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### LABOUR GAZETTE

Started in 1921, the *Labour Gazette*, is a monthly journal for the use of all interested in obtaining prompt and reliable information regarding labour in India and abroad. It contains statistical and other information on consumer price index, labour law, labour legislation, etc. Special articles on labour etc., are published from time to time.

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# LABOUR GAZETTE

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

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## 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 July 1986 with average price for the year ended December 1960 equal to 100 were 713, 685, 676 respectively. The Pune, Jalgaon, Nanded and Aurangabad Consumer Price Index Numbers for working class for the month of July 1986, with the average prices for the year ended December 1961 equal to 100 were 637, 672, 698 and 739 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 July 1986 was 668 as compared to 658 in June 1986. On base 1949—100 derived from 1960 based Index worked out to 812 as against 800 for June 1986..

### Industrial Disputes in Maharashtra State

During the month of June 1986, there were 49 disputes involving 10,937 workmen and time loss of 2,07,737 mandays as compared to 45 disputes in May 1986 involving 10,787 workmen and time loss of 2,22,142 mandays.

Further particulars of Industrial Disputes are given at pages 53 to 55 of this issue.

### Benefits under the Employees State Insurance Scheme.

During the month of July 1986, 88,310 workers were paid Rs. 83,83,163.55 on account of Sickness paid Rs. 4,89,796.75 were paid for the long term diseases e.g. T. B., Cancer, Hemiplegia, Paraplegia, Psychosis etc. 21362 workers were paid Rs. 51,92,566.51 on account of accidents as employment injury which included 8076 cases for the permanent disablement and 2719 for pension to the dependents /families due to death of the workers in the accidents.

## Current Notes

### Workers of big companies may leave ESI scheme

A large number of workers belonging to some big companies might leave the ESI scheme because of mismanagement and lack of the desired benefits.

Addressing a press conference here recently Dr. S. N. Sengupta, State Secretary Indian Medical Association (Bengal State Branch), said that ~~was~~ was the state of affairs that workers of Bata, Hindustan Motors and such other establishments wanted to opt out of the scheme. In 1985, about 1,000 workers of Alkali Chemicals left the scheme. Workers felt that they would get better medical care from their companies than under the scheme.

He regretted that the ESI scheme which ought to have been a precursor of the national health policy had failed miserably and instead of more workers being covered by it, the scheme was now contracting in West Bengal. This was because of mismanagement by the Government.

The association called on doctors to participate in a sit-in demonstration on July 11 at 1 p.m. in front of the office of the Administrative Medical Officer, ESI Scheme, West Bengal, on Genesh Chandra Avenue to protest against the malfunctioning of the scheme.

It was stated that the existing capitation fee for the scheme was only Rs. 40. The association demanded that this should be raised to a minimum of Rs. 100. There was extreme delay in receiving payment from the Government. Till now, only 25 per cent of the cheques for the last quarter of 1985 had been ~~issued~~ it was only later all the cheques were issued that billing for the first quarter of this year would begin. Meagre and sub-standard medicine were supplied from approved medicine shops and Rajya Bima Ousadhalaya.

In most ESI hospitals, bed strength was far below the stipulated number. At Manicktala hospital, 200 beds were not being utilised because of shortage of nurses. The 200 bed hospital at Bandel functioned with only 50 beds. Even after five years, the ESI hospital at Thakupukur, Behala, was yet to be completed. Most of the ambulance vans were out of order and the few in working conditions were being used to take patients to other hospitals for diagnosis, facilities for which were lacking in most of the ESI hospitals. Even for blood test a patient had to be taken to another hospital.

The association felt that the Government should not unilaterally fix the age for terminating the service of doctors under the scheme and there should be a board. Moreover, terminal benefits should be given to such doctors, it was added.

(Indian Worker dated 4th August 1986).

### Family pension to cover more

The Union Government has decided to extend the benefits of the family pension scheme to all the surviving pensioners as on March 31, 1982 and to pay them family pension at the revised rates with full arrears.

An official announcement made on July 31 said that these benefits would be available to those drawing family pension under the Provident Fund Act.

