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R. N. 11549/57

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30. APR. 1987

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LABOUR GAZETTE

The Labour Gazette, issued monthly, is a journal of interest to all interested in obtaining prompt and accurate information specially affecting and concerning labour in India and abroad. It contains statistical and other information on consumer prices, numbers in working class, industrial disputes, industrial relations, under labour, labour legislation, etc. Special articles on labour are published from time to time.

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Started in January 1948, the Industrial Court Reporter, issued monthly, contains important orders and awards of the Industrial Court and Tribunal in Maharashtra State, as well as the selected decisions of the High Courts and the Supreme Court of India. The Reporter serves employers, employees, trade unions and lawyers in all of the above cases in the case law on industrial and labour matters.

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OCTOBER 1986

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Consumer Price Index Numbers for Working Class

The Bombay, Solapur and Nagpur Consumer Price Index Numbers for working class for the month of August 1986, with average price for the year ended December 1960 equal to 100 were 789, 702 and 681 respectively. The Pune, Jalgaon, Nanded and Aurangabad Consumer Price Index Numbers for working class for the month of August 1986, with the average prices for the year ended December 1961 equal to 100 were 634, 687, 717 and 742 respectively.

All India Average Consumer Price Index Numbers for Industrial Workers

All India Average Consumer Price Index Numbers for Industrial Workers (General base 1960=100) for August 1986 was 672 as compared to 668 in July 1986. On base 1949=100 derived from 1960 based Index worked out to 817 as against 812 for July 1986.

Industrial Disputes in Maharashtra State

During the month of July 1986, there were 57 disputes involving 14,093 workmen and time loss of 2,59,884 mandays as compared to 49 disputes in June 1986 involving 10,937 workmen and time loss of 2,07,737 mandays.

Further particulars of Industrial Disputes are given at pages 108 to 110 of this issue.

Benefits under the Employees State Insurance Scheme

During the month of August 1986, 67,288 workers were paid Rs. 64,72,874.80 on account of sickness and Rs. 4,76,335.20 were paid for the long term diseases, e.g. T. B., Cancer, Hemiplegia, Paraplegia, Psychosis etc. 19,567 workers were paid Rs. 47,20,883.93 on account of accidents as employment injury which included 7,385 cases for the permanent disablement and 2,677 for pension to the dependents/families due to death of the workers in the accidents.

Current Notes

Voluntary retirement schemes : State units told to draw-up schemes

Public sector enterprises, functioning under the administrative control of the Union Industry Ministry, have been asked to work out voluntary retirement schemes to reduce their surplus manpower in a phased manner.

The chief executives of these public sector units, particularly the loss making ones, have also been directed to enlist active support and co-operation of workers for improving productivity and reducing losses by expeditiously finalising plans for financial restructuring.

The directives have come from the Union Minister of State for Public Enterprises, Prof. Kamla Kant Tewary, following a review of the performance of all the 38 enterprises which function under the Department for Public Enterprises. The review was undertaken by Shri Tewary himself.

The Minister was told during the review that out of 38 units, 20 were incurring losses. The chief executives of all these public sector enterprises were present during the review that continued for well over two weeks early this month.

It was pointed out that the losses were mainly on account of surplus manpower, obsolete machinery, inadequate orders, shortage of working capital, inadequate material management leading to wastages and increased production cost. It was in this context that Shri Tewary gave instructions to the public sector managements to work out imaginative voluntary retirement schemes to reduce surplus manpower in a phased manner.

The Minister also desired to have full details of the minimum requirements of funds for essential modernisation of the enterprises.

During the review meeting, Shri Tewary assured the managements that he would extend full support to the loss-making undertakings in securing orders from other public sector enterprises, both within the Department and outside.

The Minister, however, emphasised the need for improving the marketing set-up in these undertakings. This observation was made on the basis of his assessment that at present competent marketing groups are either non-existent or have skeletal existence in many of the undertakings.

Shri Tewary recognised that there were certain units with inherent problems which required large investments for modernisation. He also gave the assurance that a final view with regard to the future of the perennially losing units would be taken by the Government at the earliest.

The Minister also desired that financial restructuring of loss-making should be undertaken expeditiously keeping in view the realistic situation of the future prospects of the enterprises' profitability.

All the enterprises have been asked to adopt measures for their performance improvement. These include preparation of operation plan for 1986-87 and corporate plans and investment planning, management of financial resources, setting up and developing research and development facilities and research and development cells, workers participation and development of human resources, productivity improvement, plans for computerisation and preparation of cost reduction plan, export plan and diversification plans.

Of the 38 public sector units under review, 16 recorded profits. The total profit was estimated at Rs. 22.26 crores in 1985-86. The profit-making companies in 1986-87 are expected to be 20 and the total profit is expected to increase to Rs. 44.67 crores.

(Indian Worker, dated 1st September)

New jobs scheme for urban poor launched by Centre

The Centre has launched a self-employment scheme for the urban poor from September 1, to cover around three lakh persons by the year-end (1986-87).

The scheme, which is applicable to all cities and towns not covered by the Integrated Rural Development Programme (IRDP), will be implemented by select branches of public sector banks.

In all 33 specified activities have been brought under the purview of the scheme to improve the economic conditions of the poor.

A borrower will be eligible for a loan up to Rs. 5,000 at an interest rate of 10 per cent a year. Of this amount, 25 per cent will be kept in fixed deposit with the bank concerned. This amount will be adjusted against the loan after 75 per cent of the assistance is repaid by borrowers. The entire repayment is to be made in 33 equal instalments with a grace period of three months.

The following conditions have been laid down to become eligible for loans under the scheme

- (a) A borrower is a permanent resident of the city or town and has there continuously for at least three years.
- (b) He/she is the holder of a ration card.
- (c) He/she has aptitude and previous experience to undertake the activity applied for.
- (d) His/her family income does not exceed Rs. 600 a month.
- (e) He/she has not availed of a loan from any bank/credit institution under any other scheme.
- (f) He/she is not a defaulter to any bank/credit institution.

The 33 specified activities are : rickshaw pulling, weavers, shoe repairers (Cobblers), carpenters, potters, book binders, vegetable vendors, cycle, thela and mobile shops, launderers, and press workers, groundnut vendors, blacksmiths, plumbers, caning of chairs, pan bidi shop, scooter repair shop, furnishers and printing shop.

The other specified activities are : stove and pressure cooker repair shop, welding and fabrication shop, clay moulding and statue making, paper bag and polythene bag vendors, magazine, novel and newspaper shops, fruit vendors, juice vendors, tailoring readymade garments, agarbathi making, cardboard box making, tyre retreading shops, newspaper boys, shoeshine boys, milk vendors, fish vendors and bidi rollers. Similar other activities will also be covered under these activities.

(Indian Worker, dated 8th September 1986)

Asian metal workers meet at a seminar

Asian metal workers gathered recently near Jakarta in a 5 day seminar to discuss the effects of increasing penetration of new technology into the industries of newly developed countries.

The seminar was conducted by the International Metal Workers Federation (IMWF) and the International Association of Machinists and Aerospace Workers (IAM).

30 participants from Bangladesh, Cyprus, India, Indonesia, Malaysia, Pakistan, the Philippines, Singapore, South Korea, Sri-Lanka, Taiwan, and Thailand took part in the seminar.

The Seminar on New Technology in the Newly Industrialized Countries was one of a projected series designed to gather and disseminate information on new technology and its effects. The goal of the series is to establish an international outlook and strategy in order to deal with a force that crosses all national boundaries and that has powerful negative and positive potentials for workers lives.

Instructional sessions constituted most of the seminar, but participants also visited an electronics goods and batteries plant under joint Indonesian-Japanese management.

They were organised into seminar work groups in order to analyze and discuss their observations of new technology in the plant. They devoted particular attention to the possibilities of job elimination and safety and health hazards experts have confirmed a development that would not have been thought possible four years ago.

For the first time since 1980, the number of those receiving unemployment assistance (as opposed to unemployment insurance) is declining because recently more unemployed are finding new jobs before they have been out of work for one year. There has been a reduction in working hours (to 38.5 hours a week) for seven million German employees, for whom flexible working times have been introduced.

With flexible working hours the agreed weekly working hours may be spread irregularly over a certain period though on average the agreed weekly working time must be observed. At the start of 1984 in collaboration with a pharmaceutical firm, a two-year research project was initiated into the operation of the new working hour regulations. Another five firms from various branches of industry associated themselves with it. A report of the working of the scheme confirms that not only various forms of part-time work but also more attractive new forms of full time work can be successful.

(Indian Worker, dated 8th September 1986)

Wage Boards for Public Sector ?

The Union Government is reported to be seriously considering the Arjun Sengupta Committee's recommendation that the wage structure of the employees of public sector enterprises should be determined by a wage commission or wage board on an industry basis.

The Arjun Sengupta Committee was set up to review the policy for public enterprises and recommend necessary changes that would lead to improving their performance.

The committee is said to have recommended that the wage structure so determined by a commission or boards should be made valid for five years.

However, there seems to be no credence in this report, specially if the recent settlements reached in various public sector undertakings such as the Rare Earth Factory, Bharat Petroleum Corporation are taken into account.

The settlement in Bharat Petroleum provides for a wage increase of 22 per cent while that in Damodar Valley Corporation has enabled the workers to secure a 16 per cent wage increase. Both the agreements have been retrospective effect. At the same time, negotiation on wage revisions in core sector industries like coal, steel and BHEL, where the settlements in force are due to expire, are not being initiated.

According to sources, the Government has so far accepted as many as 22 recommendations of the committee, rejecting five recommendations. Four are said to be under consideration.

Besides the wage policy in public sector, the other recommendations that are being considered pertain to pricing in public sector and closure of loss-making units.

The Committee had proposed that those enterprises functioning under price controls should have reasonable periodicity of price revision. Moreover, the Government's decision on the recommendation of the Bureau of Industrial Cost and Prices for fixation of price should be financed within a reasonable time or an additional element in prices should be entertained to allow for delays the panel has suggested.

The Government is also reported to be considering the recommendation vesting on the Government the responsibility of taking disciplinary proceedings against board-level appointees and that in respect of others, on the board of directors as final authority.

The Arjun Sengupta panel had also suggested that the Bureau of Public Enterprises should take up special studies of operations of public enterprises incurring cash losses for five continuous years, with value added per employee per month less than the average monthly employments and the capital having been completely wiped off by deficits. Formulation of liberal compensation scheme, where closure is suggested, with a suitable fund or insurance schemes for financing compensation expenditure, had also been recommended.

The Government has been examining separately the need for taking such action in respect of continuously loss making and non-viable public sector enterprises.

