registered*—(1) A monthly registered worker of a particular category allotted to a registered employer or a group of registered employers shall be entitled to be employed for work in that category by that registered employer or group of registered employers in preference to any registered worker of the same category in the pool.

(2) If the number of registered workers on the monthly register in a particular category is not sufficient for the work available, the registered workers on the pool register in that category shall be employed.

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

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

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

26. *Disappointment money.*—When a registered worker in the pool presents himself for work and for any reason the work for which he has been allotted cannot commence or proceed and no alternative work can be found for him and he is relieved within two hours of his attending for work he shall be entitled to disappointment money from the registered employer at a rate as may be fixed by the Board appropriate to the category to which he belongs. A registered worker detained for more than two hours shall be paid full wages inclusive of dearness allowance.

27. *Holidays.*—Each registered worker shall be entitled in a year to four holidays with pay at such rates as may be specified by the Board under clause 32. Out of the four holidays three holidays will be on (i) 26th January (Republic Day), (ii) 1st May (Maharashtra Day), and (iii) 15th August (Independence Day). The fourth holiday shall be decided by the Board.

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

(3) A registered worker in the pool who is available for work shall carry out direction of the Board and shall,—

- (a) report at such call stands or control points and at such times as may be specified by the Board and shall remain at such call stands or control points;
- (b) accept any employment under a registered employer whether in the category in which he has been registered or any other category for which he is considered suitable by the Board.

(4) A registered worker who is available for work when allotted by the Board for employment under a registered employer shall carry out his duties in accordance with the directions of such registered employer or the authorised representative or supervisor and the rules of the employment or place where he is working.

29. *Obligations of registered employers.*—(1) Every registered employer shall accept the obligations of the Scheme.

(2) Subject to the provisions of clause 24, a registered employer shall not employ a worker other than a registered worker who has been allotted to him, by the Secretary in accordance with the provisions of clause 9(e).

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

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

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

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

(iii) A registered employer, who persistently makes default in remitting the amount of wages of registered workers within the time limit specified in sub-clause (i) above shall further pay by way of penalty, a surcharge of such amount not exceeding ten per cent. of the amount to be remitted as may be determined by the Board. The said surcharge shall be credited to the Board within ten days from the date of the order of the Secretary of the Board to that effect.

(6) A registered employer shall keep such records as the Board may require and shall produce before the Board or such person as may be designated by the Board upon reasonable notice all such records and any other documents of any kind relating to registered workers and to the work upon which they have been employed and furnish such information relating hereto as may be set out in any notice or direction issued by or on behalf of the Board.

(7) A registered employer who fails to make the payment of any amount due from him to the Board under aforesaid clauses within the time specified therein, the Secretary of the Board shall, without prejudice to the right of the Board to take any other action under the Scheme to which the registered employer may be liable for the said default, serve a notice on the registered employer to the effect that unless he pays his dues within three days from the date

30. *Restriction on employment.* (1) No employer shall engage for employment a worker unless that worker is a registered worker.

(2) Notwithstanding the preceding provisions of the clause,—

(a) where the Secretary is satisfied that,—

(i) the work is emergently required to be done, and

(ii) it is not reasonably practicable to obtain a registered worker for that work the Secretary may, subject to any limitation imposed by the Board, allow a registered employer to employ a worker who is not a registered worker :

Provided that, whenever unregistered workers have to be employed the Secretary shall obtain, if possible, the prior approval of the Chairman to the employment of such workers, and where this is not possible, shall report to the Chairman within 24 hours the full circumstances under which such workers were employed and the Chairman shall duly inform the Board of such employment at its next meeting :

(b) the Board may, subject to such conditions it may specify, permit employment of unregistered workers on a holiday if work is required to be done on that day to the extent registered workers are not available for work ;

(c) in the case referred to in items (a) and (b), the person so employed as aforesaid by a registered employer shall for the purposes of clauses 29(4), (5) and (6) and clause 32 be treated in respect of that work, as if he were a daily registered worker.

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

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

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

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

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

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

(3) Every such representation shall be in writing and shall be made within such period as the Board may specify and shall state the conditions of service which it is proposed to

(4) The Board shall take into account the representations aforesaid, if any, and after examining all the material placed before it, shall fix or revise or, as the case may be, modify the relevant conditions of service of the registered workers.

(5) In fixing or revising or, as the case may be, modifying the conditions of service of the registered workers, the Board shall have regard to the cost of living, the prevalent conditions of service in comparable employments in the local areas, the capacity of the registered employers to pay, and any other circumstances which may seem relevant to the Board.

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

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

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

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

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

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

(2) A registered worker in the pool who fails to comply with any of the provisions of the Scheme or commits any act of indiscipline or misconduct may be reported in writing to the Personnel Officer who may after investigating the matter give him a warning in writing.

