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LABOUR GAZETTE

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DECEMBER 1986

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

LABOUR GAZETTE

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

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CONTENTS

	PAGE
THE MONTHS 1986	187
CURRENT NOTES—	
(1) <i>Tripartite Panel on Labour Law</i>	188
(2) <i>Social Security Panel (cont. anterior)</i>	188
(3) <i>Poverty threatens Ageing Workers</i>	189
ARTICLES, REPORTS, ENQUIRIES, ETC.—	
(1) <i>Trade Unions and Collective Bargaining By—Samar Chakraborty, Secretary Pradosh National Trade Union Congress.</i> 191	
LIST OF IMPORTANT NOTIFICATIONS UNDER VARIOUS LABOUR LAWS.	196
CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS IN MAHARASHTRA STATE—	
Bombay	205
Solanur	206
Nagpur	207
Pune	208
Jalgaon	209
Nanded	210
Aurangabad	211
ALL INDIA AVERAGE CONSUMER PRICE INDEX NUMBERS FOR INDUSTRIAL WORKERS.	212
STATEMENT SHOWING THE CONSUMER PRICE INDEX NUMBER FOR WORKING CLASS BY GROUPS FOR SEVEN CENTRES OF MAHARASHTRA STATE.	213
LABOUR INTELLIGENCE—	
Industrial Relation in Maharashtra State	214
Industrial Disputes in Maharashtra State	217
Benefits under Employees State Insurance Scheme	219

The Month in Brief

Consumer Price Index Numbers for Working Class

The Bombay, Solapur and Nagpur Consumer Price Index Numbers for working class for the month of October 1986, with average price for the year ended December 1960 equal to 100 were 709, 705 and 680 respectively. The Pune, Jalgaon, Nanded and Aurangabad Consumer Price Index Numbers for working class for the month of October 1986, with the average prices for the year ended December 1961 equal to 100 were 625, 678, 707 and 739 respectively.

All India Average Consumer Price Index Numbers for Industrial Workers

All India Average Consumer Price Index Numbers for Industries Workers General base 1960=100 for October 1986 was 685 as compared to 676 in September 1986. On base 1949=100 derived from 1960 based Index worked out to 931 as against 822 for September 1986.

Industrial Disputes in Maharashtra State

During the month of September 1986, there were 61 disputes involving 10,818 workmen and time loss of 2,05,995 mandays as compared to 51 disputes in August 1986 involving 11,293 workmen and time loss of 2,30,870 mandays.

Further particulars of Industrial Disputes are given at pages 217 and 218 of this issue.

Benefits under the Employees State Insurance Scheme

During the month of October 1986, 73064 workers were paid Rs. 70,73,378.85 on account of sickness and Rs. 5,89,163.90 were paid for the long term diseases like T. B Cancer, Hemiplegia, Paraplegia, Psychosis etc., 21961 workers were paid Rs. 54,99,305.55 on account of accidents as employment injury which included 8296 cases for the permanent disablement and 2964 for pension to the dependents families due to death of the workers in the accidents.

Current Notes

Tripartite Panel on Labour Laws

New Delhi

The Union Government has set up a tripartite committee, comprising representatives of workers, employers and state governments to consider exemption and relaxation of labour laws for small establishments.

The committee has been constituted as per the decision of the recently held meeting of the Standing Labour Committee which felt that there was a need for simplification and rationalisation of rules and regulations for maintenance of registers and forms for these categories of establishments.

According to an official release, the committee to be chaired by the Labour Secretary, Shri Badal Roy, will consider the recommendations of the working group in this regard and submit its report in one month.

(Indian Worker, dated 3rd November 1986)

Public Sector Pay Panel term extended

New Delhi

The Union Government has extended the tenure of the high-powered pay committee for public enterprises to one year from the date of assumption of office. The pay committee is expected to assume office by the end of this month.

The high-powered committee, under the chairmanship of Shri Justice P. N. Shingal, was constituted early this year with a four-month tenure under the directives of the Supreme Court to go into the various aspects of the pay scales, dearness allowance, interim relief and other allowances to employees working in public sector enterprises governed by Central pay scales and dearness allowance pattern.

The committee will recommend grant of interim relief, if called for, within the period of one month from the date of assumption of office.

(Indian Worker, dated 3rd November 1986)

Poverty threatens Ageing Workers

Concern over youth unemployment in the West has overshadowed another burning social issue : the plight of a whole generation steadily being "retired" to make room on the shrinking labour market. They are the ageing workers, in their 50s and 60s, hard-pressed victims of the current employment crunch and among the first to go in a pinch.

A study* by ILO researcher Guy Standing says the steadily growing numbers of ageing workers pose a social and economic problem which Western policy planners will have to tackle sooner rather than later and in ways quite different from those pursued thus far. "Persuading" the older workers to take early retirement, or having them shoulder the brunt of any job shedding exercise, may lead this generation into a "poverty trap", he says.

There has been a dramatic shift in labour policies in recent years, Mr. Standing notes. In the 1950s and 1960s the emphasis was on keeping older workers in the labour force. But since the rise in mass unemployment in Western Europe, many countries are striving to reduce the number of workers over the age of 55. In the Federal Republic of Germany, for instance, men in the 60-65 age group have been encouraged to retire early. Until 1983 workers over 55 in France were paid a lump sum if they retired early, provided their place was taken by someone from particular groups, notably unemployed youth or single parents. In Italy the steel industry introduced a scheme in 1984 to encourage workers to retire at 50. Britain's Job Release Scheme was introduced in 1977 to enable workers to leave the labour force one year before reaching the national insurance retirement age.

The net result of this type of policy has been increasing marginalisation of older workers, Mr. Standing says. By 1983 the majority of older workers in most European countries had only part-time jobs while millions more were in chronically long-term unemployment. "Older workers seem to have become a floating labour reserve, an auxiliary source of labour supply."

He cites a variety of causes for the malaise : recession leading to widespread lay-offs and redundancies, flexible forms of labour use and a steady increase in female employment.

Higher overhead costs in retaining older workers—wages that rise with length of service, higher separation and pension payments . . . have also contributed to a steady contraction of employment prospects. Whatever the reasons, there has been an international trend toward lower pensionable ages for retirement. But questions arise whether the extension of private and public pensions and the lowering of the retirement age have greatly facilitated voluntary early retirement, which is commonly a euphemism for discouragement from labour force participation. For most workers it represents premature poverty, relative to their lifetime earnings, according to Mr. Standing.

He maintains that "early retirement has strengthened discrimination against older workers and runs counter to the principle that workers should be able

*Guy Standing : "Labour flexibility and older worker marginalisation : The need for a new strategy," *International Labour Review*, Volume 125, No. 3, 1986.

to make voluntary decisions on when to work and for how long. There is also a suggestion that premature retirement has adverse health consequences. The world of work is artificially dichotomises people into "active" or "inactive" categories. Partial retirement schemes, through job-sharing or part-time working, may not get around this problem because they still involve differential treatment of workers on the basis of an arbitrary fence and encourage attitudes that amount to or sanction discrimination against older workers," Mr. Standing says.

In Europe the ratio of working-age people to the total population is expected to decline steadily during the rest of this century. The social security programmes of industrialised nations, already under great strain, cannot be expected to provide an adequate income for the rising numbers of ageing workers who have been "pressured" out of the labour force. An alternative approach has to be found.

Mr. Standing advocates what he calls a social income scheme ... a guaranteed basic income paid to every citizen regardless of age or work status. This scheme would replace all existing income transfer programmes ... such as unemployment benefits and state pensions ... and in his view would allow workers to function efficiently without placing older workers in the vulnerable bargaining position of either having to take low-paid jobs or else relying on unemployment benefits or an early and inadequate pension.

The proposed social income scheme could be financed through a coherent reform of the taxation system. This is easier said than done. But Mr. Standing argues that since the scheme would serve as a single substitute for all income payments now being made to the unemployed and other eligible groups, the overall outlay may not be significantly higher than the cumulative expenditure incurred by governments on all forms of social security and income support payments.

