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LABOUR GAZETTE

The Labour Gazette, issued monthly, is a journal in 1921. It is devoted to the publication of all information in obtaining prompt and accurate information on all matters affecting and concerning labour in India. It contains articles, reports, and news items on subjects connected with labour, such as industrial relations, labour legislation, etc. Special articles on subjects of special interest are published from time to time.

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LABOUR GAZETTE

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

VOL. LXVI

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The Month in Brief

113

Consumer Price Index Numbers for Working Class

The Bombay, Solapur and Nagpur Consumer Price Index Numbers for working class for the month of September 1986, with average price for the year ended December 1960 equal to 100 were 706, 710 and 676 respectively. The Pune, Jalgaon, Nanded and Aurangabad Consumer Price Index Numbers for working class for the month of September 1986, with the average prices for the year ended December 1961 equal to 100 were 627, 685, 710 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 September 1986 was 676 as compared to 672) in August 1986. On base 1949-100 derived from 1960 based Index worked out to 823 as against 817 for August 1986.

Industrial Disputes in Maharashtra State

During the month of August 1986, there were 51 disputes involving 11,293 workmen and time loss of 2,30,870 mandays as compared to 57 disputes in July 1986 involving 14,093 workmen and time loss of 2,59,884 mandays.

Further particulars of Industrial Disputes are given at pages 183 to 185 of this issue.

Benefits under the Employees State Insurance Scheme

During the month of September 1986, 84,975 workers were paid Rs.84,41,597.05 on account of Sickness and Rs. 5,38,847.15 were paid for the long term diseases, e.g. T.B., Cancer, Hemiplegia, Paraplegia, Psychosis etc., etc. 22,190 workers were paid Rs. 53,88,952.28 on account of accidents as employment injury which included 8215 cases for the permanent disablement and 2883 for pension to the dependents/families due to death of the workers in the accidents.

Current Notes

Factories and PF Acts to be amended this winter

The Union Minister of State for Labour, Shri P. A. Sangma, on September 28 said amendments to various labour laws, including the Provident Fund Act and the Factories Act, 1948, would be introduced on the winter session of Parliament.

Talking to reporters here, the Minister said that at a recent meeting of provident fund trustees it was decided to raise the quantum of provident fund. The present PF cut was 8 per cent (of the salary) and an amendment to the Act would make it 10 per cent, he said.

About the amendment to the Factories Act, he said it would be introduced in the House with a new chapter dealing with safety. Adequate provision would be made in the amendment to ensure that incidents like the Bhopal gas leak did not occur in industrial units.

Shri Sangma ruled out the possibility of fixing uniform national minimum wages in the country. Wages varied from State to State.

The Union Labour Ministry had divided the country into six zones on an experimental basis to ensure that minimum wages were uniform in each zone. Guidelines in this regard were framed and circulated among different States on May 6.

Shri Sangma said that despite the demands of journalists and non-journalists the Union Government would not remove Justice U. N. Bachhawat from the chairmanship of the wage boards for the newspaper industry.

However, to a question as to what would be done if representatives of journalists and non-journalists withdrew from the wage boards, he said such a boycott would not stall the working of the boards. This would be treated as members being absent at the meetings and the board would continue their work as desired by the Chairman.

(Indian Workers dated 6th October 1986)

Child Labour Welfare Plan

Labour Minister P. A. Sangma on September 26 told a group of senior Indian Administration Service officers that the people who wanted total abolition of child labour were raising their voice without realising the realities under which the child workers had to work.

Addressing the officers on the Child Labour Bill at the Indian Institute of Public Administration, he said the Government would present before Parliament a comprehensive child labour welfare scheme while the Bill was under consideration.

The Minister said there were a number of laws which prohibited the employment of children below 14 years and 15 years in certain specified employments. But no law laid down the procedure to decide in which employments, occupations and processes the employment of children should be banned.

He said there was also no law to regulate the working conditions of children in most of the employments where they were not prohibited from working and were working under exploitative conditions. He said the Bill had been drawn up recognising the realities and to protect the children from exploitation.

(Indian Worker dated 6-10-1986)

23 days, pay as bonus for Central Staff

The Union Government on October 6 honoured its commitment to review its earlier decision by announcing that its employees would soon be paid 23 days' pay as bonus for the accounting year 1985-86.

Following the announcement the Central Government employees called off the proposed strike on October 7.

According to the latest decision arrived at a meeting with the Cabinet Secretary, Shri B. G. Deshmukh, the Government agreed to pay bonus in cash to those employees covered by the productivity-linked bonus, as per the formula on which they were paid last year.

In respect of other employees, the Government agreed to pay in cash ad hoc bonus equal to 23 days' emoluments.

Employees drawing total emoluments upto Rs. 2500 per month will be eligible for the bonus.

Telecom and postal employees will be paid a productivity-linked bonus of 27 days and 40 days wages respectively, while the defence workers will get productivity-linked bonus ranging from 26 to 36 days.

While agreeing to pay bonus in cash, the Government had appealed to employees to deposit as much of the bonus payment as possible in the Central Provident Fund. As it is, it is left to the discretion of the employees to either opt for the entire bonus amount in cash or deposit a part of it in the CPF account.

It was also agreed that no action will be taken against the employees who had participated in the one-hour sit-in strike since October 3.

Earlier on October 2, the Government had announced its decision to pay 15 days' emoluments as ad hoc bonus to the employees for 1985-86 and to deposit the entire amount in the Provident Fund. This decision was not acceptable to the government employees and their organisations, who started taking recourse to agitations.

PF Contribution rate to be raised soon

The rate of contribution to the Employees Provident Fund both by the employers and workers of small establishments will soon be raised from the present 6.25 per cent to 8.33 per cent.

The decision to enhance the rate through an early notification was taken on October 14 by the Central Board of Trustees of the fund as a sequel to the consensus reached at the tripartite Indian Labour Conference held in November last year and reiterated by the Standing Labour Committee in September this year.

Over 3.8 million workers employed in the small scale sector will be benefitted as a result of this enhancement.

The 109th meeting of the Board of Trustees was held here under the chairmanship of the Union Labour Minister Shri P. A. Sangma. Shri Lal Bahadur Singh of West Bengal, Shri Balwant Rai Kapoor of Punjab and Shri D. Venkates of Karnataka represented the INTUC on the Board.

Since the enhancement of the rate of contribution applicable to large establishments calls for amendments to the Employees Provident Fund and Miscellaneous Provisions Act, the Labour Minister assured that a bill seeking to increase the rate from the current 8 per cent to 10 per cent would be introduced in the ensuing winter session of the Parliament. Such an amendment when it becomes effective, will benefit over 9.3 million workers who are contributing to this social security scheme.

Revision of pay scales

Another major decision of the board is that the recommendations of the Fourth Pay Commission for revising the pay scales and other benefits as accepted by the Government, should be given effect to in respect of the 'B', 'C' and 'D' categories of employees of the Employees Provident Fund Organisation from January 1, 1986. The applicability of the decision of the Government with regard to the pay scales of 'A' group officers will be considered when announced.

In order to set right the anomalies likely to arise out of the implementation of the pay panels recommendations, a tripartite pay committee of the EPF Organisation was decided to be constituted by the Labour Minister, as the chairman of the organisation, will have one representative each of the Finance Ministry, employers and employees.

P. F. Arrears

In his introductory speech, the Labour Minister held out a warning that the Government would have to initiate stringent action against the jute mills failing to abide by the decision on clearing provident arrears. He said that such penal action could include prosecution of the owners of the defaulting establishments.

The Government has decided to raise the PF contribution rate from 6.25 per cent to 8.33 per cent for small establishments from January 1, 1986. The rate for large establishments will remain at 8 per cent. The Government will also be introducing a Bill in the Parliament to raise the PF contribution rate for all establishments from 6.25 per cent to 8.33 per cent.

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In his speech to the House, the Labour Minister said that the much higher rate will draw attention to the fact that the bonus amount which is paid to the workers would not be of much use to the workers concerned. If the workers' bonus is not paid, the productivity of all the employees other than the rail-employees will be affected to the same amount.

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Shri P. A. Sangma, Union Labour Minister, INTUC and General Secretary of the All India Jute Workers Federation, voiced concerns over the Government's decision to raise the PF contribution rate from 6.25 per cent to 8.33 per cent for small establishments from January 1, 1986. He also wanted the payment to be made in cash to all employees not covered under the productivity-linked bonus scheme.

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(Indian Worker dated 11-28-1986)

The Minister stated that arrears of provident fund contributions from exempted and unexempted sectors had been causing serious concern to the EPF organisation. Despite efforts, the total amount of arrears had risen from Rs. 116.22 crore to Rs. 142.54 crore at the end of 1985-86.

Jute mills are in arrears of their PF deposits to the tune of Rs. 61 crore. Referring to the decision taken at the meeting he had convened with jute mill owners to deduct eight per cent of the net sum payable to them on account of purchases made by the Government and transfer the sum to the EPF organisation, Shri Sangma informed the trustees that so far, 14 mills, with a total amount of Rs. 38 crores in arrears, had already furnished their undertaking, in writing, for enforcing such deductions, were yet to give the undertaking in writing.

The Textile Ministry is being urged to ensure that orders on behalf of public sector organisations are not placed with the jute mills with accumulated provident fund arrears, but have not given the undertaking for recovery through the Directorate General of Supplies and Disposals. With regard to the dues from a large number of textile mills before their nationalisation, which run into crores of rupees, the Labour Minister disclosed that he had already initiated a dialogue with the Union Finance Minister to find ways and means for recovering the dues.

About Rs. 14.50 crore were lying with the EPF organisation as 'unclaimed' amount. According to Shri Sangma, the PF organisation had identified the claimants for a total sum of Rs. 10.59 crore. The organisation had issued detailed instructions to regional commissioners to seek the help of employers, trade unions and the field officers of the organisation to persuade the claimants to refer their applications for refund of the amount due to them. Likewise about Rs. 17 crore were lying under the Family Pension Schemes, E. D. and insurance scheme. Steps were being taken to identify the subscribers, he said.

The Minister said to ensure liquidation of issue of the annual account slips, settlement of claims under the EPF, family pension and EDLI schemes, sanction of the various non-refundable advances and transfer of all the provident fund accounts pending till March 1986 within a time frame of maximum one year, a special incentive scheme had been drawn up.

(*Indian Worker*, dated 20-10-86).

Panel for indirect disincentive to employment of child labour

Even as the spectre of children working for a living in far from acceptable conditions often inhuman, haunts the nation the report of a Committee of State Labour Ministers which is yet to be published has called for "securing indirectly a disincentive to the employers engaging child labour" and making it less profitable for them to employ children.

The Committee set up in September 1983 after the 34th meeting of the Labour Ministers Conference says that "it is not possible to make any drastic changes in the existing legislation in the present socio-economic conditions of the country" and only small, but "more positive steps providing for the welfare of the working children, upgrading their skills", will help.

Headed by the then Gujarat Labour Minister, Mr. Sanat Mehta, with the U. P., Tamil Nadu and West Bengal Labour Ministers as members, the Committee has said that by making it less profitable for anyone to employ child labour it will become possible to do away with child labour altogether in the future. Wages for children on time-rate should be on a par with wages for adults, but not less than 75 per cent of the wages for the latter in any case.

Erosion of earnings.—It noted that child workers were even now required to contribute towards the Employees Provident Fund and the ESI schemes, thereby eroding the "meagre earnings got after a hard day's work". Contributions to these statutory funds should be made by the employers and credited to the children's accounts, it suggested.

The Committee felt that to achieve the goal of child labour abolition, "it would be necessary to have an overall improvement in the economic conditions of the families whose children are compelled to work". In the areas where there is a concentration of child workforce, "it should be the Government's endeavour to mobilise resources for undertaking development activities on a suitable scale."

Utilising existing schemes.—"Even the existing Government schemes could be utilised fruitfully in this regard", the Committee says. Priorities of tribal plans, IRDP and DPAP could be "profitably linked with the question of child labour abolition and providing welfare services where the children must continue to work". Such a linkage will become more fruitful in the Seventh Plan where outlays are higher.

The Committee has called for a programme in an acceptable time-frame for the "gradual elimination" of child labour, covering legislation and welfare arrangements including education and economic development. "Mere attempts at enforcement of the existing laws will not yield the desired results and might only result in loss of employment to these young persons without a corresponding increase in the level of adult employment" and it noted the economic hardships that will emerge as a result.

Single legislation not practical.—Since children work in diverse places, industries and environments, it was not practical to have a comprehensive legislation covering all aspects of child labour. Implementation of such a single law would present "formidable difficulties, resulting perhaps in a greater outcry against the harshness to child workers and, more so, to their parents."

The factor did not deter the Committee, however, to suggest that "it is possible and necessary to enact legislation", covering areas of non-formal education of working children, because it is not possible to induce the children to go to school giving up employment. The child workers who do not remain in the trade, are stranded because of their not being absorbed in the trade as they grow into adulthood and cannot find placement later in the absence of basic skills or education.

Legislation on child labour and minimum wages scheme for adults are urgently required to end the exploitation of children & women.

Also important is the expansion of primary education, which helps in keeping the youngest and most favourable labour force from the street market.

School enrolment rates between 1960-1975 for children between six and 11 had increased all over the Third World from 32.7 to 65.9 per cent of Africa, 54.4 per cent to 73.6 per cent in Asia and 57.7 per cent to 83.5 per cent in Latin America and the Caribbean.

But this progress is neither even nor universal and in some cases the families are too poor to bear the high cost of education for long, the study notes.

(Indian Worker, dated 27-10-1986).

PF insurance scheme liberalised

The Central Board of Trustees of Employees' Provident Fund has suggested liberalisation of Employees Deposit Linked Insurance Scheme. The suggestion cover dispensing with the minimum average balance of Rs. 1,000 for entitlement of assurance benefit. It has been suggested that the maximum limit be enhanced from Rs. 10,000 to Rs. 15,000 and linking of the benefit to the last 10 months average balance in the provident fund of the deceased member instead of 36-month's average balance.

The scheme was introduced that on the death of an employee an additional amount equal to the average balance in the provident fund account of the deceased during the preceding three years will be paid. The maximum amount payable under the scheme is Rs. 10,000.

The Provident Fund Organisation still have Rs. 21,19 crores to be refunded under the Additional Emoluments (Compulsory Deposit) Scheme, though the last instalment was due for repayment in July, 1983. Despite strenuous efforts made by the organisation even though personal contacts some of the establishments generally smaller ones have not submitted claims for the overdue repayments, according to the annual report of the organisation, 1984-85.

(Indian Worker, dated 27-10-1986).

Coal mines nationalisation acts amended

The President has promulgated an ordinance "The Coal Mines Nationalisation Laws (Amendment) Ordinance, 1986," to further amend the Coal Mines (Nationalisation) Act, 1972, and the Coal Mines (Nationalisation) Act, 1973.

Through the ordinance, issued here on October 8, while certain amendments in the two acts have been given retrospective effect, the remaining provisions of the ordinance have come into force from the date of its promulgation.

Child labour from 14 to 20 yr of age in Third World nations

The number of children aged 14 to 20 years of age working in the Third World nations according to a recent International Labour Organisation (ILO) study.

Child labour is being pushed by the labour market despite international prohibitions in the past few decades, the study notes.

A large number of these children are still working in dangerous occupations such as mining and textiles manufacturing.

Although child labour is compulsory for a majority of the developing world, the children denied his life away from hazardous occupations, the study observes.

The study notes poverty and unemployment as the twin ills that spawn child labour. In certain cases children's earnings constitute 30 per cent or more of the family's earnings.

Some of the amendments to these acts seek to clarify the intention of Parliament, keeping in view the judgment of different courts, for instance, the judgment of the Supreme Court in Bhubaneshwar Singh's case on payment of value of coal stocks lying in the mines at the time of nationalisation.

As other amendments have been made for enabling the coal companies to overcome difficulties being faced by them in managing their affairs. Also, through the ordinance, certain provisions of the two nationalisation acts, which have outlined their utility and are no longer required to be continued on the statute, have been repealed.

(*Indian Worker*, dated 27-10-1986).

ILO Convention on asbestos a Compromise

The debate concerning asbestos has taken a new turn in the United States. The US Occupational Health and Safety Authority (OSHA) has decided to lower the threshold limit value to a fourth of the present limit. The new threshold limit value is consequently 0.2 fibre/CM³ (200,000 fibres/m³ of air).

OSHA made this decision at last, after nearly ten years of deliberations. Even though the new value is considerably better than the old one, it does not satisfy the demand of the US confederation of trade union, AFL CIO, which is for 0.1 fibre cm³, that is half the value that has been presently set.

The general complaint is that the new instruction has failed to take into account those being exposed during a short period of time, thus extending no coverage of the latest regulation to those working for a short time with asbestos. The US trade unions are critical that the new instruction is a move in a political play where the workers' health is of secondary consideration.

It is also alleged that OSHA was in a hurry at the final stages, just before the threshold limit was fixed. It is felt that the hurry was, perhaps, due to the fact that another US authority, the Environmental Protection Agency (EPA), was all set to ban asbestos entirely.

Compromise, the only possibility

Many years of intensive efforts finally resulted in a Convention on asbestos after considerable discussions at the last International Labour Conference at Geneva in June this year. The International Labour Organisation has thus settled one of the most controversial issues it has had to consider.

The convention is a compromise as a result of tough negotiations and the workers' representatives accepted the compromise as the only possibility in the given situation. The international trade union organisations, being one of the parties behind the compromise, accepted the convention in its final form.

