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# LABOUR GAZETTE

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## LABOUR GAZETTE

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

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## CONTENTS

	PAGES
THE MONTH IN BRIEF—	355
CURRENT NOTES—	
86 ECONOMIC SURVEY	
Improvement in economy expected. Decline in industrial production	.. 356
Child labour force worst exploited in Calcutta	.. 361
ARTICLES, REPORTS, ENQUIRIES, ETC.	
(1) Administrative Tribunals Revisited	.. 362
(2) Twenty-first century—challenges in Personnel Administration	.. 364
(3) Role of education and research in labour movement	.. 369
GIST OF IMPORTANT NOTIFICATIONS UNDER VARIOUS LABOUR LAWS—	374
CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS IN MAHARASHTRA STATE—	
Bombay	.. 378
Solapur	.. 379
Nagpur	.. 380
Pune	.. 381
Jalgaon	.. 382
Nanded	.. 383
Aurangabad	.. 384
ALL INDIA AVERAGE CONSUMER PRICE INDEX NUMBERS FOR INDUSTRIAL WORKERS	385
STATEMENT SHOWING THE CONSUMER PRICE INDEX NUMBER FOR WORKING CLASS BY GROUPS FOR SEVEN CENTRES OF MAHARASHTRA STATE	386
LABOUR INTELLIGENCE—	
Industrial Relations in Maharashtra State	.. 387
Industrial Disputes in Maharashtra State	.. 390
Benefits under Employees State Insurance Scheme	.. 393

## The Month in Brief

### Consumer Price Index Numbers for Working Class

The Bombay, Solapur and Nagpur Consumer Price Index Numbers for working class for the month of February 1986, with average price for the year ended December 1960 equal to 100 were 672, 677 and 635 respectively. The Pune, Jalgaon, Nanded, Nanded and Aurangabad Consumer Price Index Numbers for working class for the month of February 1986, with the average prices for the year ended December 1961 equal to 100 were 618, 644, 677 and 705 respectively.

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

All India Average Consumer Price Index Numbers for Industrial Workers General base 1960—100 for February 1986 was 633 as compared to the 629 in January 1986. On base 1949—100 derived from 1960 based Index worked out 789 as against 764 for January 1986.

### Industrial Disputes in Maharashtra State

During the month of January 1986 there were 49 disputes involving 10,854 workmen and time loss of 1,94,030 Mandays as compared to 48 disputes in December 1985 involving 10,172 workmen and time loss of 2,06,054 Mandays.

Further particulars of Industrial Disputes are given at pages 390 to 392 as this issue.

### Benefits under the Employees State Insurance Scheme

During the months of February and March 1986, 1,49,158 workers were paid Rs. 22,078.70 on account of Sickness and Rs. 6,35,120.60 were paid for long term diseases under Extended Sickness Benefit for the classified diseases, e.g. T.B., Cancer, Hemiplegia, Paraplegia, Psychosis, etc., 40,443 workers were paid Rs. 94,38,567.47 on account of accidents as employment injury which included 14,721 cases for the permanent disablement and 5,499 for pension to the dependents/families due to death of the workers in the accidents.

## Current Notes

### 1985-86 Economic Survey

#### Improvement in economy expected Decline in loss of mandays

The pre-budget economic survey, presented to Parliament on February 1985 by the Finance Minister, Shri Vishwanath Pratap Singh, projects the overall growth rate in the economy with an anticipated growth rate of about 6.5 per cent to 7 per cent in the industrial sector despite a planned deceleration in the output of coal in the mining sector.

As regards infrastructure, the survey derives satisfaction from the fact that the growth rate in key sectors was higher in 1985-86 than in the previous year and substantially higher than the average annual growth rate recorded in the Sixth Plan. It, however, says that a considerable gap existed between demand and supply of power. "The relatively low plant load factor, high transmission losses and a failure to bring about an integrated operation of regional grids continue to be the disturbing features of the power sector," the survey says.

#### Public sector industries

According to the survey, the index of industrial production of selected public sector undertakings displayed a growth of 7.7 per cent in 1984-85. During the period from April to November, 1985 the index has registered an increase of 8.2 per cent over the corresponding period of 1984-85.

During 1984-85 the production of public undertakings registered an all round improvement, the exception being the units engaged in the production of cement, cloth, zinc, lead and gold.

Available data for 1985-86 show maintenance of the positive growth in the production of public sector undertakings, except for the slippages in the production of copper, fertiliser ( $P_2O_5$ ), coal and lignite and the continued decline in the production of cement and gold.

#### Employment

Employment in the organised sector at the end of March, 1985, the survey says, stood at 245.94 lakhs, showing a moderate increase of 1.4 per cent over the previous year. The increase in March, 1984 over the preceding year was still lower at 1.2 per cent.

The increase in organised sector employment during 1984-85 was entirely due to the higher employment in the public sector. Employment in the public sector recorded an increase of 2.3 per cent from 168 lakhs at the end of 1984 to 172 lakhs at the end of 7 March, 1985. Employment in the private

sector registered a nominal decline of 0.6 per cent i.e. from 75 lakhs at the end of March, 1984 to 74 lakhs at the end of March 1985. At the end of June, 1985, public sector employment at 173 lakhs was 3.2 per cent higher than a year ago, while the organised private sector employment was nominally lower by 0.2 per cent at 73 lakhs over the level of employment at the end of June, 1984.

The total number of jobseekers on the live register of the Employment Exchanges at the end of March, 1985 was 239.15 lakhs, showing an increase of 5.8 per cent over the year. Number of jobseekers at the end of August, 1985 shows a rise of 8.7 per cent from 233.34 lakhs at the end of August, 1984 to 253.66 lakhs at the end of August, 1985.

#### Industrial Relations

The survey claims that the industrial relations situation, as reflected by the man-days lost in the first half of the year 1985-86, showed a considerable improvement, as there was no major industrywise strike or lock-out. Man-days lost in 1984-85 amounted to 49.40 million which includes 15.40 million mandays lost in the jute textile industry. The loss of mandays in 1983-84 amounted to 38.25 million, excluding the Bombay textile strike. During April-June, 1985, mandays lost recorded a figure of 8.30 million, which is the lowest for the first quarter since 1980-81. The number of mandays lost declined further to 6.9 million in the second quarter, July to September, 1985. The data of mandays lost do not cover, however, the loss in industrial production caused by go slow, work to rule or similar other factors.

Listing the various measures evolved to maintain harmony in industrial relations, the survey has stressed that workers' participation in management is potentially a very powerful tool for promoting industrial harmony, curb unfair labour practices and to promote productivity gains. The survey further notes that schemes of workers' participation have already been implemented in a number of public sector units and the endeavour should be to promote similar schemes in the private sector units also. The survey points out that in the implementation of such schemes, it is necessary that the workers represent their interests on the Boards directly rather than non-employee trade union leaders.

According to the survey, various labour laws have been carried out in order to protect labour interests and these protective provisions are being constantly reviewed to provide effective safeguards for the interest of workers.

#### Prices

The pre-budget economic survey has said that maintaining price stability along with an increase in development outlays is a major challenge to economic

## Mandays loss due to strikes and lock-outs

Quarter	1982-83	1983-84*	1984-85*	1985-86
I	9.51	8.87	28.15	8.30
II	8.10	9.39	6.48	6.90
III	7.70	7.07	7.58	
IV	7.86	12.92	7.19	
Total	33.17**	38.25**	49.40	

\*Provisional.

\*\*Excludes Bombay Textile Strike.

On the question of administered prices, the survey states that the Seventh Plan lays emphasis on securing cost reductions in industry and other areas through greater efficiency, competitiveness and the application of improved technology. Subject to this, it has advocated more frequent but smaller price adjustments in relation to production costs rather than sharp increases at much longer intervals.

The survey says that in the first ten months of the current financial year the whole-sale price index with 1970-71 as base registered an increase of 3.1 per cent compared with 5.7 per cent and a 8.7 per cent increase during the same period in 1984-85 respectively.

Contrary to the fears expressed at the start of the year of a double-digit inflation, the survey claims prices are following a path of an annual rate of inflation of around six per cent. In fact, the price increase this financial year (till January 25, 1986) has been the lowest for this period in any of the last seven years.

#### Consumer price index

However, that this decline in the whole-sale price index has had no impact on the retail prices is amply born out from the phenomenal rise in the consumer price index as given out in the survey. The consumer price index for industrial workers with 1960 as base, the survey says, has risen by 7.5 per cent between March and December, 1985 compared with 5.4 per cent and 11.4 per cent during the same period in 1984-85 and 1983-84 respectively. The survey has, however, taken the plea that the divergent trends between the consumer price index and wholesale price index are a result of the price behaviour of certain items in the food group which have higher weight in the consumer price index.