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

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

(a) give him a warning in writing ;

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

35. *Special disciplinary powers of the Chairman.*—(1) Notwithstanding anything contained in the Scheme, if the Chairman is satisfied after enquiry that a “go-slow” has been resorted to by any gang of a registered workers or any individual registered worker and is being continued or repeated by the same gang or registered worker or different gangs or registered workers on the same or different places of work he may make a declaration in writing to that effect.

(2) When a declaration under sub-clause (1) has been made it shall be lawful for the Chairman:—

(i) in case of monthly registered workers to take, without prejudice to the rights of the registered employers, such disciplinary action including removal against such registered workers as he may consider appropriate; and

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

(3) The Chairman may take disciplinary action—

(i) where “go slow” is resorted to by a gang against all the members of the gang, and  
(ii) where “go slow” is resorted to by a registered worker against the registered worker concerned.

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

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

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

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

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

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

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

(3) Any registered worker who is aggrieved by an order under clause 16(4) may prefer appeal to the Chairman.

(4) No appeal shall lie where due notice has been given of the removal of the name of registered worker from the register or record in accordance with the instructions of the Board if the ground of removal is that the registered worker falls within a class of description of registered workers whose names are to be removed from the register or record in order to reduce the size thereof:

Provided that, an appeal shall lie to the Chairman where the registered worker alleges that he does not belong to the class or description of registered workers referred in the instruction of the Board.

(5) Every appeal referred to in sub-clauses (1), (2), (3) or (4) shall be in writing and be preferred within fourteen days of the date of receipt of the order appealed against:

Provided that, the appellate authority may for reasons to be recorded, admit an appeal preferred after the expiry of fourteen days.

38. *Appeals by registered employers.*—(1) (i) A registered employer who is aggrieved by an order of the Personnel Officer under clause 34(1)(ii) may appeal to the Chairman;

(ii) In the case of an appeal against an order under clause 34(1)(ii)(b) the Chairman shall forthwith refer the matter to the State Government. The State Government shall make such order on the appeal as it thinks fit.

(2) Every appeal referred to in sub-clause (1) shall be in writing and preferred within fourteen days of the receipt of the order appealed against:

Provided that, the appellate authority may for reasons to be recorded, admit an appeal preferred after the expiry of fourteen days.

39. *Powers of Revision of the Chairman.*—Notwithstanding anything contained in the Scheme, the Chairman, in case of an order passed by Personnel Officer under clause 34, may at any time call for the record of any proceeding in which the Personnel Officer has passed the order for the purpose of satisfying himself as to the legality or propriety thereof and may pass such order in relation thereto as he may think fit:

Provided that, the Chairman shall not pass any order under this clause which may prejudicially affect the interests of any person without giving such person a reasonable opportunity of being heard.

40. *Stay of order in case of certain appeals.*—Where an appeal is made by a registered worker in accordance with the provisions of clause 37 against an order of termination of service on one month's notice or where an appeal is preferred by a registered employer in accordance with provisions of clause 38 against an order removing his name from the employers' register under clause 34(1)(ii)(b), the appellate authority may suspend the operation of the order appealed from pending the hearing and disposal of the appeal.

41. *Cost of operating the Scheme and provision for amenities and benefits to the registered workers.*—(1) The cost of operating this Scheme and for providing different benefits, facilities and amenities to registered workers as provided in the Act and under this Scheme, shall be defrayed by payments made by the registered employers to the Board. Every registered employer shall pay to the Board such amount by way of levy in respect of registered workers allotted to and engaged by him as the Board may, from time to time, specify by public notice or written order to the registered employers and in such manner and at such time as the Board may direct. The Board may require the registered employers to pay the levy retrospectively or prospectively as it may deem fit.

(2) An employer to whom this Scheme applies shall pay the levy as specified by the Board, from time to time, from the date from which the Scheme applies to him irrespective whether

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

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

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

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

(7) If a registered employer fails to make the payment due from him under sub-clause (5) within the time specified by the Board, the Secretary shall serve a notice on that employer to the effect that, unless he pays his dues within three days from the date of issue of the notice, the supply of registered workers to him shall be suspended. On the expiry of the notice period the Secretary shall suspend the supply of registered workers to a defaulting employer until he pays his dues.

**42. Provident Fund and Gratuity.**—(1) The Board shall frame and operate rules providing for Contributory Provident Fund for registered workers. The rules shall provide for the rate of contribution, the manner and method of payment and such other matters as may be considered necessary so however, that the rate of contribution is not less than 1 per cent of the wages of a registered worker and is not more than 8 per cent of such wages.