Nevertheless, the international trade secretariats, particularly the International Metalworkers, Federation (IMF), are maintaining their opposition to asbestos and are determined to continue to fight all forms of use of asbestos which represent hazards for their members and their consumers.

The IMF has declared that it is not going to let the issue drop after the ILO Conference. Instead, through information and training, it will try to convince its membership in all countries to exert pressure on their respective governments and parliaments so that necessary legislation on combating asbestos be introduced which goes further than the latest ILO Convention. The convention as well as the ILO code of practice on asbestos is only a minimum.

The trade unions are committed to the protection of workers' health by eliminating hazards to which employees are exposed by asbestos and eliminating them at the very source.

Irrespective of whether the ILO convention on asbestos is good or bad, it represents one of many instruments for use. For numerous countries, e.g. in Europe and the developing world, this document is the only one available for the prevention of hazards caused by asbestos. Unions should now analyze and learn from the work which resulted in the present text.

Firstly, all unions grouped in the ICFTU are not always of the same opinion. A more far-reaching and improved coordination would be desirable. As regards the asbestos convention, ICFTU had done a good job, e.g. in preparatory meeting and in obtaining background material which assisted the delegates in their work. There are many unions in ICFTU and it will not always be so easy to agree in all details. Various national interests emerge and it goes without saying that they must be respected. With a better coordination some misunderstandings could be cleared, and also give one another a chance to build up a common strategy on a factual basis.

This is of particular importance to fight strong financial interests which oppose the trade unions using every means at hand.

The ILO work in preparing the asbestos convention not infrequently consisted of watering down the hard work carried out during the preceding conference. If the convention has in fact become a little better than expected, it is more due to the excellent contribution made by the working group led by Peter Westerholm, of the Swedish LO, and, it should be added, to the upright behaviour of some employers and certain governments.

ILO is, a tripartite body, but it has to be taken into consideration that the weakest part should get the greatest help. As regards work on environment and safety issues, the employees are the ones to defend and not the financial interests of some employers.

Recognition of the hazards

A study of the convention as a whole shows that it does represent a step in the right direction towards improved working conditions. The essential thing is the recognition that asbestos is dangerous and must be replaced as quickly as possible by inoffensive or less hazardous substances and or products. This is an important decision which wins everyone's approval nowadays.

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LABOUR GAZETTE—NOVEMBER 1986

Three years ago during the initial discussions, it was not quite clear whether employers would accept this important principle. The employers fought against even this first principle. Nowadays there is a fight only about the necessary acceptance of the so-called 'white asbestos', chrysotile, as being less hazardous. And this despite the fact that scientific research has shown clearly that white asbestos is also hazardous and causes the same illness as crocidolite, the so-called blue asbestos.

Article 10 of the ILO convention suggests that, "when it is necessary, asbestos should be replaced by other materials." The IMF interprets this paragraph as meaning that it is always necessary to replace the hazardous substance, as we do not know of any 100 per cent safe method to avoid asbestos dust in industrial processes. This Article must consequently be interpreted as restricting asbestos use as possible.

Articles 11 and 12 ban all use of blue asbestos (crocidolite) as well as spraying of all kinds of asbestos. Employers and producers of asbestos and asbestos-containing products are obliged always to label their products as asbestos, clearly and distinctly, in a way and in a language which employees and users easily can understand.

The occupational safety and health authorities have to establish threshold limit values. These values are to be checked regularly and adjusted in pace with the development and with scientific findings.

Measures for strict implementation

In accordance with Article 15 of the convention the employers should further supply suitable protective clothing and protective equipment. Special rules for demolition work involving asbestos can be found in Articles 17 and 18. The demolition work should only be carried out by persons and companies approved by the occupational safety and health authorities of the country concerned.

Another central passage is the one concerning asbestos control directly at the workplace. Measurements of dust concentrations must be carried out regularly and the measurement records be kept and made available to the trade unions. Workers exposed to asbestos dust must have through and specialised medical examinations which should not imply any costs or any loss of income for them. The local occupational safety and health authorities must register all asbestos injuries in a suitable way.

In order to implement this correctly, it is necessary that ILO and the World Health Organisation (WHO) allocate large resources for the education of doctors who can diagnose asbestos diseases and interpret X-ray pictures. The lack of competent doctors does not only concern the developing countries but most industrialized countries as well. Quick and coordinated contributions are required to turn the objective into practical results.

The first time an ILO convention raises the issue of training and information regarding the contents of the convention itself. It is stated, for example,

that the employer should make sure that all workers exposed to asbestos be informed of the hazards, be given instructions on how to prevent such hazards and receive continuous training. It is now up to the trade unions to make sure that this is actually taking place.

The International trade secretariats should inform their affiliates and others of the rights and opportunities in order to find a solution to a great problem

Unions should safeguard the interests of their members by—

forcing governments and parliaments to ratify the convention and introduce legislation against the use of all kinds of asbestos ;

informing and training union members in a suitable way ;

carrying out direct supervision at the workplace to make sure that the regulations are respected and report those employers who do not implement them.

(*Indian Worker*, dated 27-10-1986).

Guidelines for Millworkers' relief : Textiles

The Government announced on September 6, 1986, the guidelines for operation of the Textile Workers Rehabilitation Fund Scheme which will come into force from September 15.

The Primary purpose of the Rehabilitation Fund is to provide interim relief to workers rendered unemployed as a consequence of permanent closure of textile units, an official release said. While alternative employment in the textile sector and concessional finance for self employment or employment may provide relief to some of them, there would still be a large number of workers who may not be able to get relief through these measures. Such people would need a period of transitional adjustment to enable them to settle in another job.

Under the scheme, workers who have been working for five years or more in a textile unit till the date of its closure and earning a wage equivalent of upto Rs. 1,600 per month and who were on the records of the provident fund commissioner of the State concerned is entitled to the relief, the release said.

The release said relief under the scheme was available for three years on a tapering basis but will not extend beyond the superannuation of any worker. The fund will be administered by the Textile Commissioner through him.

(*EFI Bulletin*, dated 1-10-1986).

Articles, Reports, Enquires, etc.

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PRODUCTIVITY—A GREAT CHALLENGE WHERE RESOURCES ARE SCARCE

BY

R. VENKATARAMAN
Vice-President of India.

Eradication of poverty in the country as early and as quickly as possible has been the goal of all our development activities. The route of the goal lies in increased availability of goods and services to the people. But mere increase in production, where the input and the output are equal, will not lead to any improvement in the standard of life of the people. If the cost of materials, labour and capital are equal to the value of the product, there will be no increase in wages and therefore no improvement in the standard of living of labour employed. It is therefore necessary to understand the difference between production and productivity before addressing ourselves to the issue of increased productivity. By increasing the inputs, larger production can be achieved while productivity is achieved, when without increasing the input the output is increased. Thus productivity is a measure of the more efficient use of the inputs like raw materials, labour, capital, etc.

Apprehensions dispelled

When the concept of productivity was first introduced in India, there was resistance from labour under the mistaken impression that it meant exploitation of the service for augmentation of profits of the then large private owners. This misconception has been gradually disappearing.

Land in our country, as we all know is limited, while the population is growing. Unless the same amount of land gives more production our people will have to starve. Hence a more efficient use of land, water, fertilisers, pesticides and a host of other inputs agriculture should be made to increase the output of food, if we are to survive. It is estimated that while the index of cultivated land rose 100 in 1950-51 to 143 in 1980-81, the index of Gross output of crops has increased from 100 to 193 during the same period. It is this increased productivity that represents the Green Revolution. During

Based on the inaugural address to the National Convention on Challenges of Development and Dynamics of Productivity jointly organised by the Delhi Productivity Council and the Centre for Labour Education and Economic Research at New Delhi on September 17 & 18, 1986.

the period 1950-51 to 1970-71 the index of wages increased from 100 to 131 dispelling the apprehensions that productivity is detrimental to labour interest. Similarly in the manufacturing sector the index of wage rates have increased from 100 to 213 between 1950-51 and 1970-71.

Growth—not impressive

Utmost economy in the use of the factors of production, fuller utilisation of capacity, elimination of waste and utilisation of waste as by-products are some of the well known instruments for increasing productivity. A disorderly factory set up will produce less than an assembly line system. Prudent deployment of capital so as to increase the capital-output ratio is another tool of productivity. Likewise choice of techniques have in recent years helped maximisation of output and enhance the quality of the product. One of the areas where economy is imperative, is power. Utilisation of energy so as to yield best results is now a subject of worldwide study. With the acute shortage of power in our country any prodigal use of energy will cause the greatest harm to the nation. In this connection one has to admit the poor performance of our thermal power plants which average at 52 per cent of rated capacity; a confession that we derive only half of the product of produce at double the cost.

It has to be admitted that the growth of productivity in different sectors has not been very impressive. While over the years, there has been a substantial rise in the rate of gross investment and while we have attained a very high rate of capital formation, largely financed by our domestic savings, the realized growth rate of national income and the observed values of the aggregate capital output ratio do not indicate a trend in favour of increased productivity. Agricultural productivity, made possible by the spread of the Green Revolution, has yet to travel to the vast tracks of land in our country. The trend of productivity in the industrial sector too has not been very encouraging. While industries, the world over, are experiencing a technological revolution, the developing economies have not been able to take full advantage of the spurt in technology. That productivity in some of the sub-sectors of our industry should have remained static, despite a significant rise in the rate of investment and capital accumulation, is indeed very disturbing and needs a thorough probe.

A great challenge

Productivity is a great challenge in a nation where resources are scarce. It determines the standard of living of the people and is a measure of material and social progress. Productivity is instrumental in promoting development as it aims at achieving optimal use of existing resources whether they be man, money, material, machinery, energy etc. Thus, even the survival of a nation depends on it.

1982 was designated as the YEAR OF PRODUCTIVITY. During this year, concerted efforts were made to maximise capacity utilisation in all sectors of the economy with emphasis on rapid development, modernisation, and industrialisation.

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As a means to promoting greater productivity consciousness the National Council has instituted Productivity Awards for core sector, industries viz. fertilizers cement, thermal power generation, road transport, paper, coal, sugar and heavy engineering. Special efforts need to be made towards extensive training of representative of management and workers in productivity techniques, special programmes should be organised for senior administrative personnel and executives of State Government and State Enterprises in Productivity related subjects and productivity consciousness should be inculcated through mass media. These efforts should be reinforced by special assistance both technical and financial from the Local Productivity Councils which provide grassroot support to the productivity movement.

Future progress

I conclude, I would like to emphasise that the impact of technological change has been rather dramatic in recent years and it is difficult to realise the full impact of this change. It has also brought about changes in societal dimensions. It has been responsible for rapid change in technology itself. This is most evident the computer field where computers are being used to evolve better designs for computers. Despite these developments, the progress achieved the world over has been rather uneven. The North continues to command most of the world's resources, be they financial or technical, and the South continues to be dependent on the North. This accounts for these economies not being able to compete in the international market. And yet in the field of technology, while we may not be the best, we certainly not far behind. We have manufacturers and suppliers of sophisticated equipment in the country who need to be given support and encouragement for producing the best and the latest in technology.

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REFLECTIONS ON GANDHIAN ECONOMICS

BY

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Till recently the economic policy planners in the developing nations have given high priority to technological modernisation and rapid economic growth for solving the problem of poverty and unemployment. But today accumulating evidence shows, that such an enthusiasm has been toning down to a considerable extent. It has become clear that poverty of the mass in underdeveloped countries is not necessarily reduced by modernization alone.

Poverty alleviation programmes and rural transformation become more difficult in many developing economies due to indiscriminate technological modernization. Rapid rise of per worker capital requirements in relation to the limited investable resources of poor nations is the result of modernization. Speedy industrialization poses problems of urbanisation burdening the infrastructural build-up in industrially advanced nations of the world today. Environmental pollution and ecological imbalances are the direct result of modern technological civilization.

This realisation has stimulated a search for a viable alternative to modern economic growth. Such inquiry may enable policy planners of poor nations to solve the problems of poverty and unemployment and help them to avoid the burden of modern technological advancement.

Gandhi, who grasped the economic realities, anticipated the contemporary case against modern economic growth. As a result he evolved a novel blueprint for India's economic progress and rural upliftment, which may easily be followed by the contemporary developing world. He rightly pointed out: "According to me the economic constitution of India, and for that matter of the world, should be such that no one, under it should suffer from want of food and clothing. In other words, everybody should be able to get sufficient work to enable him to make two ends meet. And this ideal can be universally realised only if means of production of the elementary necessities of life remain in the control of the masses. They should be freely available to all as God's air and water are or ought to be... Their monopolisation by any country, nation or group of persons would be unjust... The neglect of this simple principle is the cause of the destitution that we witness today not only in this unhappy land but in other parts of the world too!"¹

It is only natural, then, that the search for a development alternative has generated a renewed interest in Gandhian economic thinking. An in-depth study of Gandhian economics may yield interesting and illuminating insights into the development policy matters of underdeveloped countries. It will also be seen that these insights can very well be integrated into a general approach to development planning.

1. M. K. Gandhi, Collected Works of Mahatma Gandhi (Publications Division), Ministry of information and Broad-casting. Government of India, New Delhi.

Ours is an underdeveloped economy. 'Underdevelopment' implies availability of unexploited natural resources along with unutilised manpower resources and the nation's inability to launch a desirable economic framework to equate progress with social justice. An economy's national and natural wealth is to benefit the common masses, not to enrich the few. Since modern society is a welfare society, the major goal of such a society is to provide happiness for all. All are happy if everyman is provided with enough goods to satisfy his needs and desire. Earth provides sufficient resources to meet everybody's requirements. Therefore, the primary objective of every economy is to ensure equal chance to everybody to enjoy worldly resources. The natural wealth is to be distributed equally and equitably among all. Gandhi remarks, "Earth provides enough to satisfy every man's needs but not for everyman's greed."

The development of science and technology enables man to produce more and more things on a large scale. Large scale production necessitates industrialization. Industrialization supports consumerism and promotes mass production. An underdeveloped economy like India, where a large number of people are kept unemployed and half of the total population lives below poverty line, requires "production by masses" rather than "mass production". Production by masses is a desirable mode of production of a just society. India is a country where the teeming millions are unemployed and are living in abject poverty. Poverty must go to ensure happiness for all. Since India is a "big country, with a very high population, with an ancient rural tradition which has hitherto answered its purpose need not, must not, copy the Western model. What is good for one nation situated in one condition is not necessarily good for another differently situated."¹

Gandhi evolved a novel strategy for the development of the Indian economy. This plan envisaged a self-sufficient village economy which "will contain intelligent human beings. They will not live in dirt and darkness as animals. Men and women will be free and able to hold their own against anyone in the world. There will be neither plague, nor cholera, nor small-pox, no one will be idle, no one will wallow in luxury"² Gandhi's idea of self-sufficiency implies that such village must be self-sufficient in regard to food, clothing and other basic necessities. "To be self-sufficient is not to be altogether, self-contained. In no circumstances would we be able to produce all things we need. So though our aim is complete self-sufficiency we shall have to get from outside the village what we cannot produce in the village.

India has a variety of problems. In order to solve the problem of unemployment, we must develop village-based industries by tapping rural resources. Gandhi opposes heavy industrialization because it stimulates multiplication of wants and satisfies the wants of a few. This will create a new civilization which may dehumanize manly society. Ramashray Roy in a study on Gandhian thought says: "Such a culture treats human beings as objects to be mani-

2. Collected Works of Mahatma Gandhi, Vol. 41, p. 220.

3. Pyarelal, Mahatma Gandhi: The Last Phase, Vol. II (Navajivan Publishing House Ahmedabad), p. 545.

4. The Selected Works of Mahatma Gandhi, ed. Shriman Narayan (Navajivan Publishing House, Ahmedabad, Vol. VI, pp. 349-50.

5. Ramashray Roy, Self and Society (U. N. University, Tokyo), p. 123.

pulated for maximum profit and turns them, through a minute division of labour, into the cogs of the industrial wheel. Worse still it makes greed the engine of human development." Gandhi advocates a non-violent economy since moral values are more important than material means of development. Since poverty leads to moral degradation the poor people are to be provided with employment and basic necessities. He rejects industrialisation, because it will lead to inequality, and the consequent exploitation will force the majority of people to live a life of subsistence.

In a development strategy formulated for the future of India, Gandhi envisages a new mode of production, i.e. production by masses. It implies, according to him, the location of the production should solve the problem of unemployment. It also saves the worker from the deariness that springs from or division of labour, which is inherent mass production.

An economy, where productive activities are largely undertaken by the masses, has to be based on decentralisation. Centralisation is inconsistent with non-violence. A non-violent structure of society is based on the pursuit of moral values. Decentralization necessitates localisation of production which, in turn leads to equitable distribution. This leads to economic equality.

In Gandhi's new economic order, both small-scale and large-scale industries have a place. Gandhi was not entirely (totally) against large-scale production. What he opposed was the indiscriminate use of modern machinery. He was against the craze for modern large-scale machinery, not machinery as such. The craze is for what they call labour saving machinery. Men go on saving labour till thousands are without work, and are thrown on the open streets to die of starvation. As he put it, "I want to save time and labour, not for a fraction of mankind, but for all. I want the concentration of wealth, not in the hands of a few, but in the hands of all. Today, machinery helps a few to ride on the backs of millions. The impetus behind it all is not the philanthropy to save labour, but greed. It is against this constitution of things that I am fighting with all my might."³ He aimed not at the eradication of all kinds of machinery, but at its limitations. Minimization of wants, self-sufficiency, decentralization and economic equality form the base of the economic system upon which Gandhi built the edifice of the revolutionary thesis of Trusteeship.