A major ILO report⁹ on social security, prepared by a special expert group commissioned by ILO Director-General Francis Blanchard, holds the view that basic needs tend to vary according to age, health, rural or urban living and other individual and family circumstances. "No standard minimum could provide for all these different requirements. Poverty is multi-dimensional and so normally are its causes. A whole battery of services is needed to help different groups of poor people become full participating members of society." Nevertheless, says the ILO report, a national minimum is essential to meet what should be regarded as the first and certainly an imperative challenge for any good system of social security: the responsibility for the disadvantaged and the underprivileged.

Clearly there are no easy or quick solutions. "People can be poor in terms of health, education, employment and other services available and accessible to them. But of central importance is cash." The report concludes that "building an effective minimum income for all residents should be accepted as the major challenge for social security policy to be achieved before the year 2000."

⁹ *Development of social security*, ILO, Geneva, Regional Office for Asia and the Pacific, P. O. Box 1759, Bangkok.

Articles, Reports, Enquiries, etc.

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TRADE UNIONISM AND COLLECTIVE BARGAINING

BY

SAMAR CHAKRABORTY

Secretary

West Bengal Pradesh National Trade Union Congress

No individual is powerless to protect and promote his interest effectively. Strength and power, lie in unity, association and collective action. This is the essence of trade unionism.

A trade union as is commonly understood, is a continuous association of wage earners for the purpose of maintaining or improving the conditions of employment.

Chambers Encyclopaedia says that a trade union is an association of wage earners or salaried-men formed primarily for the purpose of collective interests and according to Lord Denning "if men are ever able to break the bonds of oppression or servitude, they must be free to meet and discuss their grievances and to work out in union a plan of action to set things right". A trade union is thus an association of wage earning workers for collective action to protect and promote collective interests.

Over the years, trade unions have come to be acknowledged as instruments of social change, particularly in a rapidly developing country like India. The trade union is no more confined to the narrow limits of a factory, mine or establishment. The trade union movement should act as an effective check to the concentration of economic power in the hands of a few big business and monopoly houses or a handful of families. It has to help maintain a socio-economic equilibrium for the healthy development of the country and best possible service to the consumer.

When India became independent and opted for planned development envisaging significant contribution by labour to industrial and economic growth and employment generation, it was recognised that "in a Socialist Democracy labour is a partner in the common task of development and should participate in it with enthusiasm."

What is collective bargaining ?

Bargaining is a process of discussion and negotiation between two parties to arrive at an agreement on any given issue. In trade union parlance "collective

bargaining is a procedure by which an employer and a group of employees negotiate and agree upon the conditions of work. The institution is a means for the wage workers to safeguard their interests and an instrument of an industrial organisation to maintain harmony in labour management relations and thus ensure uninterrupted production and profitability. In this industrial age collective bargaining and labour unions have become inseparable. The extent of effective bargaining is solely dependant on the success and strength of unionism. "The history of collective bargaining is inseparable from the history of the organised labour. The actual conduct of collective bargaining only approximates the norm of free agreements between equally interested and equally powerful parties." The Industrial Disputes Act, 1947, enacted for governing industrial relations, aims at securing amity and healthy relations between the employer and the employees. The Trade Union Act is intended to render legal backing to organisations of labour for collective bargaining which, in its widest sense, is negotiation between an employer or a group of employers and a group of workmen for arriving at an agreement to resolve disputes in the interest of industrial peace.

Role of the State

The immediate post-independent period in India saw the enactment of a catena of labour legislations. Consistent with the efforts to minimise conflict in industrial relations for keeping the wheels of production running, it has been the policy of the Government to strengthen tripartism and bipartism so as to encourage the growth of collective and consultative for a comprising labour, management and government representatives.

The period ushered a new phase in industrial relations. The tripartite started functioning with a wider dimension. The Indian Labour Conference, Standing Labour Committee, industrial committees, state labour advisory boards, joint management councils and works committees were constituted. For the settlement of industrial disputes, various industrial relations machinery, like conciliation, arbitration and adjudication tribunals or industrial courts have been set up. The Seventh and Twelfth sessions of the Indian Labour Conference, held in 1952 and 1957 under the presidentship of late V. V. Giri and Shri Gulzarilal Nanda respectively, a consensus was arrived at on collective bargaining for settlement of industrial disputes and the National Commission on Labour under the Chairmanship of late Justice Gajendra Gadkar, after an in-depth study of industrial relations, also recommended a set of guidelines for settling industrial disputes, while emphasising the need for amending the relevant enactment to promote industrial harmony.

Excessive Legislation

India is an over-legislated country in labour management and industrial relations. Seminars, symposia, conferences are being held both at national and state levels to create better environment for undisturbed industrial growth. The much-desired result is yet to be achieved.

Mandays loss due to strikes and lock-outs in 1985 accounted 29.2 million. This was lesser than in 1984, when the loss totalled 55.13 million. Lock-outs accounted for 64.7 per cent of the mandays loss against strikes claiming 35.3

per cent. About 50/55 per cent of the strikes and 20-25 per cent of the lock-outs were consequential to disputes over wages and allowances and retrenchment of personnel.

Loss of production due to strikes and lock-outs during the years from 1980 to 1985 showed an irregular trend. In 1981 the production loss stood at Rs. 628.76 crore and fell to Rs. 286.67 crore in 1982. It again increased, to Rs. 412.39 crore in 1983 only to decline to Rs. 368.65 crore in 1984.

About 90,000 industrial units, most of them in the small sector, were reported sick—West Bengal alone accounting for 29,000. According to a report of the Reserve Bank of India, as on January 1, 1985 there were 545 large units—105 in West Bengal—1,287 medium units were rendered sick.

The same study reported that 51 per cent industrial sickness was due to management, 15 per cent due to bad planning and only 2 per cent due to labour trouble.

As on February 2, 1985, 4338 cases were pending before the Central Government Industrial Court. The state governments and Union Territories have also set up labour courts or tribunals for cases under state sphere. It is noted that 18,00,38 cases were pending before the tribunals or labour courts as on March 31, 1985, barring the states of Assam, Madhya Pradesh, Jammu and Kashmir and Himachal Pradesh.

Such a situation only shows that despite the plethora of legislations, the entire industrial relations machinery has been under severe strain in the wake of bitter labour management relations. Harmony in Industrial relations can never be dreamt of in an atmosphere where "an economic system lays emphasis on incentives for the rich and the super-rich and harsh discipline for the poor."

The management of big industrial and monopoly houses need to become aware of the fact that "progress is coming to depend more on quality of capital equipment in use and on the intelligence and skill of those who use it. But both technological advance and improved skills are the product of personnel development. Machines do not move themselves. They are the product of improved men. We now get the larger part of industrial growth not from more capital investment but from improvements in men and improvements brought out by improved men. Improvement in personnel development is, therefore, at least as useful as in index of progress on investment in physical capital."

The management should realise the "A worker's capital is inexhaustible, incapable of being stolen and bound to pay a generous dividend all the time."

Why Collective Bargaining

Experience of all these years has shown that adjudication is an unduly time consuming process. Conciliation machinery is not meaningfully effective.

The voluntary arbitration concept is being truncated. Under the tances collective bargaining is the most suitable method of settling disputes. It has a pivotal role in employer-employee relations.

It is a hard task to eliminate the incidence of industrial discord. For tive and successful collective bargaining the following pre-requisites are essential:

(a) a favourable political climate, (ii) freedom of association, (iii) a stable well organised and disciplined trade union, (iv) recognition of for determining the bargaining agent, (v) mutual trust and respect, (vi) of understanding, co-operation and co-determination, (vii) awareness of social responsibilities of both management and unions, and (viii) logical approach of management.

Contents of Collective Bargaining and Agreements

The following are the imperatives for collective bargaining to reach agreements :

(i) recognition of the union as the sole collective bargaining agent and acceptance of the principle of participative management, (ii) wage agreement job classification or grades and bonus (if any), other fringe benefits and allied issues, (iii) working conditions, working hours, holidays, leave entitlements, incentives scheme, termination pays and other condition of employment (iv) grievance procedure system for investigation and settlement of issues and disputes between the union and the employees, (v) management's rights defining the action which the employer can take about workers without negotiation with the union, (vi) unions rights and facilities for collection of unions subscription, (vii) duration of agreement and the procedure for making changes at the end of the agreed time, (viii) abolition of contract labour, (ix) health, safety, welfare plans and working environment, (x) apprenticeship training programme, (xi) development of social and recreation programmes for workers (xii) allotment of union office, (xiii) saving measure scheme for workers from their earnings alongwith company's contribution, (xiv) protection of union official against victimisation for T. U. activities, (xv) no discrimination in employment policy, (xvi) discussion on production policy, (xvii) method of avoiding industrial conflict, (xviii) P.F. & E.S.I. arrears (if any), (xix) R&D Policy (xxi) arbitration procedure, (xxii) workers education programmes Training, (xxiii) negotiation in the matter of modernisation and technological changes and other vital issues.