Provided that, pending the framing of the rules, it shall be lawful for the Board to fix the rate of contribution and the manner and method of payment thereof.

(2) In framing rules for the contributory Provident Fund the Board shall take into consideration the provisions of the Employees' Provident Funds Act, 1952 (XIV of 1952) as amended from time to time, and the Schemes made thereunder for any establishment.

(3) The Board shall frame rules for payment of gratuity to registered workers

(4) In framing rules for the payment of gratuity to registered workers the Board shall take into consideration the provisions of the Payment of Gratuity Act, 1972 (XXXIX of 1972), as amended from time to time.

(5) The rules for Provident Fund and Gratuity framed by the Board shall be subject to the previous approval of the State Government.

**43. Penalties.**—Whoever contravenes the provisions of clauses 14, 29 and 30 shall, on conviction, be punished,—

(1) if it is a first contravention, with imprisonment for a term which may extend to three months, or with fine which may extend to five hundred rupees, or with both;

(2) if it is a subsequent contravention, with imprisonment for a term which may extend to six months, or with fine which may extend to one thousand rupees, or with both.

LABOUR GAZETTE—JANUARY 1981  
FORM 'A'

(See clause 18)  
THE KOLHAPUR MATRONS AND QUARTERS LABOUR BOARD  
Application for the registration of employer

Registration No.  
(to be filled in by office)

I hereby apply for registration as an employer, etc. (The company provision, as given below.)

1. Name and address of the Establishment and Telephone No.
2. Whether a firm or a company  
Name of the Proprietor—  
(1) . . . . .  
(2) . . . . .  
(1) . . . . .  
(2) . . . . .
3. Are you a member of any Association? If so, state the name of the Association.
4. Whether your Establishment is registered under the Bombay Shops and Establishments Act, 1948. If so, state Registration No.
5. The places of work with location in details where the loading, unloading, stacking, carrying etc of goods is carried on in connection with trade/business of your establishment.
6. Are you employing workers through contractors? If so, state the name of the contractors.
7. Are you employing workers through Tolla? If so, state the name of the Mukadam/s of the Tolla/s, or of all workers

Date :

Place :

Signature of the Applicant.

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

(A) *Amendments to the Act.*—(1) In exercise of the powers conferred by section 26 of the said Act, the Government of Maharashtra has amended the Schedule to the said Act, the same having been previously published as required by the said section 26 as follows, namely:—

In the said Schedule, after entry 13, the following new entry shall be added namely

“14. Employment in establishment engaged in cleaning, sorting, loading, unloading, stacking, carrying, weighing, measuring, stitching, filling of onions or onion bags and such other work including the work preparatory or incidental to such operations.”

(Vide Government Notification, Industries, Energy and Labour Department, No. UWA-1082/CR-10038/Lab-5, dated the 2nd November 1984, published in *Maharashtra Government Gazette*, Part I-L, dated the 15th November 1984 at Page No. 5448).

## IX. BOMBAY INDUSTRIAL RELATIONS ACT, 1948

(A) *Appointments under the Act.*—(1) In exercise of the powers conferred by sub-section (1-A) of section 5 of the said Act, the Commissioner of Labour, Bombay has amended the earlier notification and thereby allotted all the local areas in Bombay Division to the Dy. Commissioner of Labour (Enforcement) for the purposes of the said sub-section vide his Notification No. CL/BIR/NTF/1984/H.O. III-B, dated 30th August 1984.

(Published in *Maharashtra Government Gazette*, Part I-L, dated 29th November 1984 at Page No. 5579).

## X. EMPLOYEES' PROVIDENT FUNDS AND MISCELLANEOUS PROVISIONS ACT, 1952

(A) *Exemptions under the Act.*—(1) In exercise of the powers conferred by paragraph 27-A of the Employees' Provident Fund Scheme, 1952, framed under the said Act, the Government of Maharashtra has exempted the employees of Messrs. Anand Agencies Private Limited, Bombay, falling in the categories mentioned in the Schedule 'A' below from the operation of the said Scheme, subject to the conditions mentioned in Schedule 'B' below:—

## SCHEDULE 'A'

1. Executives.
2. Administrative Staff.
3. Engineers.
4. Supervisors.
5. Clerks.
6. Administrative and Registered Office Personnel.
7. Motor Car and Truck Drivers.

## SCHEDULE 'B'

The employer shall in respect of the said employees maintain such accounts, submit such returns, provide such facilities for inspection, pay such inspection charges and invest provident fund contributions in such manner as the Central Government shall direct.

(Vide Government Notification, Industries, Energy and Labour Department, No. EPF-1084/9396/Lab-4, dated the 26th September 1984, published in *Maharashtra Government Gazette*, Part I-1, dated the 22nd November 1984, at Pages Nos. 5486-5487).