Courtesy : Gandhi Marg

(Indian Worker, date 6th October 1986).

6. Collected Works of Mahatma Gandhi, Vol. 25, p. 251.

TOWARDS EQUALITY, FREEDOM AND PEACE ” THE GANDHIAN ALTERNATIVE

BY

N. KRISHNASWAMY

The prophet and the revolutionary, the statesman and the reformer set their sights high and strive for a society based on moral values. They risk their all in the pursuit of great goals. They are even willing to gamble with their lives for the sake of high principles.

Power politics, however, is a field where the mediocres score the maximum points. The politician believes that “ Sufficient for the day is the evil thereof ”. He is applauded if he succeeds in the murky game and derided if he fails. He is set on securing his plaudits by pondering to popular taste “ Each one for himself and the devil take the hindmost ” may well be his motto. In their relentless race for ephemeral power and pelf, they are unconcerned about the dangers to the future of mankind and humanity that are lurking round the corner. They are blind to the fact that populist policies which win them laurels will ultimately destroy them and their fickle-minded followers as well.

Simplistic as it may seem, the only guide to straight thinking are first principles and clear logic. Take for instance the use of force to settle disputes. The logic of violence is that you should command a quantum superior to that of your opponent. The inexorable logic of this proposition is that if you begin with a gun you have to end up with nuclear weapons. And the super powers are stuck with them.

Wars and weapons, killings and destruction are inevitable in a system based on competition and increased wants. The craze for goods leads to consumerism; large-scale production and the need for rapid supply of articles leads to mechanization and centralization. These make for concentration of political and economic power in the hands of a clique or coterie, a junta or a party. To retain it, the State apparatus is constantly strengthened and made more powerful. To that extent the people become weaker and get reduced to being cogs in a machine. A totalitarian state is thus an inescapable concomitant of a society based on centralised, mechanised industry, whether of the Capitalist or of the Communist variety. In a dictatorship the men at the top have to rely increasingly on the armed forces as the ultimate sanction to cling to power and rule over their people. Naturally, the army will call the shots. In such a situation, all talk of equality, peace and freedom becomes meaningless.

Is there any way out?

There is, provided we are willing to go back to first principles, and have the courage to strike out in an entirely different direction.

We should be willing to build a new society of maximum freedom and minimum wants. The basic necessities for human existence—food, clothing, housing, education, health-care—can easily be met through animal-drawn ploughs, cottage and small-scale industries. These can be organised through

small communities in a decentralised manner. These will by and large be self-sufficient and self-reliant. In such small communities, where everyone knows about everybody else, the law and order machinery need neither be costly nor elaborate. A small group of civilian volunteers can well do the police work. An army can be abjured.

Such communities or groups will be autonomous and semi-independent. Democracy can work best in such a society. The larger the society, the greater is the distance between the people, and community life gets broken.

In a society wherein the individuals voluntarily limit their physical wants and secure them through bread-labour, they will also be able to turn their minds to cultural and creative activities and spiritual pursuits. A tension-free society of free and equal human beings will inevitably lead to world peace.

It is of such a society that Thoreau and Jefferson dreamed. Ruskin and Tolstoy wrote about. Danilo Dolci and Lanza Del Vestra laboured for it.

Sounds like a Utopia : yes. But, it is attainable if men and women of wisdom and intelligence can muster enough strength and courage to work determinedly for its establishment.

Several groups are already astir in this direction. The ‘ Greens ’ of Germany lay emphasis on ecology and survival when they oppose the armaments race and call for the preservation of the Fatherland. For a healthy environment, the young Canadians are against the Alaskan pipeline. The faddists (i) for organic food, solar energy and wind power in the U.S.A. are anxious to free themselves from the new kind of slavery to the machine.

In their call to discard artificiality and complexity, there is an echo of the stirring sentiments expressed by Martin Luther King at Alabama.

Lech Walesa’s “ Solidarity ” in Poland, Ariyaratne’s Peace March ’ in Sri Lanka, Sakharov’s involuntary exile in Leningrad are all part of the same agonising search for a civilised alternative to violence and untruth.

As the spectre of a nuclear holocaust comes closer, and more and more people get a clear picture of its horrors and shrink from it, they will begin to think of the possible alternative—A society based on Truth and non-violence. The scattered groups that are ploughing their lonely furrows in different parts of the world now will have to come together and merge in a mighty movement for a social order based on Love and Service.

India—not of New Delhi but of Sevagram—can make a vital contribution to the growth and development of a new society, may, a new civilization itself. The overwhelming success of Sir Attenborough’s film is a significant pointer in this direction.

Marx and Keynes belong to the 19th and 20th centuries. The 21st century will be Mahatma Gandhi’s.

(*Indian Worker, Dated 6-10-1986*)

INDIA OF THE 21st CENTURY AND GANDHIJI

By

V. P. GUPTA, M.A., U.B.

Now when we are at the threshold of the 21st century and are gearing our selves for the big leap forward, our minds do go back to our past and we look to our forefathers of the old for guidance in future. Undeniably one such light, rather the last post, is Gandhiji. Once Louis Fischer said: "If man is to survive, if civilisation is to survive and flower in freedom, truth and decency, the remaining of the twentieth century and what lies beyond must belong not to Lenin or Trotsky, not to Marx or Mao or Che, but to Mahatma Gandhi."

Essentially Gandhiji was an ordinary person or at least considered himself to be so. He had no pretensions to high scholarship, erudition or inspiration. He himself admitted that during the days of his education, he had read practically nothing outside text-books, and after he launched into active life, he had very little time left for reading. Scholars are agreed that till his thirties he was grouping for formulation of his ideas and it was only in 1908 that Gandhiji's ideas were set out in the shape of Hind Swaraj or the Indian Home Rule. It can be safely said that he was not born great but greatness was born in him.

Gandhiji was a man of peace who believed in simple living for whom morality was the highest trait of man and who looked to our sages, seers and scriptures as to how to order his life. For him increase in material comforts did not in any way conduce to moral growth which to him was the goal. It was this concept of personal and individual simplicity which he raised to national plane. He saw India as a country of villages self-sufficient and morally vibrant. He subscribed to the idea of 'standard of life' as opposed to the idea of 'standard of living'. He believed that the recovery of the country-side is not to come by extension of urban amenities to the villages, but by a renunciation of the material values that the city stands for, or, as Gandhiji used to say, by the intelligentsia dying to the town to be reborn to the village.

In raising this 'simple living and high thinking' to the national plane, Gandhiji had to contend with a number of factors especially machinery, industrialisation, role of the state and unemployment. Since Gandhiji believed that man is born not only with a mouth to be fed but with two hands, he could not think of unemployment in any event and anything which militated against this position was a curse, if not a sin. He said "India's salvation consists in unlearning what she has learnt during the past fifty years or so. The railways, telegraphs, hospitals, lawyers, doctors and such like have all to go and the so-called upper classes have to learn to live consciously and religiously and deliberately by the simple life of a peasant knowing it to be a life giving true happiness." He goes on to add "There was true wisdom in the sages of the old having so regulated society as to limit the material condition of the people: the rude plough of perhaps five thousand years ago is the plough of the husbandman today. Therein lies salvation... if they (Indians) have sufficient

self-abnegation and abstemiousness, they can make themselves free this very moment, and (then we shall) have arrived in India at the simplicity which is still ours largely and which was ours entirely until a few years ago."

Gandhiji was not against all type of mechanisation. Anything which tended to make life easier and less arduous was acceptable to him. To him machine was to be the slave of man and not his master. It did not have to militate his individuality. He was against machinery because he was convinced that it led to unemployment in countries having surplus labour, cramped human personality, led to concentration of power in a few hands and resulted in denial of social justice. Even now few would join issues with Gandhiji on that score. It is, of course, a separate matter whether we can wish away mechanisation despite all its faults. Having taken the far-road to industrialisation and having moved into the post-industrial society or at least finding it to be unavoidable for long, we are prone to proceed in that direction. But how dangerous it could be, unless we tackled our unemployment problem, future alone will tell.

Gandhiji would have none of the theories of 'population explosion' and the so called 'family welfare'. For man of Gandhiji's moral and spiritual height such things were unthinkable. He believed in moral and spiritual limits but in no artificial limitations.

Perhaps the greatest contribution that Gandhiji made consciously or unconsciously to political thinking and the role of the state lay in his theory of 'trusteeship'. Experience has shown: Make men free and they become unequal and make them equal and they cease to be free. Equality and freedom do not go together. This is the dilemma of the world. State regulation and nationalisation is not the answer. On the one hand, you have the so-called free world wherein one is free to follow the trade he likes, to marshal the resources to that end, engage or coopt others to further his purpose and to garner the gains. The life on this side of the iron curtain is regulated by self-interest and free competition. Since by birth all men are not equal, physically, mentally and intellectually, this sort of system results in ever-growing inequality leading to the quagmire of prosperity and adversity, rich and poor, north and south, white and black, exploiter and the exploited and all the rest. Experience has also shown that adversity anywhere is a threat to prosperity everywhere. So you cannot allow the world to be the habitat of the fittest. On the other hand in the planned economy countries you have a whole lot of restrictions on people pursuing their ends since they do not own the means of production. By divesting the people of their means of production, they curtail their potentialities and dwarf their stature. This artificial state of affairs cannot last long and that brings in secret police, the 'big brother' the concentration camps and what have you.

Gandhiji found that it is not possessions which have to be done away with but it is the sense of 'possessiveness' - again a moral regeneration of man. He advocated that the possessors of the material resources have to consider themselves as the trustees of the nation and have to utilise their

possessions for social good. According to Gandhiji these possessions are not limited only to material things but included technical, intellectual and other skills which the state could not appropriate. So the only alternative was to the sense of goodness of the man that we had to rely on his conscience and capabilities for the good of all. This did away not only with the use of force and violence, an anathema to Gandhiji, but also with schemes of moral regeneration.

The theory of trusteeship was developed by Gandhiji more in the context of employer-employee relations. He advocated production of goods and services for the benefit of the community and for the reach of the community. It also meant humane treatment to the worker since production was for the benefit of the community and the producers. It is true that Gandhiji's theory of trusteeship has not been fully realised but it is too early to say that it has failed. We may be in for a realisation.

(*Indian Worker*, Dated 6-10-1986).

WE CAN'T GO ON THE WAY WE ARE

by VASANT SATHE

Union Minister for Energy.

India's achievements after independence, have been remarkable by any standard. Given the history of colonial exploitation of over 150 years we can rightfully be proud of our achievements in the fields of science and technology, medicine and health, food and agriculture, and most of all, in having stabilised a democratic political system despite tremendous diversities. The very fact that in spite of the nearly two-fold growth in our population since independence we have been able to increase the average life expectancy from about 27 years to about 56 years is testimony to our miraculous achievements in eliminating mass epidemics and improving the health services in the country.

During this period of about 35 years of planning, we have increased the installed capacity in electricity from about 1700 MW to over 48,000 MW and increased the number of electrified villages from 3,000 to over 3,50,000. A nation which was denied the right of even making a pin before independence is now capable of making sophisticated aircraft and satellites and has a large reservoir of scientific and technical talent which is the third largest in the world. These are all facts that should boost the self-confidence and pride of any nation.

Yet the fact remains that contrary to the expectations of the founding fathers of our Constitution and that of the great visionary Jawaharlal Nehru, we have not been able to achieve a balanced growth in the living conditions of our people. We have not been able to provide productive employment to an overwhelming majority of the employable members of our population. Disparities in income have become glaring. Economic growth has become narrow and its benefits are basically confined to only a small section of the population. India has thus become the prime example of an economy exemplifying Raul Prebisch's theory of "growth of the centre at the cost of (the) horizontal periphery." This is aptly symbolised by the ever growing high rise skyscrapers in the presence of sprawling slums in metropolitan cities like Bombay, Calcutta and Delhi.

Economic Performance

It is high time that the intellectuals in India, irrespective of their political, ideological religious or cultural differences, applied their minds seriously to this grave problem. For, if we are not able to tackle the problem of employment and provide remunerative and productive work to our young men within their own local environment, we would in effect force them to flood the few metropolitan islands which will then either erupt or sink under waves of social unrest.

Most people do not seem to realise that behind a majority of social communal and parochial eruptions, lurk the facts of economic disparity and lack of opportunities. Any delay in coming to grips with this basic economic reality

will only create a situation that will threaten the integrity and unity of India by fanning fundamentalist, reactionary and divisive forces.

I would like to place India's economic performance in a comparative framework. For doing so, I have deliberately chosen examples from three countries with diverse socioeconomic and political systems, namely China, South Korea and Australia. I have purposely avoided comparison with highly advanced capitalist countries like the U.S. and Japan or communist countries like the Soviet Union. Instead I have chosen those countries where the process of development has taken place more or less in the same period as in India. I have chosen Australia mainly because it is a producer of raw materials like coal and its economy depends mainly on the export of coal and similar raw materials.

Infrastructural needs

Although in absolute terms our production has increased over time, the fact remains that in terms of per capita availability our production is far from satisfactory. It cannot meet the needs of our population which today stands at nearly 780 million and is likely to grow to approximately a 1,000 million by the turn of the century. In the field of the core infrastructural needs, such as power and steel, our per capita availability brings out the gap between us and the developed countries. It is the per capita level of these countries that we aspire to in India.

The importance of electricity as the major source of energy in the development of a nation is brought out in the classic statement of Lenin that "socialism is Soviets plus electricity." In our context, we could say that "socialism is democracy plus electricity." But with all the Herculean effort made upto now, after investing over Rs. 50,000 crores and having established an installed capacity of about 48,000 MW or having achieved 170 billion KWH of power generation, the actual per capita availability of electricity in India comes to only about 160 KWH. Against this the per capita availability of electricity is about 7,000 KWH in the developed countries. In some of them, the per capita electricity availability has even gone beyond 10,000 KWH.

However, even 180 KWH per capita availability of electricity in our context is an illusory average. In our rural areas where more than 80 per cent of our population still lives, the per capita availability of power is only about 30 KWH. And it is only the 20 per cent living in urban areas for whom the per capita availability is about 400-500 KWH.

In the case of steel, the per capita availability in India is about 18 kg. as against 50 kg. in China and over 600 kg. in the U.S., USSR, Japan, West Germany, Czechoslovakia and some other European countries. Once again, the per capita availability in rural India is less than 5 kg. with the figure for urban areas being 60 to 70 kg. But the story does not end there. Even this limited production is so costly that more than 90 per cent of our population is unable to buy and use either electricity, which costs on an average about one rupee per unit, or steel which costs about Rs. 8,000 per tonne.

High Cost and Highpush Cycle

Moreover, we have landed ourselves in a high-cost and cost-push cycle which is becoming more vicious day by day. Take, for example, our production in a very important sector like coal.

At the time of nationalisation of the coal industry in 1972-73 the coal production in the country was about 77 millions, the cost of production per tonne about Rs. 47 and the wage per worker about Rs. 16 per day or Rs. 400 per month. The total investment in the coal sector prior to nationalisation was about Rs. 50 crores and the number of workers employed was about 5,55,000.

In the last 13 years of nationalisation, we have invested about Rs. 6,000 crores of public funds in the coal sector. Although the investment has increased more than hundredfold, production has barely doubled—going up from 77 mt to 154 mt. At the same time, the wage rate has increased from Rs. 16 per day to approximately Rs. 98 per day or about Rs. 2,400 per month. On the other hand, the Output-per-Manshift (OMS) in the underground mines has not only not increased, but has actually gone down from 0.54 tonne to 0.52 tonne during this period. And it is in the underground mines of the Raniganj-Jharia belt that our best coking coal for use in the steel industry is produced. The productivity of our underground mines is worse than that of even China where the average OMS is about 2 tonnes, and where 97 per cent coal production is from underground mines.

The situation in open-cast mines is no different. The new coal-bearing areas of Orissa, U.P. and Madhya Pradesh, are the ones that are amenable to open-cast mining. There, the production has not exceeded four to five tonnes on an average per manshift. Like in Australia in India too, open-cast mining accounts for half the coal output. And progressively the production of coal produced from the open cast mines is likely to increase.

Yet, against an OMS of more than 20 tonnes in Australia, the Indian average OMS is about 4 to 5 tonnes in open-cast mines. In Australia, the total number of workers employed to produce 145 mt of coal is just 30,000 as against about 6,00,000 employed to produce only about 134 mt of coal in Coal India Limited and about 180,000 in Singareni coalfields to produce 14 mt. These figures are a testimony to the abysmally low level of coal productivity in India.

The prices of coal do not match the progressively increasing costs of production with the result that the coal sector has accumulated a loss of about Rs. 1280 crores in the last 12 years. Even with the recent price increase from Rs. 180 to Rs. 210 per tonne, the prospect is that the coal sector will continue to incur a loss of anywhere between Rs. 300 to Rs. 400 crores a year. With coal becoming so costly, it is obvious that generation of electricity, which is mainly based on coal, will also become costlier. This will affect production of all industrial goods as well as of agricultural inputs.