Earlier, the liberalised rates were applicable to members of the families of employees who had died after April 1, 1982. The liberalised rates of family pension range between Rs. 60 and Rs. 321 while the old rates were Rs. 60 to 150.

(Indian Worker, dated 4th August 1986).

### 12 ECL mines to be closed

The Government has decided to close 12 mines of the Eastern Coalfields Ltd. This was stated by the Union Minister for Energy, Shri Vasant Sathe, while replying to a question in the Rajya Sabha on the decisions that had been taken with regards to the recommendations of the Chari Committee which examined the performance of ECL. Regarding realisation of outstanding dues from the railways, power houses and steel plants, the Committee has recommended that department of coal should take the initiative not only for their settlement on a one-time basis but also for evolving a viable procedure on a long term basis. It has further recommended that quarterly profit and loss accounts must be prepared for each quarter and placed before the board of ECL with immediate effect. Both the recommendations have been accepted by the Government.

Other recommendations made by the Committee include steps to improve the working capital position by reducing pitheads stocks immediately to a level not exceeding one month's offtake, special efforts to realise outstandings and installation of an efficient collection mechanism, reduction in the frequency with which management personnel are changed, acquisition of adequate spare parts for operating equipment and the undertaking of preventive maintenance to minimise downtime as well as ordering spare parts at the time of placement of orders for main equipment. All these recommendations have been accepted in principle.

The Government has directed coal India to take a decision on the closure of the mines before 30th June 1987. It has also directed that redeployment and voluntary retirement schemes for workers affected on account of the closure should be formulated by that time. Further, Coal India will not allow any replacement of workers due to retirement or other causes and will also not recruit any new persons during this 12 month period.

The decision relates to a recommendation by the Chari Committee to immediately close 22 mines because they were the major contributors to the losses made by ECL though their contribution to production was very small. While the share of these mines in ECL's annual production of 23-11 million tonnes was only 1.75 million tonnes, they were responsible for losses amounting to Rs. 11 crore of the total losses incurred by ECL of Rs. 95.9 crore. These losses exclude subsidies from the retention price fund.

Referring to the 10 other mines, the Government has asked Coal India to submit schemes for reconstruction and deployment of workers within three months. The group reports for these 10 mines are already available with Coal India Limited.

The Chari Committee said ECL could be turned into a profitable enterprise through rationalisation and regulation of manpower and with the closure of some uneconomic mines producing inferior grade of coal. It also suggested ways to increase availability of marketable grades of coal from the more profitable mines.

The Government has challenged the Committee's contention that ECL was a loss-making enterprise. The Government feels that a mere arithmetical exercise of working out the surplus on the basis of output per man shift was not a valid basis.

It has pointed out that the problem of surplus workers has to be examined in the context of the overall situation of workers. Further it is felt that with the current coal agreement it will not be possible to retrain workers easily.

The Committee has also recommended that in all mines where wages constitute a major cost, increases in wages and benefits should be linked to productivity and surplus of manpower required.

The Government has drawn attention to the fact that during 1980-81 the production of coal in ECL was 23.11 million tonnes, including 10.5 million tonnes of inferior grades. It has pointed out that the Committee's recommendation to close 22 mines would result in a loss of 1.75 million tonnes of coal. It has also stated that the Committee's recommendation to close 22 mines would result in a loss of 1.75 million tonnes of coal.

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The Committee has urged Coal India to provide adequate safeguards against granting such concessions in future negotiations and also ensure that such policies are implemented uniformly without further detriment to the company's interest.

It has also criticised the practice of giving employment to landlosers, besides compensation for land acquired. It is pointed out that such a gesture would be justified in circumstances where ECL has to recruit additional man-power. However, in view of surplus man-power in the company, the committee feels that not only is the practice unjustified but also injurious to the health of the company.

The Committee warns that pressures on needless employment could prove counter productive in as much as CIL, might be forced to close down a few units. It has pointed out that positive co-operation extended in the opening of new mines and redeployment of surplus employees through transfer could bring about faster mine development which in turn would generate greater employment.