An analysis of the composition of the price rise in the current financial year up to January 25, 1986 reveals that prices of some items have increased abnormally. Prices of fruits went up by 13.8 per cent, gur 10.4 per cent and sugar 21.8 per cent.

On the other hand, prices of some of the items declined abnormally. Prices of condiments and spices went down by 15.6 per cent, tea 11.1 per cent, raw cotton 15.7 per cent and raw jute 71.9 per cent. In case of jute, the decline, reflecting the high production this year, is partly a correction for the sharp rise in its price last year.

During the first ten months of the current financial year, wheat prices went up by 8.7 per cent, pulses by 9.9 per cent, fruits and vegetables by 13.8 per cent and eggs, fish and meat by 12.4 per cent.

During the same period, administered prices of selected items went up by 3.5 per cent. These included arise of 4.1 per cent for non-ferrous metals, 18.9 per cent for electricity and 13.2 per cent for coal mining.

The survey says that the seasonal rise in the wholesale price index started from mid-March 1985 and spilled over into the first four months of 1985-86. The seasonal pressure on prices began earlier than normal, but also petered out early, operating for less than the usual duration which generally extend up to August.

The wholesale price index increased by 5.6 per cent during April-July 1985, reaching the peak of 365.8 on August 3, 1985. The increase in the corresponding period of 1984-85 was, however, sharper at 7.6 per cent.

The seasonal decline began from August 10, 1985 and after break in October, continued up to December 28, 1985. The seasonal items, with a weight of 5.2 per cent in the index were more volatile than the remaining items with 48 per cent of the total weight. In particular, rice, fruits and vegetables, condiments and spices and the sugar group exhibited the strongest seasonal fluctuations.

The survey says that close monitoring of prices coupled with effective supply and demand management has helped to moderate inflationary pressures in the economy in 1985-86. The main thrust of the anti-inflationary management during the year was on the timely assessment of the demand-supply and import of sugar, regulated imports and releases of edible oils, strengthening of the public distribution system, the upward revision of procurement and support prices of agricultural commodities to stimulate production, a five per cent cut in the Central ministries' non-Plan expenditure and an upward adjustment in the statutory liquidity ratio of the commercial banks to check the growth of liquidity in the banking system.

The survey notes the 'legitimate concern in the country about the impact of changes in administered prices on the inflationary situation. The alternative to such periodic adjustment, it points out, is either to increase the government

budget deficit in perpetuity or increase prices much larger amount later. Both these are likely to have a far greater adverse impact on prices and inflationary expectations than a gradual adjustment" says the survey.

If costs increase because of wage increase or increase in procurement prices then a rise is administered prices is inevitable.

As far as tackling the parallel economy, the survey observes that it will require continuation of the present strategy of reducing the underlying economic causes behind its growth, while simultaneously strengthening the administration and enforcement of fiscal and economic laws.

#### Survey at a glance

The following are the main aspects of strength and weakness of the survey.

#### Strength

GNP growth will be 4.5 to 5.0 per cent in 1985 which is close to the Seventh Plan target.

Foodstocks are close to 25 million tonnes confirming that the country is totally self-sufficient in food.

Food output is likely to reach 150 million tonnes becoming from net importer of food to net exporter.

Industrial production in October and November 1985 shows an acceleration to over 8 per cent.

Tax revenues are up by 23 per cent and personal income tax a record 38 per cent.

Imports have increased, mainly because of essential imports (oil, fertilisers, sugar).

Foreign debt is well under control while other developing countries are in debt trap India's credit rating is high.

Infrastructure improved greatly. Thermal power is up by 16 per cent and railway freight movement increased by 9 per cent.

Inflation is still in single digits. Wholesale price index rise is small but consumer price index has risen to cover food procurement price increases.

#### Weaknesses

The prices of food and other seasonal articles have been volatile showing abnormal increases and decreases despite comfortable food stocks.

The administered prices and seasonal items together accounted for 75 per cent of the price increase in wholesale prices during April 1985 to January 1986.

The inflation rate in terms of consumer price increased to 7 per cent in December 1985 from 5 per cent in March 1985. Consumer price index rose faster than wholesale price index.

External payments situation weakened with a decline in the reserves by Rs. 324 crore by end January 1986 and exports registering a negative growth of 0.7 per cent in the first six months of 1985-86.

The performance of state Government's commercial undertakings deteriorated with the losses of electricity boards alone projected to increase to Rs. 1,373 crore in 1985-86.

(*Indian Worker*, dated 3rd March 1986.)

#### Child Labour force worst exploited in Calcutta

About 20 per cent of the total child labour force in Calcutta does not get any cash remuneration. Instead, they work for about 12 to 18 hours against provision of food only. Of the entire child work forced in Calcutta about 25 per cent earns between Rs. 21 and Rs. 30 per month. Under the highest income bracket-between Rs. 75 and Rs. 100 per month falls only 0.63 per cent.

This was revealed in a research work done by Shri Swapan Sinha, an employee of the National Bank for Agriculture and Rural Development (Nbard).

According to Shri Sinha's study, in Delhi itself, child labour earns less than Rs. 50 per month. In Bombay the child labour's monthly earning is about Rs. 86.

Shri Sinha studied and compared about 800 cases of children working in hotels, restaurants, tea stalls and sweet shops located on 87 streets, roads and other areas. Referring to the 'crude exploitation' of child workforce.

He said that in some cases fresh entrants in the labour market were not entitled to any cash earning for one or two months. This could be termed as apprenticeship period and next two three months as 'watching period'. The employer settled the child labour wage according to his 'own evaluation.'

The study further revealed that of the total child labour available in the city, 26.87 per cent hails from the neighbouring state of Bihar, 7.63 per cent from Orissa and 2.62 per cent from Uttar Pradesh. Child labour migrated from Bangladesh to Calcutta is 2.36 per cent.

(*Indian Worker*, dated 3rd March 1986.)

## Articles, Reports, Enquires, etc.

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

### Administrative Tribunals Revisited

V. P. GUPTA

Ex. Deputy Chief Labour Commissioner

The promulgation of the Administrative Tribunals (Amendment) Ordinance (No. 1 of 1986) by the President on 22nd January, 1986 to bring the Administrative Tribunals Act, 1985 broadly in line with the Supreme Court directive of October 30, 1985 makes some important changes in law relating to such Tribunals and to that extent certain amount of irritation among the Government servants stands remedied. Some irritation may, however, still remain.

The Amendment Ordinance, firstly, deletes clause (b) of section 2 of the Administrative Tribunals Act, 1985 which excluded persons governed by the provisions of Industrial Disputes Act, 1947 from the purview of the Act. This, in other words, means that government servants who are governed by the provisions of the Industrial Disputes Act by dint of their being employed in 'industry' shall be free to avail of the protection of the Administrative Tribunals Act. At the same time, they could, perhaps, go in for the Industrial Disputes Act and their disputes could, if so ordered by the appropriate government, be referred for adjudication by an Industrial Tribunal, Labour Court or other authority constituted under the Industrial Disputes Act, 1947 or any other corresponding law for the time being in force, whose jurisdiction, powers and authority have been specifically saved under 5.28 of the Administrative Tribunals Act, 1985.

#### Will both the channels be available ?

Whether a government servant shall have both the channels of redress or it would be only alternative, is still not clear. It, however, appears that not to avail of this right under the Industrial Disputes Act may not be deemed to be non-availment of 'all the remedies available' under the service rules as to redressal of grievances because what would constitute 'availment of such remedies' has been amplified under S. 20 (2) of the Administrative Tribunals Act. At least 'a memorial' to the President or to the Governor of a State or to any other functionary shall not be deemed to be a remedy.

In fact, it appears, this part of the Act is badly drafted : In actuality what happens, more often than not, is that a 'victim' employee on receipt of an order against him represents to the authority passing such order or an authority

immediately next above him whether or not service rules admit such representation 'legally'. This is with a view to put his part of the case more clearly before the authority in the belief that his earlier submissions have not received due consideration. In ninety per cent of cases such representation is of little avail except perhaps the 'victim's' personal satisfaction. But such a representation would act as a bar for the victim to seek relief from the Tribunal immediately, because under S. 20 (2) (b) it has been provided that where a representation or appeal has been preferred, unless the same has been rejected, the person cannot approach the Tribunal till "a period of six months from the date on which such appeal was preferred or representation was made has expired." It need not be pointed out that non-disposal of such representations or appeals is endemic. This reading of the Act is further re-inforced by what is provided under S. 20 (3) by the clause 'unless the applicant has elected to submit such memorial'.