We are experiencing greater degree of industrial disharmony due to various industrial actions and counter actions by management and union which is highly detrimental to the cause of country's progress.

"In a democratic society we cannot totally rule out the difference leading sometimes to disputes. But it is quite possible, we can always reduce and narrow down the difference and avoid conflicts. Settling differences and disputes through collective bargaining."

Poverty, hunger and unemployment is rampant in India, Increased production, fair distribution and higher degree of commitment to industrial and agricultural development can only bring about a new change and remove these evils which are threat to political stability and negation to democracy.

Collective bargaining is the main ingredient for maintaining better industrial relations in order to reach to our cherished goal. Collective bargaining is the corner stone of the philosophy of International Labour Organisation and to trade unions, it is the kernel and quintessence of labour—management culture of harmony.

(*Indian Worker*, dated 13th October 1986),

Gist of Important Notifications under Various Labour Laws

I. INDIAN BOILER ACT, 1923

(a) *Exemptions under the Act.*—(1) In exercise of the powers conferred by Sub-section of Section 34 of the said Act, the Government of Maharashtra has exempted the boiler bearing No. MR-10299 and belonging to Maharashtra State Electricity Board, Nashik Thermal Power Station, Post Office Eklahare 422 105 (via Nashik Road) from the operation of clause (c) of section 6 of the said Act, for the period of six months from the 17th August, 1986 to 16th February, 1987 (both days inclusive).

(Vide Government Notification I. E. & L. D. No. IBA-1086/221628/2188/Lab-9, dated 20th October, 1986 published in *Maharashtra Government Gazette* Part-I-L, dated 20th October, 1986 at page No. 4560).

(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-6350 and belonging to the Laxmi Vishnu Textile Mills Limited, Sholapur from the operation of clause (c) of section 6 of the said Act, for the period of three months from the 19th August, 1986 to 18th November, 1986 (both days inclusive).

(Vide Government Notification I.E. & L.D. No. IBA-1086/222033/2198/Lab-9, dated 20th August, 1986 published in *Maharashtra Government Gazette*, Part I-L, dated 2nd October 1986 at page No. 4560).

(3) In exercise of the powers conferred by sub-section (2) of section 34 of the said Act, the Government of Maharashtra has exempted the boiler bearing No. MR-9014 and belonging to the Indian Dyestuff Industries Limited, Post Box 227, Near Shahad Station, Kalyan 421 304 from the operation of clause (c) of section 6 of the said Act, for the further period upto and inclusive of 20th October 1986.

(Vide Government Notification I.E. & L.D., No. IBA-1086/222756/2209/Lab-9, dated 21st August, 1986 published in *Maharashtra Government Gazette* Part I-L, dated 2nd October 1986 at page No. 4560).

(4) In exercise of the powers conferred by sub-section (2) of section 34 of the said Act, the Government of Maharashtra has exempted the boiler bearing No. MR-11149 and belonging to the Nippon Denro Ispat Limited, Chateau Windsor Guest House, 86, Veer Nariman Road, Churchgate, Bombay 400 020, from the operation of clause (c) of section 6 of the said Act, for the further period upto and inclusive of 30th September, 1986.

(Vide Government Notification I. E. & L. D., No. IBA-1086/223106/(2212)/Lab-9, dated 26th August, 1986 published in *Maharashtra Government Gazette* Part I-L, dated 2nd October, 1986 at page No. 4561).

(5) In exercise of the powers conferred by sub-section (2) of section 34 of the said Act, the Government of Maharashtra has exempted the boiler bearing No. MR-10203 and belonging to the Rashtriya Chemicals and Fertilizers Limited, Chembur, Bombay 400 074, from the operation of clause (c) of section 6 of the said Act, for the further period of two months upto and inclusive of 21st October, 1986.

(Vide Government Notification I.E. & L.D., No. IBA-1086/222622/2208/Lab-9, dated 28th August, 1986 published in *Maharashtra Government Gazette*, Part-I-L, dated 2nd October, 1986 at page No. 4561).

(6) In exercise of the powers conferred by sub-section (2) of section 34 of the said Act, the Government of Maharashtra has exempted the boiler bearing No. MR-7844 and belonging to the Kopergaon Sahakari Sakhar Karkhana Limited, Gautamnager, Post Kolpewadi 423 602, Taluka-Kopergaon, District Ahmednagar from the operation of clause (c) of section 6 of the said Act, for the period of Seventeen days from the 14th September, 1986 to 30th September, 1986 (both days inclusive).

(Vide Government Notification I.E. & L.D., No. IBA-1086/223107/2215/Lab-9, dated 4th September, 1986 published in *Maharashtra Government Gazette* Part I-L, dated 2nd October, 1986, at page No. 4561).

(7) In exercise of the powers conferred by sub-section (2) of section 34 of the said Act, the Government of Maharashtra has exempted the boiler bearing No. MR-10800 and belonging to the Tata Power Company, Trombay, Bombay 400 074, from the operation of clause (c) of section 6 of the said Act, for the period of six months upto and inclusive of 25th February, 1987.

(Vide Government Notification I.E. & L.D. No. IBA-1086/221738/(2200)/Lab-9, dated 5th September, 1986 published in *Maharashtra Government Gazette* Part I-L, dated 2nd October, 1986 at page No. 4562).

(8) 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-10035 belonging to the Maharashtra State Electricity Board, Koradi Thermal Power Station, Koradi, District Nagpur from the operation of clause (c) of section 6 of the said Act, for the period of only two months from the 21st September, 1986 to 20th November, 1986 (Both days inclusive).

(Vide Government Notification I. E. & L.D., No. IBA-1086/CR-2224/Lab-9, dated 16th September, 1986 published in *Maharashtra Government Gazette* Part I-L, dated 2nd October, 1986 at page No. 4565).

(9) 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-10608, and belonging to the Hindustan Organic Chemicals Limited, Rasayani, District Raigad 410 207, from the operation of clause (c) of section 6 of the said Act, for the further period of one and half month upto and inclusive of 31st October, 1986.

(Vide Government Notification I.E. & L.D. No. IBA-1086/224356/2226/Lab-9, dated 17th September, 1986 published in *Maharashtra Government Gazette* Part I-L, dated 2nd October, 1986 at page no. 4565).

(10) 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-10093 and belonging to the National Organic Chemicals Industries Ltd., Thane-Belapur Road, Post Box 73 Thane from the operation of clause (c) of Section 6 of the said Act, for the further period of six months upto and inclusive of 8th February, 1987.

(Vide Government Notification I. E. & L. D. No. IBA-1086/223686/2227/Lab-9, dated 17th September, 1986 published in *Maharashtra Government Gazette* Part I-L, dated 2nd October, 1986 at page No. 4565).

(11) 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-9518 and belonging to the National Organic Chemicals Industries Limited, Thane-Belapur Road, Post Box 73, Thane from the operation of clause (c) of section 6 of the said Act, for the further period of six months upto and inclusive of 8th February, 1987.

(Vide Government Notification I. E. & L. D. No. IBA-1086/223387/2228/Lab-9, dated 17th September, 1986 published in *Maharashtra Government Gazette* Part I-L, dated 2nd October, 1986 at page No. 4566).

(12) 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-8612 and belonging to the Maharashtra State Central Aarey Milk Colony, Bombay 400 065, from the operation of clause (c) of section 6 of the said Act, for the period of upto 30th September, 1986.

(Vide Government Notification I.E. & L.D., No. IBA-1086/224921/2247/Lab-9, dated 24th September, 1986 published in *Maharashtra Government Gazette* Part I-L, dated 9th October, 1986 at page No. 4605).