(2) In exercise of the powers conferred by paragraph 27-A of the Employees' Provident Fund Scheme, 1952, framed under the said Act the Government of Maharashtra has exempted the employees of Messrs. Pallonji Shitporji and Company Private Limited, New India Centre, 17, Cooperage Road, Fort, Bombay-400039 falling in the categories mentioned in Schedule 'A' below from the operation of the said scheme, subject to the conditions mentioned in Schedule 'B' below:—

## SCHEDULE 'A'

1. Executives.
2. Administrative Staff.
3. Engineers.
4. Supervisors.
5. Clerks.
6. Administrative and Registered Office Personnel.
7. Motor Car and Truck Drivers.

## SCHEDULE 'B'

1. The employer shall in respect of the said employees maintain such accounts, submit such returns, provide such facilities for inspection, pay such inspection charges and invest provident fund contributions in such manner as the Central Government shall direct.
2. The employer shall not any time after exemption reduce the total quantum of benefits in the nature of old age pension gratuity or provident fund to which the said employees were entitled at the time of exemption without the prior approval of the Central Government.

(Vide Government Notification, Industries, Energy and Labour Department, No. EPF-1084/9400/Lab 4, dated 26th September 1984, published in *Maharashtra Government Gazette*, Part I-L, dated 22nd November 1984, at Page No. 5487).

## XI. INDUSTRIAL EMPLOYMENT (STANDING ORDERS) ACT, 1946

(A) *Carrigenda under the Act.* (1) In the Industrial Employment (Standing Orders) Central (Amendment) Rules, 1983, published with the notification of the Government of India in the Ministry of Labour and Rehabilitation (Department of Labour) No. G.S.R. 30 (E), dated the 17th January 1983, in the *Gazette of India*, Extraordinary, Part II, Section 3, sub-section (i) dated the 17th January 1983:—

(i) at page 4, in column 1, in line 34, for "establishment of Mine" read "establishment or mine";

(ii) at page 4, in column 2,

(a) in line 4, for "and change" read "any change";

(b) in line 33, for "date or birth" read "date of birth";

(c) in line 41, for "recording" read "recording of the";

(d) in line 47, for "Whereas" read "Where";

(e) in line 69, for "from" read "from";

(iii) page 5, in column 1, —

(a) in line 13, for "wherever the recruitment rules specify medical examination" read "Where a workman meets with an accident in the course of";

(b) in line 18, for "attendding" read "attending";

(c) in line 22, for "pensation" read "pension accordingly";

(d) in line 27, for "preetioner" read "practitioner";

(iv) at page 5, in column 2, —

(a) in line 19, the figure and words "31, Employment History" shall be omitted;

(b) in line 20, for "Histery" read "History";

(c) in line 23, for "+" read "4";

(d) in line 28, for "employment" read "employment"

(Vide Government Notification, Industries, Energy and Labour Department, No. IEA-1084/7454 Lab-9, dated 17th September, 1984, published in Maharashtra Government Gazette, Part I-L, dated 22nd November 1984, at Pages Nos. 5489-5490).

## Consumer Price Index Numbers for Industrial workers for November 1984

### CENTRE-BOMBAY\*

#### A rise of 3 points

In November 1984 the Consumer Price Index Number for working class (New Series) for Bombay Centre with base January to December 1960 equal to 100 was 618 being 3 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Bombay Centre.

The index number for the food group increased by 3 points to 690 due to rise in the average prices of drychillies, onion, sugar and vegetables and fruits subgroup.

The index number for the Pan, Supari and Tobacco etc. group increased by 6 points to 640 due to a rise in the average prices of panleaf and Supari.

The index number for the Fuel Light group increased by 3 points to 803 due to a rise in the average prices of Charcoal.

The index number for housing remained steady at 184 being a six monthly item.

The index number for clothing, bedding and footwear group increased by 4 points to 573 due to a rise in the average prices of Dhoti and Shirting.

The index number for the miscellaneous group increased by 2 points to 476 due to a rise in the average prices of hair oil and tailoring charges.

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

(Average prices for the calendar year 1960=100)

Group	Weight proportional to the total expenditure.	Group Index Numbers	
		October 1984	November 1984
I-A. Food	57.1	687	690
I-B Pan, Supari, Tobacco, etc.	4.9	634	640
II. Fuel and Light	5.0	800	803
III. Housing	4.6	184	184
IV. Clothing, Bedding and Foot-Wear	9.4	569	573
V. Miscellaneous	19.0	474	476
Total	100.0	615	618
Consumer Price Index Number	....	....	....