*Perhaps, what was desired was that a representation or appeal which legally lay to the authority or the one next above him and which was a 'must' under the service rules (unless one acquiesced) should have been the only instance of not availing of the remedies available.*

The second important amendment to the Act pertains to the classification of members of an Administrative Tribunal into judicial and administrative, their qualifications and method of appointment. In this respect the amendment follows the suggestion of the Supreme Court and provides for appointment of judicial members in consultation with the Chief Justice of India. It has been provided under S. 5 (4) (d) that a Bench shall include at least one Judicial Member and one Administrative Member. It must be noted that this requirement pertains only to such cases, in respect of which the Chairman is of opinion that having regard to the nature of the questions involved or under the rules made by the Central Government, should be decided by a Bench composed of more than two members. In other cases inclusion of a Judicial Member is not a must. In fact S. 5 (6) lays down "Notwithstanding anything contained in the foregoing provisions of this section, it shall be competent for the Chairman or any other Member authorised by the Chairman in this behalf to function as a Bench consisting of a single Member and exercise the jurisdiction, powers and authority of the Tribunal....".

It appears that in very many cases a Bench could be a single Member Bench Or a Bench not called upon to decide 'special' cases could be manned by bureaucrats.

#### A bigger loss

The third important amendment pertains to the restitution of the jurisdiction of the Supreme Court under Art. 32. Infact all the powers of the Supreme Court have been restored.

Though the Act, as it stands now is in accordance with the interim directions of the Supreme Court, it is still problematical how the powers of a High Court could be done away with without impinging on the basic features of the Constitution.

Loss of the jurisdiction of the High Court would be a bigger loss to the employees since the writ jurisdiction of the High Court is wider than that of the Supreme Court. Moreover, such powers of the High Court cannot be vested in any other court unlike Art. 32 (3) which permits vesting of the power of the Supreme Court pertaining to issue of directions or orders or writs in any other court. The fourth important amendment pertains to S. 19 (3) under which the Tribunal's power to reject an application summarily has been canalised. The Act now provides that the Tribunal shall satisfy itself that the application is a fit case for adjudication or trial by it'. If it decides in the negative, it shall record its reasons.

Off the cuff, the power conferred on the Tribunal appears to be too wide. This may also constitute a denial of justice which would not only impinge on the fundamental rights enshrined in the Constitution but would also take away the 'court-ness' of the Tribunal. One can understand a court dismissing an application but rejection is revolting.

The fifth amendment pertains to the method of hearing. Now the Tribunal shall have no right to allow or not to allow oral arguments. It shall have to take note of 'such oral arguments as may be adduced.'

On a holistic view of the matter, it appears that while in the interest of securing speedier justice and re-structuring of our judicial system in the interest of all, the Government servants and other employees shall have to be content with adjudication of their cases by administrative tribunals as distinct from the regular law courts, they shall have to take steps to ensure that each Bench of the Tribunal has a Judicial Member (preferably as Chairman), such Tribunals have the power to issue writs and examine cases procedurally too beside on merits, allow applications to be filed without any loss of time, whatsoever (because a starving person cannot wait for the pleasure of the authority to dispose off his representation or appeal for months on end) and the powers of such Tribunals to reject applications 'in limine' are pruned.

### Twenty-first century—Challenges in Personnel Administration

By B. N. DATAR

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Our youthful Prime Minister, Shri Rajiv Gandhi, has set the entire century thinking in terms of preparing itself for the twenty-first century. The official thinking on the shape of things to come are reflected in his address to the General Council of the INTUC in September last year. Pointing out that the country would be going into the twenty-first century fifteen years from now, the Prime Minister raised some vital issues for workers and their organisations to ponder over, such as : (i) what condition will our industry, our nation and our people be at that point ? (ii) will we be in a position to compete in the world in productivity, in technology and in sciences or will we be dragging behind ? (iii) what condition will Indian industry be in ? (iv) how would you (workers) like the industry be in fifteen years from now ? and (v) how will we train our labour to cope with that industry when it comes ?

Having posed these questions, he went into specifics such as modernisation, productivity, participative management, better deal for the unorganised, workers education, new work ethos, pride in workmanship, occupational and environmental safety, etc. and went on to set out the tasks ahead.

The problems for workers and their organisations as posed by the Prime Minister have a bearing on personnel administration. Personnel administration is very much relevant not only to the industry but also embraces several other economic activities. With the rapid changes that will be taking place in industry, personnel administration too will also beset with challenges along with opportunities. Indeed it will be for the young men and women entering into the field of personnel administration to face the challenges along with workers and their unions and turn them into opportunities. Every sphere of activity in personnel administration will be full of problems while the tool given for solving them, namely consultation with workers, will offer opportunities for working with more educated workers who, if handled properly, can contribute to mitigating the worries.

#### Mode of combining three 'Ms'

Recently a discussion on changes management practices was telecast. The participants were distinguished managers and the occasion was the Silver Jubilee of the Indian Management Association. They said that in management circles awareness seems to have come on three issues : (a) obsolescence in management practices has been fast in the last twenty-five years, its pace will increase in the next fifteen. In the present context this means, what was good in the sixties will not be good enough now and what is practiced as the most efficient way of handling labour currently will be absolutely out of date at the turn of the century (what applies to management practices is true of

production processes too); (b) we are living in an age of 'information explosion'. A variety of global experiences is available on tap. There are computer facilities to digest this experience and provide the partners in the production process—management and workers—with options from which to choose, and (c) while discussing labour problems in the past we were turned to think in terms of three 'Ms': Men (including women) 'Money' and 'Materials' as inputs for production. But now another 'M' is added Mode of combining efficiently the first three. And this is technology, if one looks at the history of progress of developing countries the tendency is towards what one may call 'telescoping of change.' This telescoping will accelerate further. What developed countries took hundred years to do will have to be done by countries which are on way to development in a space of twenty-five years or less.

#### Fringe benefits

An important sphere where personnel administration has to play a crucial role with considerable understanding and tact is collective bargaining. In collective bargaining, fringe benefits often pose enormous problems by virtue of their variety that have a direct bearing on production cost. There are differing views on the classification of fringe benefits. For instance, overtime is sarcastically described by some as 'OT is bread and pay is savings.' According to ILO's classification, overtime is a part of wage. Again on the basis of international classification, 'dirt', 'danger' and 'discomfort' allowances, 'cost of living' allowances and other regular allowances are a part of wage.

Some time back the Employers Federation of India had come out with a monograph on the subject of fringe benefits.

In a debate on that monograph when it was first published about twenty-five years back, I recall my questioning the EFI concept as something alien to our country. To my mind, inclusion of statutory benefits in 'fringes' is not proper. This is because when an entrepreneur establishes his unit he knows that if he has to run his unit he has to observe the relevant statutes like any other employers. The case of industrialised countries is different. Some of the benefits may be more a part of collective bargaining and not legal compulsion and in their case the term 'fringe' for such payments may be appropriate; not in all cases.

Let us consider these payments in quantitative perspective; their effect on cost of production. We had examined this issue in the National Commission on Labour (of which the writer was the Secretary) some eighteen years back on the basis of all India statistics collected through the annual survey of Industries, and its predecessor, the Census of Manufacturing Industries. We found that over the period since Independence i.e. for nearly twenty years, the wage cost as a percentage of total out-put value had hovered around 14 per cent. There were two other items of interest: (a) cost of salaries (not including those of managerial personnel), and this was showing a steady increase

the same period and (b) personnel costs other than on wages or salaries (a part of these is what could be considered 'fringe benefits'). No break up was available about how much of this cost was due to wage earners and how was sept on salary earners. We went behind the costs as shown albeit a very limited way by reference to the Labour Bureau which as you know is the custodian of all labour statistics. The Bureau gave us the impression that a majority of 'fringe' than prevalent were selectively given. They were more common for salaried employees of the unit and not among wage earners. Things have certainly changed since. Because of changes in technology, several workers who would have been normally wage earners are now salary earners. This is the case more specifically in the hightech industries which will be common in the twenty-first century. That is why even we in India, may have to think of a substantial increase in the number of salary earners in coming years. And that is why 'fringe' benefits may acquire significance in collective bargaining. Signs of it are already beginning to show in our country. The latest publication of the ASI analysing data for 1980, shows an *inverse* variation in the percentage of costs attributable to wages and salaries. Wage costs as a percentage of output value are declining and are in the region of 11 per cent and the component of salary cost is improving. A secular trend of wage costs over thirty-five years (1946-80) shows a decline, that of salary costs shows an increase. And interestingly wages and salaries together as percentage of value of production show a declining trend.