It has been recommended that wards of retiring employees or disabled workers and land losers could be given preferential treatment in the matter of employment when the need for fresh recruitment arises. This has been accepted by the Government and ECL is being asked by the Government to prepare a rationalisation scheme within three months in regard to workers.

Another recommendation that has been accepted by the Government is that planning should be done for producing coal which can be sold.

The Committee has criticised the tendency of the management to be obsessed with the fulfilment of annual production targets at any cost. This has resulted, the Committee states, in the emergence of unsavoury practices like indiscriminate and unscientific mining, production of poorer grades of unsaleable coal from mines with easy working conditions, piling up of huge stocks at mines that have no easy outlet, payment of overtime etc. This is considered to be one of the major reasons for the losses incurred by the company. In this context, the Committee has also suggested an investigation into the circumstances leading to the write off of large tonnages at the Chitro and Mohanpur collieries.

The recommendation that the Government should look into the issue of stockpiling by ECL has also been accepted. The Committee states that a convenient way of fulfilling targets that has been adopted by the committee was to work mines in which coal can be easily extracted and to overproduce and remove.

Referring to a recommendation that the efficiency of each mine should be judged on the basis of standard costs against the actual cost of production, the Government said the Bureau of Industrial Costs and Prices has already been asked to undertake a normative cost study. The study is expected to be submitted soon. The suggestion that the retention price for all statutory companies should be based on standard costs is also being looked into by the DICP.

### ILO plant on safety in SSI sector

The International Labour Organization (ILO) is likely to set up a pilot project in West Bengal for the safety of workers from occupational hazards in small scale industries (SSI).

The State labour department is currently conducting a survey on the occupational problems of SSI workers and the ILO's pilot unit is expected to be set up on the basis of the findings of the survey.

The State Labour Secretary, Shri HIRAK GHOSH, said the ILO national consultant recently had expressed the organization's interest in such a project when he called on the State Labour Minister.

Over two lakhs of registered small scale units in the State are engaged in the production of engineering, chemical and a host of other assorted items. Hardly any operational safety measures have been provided in these units.

*(Indian Worker at 25th August 1986.)*

### Progress in application of ILO international labour standards.

Thirty new cases of progress were registered over the past year in the law and practice of 26 countries in response to observations made by an expert group of the International Labour Organisation, assuring a more widespread application of international labour standards including instruments concerning basic human rights. The figure brings to 1,630 the number of cases of progress recorded since a count began in 1964. In addition, 78 ratifications of conventions were registered bringing the ratifications total to 5,245.

In its annual report to the International Labour Conference (Geneva, 4-25 June), the 20-member Committee of Experts on the Application of Conventions and Recommendations makes some 300 observations—based on examination of over 1,500 reports from governments—on steps to be taken to give effect to provisions of ratified Conventions.

They stress the special usefulness of comments provided by employer's and workers' organisations—the number of which has almost tripled over the past decade, to some 150 in 1985-86—on the effect of various measures proposed by the ILO's supervisory bodies or taken by the International Labour Office. Two-thirds of these comments come from workers' organisations and concern principally developing countries. This year, the Committee notes that the questions treated cover a wider range of subjects: freedom of association, forced labour, equal remuneration, discrimination, labour inspection, minimum age, employment policy protection of wages and night work.

### Employment Policy

As in previous reports, the Committee this year pays special attention to the application of the employment policy Convention. After analysing some 40 government reports, mostly from developing countries, the experts cite the recession, spiralling debt and stabilisation and adjustment policies among factors that have led to unprecedented problems in the area of employment. Open unemployment has increased dramatically in parts of the developing world, while under employment may affect up to half of the active population in many countries, particularly in Latin America and Sub-Saharan Africa

Many governments have described institutional or promotional measures to save or create employment. The experts observe however that governments have too often ignored the subsistence needs of the landless and small farmer population, while the appreciable employment gains registered in the informal sector often have negative consequences for wage levels and the protection of labour rights.

In terms of the international dimensions of employment issues, to which it has drawn attention for several years, the Committee of Experts notes with interest the discussions and decisions of recent ILO regional conferences (for Asia in December 1985, and for the Americas last (March) and also steps taken by the ILO to stimulate international co-operation and promote stabilisation and adjustment policies compatible with the ILO's objectives of employment and social justice. ILO standards on employment policy, say the experts, should be among the basic instruments of reference for evaluating the impact of proposed measures on social justice.