Distorted Connotation

Faced with these realities, with production in the basic infrastructural sectors becoming subservient to a restricted and narrow market which can absorb

the high cost of production, economists and fiscal managers find themselves utterly confused. They are somehow trying to find monetarist solutions and answers to this basic problem of growth. And the politicians in the country, irrespective of their party affiliations, are so entrapped in ideological considerations that they are even less able to find an easy solution to this stagnant-high-cost-economy syndrome. It is necessary, therefore to clarify some of our ideological preconceptions that tend to govern and condition our policies and programmes, irrespective of political affiliations.

In our Constitution we adopted a principle of establishing a "sovereign socialist secular democratic republic" in the country. We, as a nation, are therefore committed to the establishment of a socialist democracy. By socialism in a democratic set-up, it was envisaged that we would be establishing a casteless and classless society where all men who are born equal would continue to be treated as equals, where there would be equality of opportunity for all and where there would be no exploitation of man by man.

Unfortunately, however, today socialism has come to acquire a totally distorted connotation in India. Initially when we adopted the planning process which had worked successfully in socialist countries, it was felt that as a via media for a democratic society, we would create a public sector where utilising national public resources, mainly in the core infrastructural industries, we would be able to develop an industrial base which, being free from exploitative motivations, would achieve faster growth and thus acquire a commanding height in the economy of the country.

The hope was that we would be able to meet infrastructural needs like power and steel on a large scale at a competitive and comparatively much lower cost that would have been possible in the private sector. This would have enabled the growth of industries as well as agriculture, providing productive employment to a very large section of our population.

Uneconomic since Inception

However, the whole concept of the public sector was uneconomic and non-viable from its very inception. In our enthusiasm to generate maximum employment at the earliest for our people, we opted for setting up public sector industries. But these industries, which by their very nature are capital-intensive, were turned into labour-intensive ones employing in some cases more than ten times the manpower required for that sector.

For example, in the coal sector, we not only continued to employ the large workforce in existence at the time of nationalisation but also increased it further from 5,50,000 to 7,00,000. As a result while 30,000 workers in Australia produce 145 met of coal, more than six lakh workers are unable to produce the same amount in India.

Similarly, while 14,500 workers at the Pohang steel plant in South Korea produce nine million tonnes of steel, a 1,25,000 workforce in India is not able to produce even six million tonnes of steel. Before the Pohang Steel Company was formed in 1968, South Korea's total steel production was only about

185,000 tonnes and that too from small open-hearth furnaces. With a total investment of about \$3.6 billion, the plant which started production in only 1970, reached a peak level of 9.1 million tonnes by the end of 1984 and the company had a surplus of one billion dollars each in 1982 and 1983.

Compared to this our performance is dismal. And this despite the fact that we have employed similar technology and equipment at very heavy costs to the public exchequer. Over Rs. 6,000 crores each have been invested in both the coal and steel sectors. We cannot, therefore, say that adequate investment has not been made.

The causes of our dismal performance primarily lie with the adoption of a wrong concept of socialism which equates over-employed, top-heavy, inefficient and an unaccountable, public sector with socialism.

What is more, having set up the public sector we started treating it as a holy cow and considered it blasphemous to even question the performance of public sector units. Mere questioning was considered to be reactionary. We forgot that in socialist societies not only the public sector, but practically the entire economic activity is managed and controlled by a single party. In the Indian situation we have left the public sector in the hands of an ideologically indifferent service which is not accountable for its performance and results. Worse, by making most of these public sector areas monopolistic we have eliminated a basic element of efficiency, i.e. competition.

We also did not follow a policy of continuity of the top management. We continued to rely on an inherited bureaucratic philosophy of the colonial past, based on distrust even in this crucial areas of development and thus imposed a restricted tenure of two years for the top management. We kept most of the final decision-making and financial powers in the hands of the bureaucracy in the government. Further, by overmanning these sectors we practically ensured that these core public sector industries would be neither productive nor economically viable.

Inefficiency was dressed up in the holy garb of socialism and every one vied with each other to defend it on all platforms. In all these infrastructural industries in the public sector we could have used international norms of production and productivity as the real measures of comparative growth. Instead, we conveniently used private sector units within the country as models for comparison. But they too work in a similar environment and therefore cannot provide a standard for the performance of the public sector. However, even with standards such as these to go by, our public sector units failed to perform.

Thus in the name of Indian socialism all that we have achieved is a stagnant high-cost, inefficient, non-competitive, irresponsible and unaccountable system of production.

Lucrative for Private Sector

With such a base in the core sectors of the economy, the private sector found it lucrative to exploit it for the growth of the consumer industries. At the cost of investment in the public sector, a whole army of those who flourished on contracts for various works, a *nouveau riche* class, came into existence, much of the income that got funnelled into private hands from public investment escaped income assessment, thus increasing the vast reservoir of unaccounted money.

This accounted money, in turn, created a limited market for luxury goods. And today we have a situation where a small section of the population is highly affluent and the entire productive activity is geared to cater to this limited section with the requisite purchasing power. Thus, a consumerist section of society has come into existence.

Despite the grim picture of imbalanced and distorted growth in the economy, the situation is not irreparable. But to take remedial measures, we need the will and determination to pull ourselves out of this quagmire. We need to halt this stagnating trend of the high-cost, cost-push vicious cycle and simultaneously decide to change the direction of our economic growth.

As a first step we should decide that in the field of core infrastructural industries, at least as far as new units are concerned, we will establish them entirely according to international norms—both in terms of the capital used and the manpower employed. We should firmly insist that the entire workforce, from management down to the last employee, will be collectively responsible for the production and productivity of the unit. A new participatory work culture would thus have to be established.

The management must be given continued authority without any limitations of tenure or age—the only criterion being merit and the capacity to deliver. It would also be in conformity with our philosophy which says, “*Gunah puja-sthanam. Gunishu macha lingam nacha vayah* (Only merit deserves recognition. In the meritorious, neither sex nor age is relevant.) Appointments must be purely contractual and terminable on period. The management should be given full powers and facilities to employ modern managerial and technological methods for achieving maximum production and productive efficiency. And the output-per-man-shift must be comparable to the best in the world.

Artificial distinction to be done away with

It is high time that we did away with the artificial distinction between the public and the private sector units. As a matter of fact, both sectors must conform to certain basic national norms.

We must introduce an element of competition at least within the country, in all productive sectors and allow these units to induct the latest technological advances and improvements from anywhere in the world.

Progressively, we must aim at making all our inputs, based on highly cost-efficient infrastructural growth, competitive in terms of international prices. It is only when we have done that would we be able to make our products competitive in the international market.

It is wrong to believe that by creating a sheltered and protectionist market our industries can survive and grow. It is only in the stage of infancy of an industry that some protection is needed. But after that if an industry cannot stand on its own feet and face international competition, it does not deserve to survive.

If we adopt the above approach, there is no need why the additional production of coal of about 250 mt, which we propose to add to our current production in the next 15 years, should not be produced at a much lower cost. That in turn would make the production of energy much cheaper.

Today, if we can just increase our coal industry's OMS only two-fold, from 0.86 to 1.7 tonnes, i.e. not even two tonnes per worker per day, our cost of production will come down from Rs. 210 to 100 per tonne. One can easily imagine how much less the cost of production would be if the OMS in coal mines in India is at par with the international norm of about 20 tonnes in open cast mines and about 4-5 tonnes in underground mines.

This is not impossible to achieve. In doing so, however, it will not be possible to retrench the existing workforce. But can we not at least agree to reduce the workforce by the process of natural separation? There is no reason why we cannot train our younger people to use modern equipment and methods and give them better working conditions in the underground mines. This can be done without affecting the wages of the workers. As a matter of fact, their earnings will increase with increase in the output per worker.

We must here remember that maximum employment can be provided only downstream in the end-product consumer industries. For example, it is estimated that one million tonnes of steel creates direct and indirect employment for about 250,000 persons. Today, we are manufacturing about nine million tonnes of steel. Thus we are generating employment for about five million people with steel alone. If we could produce 50 mt of steel, as in China, we would be able to provide productive employment to more than 25 million people.

Travesty of Intelligence

We have very rich iron ore deposits but our best iron ore is today exported to Japan and South Korea. Even China is now interested in our iron ore. The export earning from iron ore is about Rs. 75 per tonne. Roughly two tonnes of iron ore make one tonne of steel. If we were to convert the iron ore into steel, as is done in South Korea, we would at least be earning Rs. 4,000 per tonne of steel in foreign exchange, whereas by exporting iron ore for making one tonne of steel we are earning only Rs. 150.

During the colonial regime we used to blame the masters for taking the raw material from our country and giving us back the finished product. It is sad to see that today we ourselves are taking the easier option of exporting our valuable raw material just because the cost of conversion to finished products has been made not only internationally non-competitive but prohibitive in the internal market.

This is not because of any outside constraint. If we ourselves foolishly decided to produce steel by employing ten times more workers, although paying them one of the highest wages in return for lowest per head output by making the management totally unaccountable, allowing huge public resources to be virtually squandered, can we blame anyone else for this suicidal behaviour? To crown this folly, we eulogise it in the name of socialism. There can be no greater travesty of intelligence than this.

The question thus is very simple. Shall we in the name of socialism continue to employ in the core infrastructure industry itself heavy equipment at the cost of hundreds of crores of rupees, and in the name of social objectives, also employ more than ten times the number of workers required? Or shall we convert our rich raw materials like iron ore and bauxite into abundant and less expensive steel and aluminium and supply it to our people, mainly in the rural areas, for producing consumer goods to improve their living standards and thereby generate nearly ten-fold more employment?

The answer should be clear to any person with common sense.

Often it is argued that our per unit costs are comparable with the cost of production in some of the developed countries. But this is a misconception. When we consider the fact that the per capita income in India is about \$260 as against the per capita income of about \$10,000 to \$14,000 in the developed countries like U. K., West Germany, France and U.S., one can easily understand that although the cost per tonne of coal in those countries is about \$100 and although the cost in India is about \$20 a tonne, as a proportion of the per capita income, it is less than one per cent in the developed countries against nine per cent in India. It is this which makes all the difference when we try to compare our cost of production with that in the developed countries.

Cost and Prices, Relative terms

Cost and prices are relative terms. They are relevant in the context of the purchasing power of the people. Today, if the price of steel is about Rs. 8,000 per tonne in India, and the average per capita income is about Rs. 3,000, then it can easily be seen that not many can have access to steel. The indicator of per capita income in the Indian context is also not a very fair one because of the high disparities in income. The purchasing power of 90 per cent of our people is not adequate to meet even the basic necessities of life, leave alone to purchase luxury goods.

Our market is therefore getting restricted and growing vertically for that small section of society which continues to get larger and larger purchasing power, both because of the accounted as well as unaccounted wealth. There can be no other explanation for the fact that in a city like Bombay, a flat of about 1200 sq. ft. floor area in a posh locality can fetch about rupees one crore! The distortions, therefore, are obvious.

The only answer to this problem of narrow economic growth and to the inflationary trend in the economy is to ensure that more goods are produced because inflation is only an increase in the money supply without adequate availability of goods. Today, the threat of inflation has become even greater when we consider the phenomenon of steep increase in salaries and wages as a result of various awards, pay commissions and wage boards. This will start a chain reaction in the whole country and the demand for higher wages, particularly in organised and essential sectors, will increase and will force the government and the authorities to yield in the name of expediency.

As a result, we would have to resort to larger deficit financing, print more paper currency, put more purchasing power in the hands of those few who are strategically positioned either in the government or in the public and other organised sectors. As this will not result in commensurate growth of either the infrastructure or downstream consumer goods, inflationary pressures will become inevitable.

The disparity between prices of agricultural and industrial products will grow further, because the agricultural producers as well as their workers, do not have the requisite holding power and are often denied remunerative prices and wages, respectively. It is a surprising phenomenon that on the one hand we want our agriculturists to produce more, but when they do so, as has happened in the past in the case of sugarcane, cotton, jute and other cash crops, we put them at the mercy of the law of demand and supply and tell them that they have committed a crime by producing more and therefore, they must get less price for their products.

Production by the Capitalist Norm

Production in our country also has no correlation today to the needs of the people. We still go by the capitalist norm of the demand in the market, meaning thereby, the needs of only that section of the population which has the purchasing power. Hence, although on the one hand we lay claims to philosophy of socialism, which essentially aims at taking care of the needs of every member of society, on the other, we are entirely subservient to the vagaries of the market. As a result our production of even essential goods has been stagnating.

Because we encouraged farmers in states like Punjab and Haryana by providing them better irrigation facilities and inputs like fertilisers, better seeds and pesticides, we have been able to increase food production nearly three-fold since 1950. The production of other nutrients like milk and eggs has also increased substantially. But even here, it must be remembered that because

purchasing power is concentrated in the hands of the 10 per cent who live mostly in the urban areas, the majority of our people living in the rural areas or for that matter even in slums in the urban areas, are not able to afford adequately nutritious food. It is ironical to note that there is surplus milk in rural areas like in Wardha, although thousands of children there cannot even afford a tea-spoonful of milk. This is so because milk produced there has to be sent all the way to the markets in Calcutta and Bombay where alone it can fetch the price needed by the producers.

Hence we must plan at augmenting the purchasing power of our people living in the rural areas. This can be done, firstly, by ensuring that they get remunerative prices for their agricultural produce. And secondly, by providing agro-industrial productive avenues as well as productive employment in small-scale and cottage industries which can be established on a decentralised basis in the rural areas themselves. In fact we must treat agriculture as an industry.

Today, theoretically, we could give more purchasing power to people in rural areas by paying higher prices for the agricultural produce and higher wages to the agricultural workers. But as there would be no matching growth in the production of consumer goods needed by these people, the immediate impact will be inflationary and a situation of shortage of goods and rise in prices would result.

There is, therefore, no alternative but to plan for the production of more goods—mainly consumer goods—which can provide large scale employment in the rural areas themselves throughout the country. This cannot be done unless we are in a position to provide infrastructural inputs like power, coal, steel, cement, aluminium, copper, zinc and petrochemical products on a much larger scale and at much lower prices.

We cannot provide these inputs by importing them. It will be the height of folly to imagine that we can export all our raw material at a very low price like exporting iron ore for Rs. 75 a tonne, and bauxite for Rs. 300 a tonne, and then import steel at more than Rs. 5,000 a tonne and aluminium at more than Rs. 17,000 a tonne. It would indeed be in the national interest if some of our eminent economists, industrialists and financial wizards could tell us how they can achieve the miracle of growth without augmenting the production of infrastructural goods, at a much faster pace and much lower cost.

Need for Reorientation

The economic changes required above will necessitate reorientation both in our managerial structure in public undertakings as well as in our administrative system. As pointed out earlier, in the public sector we have made

The word 'administration' enjoins a responsibility for management and governing. In the post-independence period, as against the earlier limited objective of law and order and revenue, the entire role of the administration expanded. Its expansion was mainly in the developmental areas of economic growth. And today there is hardly any area of developmental activity which does not directly come under the guidance or control of the administrative machinery. But surprisingly, the administrative machinery itself has never been made responsible for results in any developmental field.

We continued with the philosophy inherited from the colonial administration based on distrust and putting checks and counter-checks all along. As a result, no officer was ever placed in any position for more than a couple of years. It was believed, and is still believed, that the best way in which the growth of vested interests can be prevented is by shifting administrators periodically and the shorter the period, the better. The result is there for everyone to see. Thus although we have the pick of the country in this service, it has not been put to effective use for the development of our nation.

As it is, important decisions are taken at the administrative level which ultimately get the stamp or the signature of the political authority. But even while these decisions are taken they go through multiple levels in the same department and horizontally through many other departments. And in the process of decision-making, office are shuffled around like a pack of cards. At some stage you want to find out where and who took a wrong decision, it becomes well nigh impossible. And even when you succeed after years of effort to locate the person responsible, you cannot do anything because by that time the person has either retired from service or has retired for good from life itself.

ICS and not IAS

Thus, the Indian Administrative Service, in effect, does not administer. IAS officers say that they are only advisers and at best they only gather information from various fields, process it, put it in a proper format and place it for information either before the ministers or before Parliament. Thus they have become a specialised clerical service. In fact, it would be better to call them 'ICS'—Indian Clerical Service—instead of IAS.

In effect, all controls are kept in the hands of government departments and the tendency always is to increase the number of controls in the name of better administration. And the political representatives are told that this is necessary to carry out their policies. Politicians also gullibly feel, particularly when they are in power, that all these restraints and controls are being introduced to implement their policies and programmes.

It is, therefore, imperative that even in this service some structural changes are brought about so that it becomes responsible and accountable. This can be done by providing continuity in office, at least above a certain level, say joint-secretary upwards, in a particular department and post.

But all said and done, the ultimate responsibility will be that of the political representatives. In a democracy people can only look to the representatives whom they have elected. Whatever changes are required to be made in the political, economic and administrative structures, the political representatives of the people are expected to initiate them. These representatives, and among them those who are in a position of authority, cannot get away from their responsibility by trying to find fault with some one else or by blaming the circumstances.

Unfortunately, the political representatives and those in authority are so bogged down with immediate problems like the law and order situation, natural calamities, settlement of strikes and disputes, etc. that they seem to have neither the time nor the mental freedom to devote their attention to these basic problems.

Our real weakness lies in the economic field. Unless we achieve economic independence for the overwhelming majority of our people, even political independence will become vulnerable and the very integrity and unity of India as a nation would be threatened. The enemies of India would naturally be happy to see it weaken and disintegrate. Some of them have studied our country better than many of our learned professors of social sciences. They know how our people can be provoked on communal, linguistic and parochial issues. They have a well planned strategy for destabilising our social system.