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

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

## SOLAPUR\*

## 623—A rise of 1 points

In November 1984 the Consumer Price Index Number for Working Class (New Series for Solapur Centre with base January to December 1960 equal to 100) was 623 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 Solapur Centre.

The index number for the food group increased by 2 points to 683 due to a rise in the average prices of goatmeat, beef, dry chillies, tamarind, sugar and vegetables and fruit.

The index number for the pan, supari and tobacco etc. group increased by 5 points to 536 due to a rise in the average prices of supari and pan finished

The index number for the fuel and light group remained steady at 734.

The index number for housing remained steady at 266 being a six monthly item.

The index number for clothing, bedding and footwear group has remained steady at 575.

The index number for the miscellaneous group increased by 1 point to 467 due to a rise in the average price of washing soap only.

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

(Average prices for the calendar year 1960=100)

Groups	Weight proportional to the total expenditure	Group Index Numbers	
		October 1984	November 1984
I A. Food	63.0	681	683
I B. Pan, Supari, Tobacco, etc.	3.4	531	536
II. Fuel and Light	7.1	734	734
III. Housing	5.2	266	266
IV. Clothing, Bedding and Footwear	9.0	575	575
V. Miscellaneous	12.3	466	467
Total	100.00	.....	.....
Consumer Price Index Number	.....	622	623

\*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. 1 or Errata (see) page 897 of January 1966 issue

## NAGPUR\*

## 614 A rise of 8 points

In November 1984 the Consumer Price Index Number for Working Class (New Series) for Nagpur Centre with base January to December, 1960 equal to 100 was 614 being 8 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Nagpur Centre.

The index number for the food group increased by 16 points to 672 due to a rise in the average prices of rice, wheat, gramdal, goatmeat, ghee, dry chillies, onions, sugar and vegetables and fruits sub-group.

The index number for the pan, supari and tobacco etc. group increased by 12 points to 591 due to a rise in the average prices of pan leaf only.

The index number for the fuel and light group has remained steady at 848.

The index number for housing remained steady at 316 being a six monthly item.

The index number for clothing, bedding and footwear group decreased by 8 points to 612 due to a fall in the average price of shirting only.

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

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

(Average prices for the calendar year 1960=100)

Groups	Weights proportional to the total expenditure	Group Index Numbers	
		October 1984	November 1984
I A. Food	57.2	656	672
I B. Pan, Supari, Tobacco, etc.	3.8	579	591
II. Fuel and Light	5.7	848	848
III. Housing	6.6	316	316
IV. Clothing, Bedding and Footwear	10.9	620	612
V. Miscellaneous	15.8	452	452
Total	100.0	.....	.....
Consumer Price Index Number	.....	606	614

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

## PUNE\*

## A rise of 7 points

In November, 1984 the consumer Price Index Number for Industrial Workers for Pune centre with base year 1961 equal to 100 was 579 being 7 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 for the food group increased by 10 points to 652 due to a rise in the average prices of gramdal, mutton and fish, dry chillies, tamarind vegetables, banana and sugar.

The index for the fuel and light group increased by 8 points to 740 due to a rise in the average price of charcoal only.

The index number for housing remained steady at 146 being a six monthly item.

The index number for clothing and footwear remained same at 545.

The index numbers for the miscellaneous group increased by 4 points to 483 due to a rise in the average prices of utensils brass and news paper (Sakal).

## CONSUMER PRICE INDEX NUMBERS FOR WORKING

## CLASS FOR PUNE CENTRE

(Average prices for the calendar year 1961=100)

Groups	Weight proportional to the total expenditure	Group Index Numbers	
		October 1984	November 1984
I. Food	55.85	642	652
II. Fuel and light	6.89	732	740
III. Housing	6.65	146	146
IV. Clothing and Footwear	10.31	545	545
V. Miscellaneous	20.30	479	483
Total	100.00	.....	.....
Consumer Price Index Number	.....	572	579

\*Details regarding the scope and method of compilation of the index will be found on page 1730 of the August 1965 issue of Labour Gazette. For Errata thereto, see page 17 of September 1965 issue.

## JALGAON\*

## 586—A fall of 4 points.

In November 1984 the Consumer Price Index Number for Industrial Workers (1961—100) for Jalgaon Centre with base year 1961 equal to 100 was 586 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 Jalgaon Centre.

The index number for the food group decreased by 4 points to 638 due to fall in the average price of rice, wheat, jawar, oil and fats, mutton, milk, ghee, vegetable, groups, banana.

The index number for the fuel and light group remained steady at 714.

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

The index number for clothing and footwear decreased by 15 points to 602 due to a fall in the average price of Saree.