(B) *Corrigendum*—

Reference.—Government Order, Industries, Energy and Labour Department, No. IBA-1086/214203/2100/Lab-9, dated the 23rd June 1986.

CORRIGENDUM

In Government Order, Industries, Energy and Labour Department of even number, dated the 23rd June 1986, for the words and figures "31st July 1987" appearing in the last line of the said order, the words and figures "31st July 1986" shall be substituted.

(*Vide* Government Notification I. E. & L. D. No. IBA-1086/214203/2100/Lab-9, dated 15th July, 1986, published in *Maharashtra Government Gazette* Part I-L, dated 9th October, 1986 at page No. 4606).

II. BOMBAY SHOPS & ESTABLISHMENTS ACT, 1948

(A) *CORRIGENDUM*—

(1) *Reference*.—Notification, Industries, Energy and Labour Department, No. BSE. 1481/CR-549/LAB-9, dated the 30th August 1983.

CORRIGENDUM

In Government Notification, Industries, Energy and Labour Department, No. BSE. 1481/CR-549/LAB-9, dated the 30th August 1983, published in the *Maharashtra Government Gazette*, Part I-L, at page 7105, the word and figure "in entry No. 291" appearing in line five of the said notification shall be deleted.

(*Vide* Government Notification, I. E. & L. D., No. BSE. 1486/CR-2113/Lab-9, published in *Maharashtra Government Gazette* Part I-L, dated 2nd October, 1987, at page No. 4562).

(2) *Reference*.—Notification, Industries, Energy and Labour Department, No. BSE. 1481/CR-548/Lab-9, dated the 30th August 1983.

CORRIGENDUM

In Government Notification, Industries, Energy and Labour Department, No. BSE. 1481/CR-548/Lab-9, dated the 30th August 1983, published in the *Maharashtra Government Gazette*, Part I-L, at page 7109, the word and figure "in entry No. 290" appearing in line five of the said notification shall be deleted.

(*Vide* Government Notification, I. E. & L. D., No. BSE. 1486/CR-2114/Lab-9, dated 1st July, 1986, published in *Maharashtra Government Gazette* Part I-L, dated 2nd October, 1986, at page No. 4562).

(3) *Reference*.—Notification, Industries, Energy and Labour Department, No. BSE. 1481/CR-550/Lab-9, dated the 30th August 1983.

CORRIGENDUM

In Government Notification, Industries, Energy and Labour Department No. BSE. 1481/CR-550/Lab-9, dated the 30th August 1983, published in the *Maharashtra Government Gazette*, Part I-L, at page 7263, the word and figure "in entry No. 292" appearing in line five of the said notification shall be deleted.

(*Vide* Government Notification, I. E. & L. D., No. BSE. 1486/CR-2115/Lab-9, dated 1st July, 1986, published in *Maharashtra Government Gazette* I-L, dated 2nd October, 1986, at page No. 4563).

(4) *Reference*.—Notification, Industries, Energy and Labour Department, No. BSE. 1481/CR-551/Lab-9, dated the 30th August 1983.

CORRIGENDUM

In Government Notification, Industries, Energy and Labour Department, No. BSE. 1481/CR-551/Lab-9, dated the 30th August 1983, published in the *Maharashtra Government*

Government Notification, I. E. & L. D., No. BSE. 1486/CR-2116/Lab-9, dated 1st July, 1986, published in *Maharashtra Government Gazette* Part-I-L, dated 2nd October, 1986 (No. 4563).

(*Reference*.—Notification, Industries, Energy and Labour Department No. BSE. 1481/CR-549/Lab-9, dated the 30th August 1983.

CORRIGENDUM

In Government Notification, Industries, Energy and Labour Department, No. BSE. 1481/CR-549/Lab-9, dated the 30th August 1983, published in the *Maharashtra Government Gazette*, Part I-L at page 7264, the word and figure "in entry No. 294" appearing in line five of the said notification shall be deleted.

(*Vide* Government Notification, I. E. and L. D. No. BSE. 1486/CR-2117/Lab-9, dated 1st July 1986, published in *M. G. G.*, Part I-L, dated 2nd October 1986 at page No. 4563).

(*Reference*.—Notification, Industries, Energy and Labour Department No. BSE. 1481/CR-549/Lab-9, dated the 30th August 1983.

CORRIGENDUM

In Government Notification, Industries, Energy and Labour Department Number BSE. 1481/CR-33/LAB-9, dated the 30th August 1983 published in the *Maharashtra Government Gazette*, Part I-L, at page 7264, the word and figure "in entry No. 295" appearing in line five of the said notification shall be deleted.

(*Vide* Government Notification, I. E. & L. D., No. BSE. 1486/CR-2118/Lab-9, dated 1st July 1986, published in *M. G. G.*, Part I-L, dated 2nd October 1986, at page No. 4564).

(*Reference*.—Notification, Industries, Energy and Labour Department No. BSE. 1481/CR-281/LAB-9, dated the 30th August 1983.

CORRIGENDUM

In Government Notification, Industries, Energy and Labour Department No. BSE. 1481/CR-281/LAB-9, dated the 30th August 1983, published in the *Maharashtra Government Gazette*, Part I-L, at page 7265, the word and figure "in entry No. 289" appearing in line five of the said notification shall be deleted.

(*Vide* Government Notification, I. E. & L. D. No. BSE. 1486/CR-2119/Lab-9, dated 1st July 1986, published in *M. G. G.*, Part I-L, dated 2nd October 1986, at page No. 4564).

(8) *Reference*.—Notification Industries, Energy and Labour Department, No. BSE. 1482/CR-246/Lab-9, dated the 30th August 1983.

CORRIGENDUM

In Government Notification, Industries, Energy and Labour Department Number BSE. 1482/CR-246/Lab-9, dated the 30th August 1983, published in the *Maharashtra Government Gazette*, Part I-L, at page 7266, the word and figure "in entry No. 296" appearing in line five of the said notification is required to be deleted.

(*Vide* Government Notification, I. E. and L. D., No. BSE. 1486/CR-2120/Lab-9, dated 1st July 1986, published in *M. G. G.*, Part I-L, dated 2nd October 1986, at page No. 4564).

(9) *Reference*.—Notification, Industries, Energy and Labour Department, No. BSE. 1480/CR-15/Lab-9, dated 8th July 1983.

CORRIGENDUM

In Government Notification, Industries, Energy and Labour Department, No. BSE. 1480/CR-15/LAB-9, dated the 8th July 1983, published in the *Maharashtra Government Gazette*, Part I-L, at page 7253, following corrections shall be made.

(i) for the words and figures "8th July 1983" appearing at the top of the said notification, the words and figures "1st July 1983" shall be substituted.

(iii) for the word and figure " entry 281 " appearing in line five of the said notification the words and figure " entry No. 286 " shall be substituted ;

(iv) for the figure " 282 " appearing in line seven of the said notification, the " 287 " shall be substituted.

(Vide Government Notification, I.E. & L.D., No. BSE. 1486/CR-2125/Lab-9, dated 2nd July, 1986, published in *Maharashtra Government Gazette* Part I-L, dated 9th October, at page No. 4606).

(10) Reference.—(1) Notification, Industries, Energy and Labour Department, No. BSE. 1482/CR-93/Lab-3, dated the 2nd November 1982.

(2) Corrigendum, Industries, Energy and Labour Department, No. BSE. 1482/CR-93/Lab-3, dated the 30th April 1986.

CORRIGENDUM

In Government Notification, Industries, Energy and Labour Department, No. BSE. 1482/CR-93/Lab-3, dated the 2nd November 1982, published in the *Maharashtra Government Gazette* of 1983, Part I-L, at Page 313, for the words and figures " Mittal Court, ' B ' appearing in the entry No. 282 notified under the said notification, the words and figures " Maker Chambers IV, 222 " shall be substituted.

(Vide Government Notification, I.E. & L.D., No. BSE. 1486/CR-2153/Lab-9, dated 23rd July, 1986 published in *Maharashtra Government Gazette* Part I-L, dated 9th October, at page Nos. 4606 to 4607).

(11) Reference.—Notification, Industries, Energy and Labour Department, No. BSN. 1382/CR-335/Lab-9, dated the 4th June 1983.