But why should we blame them? Knowing all this, if we do not take steps to galvanise our people to partake effectively in the nation building movement, whom can we blame if the unemployed angry people fall prey to populist slogans which, while using their anger and frustration, provide a cover for criminals, traitors and the enemies of the nation?

It is, therefore, the responsibility of the representatives of the people to rise to the occasion and give serious consideration in Parliament, and outside it, to this basic problem of an all-round and balanced economic growth. Can we not spend a few days continuously in Parliament discussing these problems that go to the very root of our existence? Can the intellectuals, economists and men in the media not find time to devote to these problems? I will be content, if after discussion, debate and proper dialogue, they find that the facts and the analyses given in this article are baseless and do not deserve any serious consideration. I will be only too happy if they offer some other easier and better solutions to our problems.

(*Indian Worker*, dated 6-10-1986).

TWO-DAY SEMINAR AT NAGPUR
ON
INTO THE TWENTY-FIRST CENTURY
INDUSTRIAL RELATIONS-POLICIES AND PERSPECTIVE

INAUGURAL SESSION

28th August 1986

KEYNOTE ADDRESS

BY

R. N. GAWANDE

PRESIDENT

Industrial Court, Maharashtra

I am grateful to the organisers of this two-day Seminar for inviting me to deliver the keynote address. I cannot understand what prompted Dr. Mhetras to make my choice for this onerous responsibility. If I may hazard a guess, perhaps my position as the President of the Industrial Court must be pinned down as the culprit. Even then in my humble opinion I do not think a right choice has been made. I think so because, if you refer to the dictionary of quotations, you will find that the legal fraternity to which I belong is thoroughly unpopular. And this fraternity is comprised of three components; namely, litigant, lawyer and the judge.

Now, litigant is a person about to give up his skin for the hope of retaining his bones; lawyer is the one about whom you can say that the minute you read something you can't understand, you can almost be sure it was drawn up by one belonging to his profession. With regard to judge it is said that being a Judge is the best career in the world; one is never contradicted, one is never interrupted, and one always has the last word. But let me hasten to assure you that whatever I propose to say before this august gathering of distinguished experts in the field of industrial relations should not be treated as a last word emanating from the bench because in my judicial career of about three decades I have never believed in the myth of judicial omniscience. I have not come here to sermonise before you, but sincerely hope to learn a great deal from the proceedings of this Seminar.

Now, coming to the subject-matter of this Seminar: Into the 21st Century: Industrial Relations-Policies and Perspective. Let me begin my keynote address on three premises. First, I wish to make it clear that my keynote address is not the masterkey to unravel the four topics covered by the four technical sessions of the Seminar. It is for this simple reason that there is no masterkey for any problem, and even more so in an issue of such complexity as industrial relations.

Secondly, we all know that human species has marched from Yajna culture to Seminar culture. Even in those ancient times there used to be weighty deliberations and the same occur in our seminars, with this pertinent difference that our seminar discussions are on this-worldly matters. In Yajna culture participants used to emerge with a spiritual upliftment while in seminars of the modern world we should come out with enrichment of our understanding of the issues under discussion. It is with this end in view I urge the participants to raise relevant and searching queries and explore the possibility of arriving at a comprehensive perspective. This is necessary because raising valid and meaningful questions is as much important as finding proper answers. In this context, I would like to quote George Steiner: "To ask larger questions is to risk getting things wrong. Not to ask them at all is to constrain the life of understanding."

My third premise is that this title announcing the epoch-making event of the ushering in of the 21st Century implies a momentous transition from the concluding phase of the 20th century to the emergence of the 21st century. In any transitional process man is dreaming of a better tomorrow because man is essentially a myth-making animal. It is important not to underestimate this human characteristic because we must not ignore the creative function of myth as a living cultural force. Transferring the image of myth to the present Seminar having a futuristic look at the 21st century we must remind ourselves that we are gathered here to envisage a constructive, progressive and harmonious view of industrial relations of a substantially different dimension than what we are used to because we are at the brink of a new century and new era.

If we bear in mind these premises you will appreciate that we are at present at the crossroads of the two centuries where the transition from one phase to another is a matter of crisis in general and in the context of industrial relations in particular. To resolve this crisis it is necessary for the participants to involve themselves committedly with the essence of the new ethos of change, and yet hold steadfast to the fundamental values enshrined in our Constitution, the most important and central of which is social justice.

Coming to the topic No. 1 on Creative Collective Bargaining—Prospects for Industrial Peace, let me observe that here stress is on the creative character of collective bargaining with the ultimate aim of achieving industrial peace. However, one is constrained to say that at times collective bargaining is attendant with the risk of degenerating into coercive bargaining. It is not my intention to go into the question as to who is responsible for such distortion, but I think it is essential to bear in mind that collective bargaining must be creative otherwise it will lose its basic purpose of achieving industrial peace through a harmonious give and take.

Further to deal with topic No. 2 on Harmonious Industrial Relations—Productivity Perspective. In my opinion this is merely an elaboration of topic No. 1 with the additional aspect of productivity because there can be a perspective of productivity only when it is preceded by peaceful industrial

relations which are in turn a result of creative and collective bargaining. This is because while harmonious creativity is the very soul of dynamic industrial progress, coercive confrontation is the very negation of the same. Hence, I think it should be endeavour of the participants in this seminar to consider, discuss and analyse the underlying concepts of harmonious industrial peace.

Thirdly, there is the topic of Government and Industrial Relations—Social Justice Perspective. Here three views are possible. The first view is, if the businessman pays his taxes and produces a good product at a competitive price, he has discharged his social obligation. The second view is of those who accept the Gandhian concept of Trusteeship. I quote Gandhiji: "My advice to the moneyed people is that they may earn their crores—only honestly of course but so as to dedicate them to the service of all."

The third view is somewhere in between these two extremes: that both morality and expediency dictate the businessmen in India should accept certain social obligations as part of their responsibility. Now, the business is a community and justice should be its rule. Government, the Enterprise, the Worker and the Consumer—all constituting an organic whole—are committed to discharge social obligations. Though it is the responsibility of the Government, specially that of a developing country to ensure that social justice is meted out to the common mass of the people, everything cannot be left to the Government. In fact every one has his role to play. Thus in any consideration of social justice perspective one must note the constitutional goal of justice, social, economic and political.

To deal with the fourth and final topic of Work Ethic, Work Values and Work Culture—Implications for Industrial Relations. The industrial relations system is as much subject to evolutionary development and change as any other social system. In the medieval society, the relations between the employer and the employee were direct and personal. But with the emergence of factory set up, as a sequel of Industrial Revolution, towards the later part of the 19th century, the principal approach to labour was that of the 'Commodity Approach.' In the 1920's, a worker was viewed as a rational human being with wants, desires and feelings, all influencing his productivity and mental preparedness. With the changing industrial panorama, a process of industrial 'Culturization' of the working class has set in, and now the worker is treated as a 'Social Man' and viewed as a group member. Work ethic, work values and work culture can be attained only when the worker is so treated. He should be made conscious that education is essential for improved earning capacity. Not constant strife but a sense of belonging, a sense of responsibility and a sense of constructive attitude with similar reciprocation from the management will ensure his physical survival and psychological well-being in the absence of which work ethic, work values and work culture are empty words.

In conclusion, I would earnestly urge you to recall the three premises which I put to you in the beginning of my address, namely, one, that there is no masterkey for any problem, two, that raising valid and meaningful questions

is as much important as finding proper answers, and three, we must not ignore the creative function of myth as a living cultural force ; and also my stray thoughts on the four topics as detailed above. I hope that my humble observations will provoke a thoughtful and creative discussion on them. All this will enable us to have a bold and purposeful look at the threshold of the 21st century to envisage a novel dimension of human and industrial relationships in an increasingly technocratic society.

I said at the outset that I am not going to state the last word but I do conclude with some words which is the last word, and that is, I thank you all most sincerely.

(Article is provided by Shri R. N. Gawande, President, Industrial Commission, Maharashtra).

Gist of Important Notifications Under The Various Labour Laws

I-MINIMUM WAGES ACT, 1948

(A) *Fixation and Revision Rates of Wages.*—The Government of Maharashtra Industries Energy and Labour Department has in exercise of the Powers conferred by clause (a) of Sub-section (1) of Section 3 read with sub-section (2) of Section 5 of the said Act after considering the advice of the Committee to hold enquiries into the conditions prevailing in the employment in any establishment manufacturing utensils and/or other household articles with or without admixture of Zinc, Brass, Copper, Aluminium, Stainless Steel and/or any other metal revised the minimum rates of wages in respect of the employees employed in the said schedule employment with effect from the 23rd July, 1986, and fixes them as set-out in column 3 of the Schedule in respect of each Zone specified in that column to be the minimum rates of wages payable per day or, as the case may be, per month to the classes of employment mentioned against them in column 2 of the said schedule.

Schedule

Serial No.	Class of Employees	Basic rate per day/month as specified in this column and a special allowance at a rate to be adjusted at such intervals and in such manner as directed in the Appendix to this Notification.	
		Zone I Rs. per day.	Zone II Rs. per day
1	2	3	
1	Unskilled adult employees employed as—		
	(1) Helper	16-00	15-00
	(2) Watchman.		
	(3) Mazdoor.		
	(4) Peon/Office Boy.		
	(5) Pickling Cleaning/Dhulai Mazdoor.		
	(6) Sweeper.		
	(7) Packer.		
	(8) Scrapper		
	(9) Oil Man		
	(10) Employees by whatever name called doing unskilled work of the nature done by the persons falling under the above entries.		
2	Semi-skilled adult employees employed as—		
	(1) Cold Rolling Machine Operator Back.	17-00	16-00
	(2) Cold Roll Pressureman.		
	(3) Rolling Cutting.		
	(4) Circle Cutter.		
	(5) Shearing Machine Operator.		
	(6) Hand cutter.		
	(7) Bidding Machine Operator.		
	(8) Annealing Furnacemen (Utensil).		

<p>... hand work). Driller. ... falling the above entries.</p>	18.00	17.00
<p>employed as— Hot Rolling Machine Operator Rolling Machine Front. Turner Die Polisher. Pressman Press Operator. Wireman. Billet Heating Annealing Furnacemen Rolling Handcraftsman/Naxiwala. Employees by whatever called doing skilled 'C' work of the nature done by persons falling under the above entries.</p>	20.00	19.00
<p>4 Skilled-B adult employees employed as— (1) Spray Painter. (2) Chemical Coater. (3) Melter Grade II (4) Rolling Machine Operator Hot Front. (5) Spinner. (6) Charak Polisher/ Buff Polisher. (7) Electro Plater. (8) Andizer. (9) Moulder Grade II (10) Welder Grade II. (11) Employees doing the work of 'Heath Ghadai'. (12) Employees by whatever name called doing skilled 'B' work of the nature done by persons falling under the above entries.</p>	20.00	20.00
<p>5 Skilled-A adult employees employed as— (1) Turner/Machinist. (2) Fitter. (3) Spinner-cum-Pattern Maker. (4) Melter Grade I (5) Moulder Grade I (6) Welder Grade I (7) Employees by whatever name called doing skilled 'A' work of the nature done by persons falling under the above entries.</p>	21.00	20.00

1	3
<p>6 Supervisor (1) Technical Supervisor. (2) Foreman. One who is capable of doing high degree of precision work required in trade and direct the group of skilled workman.</p>	23.00 22.00
<p>7 Clerical Staff (1) Monthly rates— Store Clerk/Godown Clerk/Clerk/ Typist-Clerk.</p>	525.00 per month. 475.00 per month.
<p>8 Adolescents— Adolescents employed in any of the categories of employment mentioned above in this column.</p>	85 per cent. of the rate fixed for adults in respect of the same cate- gory of employees. 85 per cent. of the rate fixed for adults in respect of the same cate- gory of employees
<p>9 Apprentices-- Apprentices (appointed otherwise than under the Apprentices Act, 1961) employed in any of the categories of employment.</p>	75 per cent. of the rate fixed for adults in respect of the same cate- gory of employees. 75 per cent. of the rate fixed for adults in respect of the same cate- gory of employees.
10	The apprenticeship period should not be more than one year.

Explanation.—For the purposes of this notification

(a) Zone-I shall comprise the areas falling within the limits of Municipal Corporation, Municipal Council, or, as the case may be, Village Panchayat, or Greater Bombay, designated as New Bombay, Thane, Kalyan, Pune, Nagpur, Pimpri Chinchwad, Amarnath Bhandar, Virar and Vasai and areas falling within 30 Kilometres from the limits of such Corporation, site, Municipal Council or, as the case may be, Village Panchayat

(b) Zone-II shall comprise the areas in the State of Maharashtra not included in Zone-I above.

(c) The minimum rate payable to any employee employed in any category on daily wages shall be computed by dividing the minimum rate of monthly wages fixed for the class of employees to which he belongs by 26, the quotient being stepped upto nearest paisa.

APPENDIX

The consumer price index numbers for working class (new series) for Bombay City shall be the cost of living Index number applicable to the said employees. The competent authority appointed by the Government of Maharashtra shall, after the expiry of every six months commencing on the 1st day of January and 1st day of July, calculate the average of the cost of living index number applicable to the said employees for those six months and ascertain the rise of such average over 500. For such rise of every point, the special allowance (hereinafter referred to as the "Cost of living allowance") payable (in addition to the basic rate of wages) to the said employees for each of the six months immediately following the six months in respect of which such average has been calculated as aforesaid shall be at the rate of 5 paisa per day.

2. The competent authority shall then compute the cost of living allowance in accordance with the direction given in the preceding paragraph.

3. The competent authority shall, by a notification in the *Official Gazette*, declare the cost of living allowance computed as aforesaid in the last week of July, when such allowance is payable for each of the months of July to December, and in the last week of January, when such allowance is payable for each of the months of January to June, provided that the competent authority shall declare the cost of living allowance payable in respect of the period from the date of revision of the rate of minimum wages to the end of June or of December, as the case may be, immediately after the said date with effect from which the minimum rates of wages are revised.

(Vide Government Notification Industries, Energy and Labour Department No. MWA 3885 6168 Lab-7, dated 23rd July, 1986, published in *M.G.G. I-L*, 4th September 1986, at pages Nos. 4309 to 4313).

(B) *Addition to the Schedule.*—(1) The Government of Maharashtra Industries, Energy and Labour Department has in exercise of the powers conferred by Section 27 of the said Act, added to Part-I of the Schedule to the said Act, the following employment in respect of which it is of the opinion that the minimum rates of wages should be fixed under said Act, namely—

“68 Employment in any glass bulb manufactory”.

(Vide Government Notification Industries, Energy and Labour Department No. MWA-5281 3065/Lab-7, dated 24th July 1986, published in *Maharashtra Government Gazette Part I-L* dated 4th September, 1986 at pages No. 4313).

(C) *Appointments under the Act.*—The Government of Maharashtra Industries, Energy and Labour Department has in exercise of the powers conferred by sub-section (1) of section 19 of the said Act appointed the Assistant Commissioner of Labour, Thane to be the Inspector for the purpose of the said Act and for that purpose amends Government Notification Industries, Energy and Labour Department No. MWA-1085/6410/Lab-7, dated the 22nd January, 1986, as follows namely

In the said notification, in the Schedule, after entry at serial number 6, the following, entry shall be inserted, namely :

“6A. The Assistant Commissioner of Labour, Thane. Greater Bombay, Thane, Raigad, Ratnagiri and Sindhudurg Districts.”

(Vide Government Notification Industries, Energy and Labour Department No. MWA-1086/6410, Lab-7, dated 1st August, 1986, published in *Maharashtra Government Gazette*, Part I-L, dated 4th September, 1986, at page No. 4315).

II MAHARASHTRA MATHADI, HAMAL AND OTHER MANUAL WORKER; (REGULATION OF EMPLOYMENT AND WELFARE) ACT, 1969

(A) *Appointments under the act*—(1) The Government of Maharashtra I.E. and L.D. has in exercise of the Powers by sections 9 and 11 read with sub-sections (3) and (6) of section 6 of the said Act, nominated Shri K. G. Chalke C/o Laghu Udyog, Khokha Vyapari Association, 8, Popatlalwadi, Kalbadevi, Bombay 400002, and Shri V. M. Thorat, C/o Balaji Traders and Packers Pvt. Ltd., Nakhwa Estate, Chendani Kharton Road, Thane 400601, in place of Shri Q. K. Botre. C/o, Laghu Udyog Khokha Vyapari Association, 8 Popatlalwadi, Kalbadevi, Bombay 400002 and Khri Mutraj Nansey Thakkar, C/o, Endeavour Enterprises, Ambar Bhavan, 4th Floor, French Bridge, Bombay 400007, as the members representing employers, on the Khokha Making and Timber Market Labour Board, Bombay namely.

(Vide Government Notification I.E. and L.D. No. UWA-1485/CR-10665 (II) Lab 5, dated 29th July 1986, published in *Maharashtra Government Gazette*, Part I-L, dated 4th September, 1986 at pages Nos. 4314 to 4315)

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

(A) *Appointments under the Act.*—(1) The Government of Maharashtra Industries, Energy and Labour Department has in exercise of the powers conferred by Section 6 of the said Act, appointed Shri P. G. Choudhari, 2nd Joint Civil Judge (Senior Division), Akola, to preside over as a Presiding Officer of the Labour Court, Amravati.

(Vide Government Notification Industries Energy and Labour Department No. ULP-1086/6755/Lab-2, dated 4th August, 1986, published in *Maharashtra Government Gazette Part II*, dated 4th September, 1986, at page No. 4331).