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

(Average prices for the calendar year 1961=100)

Groups	Weight proportional to total expenditure	Group Index Numbers	
		Oct 1984	Nov 1984
I. Food	60.79	642	638
II. Fuel and Light	7.20	714	714
III. Housing	6.11	188	188
IV. Clothing and Footwear	10.29	617	602
V. Miscellaneous	15.61	471	471
Total	100.00	590	586
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 January 1966 issue of Labour Gazette.

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

## NANDED\*

A fall of 4 points.

In November, 1984 the consumer Price Index Number for Industrial Workers (1961=100) for Nanded Centre with base year 1961 equal to 100 was 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 Nanded Centre.

The index number for the food group decreased by 7 point to 743 due to fall in the average price of rice, wheat jawar, turdal, ground-nut oil, vegetables and banana.

The index number for the fuel and light group increased by 8 points to 788 due to a rise in the average price of kerosene only.

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

The index number for clothing and footwear decreased by 8 points to 517 due to fall in the average price of long cloth only.

The index number for the miscellaneous group remained steady at 510.

## 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	
		Oct 1984	Nov 1984
I. Food	61.46	750	743
II. Fuel and Light	5.88	780	788
III. Housing	8.87	386	386
IV. Clothing, bedding and Foot-wear	12.22	525	517
V. Miscellaneous	15.82	510	510
Total	100.00	669	665
Consumer Price Index Number			

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

Note.—To obtain the equivalent old index number on base August 1943 to July 1944=100 the new index number of base 1961=100 should be multiplied by the linking factor viz 2.45

## AURANGABAD\*

A rise of 11 points.

In November 1984 the consumer price Index Number for Industrial Workers for Aurangabad Centre with base year 1961 equal to 100 was 631 being 11 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 Aurangabad Centre.

The index number for the food group increased by 16 points to 700 due to a rise in the average prices of gramdal, chillies dry, tamarind, mixed spices, vegetables, banana, and tea ready made.

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

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

The index number for housing remained steady at 573.

The index numbers for the miscellaneous group increased by 8 points to 485 due to a rise in the average prices of supari and hair oil.

## 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	
		Oct 1984	Nov 1984
I. Food	60.72	684	700
II. Fuel and Light	7.50	771	771
III. Housing	8.87	326	326
IV. Clothing and Footwear	9.29	573	573
V. Miscellaneous	13.62	485	485
Total	100.00	620	631
Consumer Price Index Number			

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

Note.—To obtain the equivalent old index number on base August 1943 to July 1944=100, the new index number on base 1961=100 should be multiplied by the linking factor viz 2.22. o.c.p.) Ra 4625—7 (537—485)

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

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

TABLE

Month	Base 1960=100	*Base 1949=100
1	2	3
December 1983 ..	559	679
January 1984 ..	563	684
February 1984 ..	561	682
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

\* 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 NOVEMBER 1984

Centre	Base	Food	W.n. Sugar Tobacco etc.	Fuel and light	Housing	Cloth- ing bedding and footwear	Misc- ellaneous	Con- sumer Price Index No. Nov. 1984	EQUIVA- LENT OLD INDEX NO.	EQUIVA- LENT OLD INDEX NO.	11	12
ombay	1960-100	690	640	801	184	573	476	618	2744	615	2731	
holapur	1960-100	613	130	734	266	575	467	623	2380	622	2376	
lagpur	1960-100	62	591	848	316	612	452	614	3205	606	3163	
une	1961-100	652	710	740	146	545	483	579	...	572	...	
algaon	1961-100	618	710	710	188	602	471	586	3100	590	3121	
anded	1961-100	743	...	788	386	517	510	665	1629	669	1639	
urangabad	1961-100	700	...	771	326	573	485	631	1401	620	1376	

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 :—

OMBAY : 4.44 SHOLAPUR : 3.82 NAGPUR : 5.22

ALGAON : 3.29 NANDED : 2.45 AURANGABAD : 2.22

# Labour Intelligence

## INDUSTRIAL RELATIONS IN MAHARASHTRA REVIEW FOR THE MONTH OF OCTOBER 1984 Industrial Courts, Tribunals and Labour Courts