#### Participative Management

The second topic for discussion is participative management. We have been discussing participation for the last twenty-five years or more. Management groups have discussed it, so have trade unions in their organisational meetings. A very large measure of agreement on the need for participation has emerged. It cannot be denied that success stories have been hard to come by; or have not been adequately published. Employers and trade unions still seem to be talking at one another; there is also some talk with each other. It is the former which comes in the way of setting up participative arrangements on the ground. Employers ask: who are the workers representatives and whom we should invite for participation? With equal justification the rhetoric from the other side is: "Are you prepared to shed some of your prerogatives, which are born out of disproportionate emphasis on the power of money?" While Government on its part has announced its off repeated intention to introduce participative procedures in public sector units, there seems to be still a gap in intentions and performance. When is this to be bridged? A strong and recognised union making a demand on the employer seeking the letter's proposals for participative arrangements is yet to be known. Equally rare is an invitation by the employer to his recognised union for working out a plan for joint operation at the unit/shop level on issues set out in the Institutes paper.

Obviously the propelling force is missing. This can be a scientifically assessed cost-benefit analysis from the employer's and workers' point of view, and acceptable to partners in production. Or can legislation supply

this force? When the issue was first discussed in the Indian Labour Conference almost thirty years ago, the answer was an emphatic 'no' for various reasons. There seems to be no change in this premise over all the years. Whether participative management requires statutory buttressing to be a debatable issue was evident in the deliberation of the Indian Labour Conference last year.

Another subject of importance is productivity. In the Indian context, one may club the concept of productivity as a twin brother or sister of management. Both have been prominently allocated to the policy prescriptions for the Seventh Five Year Plan. Action on both started simultaneously in the sense that for understanding how operative schemes could be built up, on the one hand, each the Government sent out influential expert teams to East and West Europe at the same time. You may know that the Vishnu Sahay Team brought together European experience on participative management and its applicability to India at the same time as Dr. Vikram Sarabhai's group brought out its report on the Japanese way of giving boost to productivity and its adaptability to India. Both these reports were discussed in separate tripartite meetings in the same year. The Fifteenth Indian Labour Conference brought the concept of participation whereas a preparatory tripartite conference on Productivity was convened by Government to give shape to the recommendations of the Sarabhai Group. Tripartite arrangements were set up for overseeing the progress in both. But here the similarity ends. Because of its significance to the process of development, Government showed, from time to time, greater enthusiasm for the productivity movement by providing adequate resources than it did for promoting participation. The result has been that there is greater awareness about productivity and the means to achieve it atleast among management circles. I have deliberately refrained from mentioning workers in the same strain because in a recent survey which the Ambekar Institute for Labour Studies undertook among organised workers in Bombay we found that a large percentage of them did not know about the National Productivity Council and its work. If this is the state or knowledge among Bombay workers, you can imagine what the position may be elsewhere in the rest of the country. Part of the reason for this is the lop-sided development of the productivity drive. While one can be sure of the effort made by the managements to take the message of productivity to the lowest rung of the supervisory cadres, hardly any effort is forthcoming in sitting with workers representatives and seriously sorting out the impediments that stand in the way.

Two issues stand out in this connection: (i) we have not yet reached a bipartite consensus on how productivity gains should be measured and (ii) assuming that a reasonable way of measurement is found, there is no agreement as to how it should be apportioned between the two partners in industry. That is, why no pattern can be established about what an employer should offer

NPC had established along with three others; also all the other committees. Consensus was reached on a large number of issues in the meeting of the Council but there was one matter on which unanimity eluded: The Council representative felt that a separate allocation in productivity gains should be made for the effort put in by managerial personnel. Workers representatives contended that managerial entitlement should come out of the productivity gains. The Chairman of the NPC accommodated the workers' view in the formula. Trade union nominees in the NPC were non-committal. It was the Chairman who finally found a place in the unanimous recommendation to the National Commission on Labour. The employers' resistance did not seem to end at this point. Within four years of this development the NPC had to request the trade union federations to have a second look at the formula. In a unanimous report trade union representatives gave their views more or less on the lines of the NLC recommendations.

In the last ten years however, individual units, anxious to improve their performance are reported to have reached unit level agreements without bothering about difficulties encountered on the national plans. On far too many issues in labour management relations we seek national consensus or guidelines which are tardy in coming, if they come at all. This needs to be changed. When some workable solution, which may not be all that scientific can be evolved at the level of industrial units, why not encourage the process?

Improving levels of productivity has another implication; a continuous patch on the manning pattern of the unit. A high rate of machinery obsolescence necessitates redeployment of personnel. Trade union opposition to redeployment may be taken for granted. At the time of setting up a new unit, the employer is at liberty to establish his own manning pattern. But once the unit has worked for eight or ten years, say, freedom for redeployment starts evaporating. This period is likely to be shortened still in the twenty-first century. Thinking must start from now on as to how problems arising out of this situation will be tackled.

There is one more vital aspect to be considered while discussing the topic of personnel administration. There will be a type of factory environment in which operatives may have to work. As technology advances, a worker in an industrial undertaking has to use his brain more than his hands. This means a different type of strain on human energy. Workers fifteen years of age will complain more about mental fatigue than excess of physical exertion; they will complain about idle fingers and monotony of watching meters, in preparing persons for the task of personnel administration, therefore management institutes and institutes on labour studies may have to think of

## ROLE OF EDUCATION AND RESEARCH IN LABOUR MOVEMENT

BY

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Trade unions confined to narrow limits of a factory, mine or an establishment are no longer relevant. Trade unions cannot achieve their objectives unless they come out of these narrow limits and start thinking and functioning on industrial, national and international levels. By having such a broader frame also they can protect themselves, effectively serve their members and succeed in establishing conditions for a world order wherein peace, social progress and human dignity are assured to all.

To achieve their objectives, trade unions are struggling and shall have to go on struggling on grassroot level in factories, mines and establishments ; national level through their national trade union centres and various national industrial unions or federations ; and on world scale through their international trade union centre, and respective industrial federations with single minded devotion. It is a serious struggle and quite an uphill task.

Methods used in the struggle are as varied, and shall remain different and numerous as situations demand. They may start with (i) solidarity building programmes ; (ii) educational activities ; (iii) collection of research findings ; (iv) study visits and conferences ; (v) representation of labour's view-point in the world forms—governmental, tripartite, regional, occupational and the like ; (vi) deputation to the policy makers ; (vii) adoption of resolutions in congresses, executive boards and other organs in union hierarchy ; (viii) statements issued by trade union officials ; (ix) opinions aired by trade union publicity organs ; and (x) national industrial and international actions ranging from boycott, strikes and the like besides other means.

### Facing multi-nationals

World has become smaller. Information revolution and fast communication have broken the barriers between countries. Economics is no longer confined to national frontiers of sovereign states. Emergence of multinational companies, who have spread their nets to amass power and profits everywhere, and by all means fair and foul, is the crude expression of the new international economic challenge in which trade unions are expected to function. The trade unions should appreciate the need for appropriate policy plants, action programmes and clearer thinking to face the emerging challenges which are not only economic in character, but are also political, social and cultural. Crude economic values need crude political frames to exercise their ambitions and it presents tailored crude cultural alibi in justification of their ignoble pursuits. All this together have in its elements that benumb society, carry world towards annihilation and reduce workers' expectations to ashes.

It is necessary to face multinational giants on world level jointly with international trade union federations by setting up of (i) world trade union councils consisting of unions operating in each individual prominent multi-national company ; (ii) co-ordinate bargaining efforts of the units ; (iii) provide briefs on over all performance of the company, their policies, future plans and projections ; (iv) help respective unions to exchange information on their gains struggles and reverses ; (v) support unions' struggles by international solidarity actions and (vi) other appropriate measures.

Experience hitherto shows that these multinational companies are shy to meet unions on the international bargaining table and therefore both national and international federations shall have to struggle hard to at least oblige to face individual unions in their plant setting and should back these individual unions with national and international support documentations, facts sheets and information that may lead them to corner these giants and deflate their ego and expose their true face to the clear gaze of the society.

The speed with which world economy is moving towards centralization, the relevance of co-ordinated action on international level becomes more and more essential. Trade unions ought to be aware of these trends and equip themselves to lead the movement in an effective manner towards achieving its goals.