IV. INDUSTRIAL DISPUTES ACT, 1947.

(A) *Appointments under the Act.*—(1) The Government of Maharashtra Industries, Energy and Labour Department has in exercise of the powers conferred by section 8 of the said Act appointed Shri P. G. Choudhari, 2nd Joint Civil Judge (Senior Division) to be the Presiding Officer of the Labour Court, Amravati, in place of Shri F. N. Velati.

(Vide Government Notification Industries, Energy and Labour Department No. IDA. 1086/6754/Lab-2, dated 4th August 1986, published in *Maharashtra Government Gazette*, Part I-L, dated 4th September 1986, at page No. 4331].

(B) *Declaration of Public Utilities Services under the Act.*—(1) The Government of Maharashtra Industries, Energy and Labour Department has in exercise of the powers conferred by sub-clause (vi) of clause (ii) of section 2 of the said Act declared “Service in Hospital” to be public utility service for the purpose of the Act for a further period of six months from 14th August 1986.

(Vide Government Notification Industries, Energy and Labour Department No. IDA. 1486/6763/Lab-2, dated 14th August 1986, published in *Maharashtra Government Gazette*, Part I-L, dated 4th September 1986, at page No. 4339].

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

(A) *Declarations under the Act.*—(1) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by sections 3 and 4 of the said Act—

(a) declared that the industrial undertaking called M/S. Gaekwar Mills Limited shall for a period of six months commencing from the 18th day of August 1986 and ending on 17th day of February 1987 (both days inclusive) be conducted to serve as a measure of unemployment relief, and

(b) directed that in relation to the said relief undertaking and in respect of the said period of six months commencing on 18th day of August 1986 and ending on the 17th day of February 1987 (both days inclusive) for which the said relief undertaking continues as such any right, obligation, privilege or liability (excepting the obligations or liabilities incurred in favour of workmen of the said relief undertaking or in favour of the industrial units which are registered as small scale industrial units with the Directorate of Industries, Government of Maharashtra, the Bank of India, Industrial Development Bank of India, Industrial Reconstruction Bank of India, and the dues of the Employees' State Insurance Corporation and any liability incurred under the Bombay Sales Tax Act, 1959 (Bom. LI of 1959), the Maharashtra State Tax on Professions, Trades, Callings and Employment Act, 1975 (Mah. XVI of 1975), and the Employees' Provident Fund and Miscellaneous Provisions Act, 1952 (19 of 1952) accrued or incurred before the 18th day of August 1984 and any remedy for the enforcement thereof shall be suspended and all proceedings relating thereto pending before any Court, Tribunal, Officer or authority shall be stayed.

(Vide Government Notification, Industries, Energy and Labour Department No. BRU. 1086/(344)/IND-10, dated 18th August, 1986 published in *Maharashtra Government Gazette Part I-L*, dated 4th September 1986, at pages Nos. 4340-4341].

VI. FACTORIES ACT, 1948.

(A) *Notification Under the Act.*—(1) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by the proviso to sub-section (1) of Section 66 of the said Act, in respect of the Ginning and Pressing Factories in the State of Maharashtra varies the limit laid down in clause (b) of the said sub-section (1) so that no women shall be employed in any factory except between the hours of 5.00 a.m. to 10.00 p.m. during the period from 1st July 1985 to 30th June 1986.

(Vide Government Notification, Industries, Energy and Labour Department No. FAC. 1685/9512/Lab-4, dated 18th August 1986, published in *Maharashtra Government Gazette* Part I-L, dated 4th September 1986, at page No. 4341).

(B) *Exemptions under the Act.*—(1) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred under proviso to Section 66(i)(b) of the said Act, exempted Mafco Factory, Rahimatpur Marg, Koregaon, District Satara from the provisions of Section 66. (b) of the said Act, for the period of six months from 1st January 1983 to 30th June 1986, subject to the conditions that—

(1) The management shall provide free transport facilities to the female employees for both the trips from and to the factory by a transport owned or hired by it.

(2) The creche services shall be for the entire duration of the period of working of the Factory.

(3) The transport service mentioned in condition (1) should also take care of babies, the female workers should like to bring with them for taking advantage of the creche facilities.

(4) No female worker shall be required to work in the factory after 10-00 p.m.

(Vide Government Notification, Industries, Energy and Labour Department No. FAC. 1086/197/Lab-4, dated 19th August 1986, published in *Maharashtra Government Gazette* Part I-L, dated 4th September 1986, at page No. 4342).

(2) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by Section 86 of the said Act, exempted the Agricultural Engineering Workshop, Akola attached to the Registrar Punjabrao Krishi Vidyapeeth, Akola from all the provisions of the said Act, except section 6 and Chapter IV and Chapter VIII thereof.

(Vide Government Notification, Industries, Energy and Labour Department No. FAC. 1881/8319/Lab-4, dated 19th June 1986, published in *Maharashtra Government Gazette* Part I-L, dated 11th September, 1986, at pages Nos. 4344 to 4345).

VII. INDIAN BOILER ACT, 1923

(A) *Exemptions under the Act.*—(1) In exercise of the powers conferred by sub-section (2) of section 34 of the said Act, the Government of Maharashtra has exempted the boiler bearing No. MR-7885 and belonging to the Tata Power Company Limited, Trombay Generating Station, Bombay 400 074 from the operation of clause (c) of section 6 of the said Act, for the period of six months from the 13th July 1986 to 12th January 1987 (both days inclusive).

(Vide Government Notification I.L. and L.D. No. IBA-1086/217062/2127/Lab-9, dated 8th July 1986 published in *Maharashtra Government Gazette* Part I-L, dated 11th September 1986 at page No. 4343).

(2) In exercise of the powers conferred by sub-section (2) of Section 34 of the said Act, the Government of Maharashtra has exempted the boiler bearing No. MR-11207 and belonging to the Maharashtra State Electricity Board, Chandrapur, Thermal Power Station, Durgapur 442404 from the operation of clause (c) of Section 6 of the said Act, for the period six months from the 19th June 1986, to 18th December 1986 (both days inclusive).

(Vide Government Notification I.E. and L.D. No. IBA-1086/215530/(2095)/Lab-9, dated 16th June, 1986 published in *Maharashtra Government Gazette* Part I-L, dated 11th September 1986 at page No. 4344).

VIII. EMPLOYEES STATE INSURANCE ACT, 1948

(A) *Exemption Under the Act.*—(1) The Government of Maharashtra, Industries Energy and Labour Department has in exercise of the powers conferred by Section 87 read with Section 91-A of the said Act, exempted the NAB workshop for the Blind, located at Dr. Annie Besant Road, Prabhadevi, Bombay 400 025, from the operation of the said Act, for a period of one year upto and inclusive of 30th September 1985 subject to the condition that the contributions already paid will not be refunded.

(Vide Government Notification No. SIA. 1034/CR-4495/Lab-10, dated 16th June 1986, published in *Maharashtra Government Gazette*, Part I-L, dated 11th September 1986 at Page No. 3444).

IX. BOMBAY INDUSTRIAL RELATIONS ACT, 1946

(A) *Extension under the Act.*—(1) The Government of Maharashtra Industries, Energy and Labour Department has in exercise of the powers conferred by Sub-section (4) of Section (2) of the Bombay Industrial Relations (Extension and Amendment) Act, 1964 (Maharashtra XXII of 1965) and in supersession of entry at Serial No. 1 in Schedule to the Government Notification, Industries and Labour Department No. BIR-1065 (vii) Lab-I, dated the 2nd May 1965 as amended from time to time directed that all the provisions as the said Act shall with effect from 1st August, 1986 apply to the Industry specified in Column (i) of the Schedule thereto in the local areas specified in Column (2) thereof.

Schedule

Industry (1)	Local Areas (2)
<i>Cotton Textile Industry—</i>	
(a) All concerns using power and employing twenty or more employees which are engaged in cotton spinning.	1. Aurangabad Municipal Corporation in Aurangabad District. 2. The Aurangabad Taluka excluding Aurangabad Municipal Corporation, in Aurangabad District.
(b) All concerns using power and employing twenty or more employees which are engaged in cotton weaving with or without admixture of silk, rayon, artificial silk or one or more of these.	3. The Khuldabad Taluka in Aurangabad District. 4. The Kannad Taluka in Aurangabad District. 5. The Soegaon Taluka in Aurangabad District.
(c) All Mechanics' shops attached to and all dyeing, bleaching and printing departments, whether situated within or outside the precincts of and forming integral part of the concerns falling under clause (a) or (b).	6. The Sillod Taluka in Aurangabad District. 7. The Paithan Taluka in Aurangabad District.
(d) All concerns using power and employing twenty or more employees, which are engaged in winding, warping, drawing, sizing, twisting, reeling, doubling or any other process for preparing a cotton yarn for weaving with or without an admixture of silk, rayon, artificial silk or one or more of these.	8. The Gangapur Taluka in Aurangabad District. 9. The Vaijapur Taluka in Aurangabad District. 10. The Jalna Municipal Area in Jalna District. 11. The Jalna Taluka excluding Jalna Municipal Area in Jalna District. 12. The Ambad Taluka in Jalna District. 13. The Jaffrabad Taluka in Jalna District. 14. The Partur Taluka in Jalna District.

Industry (1)	Local Areas (2)
15.	The Bhokardan Taluka in Jalga District
16.	The Parbhani Municipal Area in Parbhani District.
17.	The Parbhani Taluka excluding Parbhani Municipal Area in Parbhani District.
18.	The Jintur Taluka in Parbhani District
19.	The Hingoli Taluka in Parbhani District.
20.	The Basmat Taluka in Parbhani District.
21.	The Kalamnuri Taluka in Parbhani District
22.	The Gangakhed Taluka in Parbhani District.
23.	The Pathri Taluka in Parbhani District.
24.	The Beed Municipal Area in Beed District.
25.	The Beed Taluka excluding Beed Municipal Area in Beed District.
26.	The Georai Taluka in Beed District.
27.	The Mazalgaon Taluka in Beed District.
28.	The Ambegjogai Taluka in Beed District.
29.	The Kaij Taluka in Beed District.
30.	The Patoda Taluka in Beed District
31.	The Asti Taluka in Beed District.
32.	The Nanded Municipal Area in Nanded District.
33.	The Nanded Taluka excluding Nanded Municipal Area in Nanded District.
34.	The Hadgaon Taluka in Nanded District.
35.	The Kinwat Taluka in Nanded District.
36.	The Bhokar Taluka in Nanded District.
37.	The Biloli Taluka in Nanded District
38.	The Mukhed Taluka in Nanded District.
39.	The Degloor Taluka in Nanded District.
40.	The Kandhar Taluka in Nanded District.
41.	The Osmanabad Municipal Area in Osmanabad District.

Industry (1)	Local Areas (2)
42.	The Osmanabad Taluka excluding Osmanabad Municipal Area in Osmanabad District.
43.	The Kalam Taluka in Osmanabad District.
44.	The Umarga Taluka in Osmanabad District.
45.	The Tuljapur Taluka in Osmanabad District.
46.	The Parendia Taluka in Osmanabad District.
47.	The Bhoom Taluka in Osmanabad District.
48.	The Latur Municipal Area in Latur District.
49.	The Latur Taluka excluding Latur Municipal Area in Latur District.
50.	The Ahmedpur Taluka in Latur District.
51.	The Udgir Taluka in Latur District.
52.	The Nilanga Taluka in Latur District.
53.	The Ausa Taluka in Latur District.

(1986 Government Notification Industries, Energy and Labour Department No. BIR. 1065/3900/Lab-2, dated 1st August, 1986, Published in Maharashtra Government Gazette, Part I-L, dated 4th September, 1986, at pages Nos. 4316 to 4319).

(2) The Government of Maharashtra Industries Energy and Labour Department has in Maharashtra by Section 2 of the Bombay Industrial Relations (Extension and Amendment) Act, 1955 (Maharashtra XXII of 1955) and in supersession of the areas specified in Part-II of the Schedule to the Government Notification No. BIR-1065(III) in 1955, notified the areas specified in Part-I of the Schedule hereto, as the Local Areas for the Industry Specified in column (2) of that Schedule.

Schedule	
Local Areas (1)	Industry (2)
<i>Cotton Textile Industry--</i>	
1. Aurangabad Municipal Corporation in Aurangabad District.	(a) All concerns using power and employing twenty or more employees which are engaged in cotton spinning.
2. The Aurangabad Taluka excluding Aurangabad Municipal Corporation in Aurangabad District.	
3. The Khuldabad Taluka in Aurangabad District.	(b) All concerns using power and employing twenty or more employees which are engaged in cotton weaving with or without admixture of silk, rayon, artificial silk or one or more of these.
4. The Kannad Taluka in Aurangabad District.	
5. The Saegon Taluka in Aurangabad District.	

Local Areas (1)	Industry (2)
6. The Sillod Taluka in Aurangabad District.	(c) All Mechanics' shops attached to and all dyeing bleaching, and Printing-Departments, whether situated within or outside the precincts of and forming integral part of the concerns falling under clause (a) or (b).
7. The Paithan Taluka in Aurangabad District.	
8. The Gangapur Taluka in Aurangabad District.	(d) All concerns using power and employing twenty or more employees, which are engaged in winding, warping, drawing, sizing, twisting, reeling, doubling or any other process for preparing cotton yarn for weaving with or without an admixture of silk, rayon, artificial silk or one or more of these.
9. The Vaijapur Talukas in Aurangabad District.	
10. The Jalna Municipal Area in Jalna District.	
11. The Jalna Taluka excluding Jalna Municipal Area in Jalna District.	
12. The Ambad Taluka in Jalna District.	
13. The Jaffrabad Taluka in Jalna District.	
14. The Partur Taluka in Jalna District.	
15. The Bhokardan Taluka in Jalna District.	
16. The Parbhani Municipal Area in Parbhani District.	
17. The Parbhani Taluka excluding Parbhani Municipal Area in Parbhani District.	
18. The Jintur Taluka in Parbhani District.	
19. The Hingoli Taluka in Parbhani District.	
20. The Basmat Taluka in Parbhani District.	
21. The Kalamnuri Taluka in Parbhani District.	
22. The Gargakhed Taluka in Parbhani District.	
23. The Pathri Taluka in Parbhani District.	
24. The Beed Municipal Area in Beed District.	
25. The Beed Taluka excluding Beed Municipal Area in Beed District.	
26. The Georai Taluka in Beed District.	
27. The Mazalgaon Taluka in Beed District.	
28. The Ambejogai Taluka in Beed District.	
29. The Kaij Taluka in Beed District.	
30. The Patoda Taluka in Beed District.	
31. The Asti Taluka in Beed District.	
32. The Nanded Municipal Area in Nanded District.	
33. The Nanded Taluka excluding Nanded Municipal Area in Nanded District.	
34. The Hadgaon Taluka in Nanded District.	

Local Areas (1)	Industry (2)
35. The Kinwat Taluka in Nanded District.	
36. The Bhokar Taluka in Nanded District.	
37. The Biloli Taluka in Nanded District.	
38. The Mukhed Taluka in Nanded District.	
39. The Degloor Taluka in Nanded District.	
40. The Kandhar Taluka in Nanded District.	
41. The Osmanabad Municipal Area in Osmanabad District.	
42. The Osmanabad Taluka excluding Osmanabad Municipal Area in Osmanabad District.	
43. The Kalam Taluka in Osmanabad District.	
44. The Umarga Taluka in Osmanabad District.	
45. The Tuljapur Taluka in Osmanabad District.	
46. The Parendia Taluka in Osmanabad District.	
47. The Bhoom Taluka in Osmanabad District.	
48. The Latur Municipal Area in Latur District.	
49. The Latur Taluka excluding Latur Municipal Area in Latur District.	
50. The Ahmedpur Taluka in Latur District.	
51. The Udgir Taluka in Latur District.	
52. The Nilanga Taluka in Latur District.	
53. The Ausa Taluka in Latur District.	

(Vide Govt. Notification Industries, Energy and Labour Department No. BIR-1085/6550(n)/Lab-2, dated 1st August, 1986 published in M.G.C., Part I-L, dated 4th September, 1986, at pages Nos. 4319 to 4321).

(3) The Government of Maharashtra Industries, Energy and Labour Department has in pursuance of the provisions of Clause (23) of Section 3 of the said Act, extended to the rest of the state of Maharashtra by Section 2 of the Bombay Industrial Relations (Extension and Amendment) Act, 1964 (Mah-XXII of 1965) and in supersession of the areas specified in Part-II of the Schedule to Government Notification, Industries and Labour Department, No. BIR-1065(III)/Lab-1, dated the 2nd May 1965, as amended from time to time, notified the areas specified in Column (i) of the Schedule hereto, as the local areas for the Industry, Specified in Column (2) of that Schedule.