The 22 recommendations reported to have been accepted by the Government are on norms for investment in public sector, capital restructure of loss-making units, public sector relations with parliament, revision of pay of chief executives and functional directors, take over of sick public sector units by healthy units, guidelines of Bureau of Public Enterprises, organisational restructuring and technology upgradation.

Dovetailing public sector enterprises plans with the national plan in the core sector and integrating them in the non-core sectors with the private sector units in an indicative manner are recommendations accepted by the Government with the modification that there will be flexibility in the concept and definition of the core sector and this decision is understood to have already been communicated to the Planning Commission.

With regard to the proposal for a two-stage clearance for core sector investments, the Government has already agreed for a two-stage approval procedure for investment and a single window clearance for such investments.

On the issue of capital restructuring of incurring cash losses for several years, the Government has since decided to set up a group for reviewing the loss-making units on the lines of such reviews carried out by financial institutions. The agency for such review is being examined as the BPE is not concerned with capital restructuring.

The Government is also considering suitable package measures to favour those healthy public sector enterprises, willing to voluntarily take over sick enterprises, as recommended by the Arjun Sengupta panel.

The suggestion for a working group to review the pay scales and perquisites of chief executives and functional directors after the receipt of the Fourth Pay Commission's report has also been accepted and necessary action will be taken after its final decision on the commission's recommendations.

The Sengupta Committee's proposal for filling up of posts other than those of the chief executives and functional directors should be left to the board of directors has been accepted. The directors of the subsidiaries will, however, be appointed by the holding company from a panel of impres furnished by the Public Enterprises Selection Board.

While accepting the recommendation that the performance of the chief executive should be evaluated according to agreed parameters, the Government has not given approval to the proposal that it is not necessary for the ministry to review the confidential reports of the functional directors by observing that it should be within the competence of the Government to review the confidential reports of the functional directors who are appointed by the Government.

The other recommendations of the Arjun Sengupta Committee, that have secured concurrence of the Government are related to creation of holding companies, non-interference by ministries and departments in areas of decision making by the public sector enterprises and direct processing of their applications by the Government, creating an efficient mechanism to ensure prompt, absorption, adaptation and improvement of imported technology, five-year tenure for chief executives and functional directors, removal of chief executives and directors to be put up to the Cabinet's Appointments Committee, three-year term for non-official directors, appointment of part-time directors after consulting the chief executive concerned, flexibility of giving higher pay to chief executive or functional directors of sick units, compulsory of annual manpower budget and training plan by public sector enterprises, freedom to invest on township and residential accommodation without prior approval of the Government and exempting projects below Rs. 20 crore from Public Investments Board's purview.

(Indian Worker, dated 15th September 1986)

Bill to better child labour's lot

A comprehensive Bill to ban employment of children in certain occupations and to regulate their conditions of work in areas where they are permitted was introduced in the Rajya Sabha on August 22 by the Minister of State for Labour, Shri P. A. Sangma.

Child means a person who has not completed his or her 14th year, according to the Child Labour (Prohibition and Regulation) Bill, 1986.

The Bill provides that no child shall be employed in any of the occupations connected with the transport of passengers, goods or mail by railway, packing, clearing of an ashpit or building operation in the railway premises.

Child labour is also proposed to be banned in entering establishments at a railway station, involving the movement of a vendor of the establishment from one platform to another or in and out of a moving tram.

The Bill also seeks to prohibit the employment of children in ports any shop which carries on the processes of bidi-making, carpet weaving, cement manufacture, cloth printing, dyeing, weaving, manufacture of matches, explosives and fireworks.

The forbidden occupations also include mica cutting and splitting, shell manufacture, tanning, wool cleaning, building and construction industry.

A child labour technical advisory committee will advise the Government on addition or deletion in the list of occupations and processes mentioned in the Bill.

The Bill provides that no child shall be permitted to work between 7 p.m. and 8-00 a.m. No child shall be permitted or required to work on overtime.

The period of work of a child shall be so arranged that inclusive of intervals for rest it shall not be spread over more than six hours. The interval for rest will be at least one hour.

The contravention of the provisions of the Bill, shall be punishable with imprisonment for not less than three months, and which may extend to one year or with a fine of upto Rs. 10,000 or both.

Subsequent contraventions will be six months imprisonment mandatorily and it could be extended to 2 years. Any person can file a complaint before the court.

The employer has to maintain a register about the children employed to be made available for inspection at anytime.

(Indian Worker, dated 15th September 1986)

Industrial Disputes Act to be amended

The Union Minister for Labour, Mr. P. A. Sangma while speaking at a meeting on September 1, 1986 said that the Government was considering proposals to amend the Industrial Disputes Act and formulate a regional policy, details of which will be thrashed out at the tripartite meeting convened by the high-powered Standing Committee of the Union Labour Ministry on September 22, 1986. The Recommendation of the tripartite meeting would be placed before the winter session of Parliament the Minister said.

(EFI Bulletin, dated 15th September 1986)

Text of the new 20-Point Programme

The following is the full text of the new 20-Point Programme, presented to Parliament here on August 20 with the government's commitment spelt out under each head :

1. Attack on rural poverty

1. Ensure that poverty alleviation programmes reach all the poor in every village.
2. Dovetail wage employment programmes with programmes for area development and human resource development and create national and community assets like school buildings roads, tanks and fuel and fodder reserves.
3. Correlate the various rural development programmes to improve productivity and production, expand rural employment.
4. Promote handlooms, handicrafts, village and small industries, and improve skills for self-employment.
5. Revitalise panchayats, co-operatives and local bodies.

2. Strategy for rain-fed agriculture

1. Improve the technology for conserving moisture and ensure better management of land and water resources.
2. Develop and distribute appropriate and improved seeds.
3. Reduce vulnerability to drought through suitable changes in drought-prone area and drought-relief programmes.

3. Better use of irrigation water

1. Develop the catchment areas and improve drainage in basin and details.
2. Improve irrigation management in command areas.
3. Prevent water logging, salinity and wasteful use.
4. Co-ordinate the use of surface and ground water.

4. Bigger harvests

1. Revolutionise rice production in the eastern region and other areas of low production.
2. Achieve self-reliance in edible oils.
3. Secure greater production of pulses.
4. Intensify the cultivation of fruit and vegetables.
5. Augment facilities for modern storage, processing and marketing of agricultural produce.
6. Help livestock and dairy farmers to increase productivity.
7. Develop fish farming and sea fishing.

labour in agriculture

bonded labour.

the sources of such water supply

water supply for scheduled castes and scheduled

1. Fight leprosy, TB, malaria, gonorrhoea and other major diseases.

2. Provide immunisation for all infants and children.

3. Improve health facilities in rural areas, particularly for women.

4. Pay special attention to programmes for the rehabilitation of the handicapped.

5. Promote

1. Work about voluntary acceptance of the two-child norm.

2. Promote responsible parenthood.

3. Reduce infant mortality.

4. Strengthen and child care facilities.

III. Expansion of education

1. Universalise elementary education with special emphasis on girls' education.

2. Improve the content of education at all levels.

3. Promote non-formal education and functional literacy programmes including promotion of skills.

4. Stimulate adult literacy programmes, with the participation of students and voluntary agencies.

5. Promote national integration and social and moral values and pride in our heritage.

11. Justice to scheduled castes and scheduled tribes

1. Ensure compliance with the constitutional provisions and laws for the scheduled castes and scheduled tribes.

2. Ensure possession of land allotted to scheduled castes and scheduled tribes.

3. Revitalise the land allotment programme.

4. Organise and assist special coaching programmes to improve educational standards.

5. Eradicate scavenging and undertake special programmes for the rehabilitation of Safai Karmacharis.

6. Provide better direction and adequate funds for the special component programmes.

7. Pursue programmes for the fuller integration of scheduled castes and tribes with the rest of society.

8. Ensure the rehabilitation of tribals displaced from their habitat.

12. Equality for women

1. Raise the status of women.

2. Enhance awareness of the problems of women.

3. Create mass consciousness about women's rights.

4. Implement a national programme of training and employment for women.

5. Enable women to participate with equality in socio-economic development nation-building.

6. Rouse public opinion against dowry and ensure effective implementation of anti-dowry legislation.

13. New opportunities for youth

1. Enlarge opportunities for youth in sports, adventure and cultural activities.

2. Promote physical fitness.

3. Involve youth on a massive scale in projects of national development such as: The cleaning of the Ganga, the conservation and enrichment of the environment and mass education.

4. Identify outstanding young persons in all fields to encourage and develop their talents.

5. Involve youth in promoting national integration, cultural values, secularism and the scientific temper.

6. Expand the network of Nehru Yuvak Kendras.

7. Strengthen the National Service Scheme and the National Cadet Corps.

8. Encourage voluntary agencies working for the welfare of rural youth.

14 Housing for the people

1. Make available house sites to the rural poor.
2. Expand programmes of house construction.
3. Lay special emphasis on construction of houses for scheduled castes and scheduled tribes.
4. Develop low cost building materials.

15. Improvement of slums

1. Restrict the growth of slums.
2. Provide basic facilities in existing slum areas.
3. Encourage planned house building in urban areas.

16. New strategy for forestry

1. Grow more trees and raise more forests, with the full involvement of the people.
2. Protect the traditional rights of tribal population and local communities of access to the wood and forest produce.
3. Reclaim wastelands for productive use.
4. Plant appropriate vegetation in hill, desert and coastal areas.

17 Protection of the environment

1. Enhance public awareness of the dangers of environmental degradation.
2. Mobilise popular support for environmental protection.
3. Promote recognition that enduring development demands preservation of the ecology.
4. Ensure judicious site selection for projects and proper choice of technology.

18. Concern for the consumer

1. Bring essential consumption goods within easy reach of the poor.
2. Build a consumer protection movement.
3. Restructure the distribution system so that sub-sidies reach the most needy.
4. Strengthen the public distribution system.

19. Energy for the villages

1. Expand the supply of electricity for productive use in the villages.
2. Develop alternative sources of energy, particularly bio-gas.
3. Promote integrated area specific programmes for rural energy.

20. A responsive administration

1. Simplify procedures.
2. Delegate authority.
3. Enforce accountability.
4. Involve monitoring systems from block to national level.
5. Attend promptly and sympathetically in public grievances.

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THE INDIAN WORKERS ON THE WAY TO THE 21ST CENTURY
TASKS FOR TRADE UNIONS - A NEW THOUGHT

BY
P. SOUNDARARAJAN
Chief Engineer,

National Research Development Corporation of India.