Though number of methods are used to achieve trade union objectives with collective bargaining method continues to remain the primary instrument of trade union struggles.

### Enlarging frontiers

In a century long history of collective bargaining worldwide, the contents of collective agreements have recorded a great development. From mere wage increases and shortening of working hours and various methods of incentive payments the contracts now have reached to include schemes of workers participation in management health and safety clauses, safety inspection and other varied subjects and the frontiers of collective bargaining are still enlarging.

One should not forget that bargaining table, union-management parleys and union drives to set their objectives encompass in their steady intricate questions of industrial psychology, industrial engineering, industrial diseases and hygiene, problems of labour economics, international relations, world economic situation, challenges of armament, effect of working of different political systems functioning of UNO, ILO and other specialised agencies in UN family, problems posed by unemployment, issues of development, capital intensive industries and labour intensive industries, effect of government policies, labour, political, economic or industrial and amazingly large number of subjects not forgetting sociology, ethics and sciences. Where has knowledge of trade unions to cease then ?

Under the pressure of changed world situation and normal human urge for equality of opportunity and expression, the responsible trade unions are everywhere for democratization of the industry, the society and the world and so collective bargaining objectives project new thinking in this field.

This new advance in trade union thinking has crossed national frontiers and broken ideological shackles and we witness trade unions expressing their desire for human values, human treatment and human rights not only in the democratic world but also in the dictatorial countries, in communist countries and also in authoritarian set ups.

This is an indication of the broadening of awareness of workers everywhere and this forward march is not likely to stop. The human beings everywhere have in them the urge to build environment wherein they have scope to express their latent capabilities and so it is natural that the struggle shall be more intense, more pronounced and more co-ordinated, unless, however, war lords of the world submerge us in yet another war and bring destruction to the world and with it to the values that the world has achieved till now.

#### Indian setting

In Indian setting where organised work-force is around 20 million, where a large number of unemployed workers both in rural and urban India roam jobless, the struggle for distinct identity and objectives is blurred. The results achieved cover much narrow base level ends and constraints in union functioning are numerous. To make it more complex the movement is divided. The structure of the country's trade union movement has not grown. The emergence of leadership from amongst its rank and file is very meagre. The top level leadership that came to the rescue of the trade union movement under the historical pressure of freedom struggle of 40s is thinning.

Since the movement is divided and its democratic fabric is weak and unpredictable and in majority of cases unions are lead by outside leaders, whose political interest or may we say personal interests clash with reality of the situation, the confusion in the movement is compounded.

This scenario has put serious limitations on functioning of the unions and their collective bargaining activities. In the absence of sufficient trained leadership and with scarcity of funds for research and education, the identity of what unions seek is lost against short-term gains and narrow objectives.

In spite of these weaknesses there has been some growth in trade unions. The speed of industrialisation has given these dividends. Numerous contracts have been negotiated and signed. In iron and steel industry from individual

electricals, cement, sugar and the like. The pull towards national bipartitism is greater and is challenging. With weak union structure and with less national and international outlook the challenges thus posed may not find logical and equal response from the unions. The cleverer on the table would thus have greater chances of finding ways of fulfilment of his point of view and one can identify the cleverer in the present situation.

#### Education for dynamism

This does not mean that the trade unions should try to pull back the hands from the clock and shy away from national forums. Such treatment would be worse than the disease. The solution is to launch well conceived educational plan from base level union workers to national level leadership in order to build the movement and back it up with meaningful research and documentation.

Dynamism in trade union movement can be generated only when unions function round workers' interests; when the movement is scientifically knit from bottom to top; when union leadership emerges from within the ranks; when union members become conscious of their responsibilities as unionists; when workers realise their responsibilities as important and equal factor in production processes; when workers acquire capabilities to function as co-partners in running the working world; when workers develop realisation of their importance in being citizens of a great democratic country; when workers know their place in community/society/neighbourhood and learn how to contribute in developing it; when workers get to know their stakes as world citizens and their interests in a world order suitable to live in far from wars, threats and fears; when consciousness dawns on the workers of their role as forerunner of a world culture of universal brotherhood; when workers discharge their responsibilities as family members, parents and useful partners in family life; when democratic functioning of the union movement is assured; when union members and workers have access to develop their skill, improve their knowledge and institutes of learning are available to them; when union activists, union leaders and union functionaries are informed, trained and tuned for effective working; and when union objectives are based on realities and broader vision of needs of the society and humanity.

All these are possible when trade unions learn to invest in research and education and such an investment alone can generate necessary dynamism in trade union movement. The window dressing and cosmetic touches applied here and there only conceal the malady. If real treatment is required, the roots of the movement need continuous watering by alchemy of education and pesticides of research is essential to stop its decay. The movement's youthfulness its inner strength and personality can thus be established.

## Gist of Important Notifications under the Various Labour Laws

### I. INDIAN BOILER ACT, 1923

(1) (A) *Exemptions under the Act.*—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/10379 belonging to the Maharashtra State Electricity Board, Bhusawal Power Station, Deep Nagar, 425807 District, Jalgaon from the operation of clause (c) of section 6 of the said Act, for the period of six months from the 25th January 1986 to 25th July, 1986 (both days inclusive).

(Vide Government Notification I.E. & L.D. No. IBA/1086/20, 227/1792/Lab-9 dated 20th January, 1986 published in *Maharashtra Government Gazette*, Part I-L, dated 27th February, 1986 at page Nos. 1214).

(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-10315 belonging to the Brook Bond India Limited, Gevrai factory, Post Box No. 96, Aurungabad-431001 from the operation of clause (c) of section 6 of the said Act, for the period of one month from the 25th January 1986 to 24th February 1986 (both days inclusive).

(Vide Government Notification I.E. & L.D. No. IBA/1086/201626/1790/Lab-9, dated 21st January, 1986 published in *Maharashtra Government Gazette*, Part I-L, dated 27th February, 1986 at page Nos. 1215).

(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/10296 belonging to the Hindustan Petroleum Corporation Limited, Corridor Road, Mahul, Bombay-400074 from the operation of clause (c) of section 6 of the said Act, for the period of one year from the 25th January, 1986 to 24th January, 1987 (both days inclusive).

(Vide Government Notification I.E. & L.D. No. IBA/1086/201520/1791/Lab-9, dated 21st January, 1986 published in *Maharashtra Government Gazette*, Part I-L, dated 27th February, 1986 at page No. 1215).

(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 Nos. MR/11086, MR/11087, MR/11099, MR/11100, MR/11181 and MR/11182, belonging to Bharat Petroleum Corporation Limited, Mahul, Bombay 400 074 from the operation of Rule 68 of the said Act.

(Vide Government Notification I.E. & L.D. No. PBA/1086/95569/1694/Lab-9, dated 11th February, 1986 published in *Maharashtra Government Gazette*, Part I-L, dated 27th February, 1986 at page No. 1215).

(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/10615 belonging to the Rashtriya Chemicals and Fertilizers Limited, Trombay, Bombay 400 074, from the operation of clause (c) of section 6 of the said Act, for the period of one year from the 19th February, 1986 to 18th February, 1987 (both days inclusive).

(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-9585 belonging to the National Organic Chemical Industries Limited, Thane Belapur Road, Post Box No. 73 Thane from the operation of clause (c) of section 6 of the said Act, for the period of one month from 13th February, 1986 to 12th March, 1986 (both days inclusive).

(Vide Government Notification I.E. & L.D. No. IBA/1086/203601/1816/Lab-9, dated 11th February, 1986 published in *Maharashtra Government Gazette*, Part I-L, dated 27th February, 1986 at page No. 1216).

(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-10826 belonging to the Rashtriya Chemicals and Fertilizers Limited, Chembur, Bombay-74 from the operation of clause (c) of section 6 of the said Act, for the period of one year from 16th February to 15th February 1987 (both days inclusive).

(Vide Government Notification I.E. & L.D., No. IBA/1086/203600/1817/Lab-9, dated 11th February, 1986 published in *Maharashtra Government Gazette*, Part I-L, dated 27th February 1986 at page No. 1216).

(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-10666 belonging to the Bharat Petroleum Corporation limited Mahul, Bombay 400 074, from the operation of clause (c) of section 6 of the said Act, for the period of two months from the 7th February 1986 to 6th April 1986 (both days inclusive).

(Vide Government Notification I.E. & L.D. No. IBA/1086/202865/1819/Lab-9, dated 11th February, 1986 published in *Maharashtra Government Gazette*, Part I-L, dated 27th February, 1986 at page No. 1217).

(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-9915 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 six months from the 13th February, 1986 to 12th August, 1986 (both days inclusive).