Schedule

Areas (1)	Industries (2)
	<i>Sugar Industry--</i>
1. Aurangabad Taluka in Aurangabad District	The Manufacture of sugar and its by products including— (i) the growing of sugarcane on farms belonging to or attached to concerns engaged in the said manufacture or on farms which immediately before the date on which the land comprised in such farms are taken possession of and vest in the State Government under section 21 of the Maharashtra Agricultural Lands (Ceiling on Holdings) Act, 1961 belonged to or were attached to, such concerns and which from that date are run or managed by a Corporation (including a Company) owned or controlled by the State under that Act. (ii) All agricultural and industrial operations connected with the said manufacture or with the growing of sugarcane on the said farms and (iii) All distilleries and breweries which are run by concerns engaged in the manufacture of sugar and its by-products and forming an integral part of such concerns. <i>Explanation.</i> —All service or employment connected with the conduct of the sugar industry shall be deemed to be part of the industry when engaged in or by an employer engaged in that industry.
2. Khuldabad Taluka in Aurangabad District	
3. Kannad Taluka in Aurangabad District	
4. Soegaon Taluka in Aurangabad District	
5. Sillod Taluka in Aurangabad District	
6. Pathan Taluka in Aurangabad District	
7. Gangapur Taluka in Aurangabad District	
8. Vajapur Taluka in Aurangabad District	
9. Jalna Taluka in Jalna District	
10. Ambad Taluka in Jalna District	
11. Jaffrabad Taluka in Jalna District	
12. Partur Taluka in Jalna District	
13. Bhokardan Taluka in Jalna District	
14. Parbhani Taluka in Parbhani District	
15. Jintur Taluka in Parbhani District	
16. Hingoli Taluka in Parbhani District	
17. Kalamnuri Taluka in Parbhani District	
18. Basmat Taluka in Parbhani District	
19. Gangakhed Taluka in Parbhani District	
20. Pathri Taluka in Parbhani District	
21. Beed Taluka in Beed District	
22. Georai Taluka in Beed District	
23. Mazalgaon Taluka in Beed District	
24. Ambajogai Taluka in Beed District	
25. Kaj Taluka in Beed District	
26. Patoda Taluka in Beed District	
27. Ashti Taluka in Beed District	
28. Nanded Taluka in Nanded District	
29. Hadgaon Taluka in Nanded District	
30. Kinwat Taluka in Nanded District	
31. Bhokar Taluka in Nanded District	
32. Biloli Taluka in Nanded District	
33. Mukhed Taluka in Nanded District	
34. Degloor Taluka in Nanded District	
35. Kandhar Taluka in Nanded District	
36. Osmanabad Taluka in Osmanabad District	
37. Kalam Taluka in Osmanabad District	
38. Umarga Taluka in Osmanabad District	
39. Tuljapur Taluka in Osmanabad District	
40. Parenda Taluka in Osmanabad District	
41. Bhoom Taluka in Osmanabad District	
42. Latur Taluka in Latur District	
43. Ahmadpur Taluka in Latur District	
44. Udgir Taluka in Latur District	
45. Nilanga Taluka in Latur District	
46. Ausa Taluka in Latur District	

(Vide Government Notification Industries, Energy and Labour Department No. BIR 1085/6550(iii)/Lab-2, dated 1st August, 1986 published in *Mah. Govt. Gazette* Part I-L dated 4th September, 1986, at pages No. 4322 to 4323).

(4) The Government of Maharashtra Industries, Energy and Labour Department has in pursuance of the provisions of clause (23) of section 3 of the said Act, extended to the rest of the State of Maharashtra by section 2 of the Bombay Industrial Relations (Extension and Amendment) Act, 1964 (Maharashtra XXII of 1965) and in supersession of the areas specified in column (1) of the schedule to Government Notification, Industries and Labour Department, No. BIR. 1072/193078/Lab-I, dated 30th October 1973, notified the areas specified in column (1) of the schedule hereto as the local areas for the industry, specified in column (2) of that schedule.

Schedule

Areas (1)	Industries (2)
1. Aurangabad Municipal Corporation	Business of Banking Companies as defined in section 5 of the Banking Regulation Act, 1949 (being banking companies not having branches of or other establishments out-side the State of Maharashtra) and Co-operative Banks to which that Act applies.
2. Aurangabad District excluding Aurangabad Municipal Corporation.	
3. Jalna Municipal Area.	
4. Jalna District excluding Jalna Municipal Area.	
5. Parbhani Municipal Area.	
6. Parbhani District excluding Parbhani Municipal Area	
7. Beed Municipal Area.	
8. Beed District excluding Beed Municipal Area.	
9. Nanded Municipal Area.	
10. Nanded District excluding Nanded Municipal Area	
11. Osmanabad Municipal Area.	
12. Osmanabad District excluding Osmanabad Municipal Area.	
13. Latur Municipal Area	
14. Latur District excluding Latur Municipal Area	

(Vide Government Notification, Industries Energy and Labour Department No. BIR. 1035/(6550)/(iv)/Lab-2, dated 1st August 1986, published in *Maharashtra Government Gazette*, Part I-L, dated 4th September 1986, at pages No. 4323 to 4324).

(5) The Government of Maharashtra Industries, Energy and Labour Department has in exercise of the powers conferred by Sub-Section (4) of Section 2 of the said Act, extended to the rest of the State of Maharashtra by Section 2 of the Bombay Industrial Relations (Extension and Amendment) Act, 1964 (Mah-XXII of 1965), directed that all the provisions of the said Act shall with effect from 1st August, 1986, apply to the industries specified in Column (1) of the Schedule hereto in the local areas of Marathwada Region specified in Column (2) thereof.

Schedule

Industry (1)	Local Areas (2)
1. <i>Silk Textile Industry</i> —	
(a) All concerns using power and employing twenty or more workers which are engaged in waste silk spinning.	(1) Aurangabad Municipal Corporation in Aurangabad District.
(b) All concerns using power and employing twenty or more workers, which are engaged in silk, artificial silk or rayon weaving with or without an admixture of cotton or staple fibre and in all processes incidental or supplemental thereto (but excluding all	(2) The Aurangabad Taluka excluding Aurangabad Municipal Corporation in Aurangabad District. (3) The Khuldabad Taluka in Aurangabad District. (4) The Kannad Taluka in Aurangabad District.

Industry (1)	Local Area (2)
departments engaged in silk or artificial silk or weaving with admixture of man-made are such as Terylene, Nylon, Dectron Orlon provided such departments form an integral part of concerns falling under Cotton Textile Industry).	(5) The Soegaon Taluka in Aurangabad District.
All mechanics' shops attached to and all dyeing, bleaching and printing departments in any of the concerns falling under the above clause (a) or (b).	(6) The Sillod Taluka in Aurangabad District.
(a) All concerns using power and employing twenty or more employees, which are engaged in winding, warping, sizing, twisting or any other process preparatory to weaving silk, artificial silk or rayon yarn including offices whether situated within or outside the precincts of such concerns.	(7) The Paithan Taluka in Aurangabad District.
2. <i>Woolen Textile Industry</i> —	(8) The Chingapur Taluka in Aurangabad District.
(a) All concerns, using power and employing twenty or more workers which are engaged in spinning wool and or worsted and in all processes incidental or supplemental thereto.	(9) The Vaijapur Taluka in Aurangabad District.
(b) All concerns, using power and employing twenty or more workers, which are engaged in woolen and or worsted weaving and in all the processes incidental thereto with or without an admixture of cotton, silk, rayon, artificial silk or any other artificial or natural fibres of one or more of these provided such concerns use more than 50 per cent of wool and or worsted (but excluding all departments engaged in the manufacture of blankets with cotton waste with or without admixture of cotton and wool provided such departments form an integral part of concerns falling under Cotton Textile Industry).	(10) The Jalna Municipal Area in Jalna District.
(c) All concerns using power and employing twenty or more workers which are engaged in wool and/or worsted knitting or the manufacture of wool and/or worsted hosiery with or without admixture of cotton, silk, rayon, artificial silk or any other artificial or natural fibres or one or more of these provided such concerns use more than fifty per cent. of wool and or worsted.	(11) The Jalna Taluka excluding Jalna Municipal Area in Jalna District.
(d) All concerns using power and employing twenty or more workers, which are engaged in combing of wool and in any other processes incidental or supplemental to the spinning of wool or worsted or both.	(12) The Ambad Taluka in Jalna District.
	(13) The Jaffrabad Taluka in Jalna District.
	(14) The Partur Taluka in Jalna District.
	(15) The Bhokardan Taluka in Jalna District.
	(16) The Parbhani Municipal Area in Parbhani District.
	(17) The Parbhani Taluka excluding Parbhani Municipal Area in Parbhani District.
	(18) The Jintur Taluka in Parbhani District.
	(19) The Hingoli Taluka in Parbhani District.
	(20) The Kalamnuri Taluka in Parbhani District.
	(21) The Basmat Taluka in Parbhani District.
	(22) The Gangakhed Taluka in Parbhani District.
	(23) The Pathri Taluka in Parbhani District.
	(24) The Beed Municipal Area in Beed District.
	(25) The Beed Taluka excluding Beed Municipal Area in Beed District.
	(26) The Georai Taluka in Beed District.
	(27) The Mazalgaon Taluka in Beed District.
	(28) The Ambejogai Taluka in Beed District.
	(29) The Kaij Taluka in Beed District.
	(30) The Patoda Taluka in Beed District.
	(31) The Asti Taluka in Beed District.
	(32) The Nanded Municipal Area in Nanded District.
	(33) The Nanded Taluka excluding Nanded Municipal Area in Nanded District.
	(34) The Hadgaon Taluka in Nanded District.

Industry (1)	Local Area (2)
(e) All mechanics shpos attached to and all dyeing, bleaching and printing departments in any of the concerns falling under clause (a), (b), (c) or (d).	(35) The Kinwat Taluka in Nanded District.
	(36) The Bhokar Taluka in Nanded District.
	(37) The Biloli Taluka in Nanded District.
3. <i>Hosiery Industry</i> —	
(a) All concerns, using power and employing twenty or more persons which are engaged in the manufacture of hosiery or other knitted articles made of cotton, wool, silk, artificial silk or rayon or an admixture of two or more of them and in all processes incidental or supplemental thereto (and excluding all departments engaged in the manufacture of hosiery and other knitted articles made out of cotton, yarn or man-made fibre provided such departments form an integral part of concerns falling under cotton Textile Industry).	(38) The Mukhed Taluka in Nanded District.
	(39) The Degloor taluka in Nanded District.
	(40) The Kandhar Taluka in Nanded District.
	(41) The Osmanabad Municipal Area in Osmanabad District.
	(42) The Osmanabad Taluka excluding Osmanabad Municipal Area in Osmanabad District.
	(43) The Kalam Taluka in Osmanabad District.
(b) All mechanics' shops attached to and all dyeing, bleaching and printing departments in above concerns.	(44) The Umarga Taluka in Osmanabad District.
	(45) The Tuljapur Taluka in Osmanabad District.
	(46) The Parenda Taluka in Osmanabad District.
<i>Textile Processing Industry</i> —	
All concerns using power and employing twenty or more persons which are engaged in one or more of the following processes, namely dyeing, bleaching, finishing, mercerising, calendering, printing or glazing of yarn, cloth or articles made of colth or any process incidental or supplemental thereto excluding the dyeing, bleaching or printing department, whether situated within or outside the precincts of and forming integral part of concerns falling under Cotton Textile Industry.	(47) The Bhoom Taluka in Osmanabad District.
	(48) The Latur Municipal Area in Latur District.
	(49) The Latur Taluka excluding Latur Municipal Area in Latur District.
	(50) The Ahmedpur Taluka in Latur District.
	(51) The Udgir Taluka in Latur District.
	(52) The Nilanga Taluka in Latur District.
	(53) The Ausa Taluka in Latur District.

(Vide Government Notification Industries, Energy and Labour Department No. BIR-1085/6550 (v)/Lab-2., 1st August, 1986 published in M.G.G. Part-I-L, dated 4th September, 1986 as pages No. 4324 to 4327).

(6) The Government of Maharashtra Industries, Energy and Labour Department has in pursuance of the provisions of Clause 23 of Section 3 of the said Act, extended to the rest of State of Maharashtra by Section 2 of the Bombay Industrial Relations (Extension and Amendment) Act, 1964 (Mah. XXII of 1965), notified the areas Specified in Column (1) of the Schedule hereto as the local areas for the Industries specified apposite to those areas in Column (2) of the Schedule.

Areas (1)	Industries (2)
1. Silk Textile Industry—	
Municipal Corporation in District.	(a) All concerns using power and employing twenty or more workers which are engaged in waste silk spinning.
Aurangabad Taluka excluding Municipal Corporation in District.	(b) All concerns using power and employing twenty or more workers, which are engaged in silk, artificial silk or rayon weaving or with without an admixture of cotton or staple fibre and in all processes incidental or supplemental thereto (but excluded in all departments engaged in silk or artificial silk weaving or weaving with admixture of man-made fibre such as Terylene, Nylon, Decron, Orlon, provided such departments form an integral part of concerns falling under Cotton Textile Industry).
Mukdabad Taluka in Aurangabad District.	(c) All mechanics' shops attached to and all dyeing, bleaching and printing departments in any of the concerns falling under the above clause (a) or (b).
Kannad Taluka in Aurangabad District.	(d) All concerns using power and employing twenty or more employees, which are engaged in winding, warping, sizing, twisting or any other process preparatory to weaving of silk, artificial silk or rayon yarn including offices whether situated within or outside the precincts of such concerns.
Saegaon Taluka in Aurangabad District.	
Sikol Taluka in Aurangabad District.	
Paithan Taluka in Aurangabad District.	
Changapur Taluka in Aurangabad District.	
Vaijapur Taluka in Aurangabad District.	
Jalna Municipal Area in Jalna District.	
Jalna Taluka excluding Jalna Municipal Area in Jalna District.	
Ambad Taluka in Jalna District.	
Jaffarabad Taluka in Jalna District.	
Partur Taluka in Jalna District.	
Bhokardan Taluka in Jalna District.	
Parbhani Municipal Area in Parbhani District.	
2. Woollen Textile Industry—	
Parbhani Taluka excluding Parbhani Municipal Area in Parbhani District.	(a) All concerns, using power and employing twenty or more workers, which are engaged in spinning wool and/or worsted and in all processes incidental or supplemental thereto.
Jintur Taluka in Parbhani District.	(b) All concerns, using power and employing twenty or more workers, which are engaged in woollen and/or worsted weaving and in all the processes incidental thereto with or without an admixture of cotton, silk, rayon, artificial silk or any other artificial or natural fibres or one or more of these provided such concerns use more than 50 per cent. of wool and/or worsted (but excluding all
Hingoli Taluka in Parbhani District.	
Kalamnuri Taluka in Parbhani District.	
Basmat Taluka in Parbhani District.	
Gangakhed Taluka in Parbhani District.	
Beed Municipal Area in Beed District.	
Beed Taluka excluding Beed Municipal Area in Beed District.	

Areas (1)	Industries (2)
The Georai Taluka in Beed District.	departments engaged in the manufacture of blankets with cotton waste with or without admixture of cotton and wool provided such departments form an integral part of concerns falling under cotton Textile Industry).
Mazalgaon Taluka in Beed District.	(c) All concerns using power and employing twenty or more workers, which are engaged in wool and/or worsted knitting or the manufacture of wool and/or worsted hosiery with or without an admixture of cotton, silk, rayon, artificial silk or any other artificial or natural fibres or one or more of these provided such concerns use more than fifty per cent. of wool and/or worsted.
Ambejogai Taluka in Beed District.	(d) All concerns using power and employing twenty or more workers, which are engaged in combing of wool and in any other processes incidental or supplemental to the spinning of wool or, worsted or both.
Kaij Taluka in Beed District.	(e) All mechanics' shops attached to and all dyeing, bleaching and printing departments in any of the concerns falling under clause (a), (b), (c) or (d).
Patoda Taluka in Beed District.	
Asti Taluka in Beed District.	
Nanded Municipal Area in Nanded District.	
Nanded Taluka excluding Nanded Municipal Area in Nanded District.	
Hadgaon Taluka in Nanded District.	
Kinwat Taluka in Nanded District.	
Bhokar Taluka in Nanded District.	
Biloli Taluka in Nanded District.	
Mukhad Taluka in Nanded District.	
Degloor Taluka in Nanded District.	
Kandhar Taluka in Nanded District.	
Osmanabad Municipal Area in Osmanabad District.	
Osmanabad Taluka excluding Osmanabad Municipal Area in Osmanabad District.	
3. Hosiery Industry—	
Kalam Taluka in Osmanabad District.	(a) All concerns, using power and employing twenty or more persons which are engaged in the manufacture of hosiery or other knitted articles made of cotton, wool, silk, artificial silk or rayon or an admixture of two or more of them and in all processes incidental or supplemental thereto (and excluding all departments engaged in the manufacture of hosiery and other knitted articles made out of cotton yarn or man-made fibre, provided such departments form an integral part of concerns falling under cotton Textile Industry).
Umarga Taluka in Osmanabad District.	(b) All mechanics' shops attached to and all dyeing, bleaching and printing departments in above concerns.
Tuljapur Taluka in Osmanabad District.	
Parenda Taluka in Osmanabad District.	
Bhoom Taluka in Osmanabad District.	
Latur Municipal Area in Latur District.	
Latur Taluka excluding Latur Municipal Area in Latur District.	
Ahmedapur Taluk in Latur District.	
Udgir Taluka Latur District.	
Nilanga Taluka in Latur District.	
Ausa Taluka in Latur District.	

Area (1)	Industries (2)
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Notification No. BIR-1986-6550(v) Lab-2, 1st August 1986 published in Maharashtra Government Gazette, Part I-I, dated 4th September 1986 at pages Nos. 4327 to 4330).

Consumer Price Index Numbers for Industrial Workers for September 1986

BOMBAY CENTRE*

A fall of 3 Points.

In September 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 706 being 3 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 6 points to 781 due to a fall in the average prices of Rice, Fish fresh, Vegetables and Fruits sub group and Sugar.