Trade unions by definition are meant to protect the interests of its members namely the workers. By 'interests' it is understood generally those affecting them or might affect them in the discharge of the functions stipulated by the management. This by and large includes issues such as wages and other perquisites, hours of work, quantum of work, degree of responsibility, conditions of work place, safety aspects, health, disciplinary matters, etc. These are all matters which generally concern all workers during their period of service but when the meaning of 'interest of worker' is stretched further, it will be apparent that the role of trade unions does not end when a worker retires but continues to play after a worker retires and in doing so would be contributing significantly in preparing the nation for the 21st Century. This is illustrated by example

Inputs after retirement

After worker retire, they have at least 5 years of useful life which they would like to spend productively, for they have with them about 40 years of work experience. What they need therefore are certain inputs which together with the time they have and experience they possess would in production of certain items. The inputs required are :

- (i) Simple technologies or know-how using which they can produce something at home or do some part time service in the habitat where he is living.
- (ii) Some financial support to enable them to buy equipments and raw materials till such time he generates his own funds.
- (iii) Marketing assistance to sell the products or to establish links with users who require his services.

Our national laboratories have come up with a large number of simple technologies, which are cost effective even in low scales of operation. They need low capital investment, generally use local raw materials and the products can be sold in the nearby markets—some examples are (i) leaf cup making

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machine ; (ii) soap making machine ; (iii) production of leaf cup ; (iv) salt
slate making ; (v) destoning machine ; (vi) salt mill ; (vii) salt
millet mill ; (viii) improved chakki ; (ix) water filter can ; (x) salt making ; (xi) salt
of food items ; (xii) ready mix food products ; (xiii) paper from waste material

These technologies can be made available by NRDC (National Research Development Corporation) to retired workers who are willing to start a small industry of their own. The cost to retiring workers can be shared by NRDC. The workers can do this through co-operatives or their own union offices where a unit could be set up and the administrative support provided as the retiring worker would be and large be an experienced person and would have an intimate knowledge of the technology or manage the industry since he is going to work. If this experiment succeeds about which there is no doubt, the Trade Unions would have introduced a new dimension to their activity which would be

- (i) a retiring worker turning manager with a bright future
- (ii) increase in national productivity ;
- (iii) increase in national income ;
- (iv) a happy worker family.

What better role can the trade unions play in the coming years of the 21st Century ?
(Union Worker's duty will be to...)

GENESIS OF MOTIVATION AND MORALE OF WORKERS

By

DR. B. K. BHALLA and DR. V. D. MISRA

The progress and development of an industry depends as much on the 'human factor' as on its perfection and maximum utilization of the technical process. However, it has been proved, howsoever sophisticated the machines and equipment of production might be, there cannot be any optimum result unless the men who work are mobilised to employ their energy and skill to the maximum. The co-ordination of effort on the part of all employees, at all levels, is of particular significance. It has been observed that the motivated behaviour helps in achieving the goal more smoothly and in surmounting obstacles of all sorts that might come in way.

A very common malady that ails the modern industry is that there is utter lack of coordination of effort, especially, at the level of the rank and file employee. This manifests itself most in the incapacity of the workers to make full use of their capabilities. The studies made during the World War II and in the post war era reveal that the problem of enlisting workers' co-operation is a challenge to the industrial development. It had been observed a general indifference on the part of workers; and this factor is causative to the decrease in efficiency. Even huge firms like Ford Motor Co., in America experienced considerable decline in production.

Not material benefits alone

An analysis of work-standard by Wrape (1952) disclosed that in the industries where, man-hour output rose factors other than workers' performance contributed to the increased productivity. The motivation of employees is a factor that has largely influenced the rate and quantum of productivity and production. Hence, the most vital need of the modern industry is to understand the factor which underlie the 'will to work', as also the conditions that determine or the devices that arouse or motivate the worker to work with zeal and devotion with greater interest in his job. The difference in output of different industrial unit is primarily due to the human factor and not much to the material differences in type or conditions of work. Besides, the potential benefits of good selection, a well planned training programme, good work methods, appropriate work standards and wage incentives do also play an important role in productivity. But they are secondary to employee's attitude and interest which depend much on his willingness and cooperation. Therefore, great stress has been laid to the social factor in productivity.

It is presumptuous to think that material benefits alone count in employee's efficiency, though they cannot be overlooked. More than anything else is the 'job satisfaction', which is linked with many other factors, such as job security, prospects of promotion, status satisfaction, and they in turn are the bases of motivation to work without which one can not expect optimum output. It is

imperative to take into account the possible consequences of mechanisation of mind as a result of the new industrial order and the causative factors of mental conflict, diminishing creative power and maladjustment at work. In other words the satisfaction derived or denied in course of job has the greatest impact upon the efficiency and ultimately the morale of the workers.

In the modern industrial set up there is bound to be a sort of monotony of work which dulls the mind and mars the enthusiasm of the workers. The nature of daily work often makes the worker disinterested in his routine work. The studies reveal that the percentage of workers dissatisfied with their job is higher at the lower levels of occupational hierarchy. Hence, the need of increasing the extent of 'intrinsic job satisfaction' i.e. the satisfaction derived from the content of the job itself is very great. Instead of repetitive jobs there should be reorganisation, enlargement and rotation of the job. Depersonalisation can be eliminated through re-creating, as suggested by Walker and Guest, a 'bonafide work community'. A man should be given a job which not only helps him in gratifying his material needs but which has the ingredients of life itself. It should be the effort of the employer to reduce the incidences of job dissatisfaction among the workers. As the job satisfaction and high production are correlated, it is wrong to hold that the employer is only to provide employment and has got nothing to do with the psychological aspects of the work.

Morale—an essential ingredient

As previously pointed out, the job satisfaction is the essential ingredient of workers' morale. This has been a problem which has captured the attention of many a scholar on industrial psychology as well as of the employers. Morale, according to Katz and Hayman, is not a strictly unitary concept, but it consists of a number of dimensions. Though there is no general consensus as to what these dimensions are. Many scholars have tried to define morale in terms of attitude and behaviour traits which are connected with the activity of an individual as a member of the group. Individual adjustment with regard to the orientation of the individual to the future goals has implications of great significance upon the morale of an individual. Morale implies an attitude of satisfaction and it plays a vital role in the adjustment of a worker. The feeling that one participates and shares the basic purpose of the group he belongs to is a precondition of morale. It is an attitude of willing cooperation and devotion to one's job with zeal. It enables one to take keen interest in the work assigned. It inculcates self discipline and creates in him a feeling of satisfaction that he is pursuing his goal purposively with the confidence that it will bring him success.

On the other hand the management has to stimulate a feeling of "togetherness" and sense of identification with the job among the employees. He has to create an atmosphere in the organisation which is conducive to the attainment of the goals by providing opportunities and channels for employees' material prosperity and psychological satisfaction. There is an urgent need to boost morale of industrial workers and to reinvigorate the efforts to lessen the increasing tension between the employer and employee which is the outcome of low morale and the resultant disharmony of relationships between the two.

To disregard workers' capacity to feel, think and to grow is detrimental in the interest of employer himself, Increasing morale depends upon how much interest has been aroused in the worker towards his job. Lack of psychological satisfaction in job would have an adverse effect upon the efficiency of a worker and may heighten the conflict and thus, consequently, the rift between the employer-employee relations widens.

Drucker holds that 'human being' is the central, the rarest and the most precious capital resource of an industrial society. Management plays the role of coordinator of human efforts. Investigations are being constantly made to assess as to what motivates the worker to higher production and what are the determinants of job satisfaction. The problem of motivation and morale in industry is closely related to group situations. In a factory or establishment the team work is another form of group behaviour. It is the individual attitude oriented to the group that counts in framing the outlook of the working community, though the individual view point is also conditioned by the extraneous influences, such as unions, the co-workers and the environmental factors.

Behavioural hindrances

Hindrances in the fulfilment of needs and desires can be external in nature. For instance a highly qualified man is often not able to find the job suited to his taste and abilities. This is the chief cause of frustration which consequently tells upon the morale, for the person would not take interest in his job which he is forced to accept under the pressure of circumstances. His apathy gives rise to monotony that gradually assumes the shape of dislike for that particular work. Maur has grouped the major characteristics of such frustration-instigated behaviour into three heads, which are aggression, regression and fixation. Resignation is symptomatic and is found very often in several case-history studies. Aggression may manifest itself either in violent form, such as attacks and quarrels or in subdued form such as use of abusive language and sarcasm, etc. Regression has been described as a breakdown of constructive behaviour. For instance, name-calling by people in course of arguments. It is owing to the loss of emotional control. Workers forming gangs or cliques within the establishment are often victims of regression. Fixation is the pursuance of an activity, under pressure, which is devoid of any adaptive value. For example stubbornness, and incapability of adaptation are owing to this factor. As is obvious from its literal meaning resignation is the tendency of 'giving up'. This is a symptom found most among those who have lost hope of improving their lot. The scholars on industrial psychology point out that these factors are at once the cause and effect of frustration. As such it becomes imperative to know their originating factors, their effect on morale of workers and also the solution to them. It, therefore, becomes essential to adopt a positive approach to the avoidance of frustration, whether at the individual or at the plant or group level. It can be possible only if conditions conducive to the goal-oriented behaviour are created. Positive incentives and adequate rewards are among such conditions. They help in reducing frustration, Rewards help in transforming frustration to motivation.

It has been enigmatic to determine the extent to which various incentives and other conditions help in stimulation of behaviour which may lead to the attainment of the objectives and goal set forth, and which may simultaneously satisfy the workers as well as enables in the establishment of harmonious industrial relations. Wage incentives, job-satisfaction and status satisfaction are some of them. Mounting tension and increasing conflict in the industrial relations witnessed during the last few decades have proved that frustration is the major factor responsible for triggering the industrial disputes as also for decrease in efficiency of the workers.

It would be worthwhile to review briefly the sources of the growing tension and frustration. Some studies reveal that they are the result of the rapid technological changes which often put hindrances in the manifestation of many an important need of the worker on the job. Another major cause connected, to the industrial tension is interpersonal relationship—the widening social distance in the hierarchy of an establishment. Krech and Crutchfield ascribe it to the indirectness of contact between the top management and the worker. It is because of this that there exists a sense of mutual distrust and suspicion, as the employers avoid or fear participation in joint endeavour. Besides lack of financial incentives there are other factors like the feeling of insignificance of work at hand, obstacles in the status mobility, the ill-defined or confusing role, changing techniques and conditions of work, isolation of work within the work-community and insecurity of future.