(Vide Government Notification I.E. & L.D. No. IBA/1086/203848/1822/Lab-9, dated 11th February, 1986 published in *Maharashtra Government Gazette*, Part I-L, dated 27th February, 1986 at page No. 1217).

(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-9594 belonging to the Maharashtra State Electricity Board, Nashik Thermal Powers Station, P. O. Eklahare, 422105 via Nashik Road from the operation of clause (c) of section 6 of the said Act, for the period of six months from the 19th February, 1986 to 18th August 1986 (both days inclusive).

(Vide Government Notification I.E. & L.D. No. IBA/1086,204056/1829/Lab-9, dated 18th February, 1986 published in *Maharashtra Government Gazette*, Part I-L, dated 27th February, 1986 at page No. 1287).

(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-8545 and belonging to the Tata Power Company Limited, Trombay, Bombay 400 074 from the operation of clause (c) of section 6 of the said Act, for the period of six months from the 22nd February, 1986 to 21st August 1986 (both days inclusive).

(Vide Government Notification I.E. & L.D. No. IBA/1086/204218/1831/Lab-9, dated

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(Vide Government Notification I.E. & L.D. No. IBA/1086/20, 227/1792/Lab-9, dated 20th January, 1986 published in *Maharashtra Government Gazette*, Part I-L, dated 27th February, 1986 at page Nos. 1214).

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(Vide Government Notification I.E. & L.D. No. IBA/1086/201626/1790/Lab-9, dated 21st January, 1986 published in *Maharashtra Government Gazette*, Part I-L, dated 27th February, 1986 at page Nos. 1215).

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(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-10826 belonging to the Rashtriya Chemicals and Fertilizers Limited, Chembur, Bombay-74 from the operation of clause (c) of section 6 of the said Act, for the period of one year from 16th February 15th February 1987 (both days inclusive)

(Vide Government Notification I.E. & L.D., No. IBA/1086/203600/1817/Lab-9, dated 11th February, 1986 published in *Maharashtra Government Gazette*, Part I-L, dated 27th February 1986 at page No. 1216.)

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(Vide Government Notification I.E. & L.D. No. IBA/1086/203848/1822/Lab-9, dated 11th February, 1986 published in *Maharashtra Government Gazette*, Part I-L, dated 27th February, 1986 at page No. 1217).

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(Vide Government Notification I.E. & L.D. No. IBA/1086/204056/1829/Lab-9, dated 18th February, 1986 published in *Maharashtra Government Gazette*, Part I-L, dated 27th February, 1986 at page No. 1287).

(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-8545 and belonging to the Tata Power Company Limited, Trombay, Bombay 400 074 from the operation of clause (c) of section 6 of the said Act, for the period of six months from the 22nd February, 1986 to 21st August 1986 (both days inclusive).

(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-10848 belonging to the Dharmasi Morarji Chemical Company Limited, Ambarnath 421501, District Thane from the operation of clause (c) of section 6 of the said Act, for the period of year from the 20th February, 1986 to 19th February, 1987 (both days inclusive).

(Vide Government Notification I.E. & L.D. No. IBA/1086/204057/1830/L2b-9, dated 20th February, 1986 published in *Maharashtra Government Gazette*, Part I-L, dated 27th February, 1986 at page No. 1288).

## II. EMPLOYEES, PROVIDENT FUND AND MISCELLANEOUS PROVISIONS ACT, 1952.

(1) (A) *Exemptions under the Act*.—The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by Section 17(1) (a) of the said Act exempted Messrs. Reliance Textile Industries Ltd., 3rd floor, Maker Chambers IV, 222, Nariman Point, Bombay 400 021, from the operation of the Employees Provident Funds Scheme, 1952 subject to the conditions specified in the Schedule stipulated in original notification, from the date of issue of the said notification.

(Vide Government Notification, Industries, Energy and Labour Department No. EPF-1185/9954/L2b-4, dated 14th February 1986, published in *Maharashtra Government Gazette*, Part I-L, dated 27th February 1986 at pages Nos. 1217 to 1220).

## III. INDUSTRIAL DISPUTES ACT, 1947

(1) (A) *Declaration of Public Utility Service*.—The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by Sub-clause (VI) of the clause of the Section 2 of the said Act, declared "Industry engaged in the assembly, manufacture or overhaul of aircrafts and their components as a public utility service for the purpose of the said Act for a further period of six months commencing from 28th February, 1986.

(Vide Government Notification, Industries, Energy and Labour Department No. IDA-1485/4189/L2b-2, dated 12th February, 1986, published in *Maharashtra Government Gazette*, Part I-L, dated 27th February, 1986, at page No. 1286).

## IV. BOMBAY SHOPS AND ESTABLISHMENTS ACT, 1948.

(1) (A) *Amendments under the Act*.—The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by the proviso to Section 4 of the said Act, amended Schedule II to the said Act as follows, namely—

In the said Schedule II to the said Act, in entry No. 341, in column 2, after entry No. 340 the following entry shall be added, namely:—

"341.—Lottery shop of Shri G. V. Section 11(1)(a) and 18(1) subject to the conditions  
Barad, Barad Lottery Centre that (i) No shop shall remain open beyond 10-00

## EMPLOYEES' STATE INSURANCE ACT, 1948.

(4) *Exemptions under the Act*.—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 following factories-establishments mentioned in the Schedule appended, located in Village Shelar, Taluka, Bhivandi, District Thana from the operation of the said Act retrospectively from 1st October 1984 upto and inclusive of 30th September 1986 or till adequate medical arrangements are made subject to the condition that the contributions already paid will not be refunded.

### SCHEDULE

- (1) Messrs. Super Tiles,
- (2) Messrs. Kamal Asbestos Cement Products,
- (3) Messrs. Uma Textiles Processors Pvt. Ltd.
- (4) Messrs. Reshma Sizer,
- (5) Messrs. Bobbin Industries,
- (6) Messrs. Shreenath Prints,

(Vide Government Notification I.E. and L. Department No. SIA-1785/4712/L2b-10, dated the 19th February 1986, published in *Maharashtra Government Gazette*, Part-I-L, dated the 27th February 1986, at page No. 1289).

(2) The Government of Maharashtra Industries, Energy and Labour Department has in exercise of the powers conferred under Section 87 read with section 91-A of the said Act exempted the Maharashtra Electros melt Limited, Mul Road, Chandrapur from the operation of the said Act retrospectively from 1st October 1985 to 30th September 1986 (both days inclusive), or till the medical facilities are made available in Chandrapur whichever is earlier.

(Vide Government Notification Industries, Energy and Labour Department No. SIA-1495/4751/L2b-10, dated 19th February 1986, published in *Maharashtra Government Gazette*, Part-I-L, dated 27th February, 1986, at page No. 1289).

### Consumer Price Index Numbers for Industrial workers for October 1985

#### BOMBAY CENTRE

##### A rise of 4 points

In February 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 672 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 the Bombay Centre.

The index number for the Food group increased by 3 points to 735 due to a rise in the average prices of Rice, Wheat, Goatmeat, Fish fresh and Bhajia.

The index number for the Pan, Supari and Tobacco etc. group increased by 20 points to 784 due to a rise in the average prices of Supari and Bidi.

The index number for the Fuel and Light group increased by 27 points to 891 due to a rise in the average prices of Firewood and Kerosene.

The index number for housing remained steady at 195 being a six monthly item.

The index number for the Clothing, Bedding and Footwear group increased by 5 points to 627 due to a rise in the average prices of Saree Ichalkaranji, Shirting Sherrok and Shoes-gents.

The index number for the miscellaneous group increased by 1 point to 535 due to a rise in the average prices of Hair oil and Toilet 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	
		January 1986	February 1986
I-A. Food	57.1	732	735
I-B. Pan, Supari, Tobacco, etc.	4.9	764	784
II. Fuel and Light	5.0	864	891
III. Housing	4.6	195	195
IV. Clothing, Bedding and Foot-Wear	9.4	622	627
V. Miscellaneous	19.0	534	535
<b>Total</b>	<b>100.0</b>		
<i>Consumer Price Index Number</i>	....	668	672

\*Details regarding the scope and method of compilation of the index will be found on pages 598 to 605 of December 1963 issue of *Labour Gazette*, For Errata (see) page 167 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 4.44.

#### SOLAPUR CENTRE

##### A rise of 5 points

In February 1986 the Consumer Price Index Number for Working Class (New Series) for Solapur Centre with base year January to December 1960 equal to 100 was 677 being 5 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Solapur Centre.