The index number for the Pan, Supari and Tobacco etc. group increased by 1 point to 801 due to a rise in the average price of Panleaf.

The index number for the Fuel and Light group increased by 2 points to 905 due to a rise in the average price of Charcoal.

The index number for Housing remained steady at 197 being a six monthly item.

The index number for the Clothing, Bedding and Footwear group increased by 3 points to 654 due to a rise in the average price of Shirting.

The index number for the Miscellaneous group increased by 1 point to 554 due to a rise in the average price of Tailoring Charges.

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

(Average prices for the calendar year 1960 = 100)

Groups	Weight proportional to the total expenditure	Group Index Numbers	
		August 1986	September 1986
I-A. Food	57.1	787	781
I-B. Pan, Supari, Tobacco, etc.	1.1	800	801
II. Fuel and Light	5.0	903	905
III. Housing	4.6	197	197
IV. Clothing, Bedding and Foot-Wear	9.4	651	654
V. Miscellaneous	19.0	553	554
Total	100.0	....	....
Consumer Price Index Number	....	709	706

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

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

*SOLAPUR CENTRE

710 A rise of 8 Points.

In September 1986 the Consumer Price Index Number for Working Class (New Series) for Solapur Centre with base January to December 1960 equal to 100 was 710 being 8 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Solapur Centre.

The index number for the food group increased by 13 points to 778 due to a rise in the average prices of Wheat of Arhaldal, gramdal, edible oil of Sub. group Chillies dry and Onions.

The index number for the Pan, Supari and Tobacco etc. group decreased by 13 points to 681 due to a fall in the average price of Pan leaf.

The index number for the Fuel and Light group decreased by 2 points to 746 due to a fall in the average price of fire wood.

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

The index number for clothing, bedding and footwear group remained Steady at 663.

The index number for the miscellaneous group remained due to Steady at 558

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

(Average prices for the calender year 1960=100)

Groups	Weight proportional to the total expenditure	Group Index Numbers	
		August 1986	September 1986
I-A. Food	63.0	765	778
I-B. Pan, Supari, Tobacco etc.	3.8	694	681
II. Fuel and Light	7.1	748	746
III. Housing	5.2	292	292
IV. Clothing, Bedding and Footwear	9.0	663	663
V. Miscellaneous	12.3	558	558
Total	100.00	.....	.....
Consumer Price Index Number	.....	702	710

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

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

NAGPUR CENTRE*

676 A fall of 5 Points

In September 1986 the Consumer Price Index Number for Working Class (New Series) for Nagpur Centre with base January to December 1960 equal to 100 was 676 being 5 points lower than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Nagpur Centre.

The index number for the food group decreased by 9 points to 714 due to a fall in the average prices of gramdal, Oils and fats turmeric, Garlic, Ginger, Vegetable sub groups and Sugar.

The index number for the Pan, Supari and Tobacco etc. group increased by 7 points to 840 due to a rise/fall in the average price of Pan leaf.

The index number for the Fuel and Light group decreased by 14 points to 981 due to a fall in the average price of fire wood.

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

The index number for clothing bedding and footwear group increased by 7 points to 650 due to a rise in the average price of Chappal gents.

The index number for the miscellaneous group increased by 4 points to 544 due to a rise in the average price of washing Soap.

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

(Average prices for the calender year 1960=100)

Groups	Weights proportional to the total expenditure	Group Index Numbers	
		August 1986	September 1986
I-A. Food	57.2	723	714
I-B. Pan, Supari, Tobacco, etc.	3.8	833	840
II. Fuel and Light	5.7	995	981
III. Housing	6.6	355	355
IV. Clothing, Bedding and Footwear	10.9	543	650
V. Miscellaneous	15.8	540	544
Total	100.0	.....	.....
Consumer Price Index Number	.....	681	676

*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 equivalent of the old Index Number (1939 = 100), the new Index Number should be multiplied by the linking factor viz. 5.22.

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PUNE CENTRE*

627 A fall of 7 points

In September 1986 the Consumer Price Index Number for Industrial Workers (New Series) for Pune Centre with base year 1961 equal to 100 was 627 being 7 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.

The index number for the food group decreased by 13 points to 696 due to fall in the average prices of rice, wheat, gramdal, Oils, dry Chillies, brinjals, tomatoes red, other Vegetables and Sugar.

The index number for the fuel and light group remained steady at 828.

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

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

The index number for the miscellaneous group increased by 1 point to 524 due to a rise in the price of hair cut with Shave only.

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	
		August 1986	September 1986
I. Food	55.85	709	696
II. Fuel and Light	6.89	828	828
III. Housing	6.65	157	157
IV. Clothing and Footwear	10.31	621	621
V. Miscellaneous	20.30	523	524
Total	100.00		
Consumer Price Index Number		634	627

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

JALGAON CENTRE*

A fall of 2 points

In September 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 685 being 2 points lower than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at the Jalgaon Centre.

The index number for the Food group decreased by 2 points to 747 due to a fall in the average prices of wheat, jawar, turdal, gramdal, mungdal, vegetable sub group, fruits and sugar.

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 remained steady at 658.

The index number for the miscellaneous group remained steady at 556.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR JALGAON CENTRE

(Average prices for the calendar year 1961 = 100)

Groups	Weight proportional to total expenditure	Group Index Numbers	
		August 1986	September 1986
I. Food	66.34	749	747
II. Fuel and Light	7.91	909	909
III. Housing	6.11	188	188
IV. Clothing and Footwear	10.29	658	658
V. Miscellaneous	19.35	556	556
Total	100.00	687	685
Consumer Price Index Number			

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

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

The index number remained steady at 742.

The Aurangabad Consumer Price Index Number for the month of September 1980 works out at 742 which is same as in the previous 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 remained steady at 827.

The index number for the fuel and light group increased by 15 points to 818 due to a rise in the average prices of fire wood only.

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

The index number for clothing and footwear remained steady at 673.

The index number for the miscellaneous group increased by 1 point to 641 due to a rise in the average prices of firewood only.

Group	Weight proportional to total expenditure	Group Index Numbers	
		August 1986	September 1986
I. Food	61.46	765	751
II. Fuel and Light	5.88	927	927
III. Housing	4.62	386	386
IV. Clothing and Footwear	12.22	641	641
V. Miscellaneous	15.82	610	617
Total	100.00		710
Consumer Price Index Number			

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

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

AURANGABAD CENTRE*

Index number remained steady at 742.

The Aurangabad Consumer Price Index Number for the month of September 1980 works out at 742 which is same as in the previous 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 remained steady at 827.

The index number for the fuel and light group increased by 15 points to 818 due to a rise in the average prices of fire wood only.

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

The index number for clothing and footwear remained steady at 673.

The index number for the miscellaneous group increased by 1 point to 641 due to a rise in the average prices of firewood only.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR AURANGABAD CENTRE

(Average prices for the calendar year 1961=100)

Groups	Weight proportional to total expenditure	Group Index Number	
		August 1986	September 1986
I. Food	60.72	827	827
II. Fuel and Light	7.50	803	818
III. Housing	8.87	330	330
IV. Clothing and Footwear	9.29	673	673
V. Miscellaneous	13.62	640	641
Total	100.00		....
Consumer Price Index Number .. .. .	....	742	742

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

Note.—To obtain the equivalent old index number on base August 1943 to July 1944=100 the new index number on base 1961=100 should be multiplied by the linking factor viz 2.27 (o.c.p.) Ra 4617-6 (540-2-87)

LABOUR GAZETTE—NOVEMBER 1986
ALL INDIA AVERAGE CONSUMER PRICE INDEX NUMBERS
FOR INDUSTRIAL WORKERS

The statistics for the last 12 calendar months from October 1985 to September 1986 are given in the following table :—

Month	Base	
	1960=100	*Base 1949=100
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
September 1986	676	822

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

THE STATEMENT SHOWING THE CONSUMER PRICE INDEX NUMBERS FOR (INDUSTRIAL WORKERS) GROUPS FOR SEVEN CENTRES OF MAHARASHTRA STATE FOR THE MONTH OF SEPTEMBER 1986

Centre	Base	Food	Pan. Supari, Tobacco etc.	Fuel and Light	Housing	Clothing, Bedding and Footwear	Miscellaneous	Consumer Price Index Number Sep. 1986	Equivalent Old Index Number August 1986	Consumer Price Index Number August 1986	Equivalent Old Index Number
1	2	3	4	5	6	7	8	9	10	11	12
Bombay	.. 1960=100	781	801	905	197	654	554	706	3,135	709	3,148
Solapur	.. 1960=100	778	681	746	292	663	558	710	2,712	702	2,682
Nagpur	.. 1960=100	714	840	980	355	650	545	676	3,529	681	3,555
Pune	.. 1961=100	696	....	828	157	621	524	627	....	634	....
Jalgaon	.. 1961=100	747	....	909	188	658	556	685	3,624	687	3,634
Nanded	.. 1961=100	751	....	927	386	641	617	710	1,740	717	1,757
Aurangabad	.. 1961=100	827	....	818	330	673	641	742	1,647	742	1,647

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 AUGUST 1986

Industrial Courts, Tribunals and Labour Courts

In all 2411 applications were received by the Industrial Courts, Tribunals and Labour Court during the month. The details are as follows—

Serial No.	Name of the Industrial Court, Tribunal and Labour Court	No. of applications, etc. received during the month under the—			Total
		B.I.R. Act, 1946	I.D. Act, 1947	Other Acts	
1	2	3	4	5	6
I. Industrial Courts/Tribunals—					
1	Industrial Court, Bombay ..	10	..	..	6
2	Industrial Tribunal, Bombay ..	..	..	..	..
3	Industrial Court, Nagpur ..	3	16	128	138
4	Industrial Tribunal, Nagpur ..	..	..	27	16
5	Industrial Court, Pune ..	..	..	..	30
6	Industrial Tribunal, Pune ..	..	..	..	..
7	Industrial Court, Thane ..	..	7	43	43
8	Industrial Tribunal, Thane ..	..	..	..	7
9	Industrial Court, Kolhapur ..	1	1	38	38
10	Industrial Tribunal, Kolhapur ..	..	..	..	1
11	Industrial Court, Amravati ..	1	..	37	38
12	Industrial Tribunal, Amravati ..	..	..	29	..
13	Industrial Court, Nashik ..	2	..	..	30
14	Industrial Tribunal, Nashik ..	..	..	87	..
15	Industrial Court, Aurangabad ..	2	..	..	89
16	Industrial Tribunal, Aurangabad ..	..	..	16	18
17	Industrial Court Solapur ..	1	..	9	9
Total		20	24	440	27
					484

II. Labour Courts—

1	Labour Court, Bombay ..	25	320	331	676
2	Labour Court, Pune ..	3	91	40	134
3	Labour Court, Nagpur ..	12	45	151	208
4	Labour Court, Thane ..	43	19	74	136
5	Labour Court, Kolhapur ..	5	20	24	49
6	Labour Court, Solapur ..	3	10	89	102
7	Labour Court, Akola ..	..	12	47	59
8	Labour Court, Nashik ..	..	7	49	56
9	Labour Court, Aurangabad ..	1	21	37	59
10	Labour Court, Dhule ..	..	3	8	11
11	Labour Court, Sangli ..	..	10	44	54
12	Labour Court, Amravati ..	..	91	47	138
13	Labour Court, Jalgaon ..	..	10	15	25
14	Labour Court, Bhandara ..	..	108	22	130
15	Labour Court, Ahmadnagar ..	..	43	27	70
16	Labour Court, Latur ..	..	16	5	21
Total		92	826	1,010	1,928

Three references were received by the Wage Board, for Cotton Textile Industry, 6 references for Silk Textile Industry, nil references for Sugar ..

Conciliation

An analysis of disputes handled by the Conciliation machinery in the State during August 1986 under various Acts is given below :—

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

Act	Act	Total	Issues relating to pay, allowances and Bonus	Employment, leave, hours of work and miscellaneous causes	Total
(1) Industrial Disputes Act, 1947	14	37	51
(2) Bombay Industrial Relations Act, 1946	7	2	9
(3) Bombay Industrial Relations (Extensions and Amendment) Act, 1964.	3	1	4
Total		..	24	40	64

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

Act	Act	Total <th rowspan="2">Pending at the beginning of the month</th> <th rowspan="2">No. of cases received during the month</th> <th rowspan="2">Settled amicably</th> <th rowspan="2">Ended in failure</th> <th rowspan="2">With-drawn or not pursued by parties</th> <th rowspan="2">Closed</th> <th rowspan="2">Total (4 to 7)</th> <th rowspan="2">Pending at the end of the month</th>	Pending at the beginning of the month	No. of cases received during the month	Settled amicably	Ended in failure	With-drawn or not pursued by parties	Closed	Total (4 to 7)	Pending at the end of the month
I. D. Act, 1947	974	313	68	126	36	47	277	1,010
B. I. R. Act, 1946	159	9	2	10	1	..	13	135
B. I. R. (Ext. and Amdt.) Act, 1964.	36	3	3	6	9	130
Total		..	1,169	325	73	142	37	47	299	1,195

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

Act	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	2	3	..	3	..	2	..	..	2	9

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	1	..	..	..	..	..	..	..	3	4

District-wise analysis is given below :—

Act	Bombay	Pune	Sangli	Nagpur	Nanded	Aurangabad	Ahmadnagar	Total
1	2	3	4	5	6	7	8	9
B.I.R. Act, 1946	9	..	..	..	..	..	..	9

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

INDUSTRIAL DISPUTES IN MAHARASHTRA STATE DURING AUGUST 1986

	August 86	July 86	August 85
No. of Disputes	51	57	37
No. of Workers involved	11,293	14,093	7,893
No. of Man-days lost	2,30,870	2,59,884	1,70,154

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 total month i.e.	Total		
1	2	3	4	5	6
Textile	1	1	2	272	1,393
Engineering	29	3	32	8,932	1,81,017
Chemical	6	..	6	826	2,01,34
Miscellaneous	9	2	11	1,263	28,326
August 1986—Total	45	6	51	11,293	2,30,870
July 1986—Total	44	13	57	14,093	2,59,884

Twenty four of the 51 disputes arose over question of "pay, allowances and bonus issues" 4 related to "Retrenchment and grievances about personnel" and the Remaining 23 disputes were due to other causes.

Out of the 6 disputes that terminated during the course of the month 4 disputes were settled entirely in favour of the workers and 2 disputes were unsuccessful.

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

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

Serial No.	Name of the Concern	Sector	S/L	Reason	Date of work		No. of Workers Involved	Mandays lost		Remark
					Began	Ended		During the month	Till the close of the month	
1	2	3	4	5	6	7	8	9	10	11
1	Thane— M/s. Taksen Ltd., Kol- shot Road, Thane.	Pvt.	S.	Reinstatement	20-4-1981		459	11,050	7,41,260	Continued
2	Bombay— Estrella Batteries Ltd., Pvt. Plot No. 1 Dharavi, Matunga, Bombay 400 019.	Pvt.	L	Unfair Labour practice.	3-11-1983		1,170	20,956	8,90,390	Do.
3	Bombay— Bombay Forging Pvt. Pvt. Ltd., Vidyangari Marg. Kalina, Bombay 400 098.	Pvt.	S	Others— Fighting amongst the workmen.	11-7-1984		625	16,172	4,14,302	Do.
4	Bombay— Bush India Ltd., Sukh Pvt. Sagar M/s. Patkar Marg, Bombay 400 007.	Pvt.	L	Workers continued to indulge in 50 per cent slow down from 13-8-1984.	24-9-1984		1,005	26,130	9,05,470	Do.
5	Bombay— The Indian Smelting Pvt. Refining Co. Ltd., L. B. S. Marg, Bhandup Bombay 400 078.	Pvt.	S	General Demand— Wages D. A. etc.	10-12-1984		1,007	12,926	3,53,051	Do.

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

Serial No.	Name of the concern	Sector	S/L	Reason	Date of work		No. of workers involved	Mand days lost		Remarks
					Began	Ended		During the month	Till the close of the month	
1	2	3	4	5	6	7	8	9	10	11
6	Bombay— The Cricket Club of India Ltd., Brabourne Stadium Dinsha Wachha Rd., Church- gate, Bombay-400 020.	Pvt.	S	Illegalacts	8-5-1986		415	10,738	41,013	Continued.
7	Bombay— Zenith Tinwork Pvt. Ltd., Pvt. Keshavrao Khade Marg., Opp. Racecourse, Mahalaxmi, Bombay-400 034.	Pvt.	L	Bonus Demand	19-4-1986	14-8-1986	917	10,087	95,368	Successful.
8	Bombay— New Standard Eng. Co. Pub. Ltd., NSE Estate, Goregaon (East), Bombay-400 063.	Pub.	L	Workmen demands bonus 20%+ 10% exgratia for the year 1984-85.	15-7-1986		1,312	32,800	52,480	Continued.

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.

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(II) 22,190 workers were paid Rs. 53,88,952.28 on account of accident as employment injury which included 8,215 cases for the permanent disablement and 2,883 for pension to the dependents/families due to death of the workers in the accidents.

(III) Rs. 6,58,058.00 were paid to the women workers as Maternity Benefit for the period of confinement. In addition to the above 25 persons were sterilized and they were paid Rs. 5,590.00 as family planing benefit.

(IV) There were 207 cases where legal proceedings were initiated against defaulting employers/Insured Persons for the recovery of arrears of contributions as under

1. Under Section 45B	158 cases.
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3. Under Section 84	6 cases.
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