CORRIGENDUM

In Government Notification, Industries, Energy and Labour Department, No. BSN. 1382/CR-335/Lab-9, dated the 4th June 1983, published in the *Maharashtra Government Gazette* Part I-L, Extraordinary, dated the 4th June 1983 at pages 162 to 164 for the words and figure " of three years commencing the date of the first meeting of the commission " appearing at the end, the words and figures " upto and inclusive of 31st December 1986 " shall be substituted.

(Vide Government Notification, I.E. & L.D., No. BSE. 1385/CR-77518/1361/Lab-9, dated 13th August, 1985, published in *Maharashtra Government Gazette* Part I-L, dated 9th October, 1986, at page No. 4607).

(12) Reference.—Notification, Industries, Energy and Labour Department, No. BSE. 1482/CR-143/Lab-9, dated the 30th November 1983.

CORRIGENDUM

In Government Notification, Industries, Energy and Labour Department, No. BSE. 1482/CR-143/Lab-9, dated the 30th November 1983, published in the *Maharashtra Government Gazette* Part I-L, at Page 163, the words and figures " in entry No. 304 " appearing in line five of the said notification shall be deleted.

(Vide Government Notification, I.E. & L.D., No. BSE. 1486/CR-2121/Lab-9, dated 1st July, 1986 published in *Maharashtra Government Gazette*, Part I-L, dated 9th October, 1986, at page No. 4610).

(13) Reference.—Notification, Industries, Energy and Labour Department, No. BSE. 1483/CR-262/Lab-9, dated the 19th January 1984.

CORRIGENDUM

No. BSE. 1486/CR-2124/Lab-9.—In Government Notification, Industries, Energy and Labour Department Number BSE. 1483/CR-262/Lab-9, dated the 19th January 1984, published in the *Maharashtra Government Gazette*, Part I-L, at page 1483, the words and figures " in entry No. 308 " appearing in line five of the said notification shall be deleted.

(Vide Government Notification, I.E. & L.D., No. BSE. 1486/CR-2124/Lab-9, dated 2nd July 1986 published in *Maharashtra Government Gazette* Part I-L, dated 9th October, 1986, at page No. 4611).

THE FOLLOWING ACT OF THE MAHARASHTRA LEGISLATURE, HAVING BEEN ASSSENTED TO BY THE PRESIDENT OF INDIA ON THE 16th OCTOBER 1986, IS HEREBY PUBLISHED FOR GENERAL INFORMATION.

MAHARASHTRA ACT No. XXXV OF 1986

(As first published, after having received the assent of the President, in the " Maharashtra Government Gazette " on the 21st October 1986).

An Act further to amend the Bombay Shops and Establishments Act, 1948.

WHEREAS it is expedient further to amend the Bombay Shops and Establishments Act, 1948 (Bom. LXXIX of 1948, for the purposes hereinafter appearing ; it is hereby enacted in the seventh Year of the Republic of India as follows—

1. Short title.—This Act may be called the Bombay Shops and Establishments (Amendment) Act, 1986.

2. Amendment of section 7 of Bom. LXXIX of 1948.—In section 7 of the Bombay Shops and Establishments Act, 1948 (Bom. LXXIX of 1948) (hereinafter referred to as " the principal Act "), after sub-section (2A), the following sub-section shall be inserted, namely

" (2AA) If the application for the renewal of a registration certificate is submitted after the expiry of the period specified in sub-section (2A) but within thirty days after the date of expiry of the registration certificate or of the renewed registration certificate, as the case may be, such application shall be accompanied by an additional fee as late fee equal to half the fee payable for the renewal of a registration certificate. "

3. Amendment of section 35 of Bom. LXXIX of 1948.—In section 35 of the principal Act,—

(a) in sub-section (1) in clause (b), after the words " during a year " the words " irrespective of the date of commencement of his service, " shall be inserted ;

(b) sub-section (1A) shall be deleted ;

(c) in sub-section (4), for the figures, letters and words " 1st May and 15th August " the figures, letters and words " 1st May, 15th August and 2nd October " shall be substituted.

4. Amendment of section 38B of Bom. LXXIX of 1948.—In section 38B of the principal Act, for the words, " all establishments to which this Act, applies " the words " all establishments wherein fifty or more employees are employed and to which this Act, applies " shall be substituted.

5. Amendment of section 52 of Bom. LXXIX of 1948.—In section 52 of the principal Act,—

(a) for the portion beginning with the words " with fine " and ending with the words " and fifty rupees " the following shall be substituted, namely:—

" for each offence with fine which shall not be less than fifty rupees and which may extend to five hundred rupees " ;

(b) in the proviso, for the words " ten rupees " the words " twenty rupees " shall be substituted.

6. Amendment of section 53 of Bom. LXXIX of 1948.—In section 53 of the principal Act for the words

7. *Amendment of section 54 of Bom. LXXIX of 1948.*—In section 54 of the principal Act for the words "twenty-five rupees and which may extend to fifty rupees" the words "rupees and which may extend to one hundred rupees" shall be substituted.

8. *Amendment section 55 of Bom. LXXIX of 1948.*—In section 55 of the principal Act—

(a) for the words "less than fifty rupees" the words "less than one hundred rupees" shall be substituted;

(b) for the words "two hundred and fifty rupees", in both the places where they occur, the words "five hundred rupees" shall be substituted.

9. *Amendment of section 56 of Bom. LXXIX of 1948.*—In section 56 of the principal Act—

(i) for the words "less than fifty rupees" the words "less than" one hundred rupees" shall be substituted;

(ii) for the words "five hundred rupees", in both the places where they occur, the words "one thousand rupees" shall be substituted;

(iii) for the words "seventy-five rupees" the words "one hundred and fifty rupees" shall be substituted;

(iv) for the words "seven hundred and fifty rupees", both the places where they occur the words "one thousand and five hundred rupees" shall be substituted.

10. *Amendment of section 57 of Bom. LXXIX of 1948.*—In section 57 of the principal Act, for the words "twenty-five rupees and which may extend to two hundred and fifty rupees" the words "fifty rupees and which may extend to five hundred rupees" shall be substituted.

11. *Amendment of section 60 of Bom. LXXIX of 1948.*—In section 60 of the principal Act, in sub-section (2), for the words "Presidency Magistrate or a Magistrate of a Second Class" the words "Metropolitan Magistrate or a Judicial Magistrate of the first class" shall be substituted.

12. *Amendment of section 70 of Bom. LXXIX of 1948.*—In section 70 of the principal Act, for the portion beginning with the words "and the provisions" and ending with the words "with a factory" the following shall be substituted, namely—

"to which the provisions of the Factories Act, 1948 LXIII of 1948, apply".

(Vide Maharashtra Act No. XXXV of 1986, published in *Maharashtra Government Gazette* Part IV, dated 23rd October, 1986, at pages Nos. 236 to 238).

III. MAHARASHTRA MATHADI, HAMAL AND OTHER MANNUAL WORKERS (REGULATION OF EMPLOYMENT AND WELFARE) ACT, 1959.

(A) CORRIGENDUM—

CORRIGENDUM

In Government Notification, Industries, Energy and Labour Department, No. UWA. 1383/CR-10333/LAB. 5, dated the 19th October 1983, Published in the *Maharashtra Government Gazette*, Part I-L, Extra-ordinary, dated the 19th October 1983, at pages 388-390 for the words "Shri B. T. Sheth" wherever they occur, read the words "Shri B. P. Sheth".

(Vide Government Notification Industries, Energy and Labour Department, No. UWA. 1383/CR-10333/Lab-5, dated 16th September, 1986, published in *Maharashtra Government Gazette*, Part-I-L, dated 9th October, 1986, at Page No. 4607).

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

(A) CORRIGENDUM—

CORRIGENDUM

In Government Notification, Industries Energy and Labour Department No. TUA. 1085/(6252)/Lab-2, dated the 15th July 1986, for the words and figures "3—Chemical Division,

Turbhe, Bombay" appearing at Serial No. 3 in the Schedule thereof following Schedule shall be substituted—

"3. Chemical Division, Turbhe, District Thane".