Ego satisfaction

Rewards and incentives are not of much significance as motivating forces if they do not satisfy the ego-involved needs. In industry the problem arises as to how to enhance the self-regard in such a way as it may satisfy the individual needs as well as the needs of industrial organization. That is to say the satisfaction of ego-attitudes is very vital in motivating a worker to cooperate in the achievement of ultimate goal of higher production. Hence, the position, the status, and role have been recognised as the constituents of the ego-satisfaction which motivate the worker and boost his morale. The ego of an individual is essentially composed of many social and personal values, as such an individual assess himself in view of the norms set forth by the society. But his own cherished objectives, the values he has set for himself also go to make his ego. There is, furthermore, deep relationship between 'status', in terms of class identification and the attitude, behaviour and goals of class consciousness. Status is the position evaluated by one in reference to one's rank or position in society, whereas class consciousness is related to the role one plays in the society. The politico-economic factors are connected with the status and role in a given economic order. In the work community, in the industrial establishments there are variations in status and associated behaviour roles. It has been observed that the employees often find it difficult to accept any change in status when there takes place an actual modification of position in the industrial hierarchy. The status are also categorised into the 'subjective' and the 'objective' status. The former is one in which the individual assesses himself according to his own view, while in the latter it is on the basis of the

estimation of oneself by others. Again, in the former persons internalised values are important and in the latter it is synonymous to the 'social recognition. In other words the 'subjective' and 'objective' evaluation form the basis of the two types of status. Evidently status has a significant role to play in the 'role behaviour'. It is in fact the status which determines and influences the relationship of an individual or group with another. It has a great bearing upon the performance of one's duties. Thus, along with economic incentives, the status satisfaction or dissatisfaction influence the industrial climate to a very great extent. A very glaring illustration of this fact is that just recently the university teachers in many parts of India store for higher status recognition in the form of designation and were not merely satisfied by the economic incentives alone. This proves that man does not live by bread alone. It is the 'social recognition,' as enunciated by Cooley in his 'self-looking glass' theory which often is held in high esteem both by an individual and by the group. The same is applicable in case of industrial employees. A clerk's ego is satisfied if he is addressed as an officer. Similarly an ordinary worker feels elated when spoken to by others as 'foreman sahib'. Hence, the 'ego' satisfaction is but another form of status satisfaction which is vitally significant in determining the efficiency.

Absenteeism and turnover

The favourable or unfavourable attitudes with regard to the work situation count a lot for 'high' or 'low' morale of an individual. Here too the high or low wages alone do not seem to determine the 'high' or 'low' morale. Other factors exert no less an influence in forming or moulding the morale. In fact morale is an attitude of satisfaction with a willingness to cooperate for the attainment of common goals. The individual work performance or plant behaviour provide an objective index of employee morale. In the view of R. L. French 'evidence of a dynamic sort concerning morale might be obtained by observing group reactions in standardised situations'. Such as inter-group competition and standard group problems. Absenteeism and turnover are objective indices. The rate of absenteeism and turnover present indices of involvement in the achievement of work-group objectives. On the basis of his studies young reached a conclusion that absenteeism and turnover are at once symptoms and causes of unsatisfactory working conditions. poor relations with the supervisory staff and with other employees. Fatigue is also one of the causes of absenteeism, and may affect morale. Different types of absenteeism viz., total, excused, unexcused, vocation are not related. The modern industrial relations experts suggest that morale measurement is highly meaningful and useful to those performing the managerial functions. Recently factor analysis techniques have been adopted to investigate the dimensions of morale, and four factors have been found to be inter-related with morale. They are : job satisfaction, mobility, supervision and satisfaction with the company. Nevertheless one factor alone does not sufficiently account for the correlational matrix. The studies have revealed that morale is a complex of several kinds of attitudes—a configuration of many forces and variables. Seven independent factors or dimensions of morale have been described. These are : (1) personal rewards, (2) immediate supervision, (3) company operations, (4) psycho-physical conditions of work, (5) job satisfaction, (6) work-relations, and (7) integration in the organization.

Age and length of service have also been found to have some bearing on the morale. The findings disclose interesting facts in this regard. It was found that employees under 20 had higher morale which dwindled between 20 to 30 and it again registered a rise after 30. So far as the length of service is concerned morale was found high among the employees who had put in about 2 to 4 years of service, but it declined gradually as the length of service increased. A major factor contributing to this decline in morale was the monotony of work. It has also been observed that if an individual finds change in his work or techniques of work—he has a renewed interest and greater zeal. Hall suggests that it is probably due to process of disillusionment involvement in the average workers' adjustment to the job which accounts for decrease in morale. A sense of achievement lessens very often with the passage of time and there may creep in a feeling of futility to work. However, to think that age and length of service necessarily bring down the morale is not always true. It all depends upon how much sustenance of interest of an individual is there. If the techniques change, though not rapidly, and if the status mobility chances are there and if the horizons of bright or better prospects are visible the morale may be sustained or rejuvenated.

Job security

Job security is no less an important factor in conditioning the morale than high income incentives. Insecurity of job is highly detrimental to morale, for the fear of losing job haunts the mind of an individual and his attention is diverted more to finding out ways to secure his job than to devote his energies to the performance of the job itself. It is like a toxic inhibitor into all job-related attitudes. Economic security is a basic need of the worker and the outlook and attitude toward the job is determined by the fact as to how secure an individual feels in his job or employment. Job insecurity is a major cause of tensions in relations between the employer and employee. Retrenchment, rationalisation, victimisation in the form of dismissal or suspension are the chief causes of industrial disputes. Stabilised employment contributes to the job-satisfaction attitude.

All the progressive managements now realise that should they like to win the cooperation and willing participation of the employees for the progress of the establishment they have got to find out ways to boost the morale of the workers. Their concern of utmost importance should be to motivate the workers to an extent that they begin to identify themselves with the organisation as its important component. The workers should be made to realise that they are part and parcel of the organization and that their lots are cast with its progress. The most important criteria of evaluating the success of the management is the extent to which they are able to win the confidence of the employees. The productivity depends chiefly upon the efficiency which in turn is the product of high morale which motivates a worker to devote himself earnestly and with full vigour to contribute for high production upon which rests the prosperity of a nation.

(*Indian Worker*, dated 18th August 1986)

THE LATEST BILL ON CHILD LABOUR

By

R. N. MUKHERJEE

Recently the Union Minister of State for Labour, Shri Purno A. Sangma introduced in the Parliament a comprehensive Bill on child labour with a view to legally ban employment of children below the age of 14 years in certain occupations and also to regulate their working conditions in areas where they are permitted to work. He also announced that the Government was expecting to get this Bill passed in the ensuing winter session of Parliament itself. The introduction of the Bill is indeed a laudable decision on the part of the Government though belated.

Abolition of child labour should have been given top priority long time back. There ought to have been a legal ban on the employment of children between the age group of 6 and 14 years in the country where over 10 million children or almost 6 per cent of our total labour force were engaged as child labour. This was according to 1971 census. But according to a sample survey conducted in 1983, it revealed that 17.36 million children below the age of 15 were working. It also stated that two-fifths of the total Indian child population lived in conditions adverse to survival.

The recent Working Committee meeting of the INTUC has, through a resolution, welcomed the proposed legislation as a first step towards the complete elimination of child labour. The Committee was also of the view that such a step would be a pragmatic step and appreciated the objectives of the legislation aimed at the gradual elimination of the obnoxious practice of exploiting child labour.

Under the Indian Constitution there are atleast a dozen regulatory laws prohibiting child labour. Article 24 clearly says that no child below the age of 14 years shall be employed to work in any factory or mine or engaged in any other hazardous employment. This has been listed among the Fundamental Rights and any kind of violation of this can be taken to face the highest forum of the law of the land. The main reason of our child labour is economic hardship and widespread poverty. But it is a matter of shame that their protection from hunger, diseases, exploitation is at its lowest ebb. Total eradication of child labour from the face of the country will be very difficult if one looks at the present level of economic development.

The Bill also seeks to prohibit that no child shall be permitted or required to work between 7 p.m. and 8 a.m. and there shall be no overtime work. The period of work of a child shall be so arranged that inclusive of interval for rest it shall not be spread over more than six hours. The stipulated time of interval for rest will be at least one hour. There are 65 per cent of children who have to work for 8 to 12 hours a day, another 10 per cent work more

than 12 hours a day. According to a certain voluntary organisation's survey conducted, it is stated that some 60,000 children in and around Delhi alone are employed in hotels, restaurants, tea stalls, sweet shops and similar establishments who are working for 10 or 12 hours per day even without getting any weekly offs and earns less than Rs. 50 per month. It will be pertinent to mention here that even Factories Act, which provided that no child shall be permitted to work in factory for more than 4½ hours a day, had failed totally and miserably to protect the lot.

The Bureau of Statistics and Special Studies of the ILO estimate that there were 52 million in the world's army of working children under 15 years of age in 1979, of which about 73 per cent, i.e. 38 million were in Asia alone. The ILO Convention relating to night work of young persons was responsible for an amendment in 1951 in the Employment of Children Act, which prohibits the employment of children between 15 and 17 years at night. The ILO has so far adopted 18 Conventions on the working children and India have ratified 6 of these Conventions relating to minimum age, medical examination and night work. During the International Year of the Child, the ILO had also moved a resolution for the protection and elimination of child labour.

(*Indian Worker*, dated 29th September 1986)

CHALLENGES OF DEVELOPMENT AND DYNAMICS OF PRODUCTIVITY

By.

L. K. JHA, M.P.

India embarked on a planned development in the face of the hurdle of paucity resources. In a country with such low per capita very few people could save and inadequacy of savings meant chronic shortage of capital—the main resource needed to industrialise the country and the economy. In fact, the Indian economy then was a classic case of the vicious circle in which most low income countries are caught. The low level of income leads to a shortage of capital and the shortage of capital results in a perpetuation of the low level of income. In short, people remain poor because they are poor.

To break this vicious circle, we did not, as many countries, did, concentrate on getting external capital. No doubt, we made some use of it in critical areas of development to finance some of our major projects like the steel plants or in the heavy engineering sector. But as we were not prepared to compromise our independent foreign policy or domestic economy priorities by accepting aid with strings attached and because we attached the highest importance to self reliance, we decided to face the challenge of development by embarking on a heroic effort of additional resource mobilisation.

This meant that because the level of voluntary savings was too low, compulsory cuts in consumption had to be imposed on the people in order to augment the pool of resources. So the level of taxation was raised from plan to plan, the burden of which fall not just on the rich but in a considerable measure on the poor also, because the bulk of the people were poor.

This effort certainly produced results. The rate of savings which was below 10 per cent the national income when we commenced planning had more than doubled by the mid-seventies when it far exceeded the savings in most developing countries and indeed was more on par with the level of savings in many industrially developed countries.