The index number for the food group increased by 7 points to 732 due to a rise in the average prices of wheat of jawar, Ground-nut oil, milk, chillies green, Vegetable and fruit group and Sugar.

The index number for the Pan, Supari and Tobacco etc. group remained steady at 648.

The index number for the Fuel and Light group increased by 5 points to 745 due to a rise in the average prices of Kerosene oil only.

The index number for housing remained steady at 286 being a six monthly item.

The index number for clothing, bedding and footwear group remained steady at 646.

The index number for the miscellaneous group remained steady at 555.

#### 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	
		January 1986	February 1986
IA. Food	63.0	725	732
IB. Pan, Supari, Tobacco, etc. ...	3.4	648	648
II. Fuel and Light	7.1	740	745
III. Housing	5.2	286	286
IV. Clothing, Bedding and Footwear	9.0	646	646
V. Miscellaneous	12.3	555	555
<b>Total</b>	<b>100.00</b>		
<i>Consumer Price Index Number</i>	....	672	677

\*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

## \* 5—A rise of 3 points

In February 1986 the Consumer Price Index Number for Working Class (New Series) for Nagpur Centre with base January to December 1960 equal to 100 was 635 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 Nagpur Centre.

The index number for the food group increased by 4 points to 667 due to a rise in the average prices of rice Wheat Goat meat, Vegetable and Fruits group and Sugar.

The index number for the Pan, Supari and Tobacco etc. group remained steady at 710.

The index number for the Fuel and Light group increased by 4 points to 935 due to a rise in the average prices of Kerosene and Coal.

The index number for housing remained steady at 347 being a six monthly item.

The index number for clothing, bedding and footwear group remained steady 633.

The index number for the miscellaneous group increased by 5 points to 513 due to a rise in the average price of Rickshaw Charges only.

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

(Average prices for the calendar year 1960=100)

Groups	Weights proportional to the total expenditure	Group Index Numbers	
		January 1986	February 1986
I A. Food	57.2	663	667
I B. Pan, Supari, Tobacco, etc.	3.8	710	710
II. Fuel and Light	5.7	931	936
III. Housing	6.6	347	347
IV. Clothing, Bedding and Footwear	10.9	633	633
V. Miscellaneous	15.8	508	513
Total ..	100.0	....	....
Consumer Price Index Number ..	....	632	635

\*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 — The index 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\*

## 618—A rise of 2 points

In February 1986 the Consumer Price Index Number for Industrial Workers (1961=100) for the Pune Centre with base January to December 1961 equal to 100 was 618 being 2 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 Pune Centre.

The index number for the Food group increased by one point to 685 due to a rise in the average prices of rice, wheat, mutton, fish and eggs and fruits.

The index number for the Fuel and Light group increased by 12 points to 830 due to a rise in the average price of Kerosene only.

The index number for housing remained steady at 153 being a six monthly item.

The index number for the clothing and footwear group increased by 1 point to 620 due to a rise in the price of dhoti only.

The index number for the miscellaneous group increased by 3 points to 514 due to a rise in the price of bidi only.

## CONSUMER PRICE INDEX NUMBERS FOR WORKING

## CLASS FOR PUNE CENTRE

(Average prices for the calendar year 1961=100)

Groups	Weight proportional to the total expenditure	Group Index Numbers	
		January 1986	February 1986
I. Food	55.85	684	685
II. Fuel and light ..	6.89	818	830
III. Housing	6.65	153	153
IV. Clothing and Footwear	10.31	619	620
V. Miscellaneous	20.30	511	514
Total ..	100.00	....	....
Consumer Price Index Number ..	....	616	618

\*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 rise of 16 points**

In February 1986 the Consumer Price Index Number for Industrial Workers (1961=100) for the Jalgaon Centre with base January to December 1985 equal to 100 was 644 being 16 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at the Jalgaon Centre.

The index number for the Food group increased by 21 points to 704 due to a rise in the average prices of rice, turdal, uriddal, vanaspati, fish and fresh and vegetable sub group.

The index number for the Fuel and Light group increased by 55 points to 801 due to a rise in the average prices of firewood and kerosene.

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

The index number for the clothing and footwear group decreased by 2 points to 611 due to a fall in the average price of Long cloth only.

The index number for the miscellaneous group decreased by 1 point to 540 due to a fall in the average price of supari only.

**CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS  
FOR JALGAON CENTRE.**

(Average prices for the calendar year 1961=100)

Groups	Weight, proportional to total expenditure	Group Index Numbers	
		January 1985	February 1985
I. Food	60.79	683	704
II. Fuel and Light	7.20	746	801
III. Housing	6.11	188	188
IV. Clothing and Footwear.	10.29	613	611
V. Miscellaneous.	15.61	541	540
<b>Total</b>	<b>100.00</b>	<b>628</b>	<b>644</b>

Consumer Price Index Number ...

**CENTRE NANDED**

Remained steady at 677

In February 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 677 which remained steady. 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, the Fuel and Light, the Clothing and Footwear and the Miscellaneous groups are remained steady at 726, 801, 383 and 600 respectively.

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

**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	
		January 1986	February 1986
I. Food	61.46	726	726
II. Fuel and Light	5.88	801	801
III. Housing	4.62	386	386
IV. Clothing, and Foot-wear	12.22	583	583
V. Miscellaneous	15.82	600	600
<b>Total</b>	<b>100.00</b>	<b>677</b>	<b>677</b>

Consumer Price Index Number ...

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

## AURANGABAD CENTRE\*

705—A rise of 10 points

In February 1986 the Consumer Price Index Number for Industrial Workers (1961=100) for the Aurangabad Centre with base January to December 1985 equal to 100 was 705 being 10 points higher than that in the preceding year. The index relates to the standard of life ascertained during the year 1958-59 family living survey at the Aurangabad Centre.

The index number for the Food group increased by 15 points to 787 due to a rise in the average prices of rice, wheat, jawar, mixed spices and vegetables.

The index number for the Fuel and Light group increased by 14 points to 803 due to a rise in the price of Kerosene only.

The index number for housing remained steady at 328 being a six monthly item.

The index number for the clothing and footwear group increased by 1 point to 655 due to a rise in the average prices of sarree only.

The index number for the miscellaneous group increased by 1 point to 566 due to a rise in the price of Katha (Kanpur) 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	
		January 1986	February 1986
I. Food	60.72	772	787
II. Fuel and Light	7.50	789	803
III. Housing	8.87	328	328
IV. Clothing and Footwear	9.29	654	655
V. Miscellaneous	13.62	565	566
Total	100.00	695	705
Consumer Price Index Number	.....	695	705

\*Details regarding scope and method of compilation of the index will be found on pages 1130-1134 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

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

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

TABLE

Month	1	Base	*Base
		1985=100	1949=100
March 1985	..	586	712
April 1985	..	594	722
May 1985	..	600	729
June 1985	..	606	737
July 1985	..	615	747
August 1985	..	618	751
September 1985	..	619	752
October 1985	..	625	760
November 1985	..	630	766
December 1985	..	630	766
January 1986	..	629	764
February 1986	..	..	..

\* 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 FEBRUARY 1986

Centre	Base	Food	Pan, Supari and Tobacco etc.	Fuel and light	Housing	Clothing, bedding and footwear	Miscellaneous	Consumer Price Index Feb. 1986	Equivalent Old Index No.
1	2	3	4	5	6	7	8	9	10
Bombay	1960=100	735	784	891	195	627	535	672	2984
Solapur	1960=100	732	648	745	286	646	555	677	2586
Nagpur	1960=100	667	710	935	347	633	513	635	3315
Pune	1961=100	685	...	830	153	620	514	618	...
Jalgaon	1961=100	704	...	801	188	611	540	644	3407
Nanded	1961=100	726	...	801	386	583	600	677	1659
Aurangabad	1961=100	787	...	803	328	655	566	705	1565

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 JANUARY 1986

#### Industrial Courts, Tribunals and Labour Courts

In all 2,820 applications were received by the Industrial Courts, Tribunals and Labour Court during the month. Their break-up are as under:—