All the applications were received by the Industrial Courts, Tribunals and Labour Courts during the month. Court 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 3	I.D. Act, 1947 4	Other Acts. 5	
<b>I. Industrial Court/Tribunals—</b>					
1	Industrial Court, Bombay ..	10		90	100
2	Industrial Tribunal, Bombay ..		37		37
3	Industrial Court, Nagpur ..	2		45	47
4	Industrial Tribunal, Nagpur ..				
5	Industrial Court, Pune ..	3		23	26
6	Industrial Tribunal, Pune ..		3		3
7	Industrial Court, Thane ..	4		53	57
8	Industrial Tribunal, Thane ..		4		4
9	Industrial Court, Kolhapur ..	3		109	112
10	Industrial Tribunal, Kolhapur ..				
11	Industrial Court, Amravati ..			43	43
12	Industrial Tribunal, Amravati ..		2		2
13	Industrial Court, Nashik ..	1		9	10
14	Industrial Tribunal, Nashik ..				
15	Industrial Court, A'bad ..	6		45	51
16	Industrial Tribunal, A'bad ..		1		1
<b>Total</b>		29	47	417	493
<b>II. Labour Courts—</b>					
1	Labour Court, Bombay ..	75	126	170	375
2	Labour Court, Pune ..	4	38	21	63
3	Labour Court, Nagpur ..	17	134	69	220
4	Labour Court, Thane ..	6	56	53	115
5	Labour Court, Kolhapur ..	1	16	15	32
6	Labour Court, Solapur ..	7	26	75	108
7	Labour Court, Akola ..	1	8	51	60
8	Labour Court, Nashik ..		1	17	18
9	Labour Court, Aurangabad ..		23	30	53
10	Labour Court, Dhule ..		8	4	12
11	Labour Court, Sangli ..	3	23	25	51
12	Labour Court, Amravati ..		26	30	56
13	Labour Court, Jalgaon ..		1	9	10
14	Labour Court, Bhandara ..		13	37	50
15	Labour Court, Ahmadnagar ..	2	10	6	18
<b>Total</b>		116	509	616	1241

Wage Boards—42 references were received by the Wage Board for cotton textile industry during the month under review.

**Conciliation**  
An analysis of disputes handled by the Conciliation machinery in the State during Oct. 1984 under various Acts is given below :—

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

Act	Issues relating to pay, allowances and Bonus	Employment, leave, injuries of work and Miscellaneous causes	Total
1	2	3	4
Industrial Disputes Act, 1947	12	16	28
Bombay Industrial Relations Act, 1946	16	8	24
Bombay Industrial Relations (Extensions and Amendment) Act, 1964.			
<b>Total</b>	28	24	52

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

Act	Pending at the beginning of the month	No. of cases received during the month	Settled amicably	Ended in failure	Withdrawn or not pursued by parties	Closed	Total (A to G)	Pending at the end of the month
1	2	3	4	5	6	7	8	9
I. D. Act, 1947	327	98	22	9	16	30	80	345
B. I. R. Act, 1946	142	24	6	3	7	8	19	149
B. I. R. (Ext. and Amdt.) Act, 1964.								
<b>Total</b>	469	122	28	12	23	38	99	481

## LABOUR GAZETTE—JANUARY 1985

Act	Cotton Textile	Silk Textile	Chemical	Textile Processing	Hosiery	Banking	Sugar	Misc.	Transport	Total
1	2	3	4	5	6	7	8	9	10	11
I. R. Act, 1946	4	4	3	5	4	—	1	1	2	24

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

District-wise analysis is given below :—

Act	Bombay	Pune	Thane	Nagpur	Nanded	Aurangabad	Ahmadnagar	Total
1	2	3	4	5	6	7	8	9
R. Act 1946	6	5	5	2	—	3	3	24

Act	Bombay	Amravati	Bombay	Wardha	Chandni	Akola	Buldhana	Total
1	2	3	4	5	6	7	8	9
R. (Extension and Amendment) Act, 1964	..	..	..	..	..	..	..	..

## INDUSTRIAL DISPUTES IN MAHARASHTRA STATE DURING OCTOBER 1984

	Oct. 1984	Sept. 1984	O.t. 1983
No. of Disputes	55	52	49
No. of workers involved	20,105	17,672	13,583
No. of Man-days lost	3,62,277	3,82,092	2,13,886

Industry-wise classification is given below :—

of the Industry Group	Number of disputes in progress			Number of work people involved in all disputes	Aggregate man-days lost in
	Started before beginning of the month i.e. before Oct. 1984	Started during the month i.e. Oct. 1984	Total		
1	2	3	4	5	6
Textile	3	4	7	10,047	1,58,171
Chemical	20	7	27	6,496	1,34,669
Miscellaneous	9	1	10	2,457	51,189
	8	3	11	1,105	18,248
Oct. 1984 Total	40	15	55	20,105	3,62,277
Sept. 1984 Total	—	7	52	17,672	3,82,092

25 of the disputes arose over questions of "pay, allowances and bonus issues", 7 related to "Retrenchment and grievances about personnel", No disputes on leave and hours of work and the remaining 23 were due to other causes.

Out of the 13 disputes that terminated during the course of the month, 3 disputes were settled either entirely or partially in favour of the workers, 9 in favour of the employers, while the result of remaining One dispute was indeterminate.