Yet this grand achievement on the resource front did not result in a corresponding spurt in the rate of growth. For a quarter of a century it averaged around 3.5 per cent per annum, which late Prof. Raj Krishna humorously described as the Hindu rate of growth'. What was even more disappointing was that the rate of industrial growth which was much more dependent on capital than the other sectors of the economy actually registered a decline. The average rate of industrial growth in the Fourth Plan was about half the rate of industrial growth in the first three plans.

Based on the key-note address of Shri L. K. Jha to the National Convention on Challenges of Development and Dynamics of Productivity jointly organised by the Productivity Council and the Centre for Labour Education and Research at New Delhi on September 17 and 18, 1986.

on productivity

This phenomenon was explained by the economists by saying that the capital output ratio had gone up. Put in plain English, what it meant was that we needed more units of capital to produce one unit of output than before. In fact, the capital output ratio had virtually doubled, or to put it differently, the productivity of capital had been halved. The moral to be derived from this experience is that not by additional resources alone can the pace of economic development be stepped up. It is equally important to enhance the productivity of the resources at your disposal by deploying them with greater efficiency. It is this realisation which brings out the dynamic role of productivity in the development process.

Prime Minister Indira Gandhi clearly saw the importance of productivity. She gave it her strong personal endorsement, first by declaring 1982 to be the 'Year of Productivity' and secondly, by seeking the Seventh Plan to focus on food, employment and productivity. Food and employment are of course what our people need most and expect to get out of development. By getting higher production out of every unit of resource at our disposal, by concentrating on productivity in other words, we could overcome the resource stringency and move forward faster.

The first thing that is needed to bring about the kind of improvement in our economic performance is the realisation of the importance and true significance of productivity and the contribution which it can make in accelerating our progress. Somehow, the very paucity of capital encouraged its prodigal, even wasteful, use. At the time of the formulation of each plan, the accent was on making it bigger by enlarging its investment targets. The size of the plan was judged in terms of its outlay and not its projected output. Side by side, there was an all round scramble for the allotment of more resources, meaning larger budgetary allotments, from every sector, whether industry or agriculture, whether education or health. Under the pressure of the conflicting claims of different departments of the Central Government as well as of the State Governments for more resources for the purposes which were dear to their heart, many projects of great national importance had to be dropped or cut down in size, because even with the maximum effort at resource mobilisation through higher taxation or borrowings there was no way in which every one's appetite could be satisfied. None of the claimants asked whether by concentrating on productivity they could not achieve their targets with lower allocation of funds for the purpose. Clearly this attitude must change.

Side by side, we must ask why the productivity of capital had gone down in the past and what can be done to improve it in the future.

Making a critical assessment of our past performance, it is difficult to resist the conclusion that the elaborate regulatory apparatus, the wide range of controls which we had over the years built up was responsible in a very large measure in bringing about a deterioration in the capital output ratio.

During the first two plans, industrial projects were able, within three months or so, to get a licence under the Industries Act after which all the other clearances and sanctions from different governmental agencies followed without delay or hitch. For the grant of import licence, approval of the terms of foreign collaboration, allotment of railway wagons as well as supply of steel, cement, power, etc. the industrial licence gave a green signal. With a multitude of controls, which later came into force on considerations of foreign exchange shortage, concern arose over multiplicitous trends and other factors that began to take three years or so for any major project, whether in the private sector or in the public sector. To have all the clearances that it needed to go ahead and even thereafter, there were considerable delays at the construction time. Its productivity began to suffer.

What is worse, the industrial licensing policy itself had become so tight as to hamper productivity. Industrial units which could, through better productivity, increase their output above the licensed capacity were taken to task instead of being given a pat on the back. It was only when Prime Minister Indira Gandhi declared the year 1982 to be the 'Year of Productivity' that this absurd policy was reversed.

Since then, the importance of productivity has begun to be recognised in other ways. Formerly, when price control has to be imposed on any product, prices quoted by different producers, however high, were taken to be sacrosanct and in addition they were allowed a profit margin which was calculated as a percentage of the capital employed. Under such a regime, there was no attempt to reduce costs and instead a lavish investment of scarce capital was seen to be one way of getting the controlled price fixed at a high level. In this area too, the policy has now changed.

Spur from competition

However, what has got to be realised is that the spur to efficiency, lowering of costs by stepping up production, comes from competition. In a sellers' market which has existed in the past, not all the controls could keep costs down and make industrial products affordable for the domestic producers and competitive in export markets.

Since Prime Minister Rajiv Gandhi has come to power, there has been very special emphasis on exposing industry to the forces of competition. The process which is referred to as liberalisation has its prime focus on subjecting producers to forces of competition, domestic and international. Importance is also being attached to economies of scale which will result in improving the productivity of capital. The past tendency to parcel out the production capacity among a number of uneconomic units to satisfy regional aspirations was highly wasteful of capital. The emphasis, in short, is shifting from additional resource mobilisation to more efficient resource utilisation in promoting growth despite our paucity of capital.

I must at this point draw attention to the one area where special emphasis on productivity is most needed. We are all aware of the shortage of power and how it acts as a constraint on both industrial and agricultural economy of the country. Attempts are being made to step up investment in the generation of power. However not enough attention, I feel, is being given to raising the production of the already existing power plants. The plant load factor of thermal power stations at the end of the Sixth Plan was just about 50 per cent. Every improvement of one per cent in the plant load factor would be equivalent to adding 500 megawatts of new installed capacity costing about Rs. 500 crores. Such an improvement is possible through proper attention to productivity and in fact the National Thermal Power Corporation achieved a PLF level of 66 per cent in 1985. Then again, transmission and distribution losses in our country are above 20 per cent while in developed countries, they vary between 6 to 12 per cent. A reduction of one percentage point in the losses can yield about Rs. 450 crores of extra revenue each year. Then there is the potential for energy conservation which is estimated around 20 per cent in transport, 25 per cent in industry and 30 per cent in agriculture. Clearly then through a productivity drive we can save thousands of crores of new investment provided we do not give the kind of overriding priority which we seem to be giving to new investment over getting more out of past investments.

So far, the productivity of capital has been dealt with primarily. But productivity of land is equally important. The Green Revolution became possible because the yield of wheat per hectare of land was so significantly increased. Unfortunately, the productivity of land in vast areas of the country as well as in regard to many key crops continues to be low. Through appropriate policies of land reform and price support, the situation can be transformed and the vast amount of foreign exchange we are spending on the import of vegetable oils saved. A point to remember in this context is that we are not making full use of the irrigation potential built up through massive investment. Through appropriate steps, the availability of water to the farmer can be improved with the minimal outlay of fresh capital.

Labour Productivity

With regard to the productivity in labour, it is unfortunate, many people believe that increase in labour productivity would mean fall in employment. There is, therefore, a tendency among trade unionists to resist measures to improve the per capita productivity of the worker. I feel this is a misguided view. Neither historical experience nor economic logic can sustain it.

If we look at the world around us, we find that countries in which the per capita productivity of labour is high, have much higher levels both of wages and of employment than countries which rely on primitive methods of production. Time and again, we are reminded that the increase in our population is responsible for the growing level of unemployment as well as difficulties in raising the per capita income of the people. This statement is undoubtedly true but let us not draw the wrong conclusions from it. Let us remember

is high, our country is vast. The density of the population to the area of the country is lower than in many industrial countries. In particular, Japan has a greater density of population and yet it has no unemployment problem. To believe that higher labour productivity will mean fuller employment is to believe in a lower standard of living and low per capita incomes for all to be created. Over time, in every country, technology which raises productivity of the factors of production, including labour, has contributed to higher standards and better living.

The common belief that if labour productivity is doubled, the employment will be halved, is based on a static view of the situation. It is taken for granted that the total volume of output should remain unchanged and, therefore, any increase in productivity will have a corresponding shrinkage of employment. But we must look at the problem not from a static point of view but take into account the dynamics of change which comes out of productivity.

When workers produce more, they must get higher wages. In consequence their level of consumption would go up. Further, with higher productivity of labour and of course, of the other resources as well, costs go down. Many more people within the country can afford to buy the things which were previously beyond their reach. Further the cheapening of products opens up possibilities of massive exports. In the event, with increased demand both at home and abroad, production levels have to be raised and it is not unemployment but wages which go up.

Many developing countries with a very high density of population such as Hong Kong and Singapore have been able to provide jobs for all, relying mainly on export orders because the products are so cheap. At one time it was conveniently believed that this is because they exploited their labour, and have low wages. In actual fact, their workers get higher wages than prevailing in India. If their products like textiles are cheaper than ours, it is not because their wages are low but because their production is high.

Results of technology

The real problem to ponder over from the employment angle is that because of the shortage of capital, we may not be able to invest enough to create employment opportunities for our rising population and, therefore, it might seem to be better for us to resign ourselves to low technology, low productivity and low wages in order to provide jobs for all. Upto a point, in what I would look upon as the transitional phase, we may well have to nurture and protect some types of production, merely because they are labour intensive and we are short of capital. Thus for example, it makes sense to sustain and even develop handloom fabrics and hand knotted carpets. Now if these products can have, as they very often do, some special qualities which machine made ones cannot have, they can well command a good price in national and international markets and lead to better wages for the worker as well. What we must guard against is the danger of believing that production techniques with low levels of workers' productivity are desirable in the long run also.

If we recognise the dynamics of productivity, the way it can lead to economies in the use of capital and land, then obviously more resources would become available for making fresh investments and creating additional jobs. Indeed one of the things to remember is that food, clothing and shelter do not exhaust the possibilities of consumption and, therefore, of employment generation. As incomes rise, people diversify their consumption. Many of the products of modern technology create employment which is additional because they are totally new. Thus, the printing press is no doubt a labour-saving device as compared with hand written manuscripts. But if there were no printing presses, there would be no newspapers and there is no possibility of hand written news sheets creating more jobs instead. The improved productivity of the printing press over the manuscript has created employment for a vast number of authors, journalists and others which could not have been there otherwise. The real reason for opting in the short term for technologies which have a low labour productivity is the shortage of capital which, improving the productivity of capital, can ameliorate.

For taking an over all view, I have no doubt whatever that the dynamic of productivity can help overcome the many challenges, particularly of paucity of resources, which confront developing countries and slow down their progress.

(*Indian Workers*, dated 15th September 1986).