Serial No.	Name of the Industrial Court/Tribunal and Labour Court	No. of applications, etc. received during the month under the—			Total
		B.I.R. Act, 1946	I.D. Act, 1947	Other Acts	
1	2	3	4	5	6
<b>Industrial Courts/Tribunals—</b>					
1	Industrial Court, Bombay ..	23			23
2	Industrial Tribunal, Bombay ..		54	133	187
3	Industrial Court, Nagpur ..	6			6
4	Industrial Tribunal, Nagpur ..			73	73
5	Industrial Court, Pune ..		1		1
6	Industrial Tribunal, Pune ..	1		56	57
7	Industrial Court, Thane ..	1			1
8	Industrial Tribunal, Thane ..			82	82
9	Industrial Court, Kolhapur ..	5	4		9
10	Industrial Tribunal, Kolhapur ..			25	25
11	Industrial Court, Amravati ..	1	2		3
12	Industrial Tribunal, Amravati ..			34	34
13	Industrial Court, Nashik ..				
14	Industrial Tribunal, Nashik ..			24	24
15	Industrial Court, Aurangabad ..	1	3		4
16	Industrial Tribunal, Aurangabad ..			49	49
	<b>Total</b> ..	<b>38</b>	<b>61</b>	<b>476</b>	<b>575</b>
<b>Labour Courts—</b>					
1	Labour Court, Bombay ..	191	247	402	835
2	Labour Court, Pune ..	5	91	34	130
3	Labour Court, Nagpur ..	20	99	65	184
4	Labour Court, Thane ..	1	73	76	150
5	Labour Court, Kolhapur ..	4	76	23	103
6	Labour Court, Solapur ..	5	118	63	186
7	Labour Court, Akola ..		32	37	69
8	Labour Court, Nashik ..	1	19	67	87
9	Labour Court, Aurangabad ..			76	76
10	Labour Court, Dhule ..			17	17
11	Labour Court, Sangli ..	2	17	29	48
12	Labour Court, Amravati ..			54	54
13	Labour Court, Jalgaon ..			44	44
14	Labour Court, Bhandara ..			15	15
15	Labour Court, Ahmadnagar ..	5	11	23	39
16	Labour Court, Latur ..				
	<b>Total</b> ..	<b>234</b>	<b>938</b>	<b>1055</b>	<b>2227</b>

Wage Board—140 references was received by the Wage Board for cotton textile industry Silk Textile Industry, Sugar Industry and Co-operative Banks Industry during the month

disputes handled by the Conciliation machinery in the State during January 1986 under various Acts is as follows. 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
Industrial Relations Act, 1947	3	35	38
Industrial Relations Act, 1946	9	9	18
Industrial Relations (Extensions and Amendments) Act, 1947	3	2	5
<b>Total</b>	<b>15</b>	<b>46</b>	<b>61</b>

LABOUR GAZETTE-APRIL 1986

Analysis of the cases dealt with during the month:-

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
2	3	4	5	6	7	8	9
807	402	89	182	49	54	374	835
146	19	1	8	7	1	17	148
54	7	..	3	..	..	3	58
<b>1007</b>	<b>428</b>	<b>90</b>	<b>193</b>	<b>56</b>	<b>55</b>	<b>394</b>	<b>1041</b>

Analysis of the cases dealt with during the month:- (Under Industrial Relations Act, 1947 and Industrial Relations (Extension and Amendment) Act, 1964 are given below:-)

Cotton Textile	Silk Textile	Chemical	Textile Processing	Hosiery	Banking	Sugar	Misc.	Transport	Total
2	3	4	5	6	7	8	9	10	11
6	11	..	..	..	..	..	..	1	18

Textile Industry	Paper Industry	Chemical Industry	Press Industry	Electricity	Banking	Chemical Engineering	Local Bodies	Other Misc.	Total
2	3	4	5	6	7	8	9	10	11
3	..	..	..	..	..	..	..	2	5

Analysis is given below :-

Bombay	Pune	Thane	Nagpur	Nanded	Aurangabad	Ahamadnagar	Total
2	3	4	5	6	7	8	9
18	..	..	..	..	..	..	18

Amravati	Bombay	Wardha	Chanda	Nagpur	Buldana	Total
2	3	4	5	6	7	8
..	..	..	..	5	..	5

(Under Industrial Relations (Amendment) Act, 1964)

LABOUR GAZETTE-APRIL 1986

### INDUSTRIAL DISPUTES IN MAHARASHTRA STATE DURING JANUARY 1986

	Jan. 1986	Dec. 1985	Jan. 1985
No. of Disputes	49	48	42
No. of Workers involved	10,854	10,172	17,446
No. of Man-days lost	1,94,030	2,06,054	3,60,595

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 Sept. 1985	Started during the month i.e. Sept. 1985	Total		
1	2	3	4	5	6
Textile	4	2	6	1,015	11,291
Engineering	19	5	24	7,146	1,33,322
Chemical	9	..	9	1,226	21,055
Miscellaneous	6	4	10	1,467	28,362
January 1986 Total ..	38	11	49	10,854	1,94,030
December 1985 Total	40	8	48	10,172	2,06,054

Twenty two of the 49 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 49 disputes that terminated during the course of the month 6 disputes were settled entirely in favour of the workers and 5 disputes was unsuccessful 1 Indefinite.

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 in which 10 or more persons are involved are included.

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

Serial No.	Name of the concern	Sector	S/L	Reason	Date of work-stoppages			No. of workers Involved	Man-days lost		Result
					Began	Ended	Result		During the month	Till the close of the month	
1	2	3	4	5	6	7	8	9	10	11	
1	Thane— M/s. Tekson Ltd., Kolshet Road, Thane.	Pvt.	S	Reinstatement	20-4-1981	..	459	12,069	6,61,089	Continued	
2	Bombay— Estrella Batteries Ltd., Plot No. 1, Dharavi, Matunga, Bombay 400 019.	Pvt.	L	Unfair Labour practice.	3-11-1983	..	1,170	22,724	7,43,542	Do.	
3	Bombay— Bombay Forging Pvt. Ltd., Vidyanagar Marg, Kalina, Bombay 400 019.	Pvt.	S	Lighting amongst the workmen.	11-7-1984	..	625	15,550	3,02,342	Do.	
4	Bombay— The Inlax Building Co. Ltd., B.S. Nagar, Bhanu, Bombay 400 040.	Pvt.	S	General Demand Wages, D.A. etc.	10-12-1984	..	1,007	14,264	2,63,705	Do.	
5	Bombay— Everest Building Products Ltd., Jathashankar Dasa Road, Mulund, Bombay 400 080.	Pvt.	L	Assault on the personnel threats intimidation to mgt. staff, Go slow.	1-7-1985	..	654	16,804	1,11,009	Do.	

Serial No.	Name of the concern	Sector	S/L	Reason	Date of work-stoppages		No. of workers Involved	Man-days lost		Result
					Began	Ended		During the month	Till the close of the month	
1	2	3	4	5	6	7	8	9	10	11
<i>Chandrapur—</i>										
6	Larsen and Toubro Ltd., Awarpur Cement Works, Post Office, Taluka Rajura, Chandrapur (M.S.) (Pvt.)	Pvt.	S	20% Bonus+ 15% Exgratia.	27-10-1985	25-1-86	942	16,427	6,51,443	successful.
<i>Bombay—</i>										
	Tondon Magnetics (I) Pvt. Ltd., Unit No. 9, S-D.F. 1, Seepz, Andheri (Last), Bombay 400 098 (Pvt.).	Pvt.	S	Union recognition and better service condition.	23-8-1985	..	777	12,500	77,493	Continued

LABOUR GAZETTE—APRIL 1986

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

State Insurance Scheme protects the industrial workers as well as employes under the ESIS Act in the event of Sickness, Maternity, Disablement and Death due to employment injury besides providing full medical care to dependents and their families.

In Maharashtra 12,42,997 and 12,46,400 employees were under the coverage of the Scheme in the months of February and March 1986 respectively. The high-layers of the benefits paid to these employes were as follows:—

- (I) 1,49,158 workers were paid Rs. 1,56,22,078.70 on account of Sickness and Rs. 9,35,120.65 were paid for the long term diseases under Extended Sickness Benefit for the classified diseases, e.g. T. B., Cancer, Hemiplegia, Paralysis, Psychosis etc
- (II) 40,443 workers were paid Rs. 94,38,567.47 on account of accidents and employment injury which included 14,721 cases for the permanent disablement and 3,499 for pension to the dependents/families due to death of the workers in the accidents.
- (III) Rs. 11,64,249.00 were paid to the women workers as Maternity benefit for the period of confinement. In addition to the above 197 Personal benefit were paid Rs. 47,180.00 as family planning benefit.

(IV) there were 383 cases where legal proceedings were initiated against defaulting employers/Insured Persons for the recovery of arrears of contribution as under:

(1) Under Section 45B	..	271 cases
(2) Under Section 75	..	27 cases
(3) Under Section 84	..	6 cases
(4) Under Section 85	..	79 cases.

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