(1) (Vide Government Notification Industries, Energy and Labour Department No. TUA. 1085/(6252)/Lab-2, dated 17th September, 1986, published in *Maharashtra Government Gazette*, Part I-L, dated 9th October, 1986 at Page No. 4607).

(2) CORRIGENDUM—

For the name Shri A. B. Karnik, appearing in para 3 of Government Notification, Industries, Energy and Labour Department, No. ULP. 1086/6614/Lab-2, dated 6th May, 1986, the following name shall be substituted.

"(7) Shri A. V. Karnik".

(Vide Government Notification Industries, Energy and Labour Department, No. ULP. 1086/(6614)/Lab-2, dated 23rd July, 1986, Published in *Maharashtra Government Gazette* Part I-L, dated 9th October, 1986 at Page No. 4612).

(B) *Notification under the Act.*—(1) The Government of Maharashtra Industries, Energy and Labour Department has in exercise of the powers conferred by proviso to clause (15) of Section 3 of the said Act, notified the Group of concerns owned by Messrs. Canning Mitra Phoenix Limited in the State of Maharashtra as specified in the Schedule hereto, 40 be one undertaking for the purpose of Chapter III of the said Act :

Schedule

(1) Head Office, Bombay.

(2) Engineering Division, Powai, Bombay.

(3) Chemical Division, Turbhe, Bombay.

(Vide Government Notification Industries, Energy and Labour Department No. TUA. 1085 6252/Lab-2, dated 15th July 1986, published in *M. G. G.*, Part I-L, dated 9th October 1986, at Page No. 4611).

V. EMPLOYEES STATE INSURANCE ACT, 1948.

(A) *Exemptions 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 Messrs. Paramonut Sinters Pvt. Ltd., Chandrapur from the operation of the said Act, retrospectively with effect from 1st October 1984 till the date of issue of this notification and prospectively upto and inclusive of 30th September, 1986 or till the medical arrangements are made whichever is earlier, subject to the condition that contributions already paid will not be refunded.

(Vide Government Notification, Industries Energy and Labour Department No. SIA. 1186/202/Lab-4, dated 18th August 1986 published in *Maharashtra Government Gazette*, Part I-L, dated 9th October 1986 at page No. 4608.).

(2) The Government of Maharashtra, Industry Energy and Labour Department has in exercise of the powers conferred under section 87 read with section 91-A of the said Act, exempted Maharashtra State Warehousing Corporation from the operation of the said Act retrospectively with effect from 27th November 1976 till the date of this notification and prospectively upto 31st December 1986.

(Vide Government Notification Industries Energy and Labour Department No. SIA. 1581/CR-III/(3206)/Lab-4, dated 24th July 1986 published in *Maharashtra Government Gazette*, Part I-L, dated 9th October 1986, at pages Nos. 4609 to 4610).

(B) CORRIGENDUM

CORRIGENDUM

For the words "Re-drying manufactured leaf appearing against Serial No. 1 in the Table annexed to the Government Notification, Industries, Energy and Labour Department, No. SIA. 1084/4486/Lab-10, dated the 22nd January, 1986, published at page 1481 in the

Maharashtra Government Gazette, Part I-L, dated the 18th April, 1985, the words 'Re-drying un-manufactured leaf tobacco' shall be read and word "Tobacco" appearing in entry No. 4 shall be deleted.

(*Vide* Government Notification Industries, Energy and Labour Department No. SIA/1084/4486/306/Lab-4, dated 21st August 1986, published in *M. G. G.*, Part I-L, dated 9th October 1986, at pages Nos. 4608 to 4609)

VI. MAHARASHTRA SAFETY OFFICERS (DUTIES, QUALIFICATIONS & CONDITIONS OF SERVICE) RULES, 1982.

(4) *Relaxations of qualification.*—(1) The Government of Maharashtra, I. E. & L. D. has in pursuance of proviso to sub-rule (2) of Rule 3 of the said Rules, 1982, relaxed the requisite qualifications mentioned in sub-rule (2) of the said rule 3 in favour of Shri V. B. Chavan, who has been working as a Safety Officer with Bharat Forge Ltd., Pune contonment, Pune.

(*Vide* Government Notification, I. E. & L. D. No. FAC. 1085/78514/CR. 314/Lab-4, dated 18th August, 1986, published in *M. G. G.*, Part I-L, dated 9th October, 1986 at page No. 4608).

VII. EMPLOYEES' PROVIDENT FUNDS & MISCELLANEOUS PROVISIONS ACT, 1952.

(4) *Exemptions 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 17 of the said Act, ordered that the exemption from the operation of the Employees' Provident Funds Scheme, 1952, granted to Messrs. Indian Rubber Regeneration Company, Thane under Government of Maharashtra, Notification, Industries, Energy and Labour Department, No. EPF. 1168/121512/Lab-(1), dated 23rd August, 1968 should be cancelled with immediate effect.

(*Vide* Government Notification, I. E. & L. D. No. EPF. 1186/99/Lab-4, dated 24th July, 1986, published in *Maharashtra Government Gazette*, Part I-L, dated 9th October, 1986 at page No. 4609.

VIII. BOMBAY INDUSTRIAL RELATIONS ACT, 1946.

(A) CORRIGENDUM.

CORRIGENDUM

For the name Shri A. B. Karnik, appearing in paras. 1 and 2 of Government Notification, Industries, Energy and Labour Department No. BIR. 1086/6613/Lab-2, dated the 6th May, 1986, the following name shall be substituted.

" Shri A. V. Karnik "

(*Vide* Government Notification, I. E. & L. D. No. BIR. 1086/(6613)/Lab-2, dated 23rd July, 1986, published in *M. G. G.*, Part I-L, dated 9th October, 1986 at pages Nos. 4611 to 4612).

IX. INDUSTRIAL DISPUTES ACT, 1947.

(A) CORRIGENDUM.

CORRIGENDUM

For the name Shri A. B. Karnik, appearing in paras. 4 and 5 of Government Notification, Industries, Energy and Labour Department, No. IDA. 1086/6615/Lab-2, dated the 6th May, 1986 the following name shall be substituted.

" Shri A. V. Karnik "

(*Vide* Government Notification, I. E. & L. D. No. IDA. 1086/(6615)/Lab-2, dated 23rd July, 1986, published in *M. G. G.*, Part I-L, dated 9th October, 1986, at page No. 4612).

Consumer Price Index Numbers for Industrial Workers for October 1986

BOMBAY CENTRE*

A rise of 3 Points

In October, 1986 the Consumer Price Index Number for Industrial Workers (1960=100) for the Bombay Centre with base January to December 1960 equal to 100 was 709 being 3 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at the Bombay Centre.

The index number for the Food group increased by 3 points to 784 due to a rise in the average prices of rice, arhardal, ghee, onion, coconut, spices, vegetables and fruits sub groups and bhajia.

The index number for the Pan, Supari and Tobacco etc. group increased by 5 points to 806 due to a rise in the average price of panleaf only.

The index number for the Fuel and Light group increased by 2 points to 907 due to a rise in the average prices of firewood and 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 7 points to 661 due to a rise in the average prices of saree I and II.

The index number for the miscellaneous group increased by 2 points to 556 due to a rise in the average prices of Barber charges, Toilet Soap and Washing Soap.

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

(Average prices for the calendar year 1960 = 100)

Groups	Weight proportional to the total expenditure.	Group Index Numbers	
		September 1986	October 1986
I-A. Food	57.1	781	784
I-B. Pan, Supari, Tobacco, etc.	4.9	801	806
II. Fuel and Light	5.0	905	907
III. Housing	4.6	197	197
IV. Clothing, Bedding and Foot-Wear	9.4	654	661
V. Miscellaneous	19.0	554	556
Total ..	....	....	....
Consumer Price Index Number ..	100.00	706	709

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

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

SOLAPUR CENTRE*

A fall of 5 points

In October 1986 the Consumer Price Index Number for Working Class (New Series) for Solapur Centre with base January to December 1960 equal to 100 was 705 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 Solapur Centre.

The index number for the food group decreased by 8 points to 770 due to a fall in the average prices of wheat, Gramdal, edible oil sub-group, Garlic and vegetable sub-group and Sugar.

The index number for the Pan, Supari and Tobacco etc., group increased by 5 points to 686 due to a rise in the average prices of katha.