Labour Legislation

MAHARASHTRA LEGISLATURE SECRETARIAT

The following Bill was introduced in the Maharashtra Legislative Assembly on 1st August 1986

L. A. BILL No. LXVII OF 1986.

A BILL

to amend the Bombay Industrial Relations Act, 1946

WHEREAS it is expedient further to amend the Bombay Industrial Relations Act, 1946, (Mah. XI of 1947), for the purposes hereinafter appearing; It is hereby enacted in the Thirty-Seventh Year of the Republic of India as follows:—

1. *Short title and commencement.*—(1) This Act may be called the Bombay Industrial Relations (Amendment) Act, 1986.

(2) It shall come into force at once.

2. *Deletion of sections 11 to 33A of Mah. XI of 1947.*—Sections 11 to 33A of the Bombay Industrial Relations Act, 1946 (hereinafter referred to as "the Principal Act"), shall be deleted.

3. *Insertion of new section 85B in Mah. XI of 1947.*—After section 85A of the Principal Act, the following new section shall be inserted, namely

" 85B. *Payment of full wages to the workman pending proceedings in higher courts.*—Where in any case the Labour Court/Industrial Court has directed reinstatement of any employee and the employer prefers any proceedings against such award in the Industrial Court or as the case may be in High Court or the Supreme Court, the employer shall be liable to pay to such employee during the period of pendency of such proceedings in the Industrial Court/High Court or the Supreme Court, full wages last drawn by him, inclusive of any allowances admissible to him under any rule if the employee had not been employed in any establishment during such period and an affidavit by such employee had been filed to that effect in such Court :

Provided that where it is proved to the satisfaction of the Industrial Court/High Court or the Supreme Court that such employee had been employed and had been receiving adequate remuneration during any such period or part thereof, the court shall order that no wages shall be payable under this section for such period or part, as the case may be. "

(Published in M.G.G. Part V, dated 7th August 1986, at pages 481 to 483).

STATEMENT OF OBJECTS AND REASONS

The Bombay Industrial Relations Act, 1946 came into force on 9th April 1947. Chapters III, IV and V of the Bombay Industrial Relations Act provide for grant of representative character to the union and their rights, powers and duties. The powers of regulating the activities of the unions under this Act have been delegated to the officers in the office of the Labour Commissioner. After taking into consideration the infirmities under the Bombay Industrial Relations Act and the Industrial Disputes Act in this regard, the Government introduced a new legislation known as the Maharashtra Recognition of Trade Unions and Prevention of Unfair Labour Practices Act which came into force from 1975. The Legislature in that legislation has accepted the principle of granting the recognition to the unions undertaking wise and the duty of granting recognition to the union has been assigned to the Industrial Courts. It is necessary that the said principle of granting Recognition through the judicial authority undertaking wise should be adopted in general and accordingly sections 11 to 33A comprised in the present Chapters III, IV and V of the Bombay Industrial Relations Act should be omitted as being inconsistent with this revised policy.

With a view to prolonging the implementation of the award of reinstatement passed by the Labour Court/Industrial Court the employers without any justifiable reasons institute proceedings in the Industrial Court, High Court or Supreme Court. This puts the employee to great financial hardship and as a result he is forced to remain un-employed even after having favourable verdict before the trial court. With a view to obviate the sufferings of such workmen to some extent and to check the *multifide* or indiscriminate legal proceedings by the employer the amendment proposed in clause 3 is essential. Similar provisions have been made in the Industrial Disputes Act by inserting section 17B.

Hence this Bill.

(Published in M.G.G., Part V, dated 7th August 1986, at pages 481 to 483).

List of Important Notifications under the Various Labour Laws

WORKING TIME & ESTABLISHMENTS ACT, 1948

23. In exercise of the powers conferred by Section 6 of the 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

Festivals	Provisions of section	Period
1. Ganesh Visarjan	Sections 10(1), 11(1) (a) 14, 16, 18, 19, 20, 21, 23 and 24.	16th August, 1986 to 18th August, 1986 (both days inclusive).
2. Ganesh Visarjan	Sections 10(1), 11(1) (a), 14, 16, 18, 19, 20, 21, 23 and 24.	7th September, 1986 to 17th September, 1986 (both days inclusive).
3. Moharam	Sections 10(1), 11(1) (a), 14, 16, 18, 19, 20, 21, 23 and 24.	14th September, 1986 to 16th September, 1986 (Both days inclusive).
4. Navaratri Utsav and Dusara Utsav.	Sections 10(1), 11(1) (a), 14, 16, 18, 19, 20, 21, 23 and 24.	3rd October, 1986 to 13th October, 1986 (both days inclusive).
5. Kojagiri Purnima	Sections 10(1), 11(1) (a), 14, 16, 18, 19, 20, 21, 23 and 24.	15th October, 1986 to 17th October, 1986 (both days inclusive).
6. Diwali	Sections 10(1), 11(1) (a), 14, 16, 18, 19, 20, 21, 23 and 24.	24th October, 1986 to 5th November, 1986 (both days inclusive).
7. Christmas	Sections 10(1), 11(1) (a), 14, 16, 18, 19, 20, 21, 23 and 24.	23rd December, 1986 to 1st January, 1987, (both days inclusive).

(Vide) Government Notification I. E. and L. D. No. P-7386/CR-1907 to 1913/Lab-9, dated 25th April, 1986, published in M.G.G. Part I-L, dated 7th August, 1986 at pages Nos. 3765 to 3772).

24. 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

Festivals	Provisions of sections	Period
1. Ganesh Visarjan	Sections 10(1), 11(1) (a), 14, 16, 18, 19, 20, 21, 23 and 24.	11th November, 1986 to 13th November, 1986 (both days inclusive).

(Vide) Government Notification I.E. and L.D. No. P. 7386/CR-1922/Lab-9, dated 18th June, 1986 published in M.G.G. Part I-L, dated 7th August, 1986 at pages Nos. 3772 to 3779).

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 period mentioned in column 3 of the said schedule.

Schedule

Festivals	Provisions of sections	Period
(1) Kartiki Amavasva	Sections 10(1), 11(1) (a), 14, 16, 18, 19, 20, 21, 23 and 24.	30th November, 1986 to 1st December, 1986 (both days inclusive).
(2) Dattajayanti	Sections 10(1), 11(1) (a), 14, 16, 18, 19, 20, 21, 23 and 24.	14th December, 1986 to 16th December, 1986 (both days inclusive).

(Vide Government Notification I.E. and L.D. No. P. 7386/CR-1924-1925/Lab-9, dated 18th April, 1986, published in M.G.G. Part I-L, dated 7th August, 1986 at pages Nos. 3774 to 3776).

4. In exercise of the powers conferred by section 6 of the said Act, the Government of Maharashtra has suspended certain provisions of the said Act, as shown in column 2 of the Schedule appended hereto on account of the festivals shown in column 1 of the said schedule for the periods mentioned in column 3 of the said schedule.

Schedule

Festivals	Provisions of sections	Period
Takai Vithoba	Sections 10(1), 11(1)(a), 14, 16, 18, 19, 20, 21, 23 and 24.	12th November, 1986 to 28th November, 1986 (both days inclusive).

(Vide Government Notification I.E. & L.D. No. P-7386/CR-1940/Lab-9, dated 28th April, 1986, published in M.G.G. Part I-L, dated 7th August, 1986, at pages Nos. 3777 to 3778).

5. In exercise of the powers conferred by section 6 of the said Act, the Government of Maharashtra has suspended certain provisions of the said Act as shown in column 2 of the schedule appended hereto on account of the festivals shown in column 1 of the said schedule for the periods mentioned in column 3 of the said schedule.

Schedule

Festivals	Provisions of sections	Period
Shri Sidheshwar Devas-tan Mahayatra.	Sections 11(1) (a), 14, 16, 18, 19(1), 20, 21, 22 and 24.	1st January, 1986 to 31st January, 1986 (both days inclusive).

(Vide Government Notification I.E. & L.D. No. P-7386/211733/2037 (i)/Lab-9, dated 18th June, 1986 published in M.G.G. Part I-L, dated 7th August, 1986, at pages Nos. 3778 to 3779).

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
Shri Sidheshwar Yatra Mahotsav.	Sections 11 (1) (a), 14, 16, 18, 19(1), 20, 21, 22, and 24.	1st January, 1986 to 20th January, 1987, (both days inclusive).

(Vide Government Notification I.E. & L.D. No. P-7386 211733, 2037(2), Lab-9, dated 18th June, 1986, published in M.G.G. Part I-L, dated 7th August, 1986 at pages Nos. 3780 to 3781).

7. 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

Festivals	Provisions of sections	Period
Coudinvapur Fair	Sections 10(1), 11(1) (a) 14, 16, 18, 19, 20, 21, 23 and 24.	15th November, 1986 to 24th November, 1986 (both days inclusive).

(Vide Government Notification, I.E. & L.D. No. P-7386 CR-1929, Lab-9, dated 25th April, 1986, published in M.G.G. Part I-L, dated 7th August, 1986, at pages No. 3781 to 3783).

8. 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

Festivals	Provisions of sections	Periods
Ghanatibaba Fair	Sections 10(1), 11(1)(a), 14, 16, 18, 19, 20, 21, 23 and 24.	14th October 1986 to 23rd November 1986 (both days inclusive).

(Vide Government Notification I. E. & L. D. No. P. 7386/CR-1931, Lab-9, dated 25th April 1986, published in Maharashtra Government Gazette, Part I-L, dated 7th August 1986, at pages Nos. 3783 to 3784).

9. In exercise of the powers conferred by sections 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

Festivals	Provisions of sections	Period
Das Manikar Yashwantrao Maharaj Utsav	Sections 10(1)(b), 11(1)(b), 14, 16, 18, 19, 20, 21, 23 and 24.	27th December 1986 to 10th January 1987 (both days inclusive).

(Vide Government Notification, I. E. and L. D. No. P. 7386, CR-2148, Lab-9, dated 26th July 1986, published in Maharashtra Government Gazette, Part I-L, dated 28th August 1986, at pages Nos. 423 to 425).

(B) CORRIGENDUM

सुद्धिकर

अधिसूचना, क्रमांक-पी. ७३८६/सीता १९३१/१९८६, दिनांक १८ एप्रिल १९८६
यातील अटीत '१९८६' या शब्दाऐवजी '८६' हा शब्द ठरवला.

(Vide Government Notification I. E. and L. D. No. P. 7386, CR-1935 Lab-9 dated April 1986 published in Maharashtra Government Gazette, Part I-L, dated 7th August 1986, at page No. 3776).

Consumer Price Index Numbers For Industrial Workers For August 1986

BOMBAY CENTRE*

A fall of 4 points

In August 1986 the Consumer Price Index Number for Industrial Workers (1960=100) for the Bombay Centre with base January to December 1960 equal to 100 was 709 being 4 points lower than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at the Bombay Centre.