Note :—The figures given in the above Table are

THE FOLLOWING STATEMENT GIVES THE DETAILED INFORMATION ON IMPORTANT INDUSTRIAL DISPUTES CAUSING MORE THAN 10,000 MANDAYS LOST DURING THE MONTH OF OCTOBER 1984

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Name of the Concern	Sector	S/L	Reason	Date of work stoppages		No. of workers Involved	Mandays lost		Result	
				Began	Ended		During the month	Till the close of the month		
2	3	4	5	6	7	8	9	10	11	
<i>Thane—</i>										
Eksons Ltd., Road, Thane.	Kolshet	Pvt.	S	Reinstatement	20-4-81	—	459	10,752	4,89,176	Continued
<i>Bombay—</i>										
Malico Dyeing Printing Mills Ltd., Industrial Estate, Dr. Ambedkar Road, Bombay-400 012.		Pvt.	L	Labour Trouble	22-12-82	—	585	14,040	3,39,885	Do.
<i>Bombay</i>										
Messrs. Devidayal Stainless Steel Indu., Pvt., Ltd., Stamping Division, Kanjur Village Road, Bandup, Bombay 400 078.		Pvt.	S	Wages	2-9-83	—	697	16,119	2,39,114	Do.
<i>Bombay—</i>										
Estrella Batteries I td., Plot No. 1, Dharavi Matunga, Bombay-400 019.		Pvt.	L	Unfair Labour Practices	3-11-83	—	1,170	28,080	3,61,530	Do.
<i>Thane—</i>										
The National Rayon Corporation Ltd., Mohone Post, District Thane.		Pvt.	L/S (Strike 12-9-84)	Go-slow	24-11-83	—	5,985	1,24,775	17,07,113	Do.

LABOUR GAZETTE—JANUARY 1985

THE FOLLOWING STATEMENT GIVES THE DETAILED INFORMATION ON IMPORTANT INDUSTRIAL DISPUTE CAUSING MORE THAN 10,000 MAN-DAYS LOST DURING THE MONTH OF OCTOBER 1984

Name of the concern	Sector	S/L	Reason	Date of work-stoppages		No. of workers Involved	Man-days lost		Result	
				Began	Ended		During the month	Till the close of the month		
2	3	4	5	6	7	8	9	10	11	
<i>Thane—</i>										
M/s. Mukund Iron & Steel Works Ltd., Belapur Road, Kalwa District Thane.		Pvt.	L	Go-slow, Indiscipline.	27-11-83	—	1,358	33,950	3,92,462	Continued
<i>Bombay—</i>										
Bombay Forgings Ltd., Vidyanageri Marg, Kalina, Bombay-400 098.		Pvt.	S	Other ----- Fighting amongst the Workmen.	11-7-84	—	625	15,000	59,375	Do.
<i>Latur —</i>										
Jawahar Sahakari Kapus Utpadak Soot Girni, Singnal Camp, Latur, At and Post Latur.		Pvt.	S	General Demandas ----- Wages, D.A. etc.	15-10-84	—	1,314	16,745	16,745	Do

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

**ESIS has paid Rs. 0.96 Crores as Cash Benefit in November 1984.**

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

In Maharashtra 11,85,305 employees were under the coverage of the Scheme in the month of November 1984. The highlights of the benefits paid to these employees were as follows :-

(I) 75,375 Workers were paid Rs. 57,06,438.85 on account of Sickness and Rs. 5,23,495.95 were paid for the long term diseases under Extended Sickness Benefit for the classified diseases, e.g., T.B., Cancer, Hemiplegia, Paraplegia, Psychosis, etc., etc.,

(II) 18,468 Workers were paid Rs. 34,78,080.82 on account of accidents as employment injury which included 7,018 cases for the permanent disablement and 2,608 for pension to the dependents/families due to death of the workers in the accidents.

(III) Rs. 4,68,161.60 were paid to the Women Workers as Maternity Benefit for the period of confinement. In addition to the about 81 Persons were sterilized and they were paid Rs. 14,747.00 as family planning benefit. There were 97 cases where legal proceedings were initiated against defaulting employers/Insured Persons for the recovery of arrears of contributions as under :

- |                       |   |    |       |
|-----------------------|---|----|-------|
| (1) Under section 45B | : | 33 | Cases |
| (2) Under Section 75  | : | 8  | Cases |
| (3) Under Section 84  | : | 2  | Cases |
| (4) Under Section 85  | : | 54 | Cases |

(Mrs.) T. AMMUKUTTY,  
Deputy Regional Director.

### CORRIGENDUM

In the issues of Labour Gazette for the months of October 1984 and November 1984, on the front page and on Index, page 360, Volume Nos. LXIV and LXIII may please be read as Volume Nos. LXIV and LXIII.