The index number for the Fuel and Light group increased by 2 points to 748 due to a rise in the average prices of firewood.

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

The index number for clothing, bedding and footwear group decreased by 5 points to 658 due to a fall in the average prices of markin.

The index number for the miscellaneous group increased by 1 point to 559 due to a rise in the average prices of toilet soap.

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

(Average prices for the calendar year 1960 = 100)

Groups	Weight proportional to the total expenditure	Group Index Numbers	
		September 1986	October 1986
I-A. Food	63.0	778	770
I-B. Pan, Supari, Tobacco etc.	3.4	681	686
II. Fuel and Light	7.1	746	748
III. Housing	5.2	292	292
IV. Clothing, Bedding and Footwear	9.0	663	658
V. Miscellaneous	12.3	558	559
Total			....
Consumer Price Index Number	100.00	710	705

*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*

A rise of 4 point

In October 1986 the Consumer Price Index Number for Working class (New Series) for Nagpur Centre with base January to December 1960 equal to 100 was 680 being 4 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Nagpur Centre.

The index number for the food group Increased by 6 points to 720 due to rise in the average prices of rice, wheat, arhardal, edible oil sub-group, Onions.

The index number for the Pan, Supari and Tobacco etc., group increased by 3 points to 843 due to a rise in the average prices of pan leaf.

The index number for the Fuel and Light group decreased by 5 points to 975 due to a fall in the average prices of firewood.

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

The index number for clothing, bedding and footwear group decreased by 1 point to 649 due to a fall in the average prices of shirting II.

The index number for the miscellaneous group remained steady at 545.

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

(Average prices for the calendar year 1960 = 100)

Groups	Weights proportional to total expenditure	Group Index Numbers	
		September 1986	October 1986
I-A. Food	57.2	714	720
I-B. Pan, Supari, Tobacco, etc.	3.8	840	843
II. Fuel and Light	5.7	980	975
III. Housing	6.6	355	355
IV. Clothing, Bedding and Footwear	10.9	650	649
V. Miscellaneous	15.8	545	545
Total	100.00	....	....
Consumer Price Index Number		676	680

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

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

PUNE CENTRE*

625—A fall of 2 points

In October 1986 the Consumer Price Index Number for Industrial Workers (1961=100) for Pune Centre with base year 1961 equal to 100 was 625 being 2 points lower than that in preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Pune Centre.

The index number for the food group decreased by 3 points to 693 due to fall in the average price of rice, mutton, fish, and eggs, sub-group, dry chillies, fresh vegetable and bananas.

The index number for the fuel and light group decreased by 5 points to 823 due to a fall in the average prices of charcoal big and patti.

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

The index number for clothing and footwear increased by 4 points to 625 due to a rise in the average prices of saree, cloth for trouser (drill) and long cloth.

The index number for the miscellaneous group increased by 1 point to 525 due to a rise in the price of supari 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	
		September 1986	October 1986
I. Food	55.85	696	693
II. Fuel and Light	6.89	828	823
III. Housing	6.65	157	157
IV. Clothing and Footwear	10.31	621	625
V. Miscellaneous	20.30	524	525
Total	100.00	627	625
Consumer Price Index Number		627	625

*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 thereon, see page 217 of September 1965 issue.

JALGAON CENTRE*

A fall of 7 points

In October 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 556 being 7 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 18 points to 729 due to fall in the average prices of wheat, jowar, groundnut, oil, and vegetable sub-group.

The index number for the Fuel and Light group Increased by 50 points to 959 due to a rise in the average prices of firewood only.

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	
		September 1986	October 1986
I. Food	60.79	747	729
II. Fuel and Light	7.20	909	959
III. Housing	6.11	188	188
IV. Clothing and Bedding Footwear	10.29	658	658
V. Miscellaneous	15.61	556	556
Total	100.00	685	678
Consumer Price Index Number		685	678

*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.

NANDED CENTRE*

A fall of 3 points

In October 1986 the Consumer Price Index number for Industrial Workers (1961=100) for the Nanded Centre with base January to December 1961 equal to 100 was 707 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 Nanded Centre.

The index number for the Food group decreased by 6 points to 745 due to a fall in the average prices of jowar, groundnut oil, tomatoes and other vegetable group.

The index number for the Fuel and Light group increased by 4 points to 931 due to a rise in the average prices of Match Box only.

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

The index number for the clothing and footwear group remained steady at 641.

The index number for the miscellaneous group increased by 1 point to 618 due to a rise in the average prices of washing soap only.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR NANDED CITY

(Average prices for the calendar year 1961=100)

Groups	Weight proportional to total expenditure	Group Index Numbers	
		September 1986	October 1986
I. Food ..	61.46	751	745
II. Fuel and Light ..	5.88	927	931
III. Housing ..	4.62	386	386
IV. Clothing and Bedding Footwear ..	12.22	641	641
V. Miscellaneous ..	15.82	617	618
Total ..	100.00	710	707
Consumer Price Index Number ..			

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

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

AURANGABAD CENTRE*

739—A fall of 3 points

In October 1986 the Consumer Price Index Number for Industrial Workers (1961=100) for Aurangabad Centre with base year 1961 equal to 100 was 739 being 3 points lower than that in preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Aurangabad Centre.

The index number for the food group decreased by 8 points to 819 due to fall in the average prices of rice, jowar, moongdal, goat meet, chillies dry, tomatoes, garlic, fresh vegetables and banana.

The index number for the fuel and light group increased by 12 points to 830 due to a rise in the average prices of fire wood only.

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

The index number for clothing and footwear decreased by 3 points to 670 due to a fall in the price of coloured fabrics.

The index number for the miscellaneous group increased by 1 point to 642 due to a rise in the price, of Sunlight and Anacin.

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	
		September 1986	October 1986
I. Food ..	60.72	827	819
II. Fuel and Light ..	7.50	818	830
III. Housing ..	8.87	330	330
IV. Clothing and Footwear ..	9.29	673	670
V. Miscellaneous ..	13.62	641	642
Total ..	100.00	....
Consumer price Index Number ..	....	742	739

*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.

*** Ra 4657-4 (534-2-87)

ALL INDIA AVERAGE CONSUMER PRICE INDEX NUMBERS FOR INDUSTRIAL WORKERS

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

TABLE

Month	Base 1960=100	*Base 1949=100
1	2	3
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
October 1986	685	833

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

THE STATEMENT SHOWING THE CONSUMER PRICE INDEX NUMBER FOR INDUSTRIAL WORKERS GROUPS FOR SEVEN CENTRES OF MAHARASHTRA STATE FOR THE MONTH OF OCTOBER 1986

Centre	Base	Food	Pan, Supari Tobacco etc.	Fuel and light	Housing	Clothing, bedding and footwear	Miscellaneous	Consumer Price Index No. October 1986	Equivalent Old Index No. September 1986	Equivalent Old Index No. October 1986	Equivalent Old Index No. September 1986
Bombay	..	1960=100	784	806	907	197	556	709	3148	706	3135
Solapur	..	1960=100	770	686	748	292	559	705	2693	710	2712
Nagpur	..	1960=100	720	843	975	355	545	680	3550	676	3529
Pune	..	1961=100	693	....	823	157	525	625	....	627	....
Jalgaon	..	1961=100	729	....	959	188	556	678	3587	685	3624
Nanded	..	1961=100	745	....	931	386	618	707	1732	710	1740
Aurangabad	..	1961=100	819	....	830	330	642	739	1641	742	1647

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 SHOLAPUR : 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 SEPTEMBER 1986

Industrial Courts, Tribunal and Labour Courts
In all 20 applications were received by the Industrial Courts, Tribunals and Labour Courts during the month. Their break-up are as under :-