The index number for the Food group decreased by 9 points to 787 due to a fall in the average prices of Rice, Wheat, Fish fresh, Chillies Green, Vegetable and Fruits Sub-group.

The index number for the Pan, Supari and Tobacco etc. group decreased by 16 points to 800 due to a fall in the average price of Panleaf.

The index number for the Fuel and Light group increased by 12 points to 903 due to a rise in the average prices of Charcoal.

The index number for housing remained steady at 197 being a six month item.

The index number for the Clothing, Bedding and Footwear group increased by 5 points to 651 due to a rise in the average price of Shirting I.

The index number for the Miscellaneous group increased by 4 points to 553 due to a rise in the average price of Cinema show.

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

(Average prices for the calendar year 1960=100)

Group	Weight proportional to the total expenditure	Group Index Numbers	
		July 1986	August 1986
I-A. Food	57.1	796	787
I-B. Pan, Supari, Tobacco, etc.	4.9	816	800
II. Fuel and Light	5.0	891	903
III. Housing	4.6	197	197
IV. Clothing, Bedding and Foot-Wear	9.4	646	651
V. Miscellaneous	19.0	549	553
Total	100.00	.....	.....
Consumer Price Index Number	.....	713	709

*Details regarding the scope and method of compilation of the index will be found in

SOLAPUR CENTRE*

702 A rise of 17 points

In August 1986 the Consumer Price Index Number for Working Class (New Series) for Solapur Centre with base January to December 1960 equal to 100 was 702 being 17 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Solapur Centre.

The index number for the food group increased by 27 points to 765 due to a rise in the average prices of rice, wheat, jowar, arhar dal, whole of sub-group, Goat-meat and garlic.

The index number for the Pan, Supari and Tobacco etc. group decreased by 28 points to 694 due to a fall in the average prices of pan/leaf.

The index number for the Fuel and Light group remained steady at 748.

The index number for housing remained steady at 292 being a six monthly item.

The index number for clothing, bedding and footwear group increased by 8 points to 663 due to a rise in the average price of ready made shirt.

The index number for the miscellaneous group remained steady at 558.

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

(Average prices for the calendar year 1960=100)

Groups	Weight proportional to the total expenditure	Group Index Numbers	
		July 1986	August 1986
I-A. Food	63.0	738	765
I-B. Pan, Supari, Tobacco etc.	3.4	722	694
II. Fuel and Light	7.1	748	748
III. Housing	5.2	292	292
IV. Clothing, Bedding and Footwear	9.0	655	663
V. Miscellaneous	12.3	558	558
Total	100.00	.....	.....
Consumer Price Index Number	.....	685	702

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

NAGPUR CENTRE***681—A rise of 5 Points**

In August 1986 the Consumer Price Index Number for Working Class (New Series) for Nagpur Centre with base January to December 1960 equal to 100 was 681 being 5 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Nagpur Centre.

The index number for the food group increased by 5 points to 723 due to a rise in the average prices of wheat, arhar dal, edible oil, sub-groups, Ghee, Onions, Garlic and bhajia.

The index number for the Pan, Supari and Tobacco etc. group decreased by 833 points to 25 due to a fall in the average price of Panleaf.

The index number for the Fuel and Light group increased by 49 points to 995 due to a rise in the average price of firewood.

The index number for housing remained steady at 355 being a six monthly item.

The index number for clothing, bedding and footwear group remained steady at 643.

The index number for the miscellaneous group remained steady at 540.

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

(Average prices for the calendar year 1960=100)

Group	Weights proportional to the total expenditure	Group Index Numbers	
		July 1986	August 1986
I-A. Food ..	57.2	718	723
I-B. Pan, Supari, Tobacco, etc. ..	3.8	858	833
II. Fuel and Light ..	5.7	946	995
III. Housing ..	6.6	355	355
IV. Clothing, Bedding and Footwear ..	10.9	643	643
V. Miscellaneous ..	15.8	540	540
Total ..	100.00	....	....
Consumer Price Index Number ..		676	681

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

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

PUNE CENTRE***634—A fall of 3 points**

In August, 1986 the Consumer Price Index Number for Industrial Workers (New Series) for Pune Centre with base year 1961 equal to 100 was 634 being 3 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 Pune Centre.

The index number for the food group decreased by 7 points to 709 due to fall in the average price of bajri, tomatoes, Vegetables and Sugar.

The index number for the fuel and light group increased by 2 points to 828 due to a rise in the price of fire wood (raywal) only.

The index number for housing remains steady at 157 being a six monthly item.

The index number for clothing and footwear group remained steady at 621.

The index number for the miscellaneous group remained steady at 523.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR PUNE CENTRE.

(Average prices for the calendar year 1961=100)

Groups	Weight proportional to total expenditure	Group Index Numbers	
		July 1986	August 1986
I. Food ..	55.85	716	709
II. Fuel and Light ..	6.89	826	828
III. Housing ..	6.65	157	157
IV. Clothing and Footwear ..	10.31	621	621
V. Miscellaneous ..	20.30	523	523
Total ..	100.00	....	....
Consumer Price Index Number ..		637	634

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

JALGAON CENTRE***A rise of 15 Points**

In August, 1986 the Consumer Price Index Number for Industrial Workers (1961=100) for the Jalgaon Centre with base January to December 1961 equal to 100 was 687 being 15 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at the Jalgaon Centre.

The index number for the Food group increased by 16 points to 749 due to a rise in the average prices of jawar, oils and fats group mutton, fish and eggs groups, garlic and gur.

The index number for the Fuel and Light group remained steady at 909.

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

The index number for the clothing and footwear group increased by 46 points to 658 due to a rise in the average prices of dhoti saree long cloth coloured fabrics and shoes (Bata Co.)

The index number for the miscellaneous group increased by 1 point to 556 due to a rise in the average price of supari only.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR JALGAON CENTRE

(Average prices for the calendar year 1961=100)

Groups	Weight proportional to the total expenditure	Group Index Numbers	
		July 1986	August 1986
I. Food	60.79	733	749
II. Fuel and Light	7.20	909	909
III. Housing	6.11	188	188
IV. Clothing, and Footwear	10.29	612	658
V. Miscellaneous	15.61	555	556
Total	100.00	672	687
<i>Consumer Price Index Number</i>			

*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*.

To obtain the equivalent old index number on base August 1943=100 the new index number of base 1961=100 should be multiplied by the linking factor or viz 5.29

NANDED CENTRE***A rise of 19 Points**

In August 1986 the Consumer Price Index Number for Industrial Workers (1961=100) for the Nanded Centre with base January to December 1961 equal to 100 was 717 being 19 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at the Nanded Centre.

The index number for the Food group increased by 20 points to 765 due to a rise in the average price of rice, jawar, turdal, groundnut oil, brinjals, garlic, other vegetables and banana.

The index number for the Fuel and Light group remained steady at 927.

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

The index number for the clothing and footwear group increased by 52 points to 641 due to a rise in the average prices of dhoti, saree long cloth and coloured fabrics.

The index number for the miscellaneous group increased by 3 points to 610 due to a rise in the average price of bidi only.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR NANDED CITY

(Average price for the calendar year 1961=100)

Groups	Weight proportional to total expenditure	Group Index Numbers	
		July 1986	August 1986
I. Food	61.46	745	765
II. Fuel and Light	5.88	927	927
III. Housing	4.62	386	386
IV. Clothing, and Footwear	12.22	589	641
V. Miscellaneous	15.82	607	610
Total	100.00	698	717
<i>Consumer Price Index Number</i>			

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

Note.—To obtain the equivalent old index number on base August 1943=100 the new index number of base 1961=100 should be multiplied by the linking factor viz. 2.15. (a.c.p.) Ra 4553-4 (535-1-87)

AURANGABAD CENTRE*

Each point of 1 point.

In August, 1986 the Consumer Price Index Number for Industrial Workers for Aurangabad Centre with base year 1961 equal to 100 was 742 being 1 point 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 4 points to 827 due to rise in the average prices of rice, jowar, turdal, oils and fats, jeera, garlic, vegetables and gur.

The index number for the fuel and light group remained steady at 803

The index number for housing remains steady 330 being a six monthly item.

The index number for clothing and footwear group increased by 1 point to 673 due to a rise in the prices of dhoti and saree.

The index number for the miscellaneous group decreased by 2 points to 640 due to a fall in the average prices of pan leaf and sunlight.

CONSUMER PRICE INDEX NUMBER FOR WORKING CLASS FOR AURANGABAD CENTRE

(Average price for the calendar year 1961=100)

Groups	Weight proportional to total expenditure	Group Index Numbers	
		July 1986	August 1986
I. Food	60.72	823	827
II. Fuel and Light	7.50	803	803
III. Housing	8.87	330	330
IV. Clothing and Footwear ..	9.29	672	673
V. Miscellaneous	13.62	642	640
Total	100.00	739	742
Consumer Price Index Number	.....	.....	.....

*Details regarding scope and method of construction of this index will be found on page 1007 printed at March 1986 issue of Labour Gazette.

Note.—To obtain the percentage and index number for base year 1961 to July 1986=100 the new index numbers have to be multiplied by 100. For the base year 1961=100 the new index numbers have to be multiplied by 100.

ALL INDIA AVERAGE CONSUMER PRICE INDEX NUMBERS FOR INDUSTRIAL WORKERS

The statistics for the last 12 calendar months from Sept. 1985 to Aug. 1986 are given in the following table :—

TABLE

Month	Base 1960=100	*Base 1949=100
	(1)	(2)
September 1985	619	711
October 1985	625	760
*November 1985	630	766
December 1985	630	766
January 1986	629	764
February 1986	633	769
March 1986	638	775
April 1986	643	782
May 1986	651	791
June 1986	658	800
July 1986	668	812
August 1986	672	817

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

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THE STATEMENT SHOWING THE CONSUMER PRICE INDEX NUMBER FOR (INDUSTRIAL WORKERS) GROUPS FOR SEVEN CENTRES OF MAHARASHTRA, STATE FOR THE MONTH OF AUGUST 1986

LABOUR GAZETTE—OCTOBER 1986

Centre	Base	Food	Pan, Supari, and Tobacco etc.	Fuel and light	Housing	Clothing, bedding and Foot-wear	Miscellaneous	Consumer Price Index Number	Equivalent Old Index Number	Consumer Price Index July 1986		Equivalent Old Index Number
										10	11	
Bombay	1960=100	787	800	903	197	651	553	709	3,148	713	3,166	
Solapur	1960=100	765	694	748	292	663	558	702	2,682	685	2,617	
Nagpur	1960=100	723	833	995	355	643	540	681	3,555	676	3,529	
Pune	1961=100	709	..	828	157	621	523	634	..	637	..	
Jalgaon	1961=100	749	..	909	188	658	556	687	3,634	672	3,555	
Nanded	1961=100	765	..	927	386	641	610	717	1,757	698	1,710	
Aurangabad	1961=100	827	..	803	330	673	640	742	1,647	739	1,641	

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

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

Labour Intelligence

INDUSTRIAL RELATIONS IN MAHARASHTRA REVIEW FOR THE MONTH OF JULY 1986

Industrial Courts, Tribunal and Labour Courts
In all 2401 applications were received by the Industrial Courts, Tribunals and Labour Court during the month. Their break-up is as under —

Serial No.	Name of the Industrial Court Tribunal and Labour Court	No. of application etc. received during the month under the—			Total
		B.I.R. Act, 1946 3	I.D. Act, 1947 4	Other Acts 5	
I. Industrial Courts/Tribunals—					
1	Industrial Court, Bombay	14	..	148	162
2	Industrial Tribunal, Bombay	..	47	..	47
3	Industrial Court, Nagpur	4	..	55	59
4	Industrial Tribunal, Nagpur	..	2	..	2
5	Industrial Court, Pune	..	..	37	37
6	Industrial Tribunal, Pune	..	..	..	8
7	Industrial Court, Thane	..	..	34	34
8	Industrial Tribunal, Thane	..	3	..	3
9	Industrial Court, Kolhapur	4	..	42	46
10	Industrial Tribunal, Kolhapur	..	3	..	3
11	Industrial Court, Amravati	1	..	52	53
12	Industrial Tribunal, Amravati	..	..	..	..
13	Industrial Court, Nashik	..	..	75	75
14	Industrial Tribunal, Nashik	..	1	..	1
15	Industrial Court, Aurangabad	3	..	27	30
16	Industrial Tribunal, Ahmadnagar	2	..	10	12
17	Industrial Tribunal, Solapur	1	..	40	41
Total		29	64	520	613
II. Labour Courts—					
1	Labour Court, Bombay	109	243	207	559
2	Labour Court, Pune	3	64	77	144
3	Labour Court, Nagpur	..	57	64	128
4	Labour Court, Thane	3	28	129	160
5	Labour Court, Kolhapur	..	28	26	56
6	Labour Court, Solapur	4	18	105	127
7	Labour Court, Akola	5	15	36	56
8	Labour Court, Nashik	..	11	81	92
9	Labour Court, Aurangabad	..	14	21	35
10	Labour Court, Dhule	..	2	18	20
11	Labour Court, Sangli	1	12	36	49
12	Labour Court, Amravati	..	30	14	44
13	Labour Court, Jalgaon	..	5	15	20
14	Labour Court, Bhandara	1	33	39	73
15	Labour Court, Ahmadnagar	4	125	38	167
16	Labour Court, Latur	..	42	16	58
Total		139	727	922	1,788

Wage Boards—Reference was received by the Wage Board for Cotton Textile Industry under ..
Reference was received from the Wage Board for Cooperative Textile Industry, and all the three other Wage Boards i.e. Cotton Textile Industry, Silk Textile Industry and Sugar Industry have no references at all during the month under review.

(c) Conciliation

An analysis of disputes handled by the Conciliation machinery in the State during July 1966 under various Acts is given below :—

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

Act	Issues relating to pay, allowances and Bonus	Employment leave, hours of work and miscellaneous causes	Total
1	2	3	4
(1) Industrial Disputes Act, 1947 ..	18	56	74
(2) Bombay Industrial Relations Act, 1946	1	31	32
(3) Bombay Industrial Relations (Extensions and Amendment) Act, 1964.	3	..	3
Total ..	22	87	109

LABOUR GAZETTE—OCTOBER 1966

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

Act	Pending at the beginning of the month	No. of cases received during the month	Settled amicably	Ended in failure	Withdrawn or not pursued by parties	Closed	Total (4 to 7)	Pending at the end of the month
1	2	3	4	5	6	7	8	9
I. D. Act, 1947	1114	407	75	226	137	37	475	1046
B. I. R. Act, 1946	154	32	4	4	5	2	15	171
B.I.R. (Ext. and Amdt.) Act, 1964.	44	3	3	1	7	..	11	36
Total	1312	442	82	231	149	39	501	1253

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

Act	Cotton Textile	Silk Textile	Chemical	Textile Processing	Hosiery	Banking	Sugar	Misc.	Transport	Total
1	2	3	4	5	6	7	8	9	10	11
B.I.R. Act, 1946	1	1	..	..	..	..	..	..	..	32

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
B. I. R. (Extension And Amendment) Act, 1964.	3	..	..	..	..	..	..	..	..	3

District-wise analysis is given below—

Act	Bombay	Pune	Thane	Nagpur	Nanded	Auranga-bad	Ahmed-nagar	Total
1	2	3	4	5	6	7	8	9
B. I. R. Act 1946	2	..	..	30	..	..	..	32

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

LABOUR GAZETTE—OCTOBER 1966

LABOUR GAZETTE—OCTOBER 1986

INDUSTRIAL DISPUTES IN MAHARASHTRA STATE DURING JULY 1986

	July 1986	June 1986	July 1985
No. of Disputes	57	49	33
No. of Workers involved ..	14,093	10,937	6,959
No. of Man-days lost	2,59,884	2,07,737	1,60,217

Industry-wise classification is given below :—

Name of the Industry Group	Number of disputes in progress			Number of work people involved in all disputes	Aggregate man-days lost in
	Started before beginning of the month i.e. before	Started during the month	Total		
1	2	3	4	5	6
Textile	2	1	3	1,167	9,815
Engineering	16	4	30	9,428	1,91,065
Chemical	6	1	7	848	21,829
Miscellaneous ..	10	7	17	2,650	37,175
July 1986 Total	44	13	57	14,093	2,59,884
June 1986 Total ..	38	11	49	10,937	2,07,737

31 Out of the 57 disputes arose over question of "pay, allowances and bonus issues" 6 related to "Retrenchment and grievances about personnel", and the Remaining 20 were due to other cause.

Out of the 57 disputes that terminated during the course of the month 4 disputes were settled entirely in favour of the workers and 4 Unsuccessful.

Note—The figures given in the above Table are based on returns received under the provisions of section 12, 1933. In compiling statistics of the industrial disputes, lawyers, agents or other persons are involved, are included.

THE FOLLOWING STATEMENT GIVES THE DETAILS INFORMATION OF IMPORTANT INDUSTRIAL DISPUTES CAUSING MORE THAN 10,000 MAN-DAYS LOST DURING THE MONTH OF JULY, 1986

Serial No.	Name of the concern	Sector	E L	Reason	Date of work							Mandays lost	Remarks		
					Begin	End	Invol	W	T	F	S				
1	1. Textile — M/s. Talam Ltd., Kolhapur Dist., Kand., Talam.	Publ.	S	Reinstatement.	20-4-86							459	11,054	7,30,210	Continued
2	2. Chemical — Bharathi Batteries Ltd., Plus No. 1, Dhara, Matunga, Bombay-400019.	Pvt.	L	Unfair labour practices	3-11-85							1,190	20,916	8,00,434	Do
3	3. Engineering — Bombay Electric Pw. Ltd., Vaidyanagar, Maharashtra, Bombay-400046.	Pvt.	S	Others— Furniture attorneys the withdrawal.	11-7-86							628	16,119	3,96,130	Do.
4	4. Textile — Bhag India Ltd., Sagar, M/s., Parli, Maharashtra, Bombay-400007.	Pvt.	L	Workers' union formed in order to secure wages from 13-8-1984	24-9-85							1,001	27,135	8,79,340	Do.
5	5. General — The Indian Shipping Corp., 100, Colaba, L. B. S. Road, Mumbai, Bombay-400005.	Publ.	S	General— wages etc.	10-12-85							1,287	11,029	3,40,125	Do

THE FOLLOWING STATEMENT GIVES THE DETAILS INFORMATION OF IMPORTANT INDUSTRIAL DISPUTES CAUSING MORE THAN 10,000 MANDAYS LOST DURING THE MONTH OF JULY, 1986.

Serial No.	Name of the concern	Sector	S/L	Reason	Date of work		No. of workers Involved	Mandays			Remarks
					Began	Ended		During month.	Till the close of the month.	10		11
6	<i>Bombay.</i> The Cricket Club of India Ltd., Brabourne Stadium Dinsha Wacha Road, Churchgate, Bombay 400 020.	Pvt.	S	Illigalacts	8-5-86	..	415	10,770	30,275		Do.
7	<i>Pune.</i> Elpro International Ltd., Chinchwadgaon Pune, 411 033.	Pvt.	S	Charter of demands.	10-6-86	25-7-86	702	11,717	22,244		Successful.
8	<i>Bombay.</i> Zenith Tinworks Pvt., Ltd. Keshavrao Khade Marg, Opp. Racecourse, Mahalaxmi, Bombay 400 034.	Pvt.	L	Bonus mand	De-19-4-86	..	917	24,759	85,281		Continued.
9	<i>Bombay.</i> New Standard Eng. Co. NSE Estate, Goregaon (East), Bombay 400 063.	Pvt.	L	Workmen demands bonus 20% + 10% gratia for the year, 1984-85.	15-7-86	..	1,312	19,680	19,680		Do.

PRESS NOTE ON ESIS BENEFIT IN MAHARASHTRA AND GOA

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

In Maharashtra 1,260,277 employees were under the coverage of the Scheme in the month of August, 1986. The high lights of the benefits paid to those employees were as follows :

ESIS has paid Rs. 1.22 Crores as Cash Benefit in August, 1986.

(i) 67,288 workers were paid Rs. 64,72,874.80 on account of Sickness and Rs. 4,76,335.20 were paid for the long term diseases, e.g. T.B., Cancer, Hemiplegia, Paraplegia, Psychosis etc. etc..

(ii) 19,567 workers were paid Rs. 47,20,883.93 on account of accidents as employment injury which included 7,385 cases for the permanent disablement and 2,677 for pension to the dependents/families due to death of the workers in the accidents.

(iii) Rs. 6,18,557.00 were paid to the women workers as Maternity Benefit for the period of confinement. In addition to the above 22 persons were sterilized and they were paid Rs. 5,432.00 as family planning benefit.

(iv) There were 162 cases where legal proceedings were initiated against defaulting employers/Insured Persons for the recovery of arrears of contributions as under.

(1) Under Section	45B	111 Cases
(2) Under Section	75	18 Cases
(3) Under-Section	84	— Cases
(4) Under Section	85	33 Cases

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