Serial No.	Name of the Industrial Court/Tribunal and Labour Court	No. of applications, etc. received during the month under the—			Total
		B.I.R. Act, 1946 3	I.D. Act, 1947 4	Other Acts 5	
I. Industrial Courts/Tribunals					
1	Industrial Court, Bombay ..	14	..	124	138
2	Industrial Tribunal, Bombay ..	..	37	..	37
3	Industrial Court, Nagpur ..	7	..	81	88
4	Industrial Tribunal, Nagpur ..	..	2	..	2
5	Industrial Tribunal, Nagpur ..	..	..	65	65
6	Industrial Court, Pune ..	..	6	..	6
7	Industrial Tribunal, Pune ..	..	..	40	40
8	Industrial Court, Thane ..	..	5	..	5
9	Industrial Tribunal, Thane ..	6	..	33	39
10	Industrial Court, Kolhapur ..	..	..	..	..
11	Industrial Tribunal, Kolhapur ..	1	..	37	38
12	Industrial Court, Amravati ..	..	1	..	1
13	Industrial Tribunal, Amravati ..	..	..	42	42
14	Industrial Court, Nashik ..	..	3	..	3
15	Industrial Tribunal, Nashik ..	..	..	22	22
16	Industrial Court, Aurangabad ..	..	..	40	40
17	Industrial Tribunal, Solapur ..	3	..	23	26
17	Industrial Tribunal, Nagpur ..	..	..	..	..
Total ..		31	54	507	592
II. Labour Courts—					
1	Labour Court, Bombay ..	149	227	312	688
2	Labour Court, Pune ..	1	44	52	97
3	Labour Court, Nagpur ..	31	64	77	172
4	Labour Court, Thane ..	5	27	54	86
5	Labour Court, Kolhapur ..	5	378	14	402
6	Labour Court, Solapur ..	4	7	78	89
7	Labour Court, Akola ..	1	8	57	66
8	Labour Court, Nashik ..	1	20	38	59
9	Labour Court, Aurangabad ..	3	31	38	72
10	Labour Court, Dhule ..	..	3	82	85
11	Labour Court, Sangli ..	..	6	27	33
12	Labour Court, Amravati ..	..	29	50	79
13	Labour Court, Jalgaon ..	..	57	14	71
14	Labour Court, Bhandara ..	..	43	36	79
15	Labour Court, Ahmednagar ..	1	113	54	168
16	Labour Court, Latur ..	..	38	5	43
Total ..		201	1,095	993	2,289

Wage Boards—The following references were received by the klage Board during the month under review.

- (1) Wage Board for the Cotton Textile Industry.—1.
- (2) Wage Board for the Silk Textile Industry.—Nil.
- (3) Wage Board for the Sugar Industry.—Nil.
- (4) Wage Board for the Co-op. Banks Industry.—4

Conciliation

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

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

Act	Issues relating to pay, allowances and Bonus	Employment, leave, hours of work and miscellaneous causes	Total
1	2	3	4
(1) Industrial Disputes Act, 1947	6	36	42
(2) Bombay Industrial Relations Act, 1946	8	15	23
(3) Bombay Industrial Relations (Extensions and Amendment) Act, 1964.	3	2	5
Total ..	17	53	70

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

Act	Pending at the beginning of the month	No. of cases received during the month	Settled amicably	Ended in failure	Withdrawn or not pursued by parties	Closed	Total (4 to 7)	Pending at the end of the month
1	2	3	4	5	6	7	8	9
(1) I. D. Act, 1947	97	319	86	167	74	99	420	920
(2) B. I. R. Act, 1946	16	33	3	13	1	..	20	119
(3) B. I. R. (Amendment) Act, 1964.	10	3	1	..	..	..	4	29
Total ..	123	355	90	180	81	99	450	1068

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

Act	Women Employed	Silk Textile	Chemical	Textile Processing	Hosiery	Banking	Sugar	Misc.	Trans- port	Total
B. I. R. Act, 1946	3	3	4	5	6	7	8	9	10	11
	3	3	..	..	..	5	..	..	..	23
Act	Textile Industry	Paper Industry	Chemical Industry	Press Industry	Electri- city	Banking	Chemical Engi- neering	Local Bodies	Other Misc.	Total
B. I. R. (Extension And Amendment) Act, 1964	2	3	4	5	6	7	8	9	10	11
	..	..	..	..	..	..	..	..	5	5
District-wise analysis is given below :—										
Act	Bombay	Pune	Thane	Nagpur	Nanded	Aurang- bad	Amrawati	Total		
B. I. R. Act, 1946	2	3	4	5	6	7	8	9		
	23	..	..	..	..	..	..	23		
Act	Amravati	Bombay	Wardha	Chanda	Nagpur	Buldana	Total			
B. I. R. (Extension and Amendment) Act, 1964	2	3	4	5	6	7	8			
	..	..	..	..	..	..	5			

INDUSTRIAL DISPUTES IN MAHARASHTRA STATE DURING THE MONTH OF SEPTEMBER 1986

	September 1986	August 1986	September 1985
No. of Disputes	61	51	39
No. of Workers involved	10,818	11,293	8,615
No. of Man-days lost	2,05,995	2,30,870	1,74,604

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 mon- th i.e.	Total			
1	2	3	4	5	6	
Textile	..	1	1	32	576	
Engineering	..	6	38	8,653	1,58,403	
Chemical	..	7	7	765	17,183	
Miscellaneous	..	12	15	1,368	29,823	
September 1986 Total	..	51	10	61	10,818	2,05,995
August 1986 Total	..	45	6	51	11,293	2,30,870

27 of the 61 disputes arose over question of "pay, allowances and bonus issues", 10 related to "Retrenchment and grievances about personnel", and the remaining 24 were due to other causes.

Out of the 8 disputes that terminated during the course of the month 4 disputes were settled entirely in favour of the workers and 4 unsuccessful.

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

218

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

Serial No.	Name of the Firm	Sector	S/L	Reason	Date of Work		No. of Workers Involved	Mandays lost		Remarks
					Began	Ended		During the month	Till the close of the month	
1	Thane— K. S. Lakshmi Road, Thane.	Pvt.	S	Reinstatement	20-4-1981	..	459	11,492	7,52,752	Continue
2	Bombay— Metal Industries Ltd., Plot No. 1 Dharavi, Maharashtra Bombay 400 019	Pvt.	L	Unfair Labour Practice.	3-11-83	..	1,170	20,150	9,10,540	Do.
3	Bombay— Forging Pvt. Ltd., Vidyangar Kalina, Bombay 400 098	Pvt.	L	Delay in settling wages of the workmen.	11-7-1984	..	625	16,72	6,30,433	Do.
4	Bombay— The Industrial Workers Union of India Ltd., L.B.C. Marg, Mumbai, Bombay 400 031	Pvt.	L	Wages Demand— Wages D. A. etc.	10-12-1984	..	1,007	12,423	3,67,834	Do.
5	Bombay— Bharat India Ltd., 208/2, Marol, M.V. Pathar Bombay 400 007	Pvt.	L	Workers continued to indulge in 90% slow down from 13-9-1984	24-9-1984	..	1,095	26,130	9,31,600	Do.
6	Bombay— New Standard Text Co. Ltd., NSE Estate, Goregaon (E-10), Bombay 400 111	Pvt.	L	Workmen demands bonus 20% + 10% gratuity for the year 1984-85.	15-7-1986	11-9-86	1,313	11,808	64,288	Partially successful

PRESS NOTE ON ESIS BENEFIT IN MAHARASHTRA AND GOA

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

In Maharashtra 12,48,302 employees were under the coverage of the Scheme in the month of October, 1986. The highlights of the benefits paid to those employees were as follows:—

ESIS has paid Rs. 1.38 Crores as Cash Benefit in October, 1986.

(I) 73064 workers were paid Rs. 70,73,378.85 on account of Sickness and Rs. 7,89,163.90 were paid for the long term diseases, e.g. T. B., Cancer, Hemiplegia, Paraplegia, Psychosis etc. etc.

(II) 21961 workers were paid Rs. 54,99,305.55 on account of accidents as employment injury which included 8296 cases for the permanent disablement and 2964 for pension to the dependents/families due to death of the workers in the accidents.

(III) Rs. 7,12,485.80 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. 5,720.00 as family planning benefit.

(IV) There were 245 cases where legal proceedings were initiated against defaulting employers/Insured Person for the recovery of arrears of contributions as under:—

- | | | |
|-------------------|------|------------|
| (1) Under Section | 45 B | 195 cases. |
| (2) Under Section | 75 | 9 cases |
| (3) Under Section | 84 | 3 cases. |
| (4) Under Section | 85 | 38 cases. |

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