### Night Work

Examining reports on the application of Conventions on the night work of women, the Committee finds that their application is running into difficulties in a certain number of countries where their provisions are considered to be more discriminatory than protective, and therefore outdated. The Committee notes that the question of revision of Convention 89 will be examined this year by the ILO Governing Body.

*(EFL Bulletin dated 1 August 1986.)*

### States asked to send views on regional wage policy

Guidelines on the formulation of the first regional uniform minimum wage policy have been sent by the Union Labour Ministry to state governments of six regions in the country.

The state governments have been asked to send their views on the guidelines to the Centre. The six regions are the eastern, western, central, northern, southern and north-eastern.

The guidelines are intended to be used by the state governments for fixing wages under the Minimum Wages Act, 1948. The existing provisions are applicable to both public and private sector enterprises. Apart from the statutory minimum wages fixed by various state governments for different industries, including small and household units, there are bipartite or tripartite negotiated minimum wages in major organised industries like textiles, jute, engineering, tea and hosiery. New wage scales are sought to be worked through industry-wise wage agreements in accordance with the regional wage policies after their formulation.

Six minimum wage advisory committees or boards, covering all the six regions, will be responsible for the formulation of the policy and in each region, one state will be selected as the 'nodal state'. The regional boards will be tripartite in character comprising representatives of the state governments and Union Territories, employers and workers and one representative of the

Central government. The nodal state will be charged with the task of constituting the regional board, convening of meetings and corresponding with the Union Labour Ministry.

According to the Central guidelines, the regional advisory boards should fix regional minimum wages for employment which are spread over more than two states in a region or in cases of industries where "wide differentials in wages cause flight of industries or business activities from one state to another."

The Union Labour Ministry seems to be of the view that the regional minimum wages thus determined should be revised at least twice a year. However, a number of state labour ministers contend that it might not be possible for the regional advisory boards to do so twice a year and some states have suggested a biennial review.

It is also the opinion of the Union Labour Ministry that while fixing the regional minimum wages, the boards should take into account four important factors: (1) the prevailing rates of wages in a particular job in different states and Union Territories of the region, as well as those of the neighbouring regions; (2) the employers' capacity of pay; (3) requirement of skill for the job and also the job hazards involved; (4) the 'poverty line' as delineated in the Seventh Plan document.

One more point contained in the guidelines is that the boards may raise, or allow the regional states to raise themselves, the minimum wage whenever there is an increase of 50 points in the all-India consumer price index. Such revision should follow the usual procedure laid down under the Minimum Wages Act.

Labour Ministry sources say that State governments have not yet sent their views on the draft guidelines.

*(Indian Worker, dated 25th August 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.)*

### Productivity Climate Vital for Growth

By

N. D. TIWARI

Union Minister of Industry Government of India

The Seventh Five-Year Plan lays considerable emphasis on productivity which along with food and work has been recognised as prime determinant of economic development. While we have achieved the overall annual growth rate of 5.2 per cent in the Sixth Plan, the performance in the industrial sector was, however, not satisfactory, whatever might have been the constraints.

#### Challenges in 7th Plan

The challenge in the Seventh Plan is greater than before for the industrial sector as it is expected to achieve an annual growth rate of 8.3 per cent as against the target of 6.9 per cent in the Sixth Plan. This enhanced growth rate has to be achieved not only through massive investments in new ventures but also through a concerted drive to achieve higher capacity utilisation and productivity improvement in the existing economic activities. Further, the Seventh Plan lays considerable importance and emphasis on generating capacity and capability to finance the growth internally.

Ninty Four per cent of the massive investment of Rs. 322,366 crores during the Plan period has to be met from the domestic resources. This is possible only if we generate adequate surplus in all our economic activities, particularly in the public sector undertakings which I have been emphasising in all the performance review meetings. Emphasis on fuller utilisation of the available and potential resources, assets and facilities, proper management of projects without causing undue time and cost escalations and generating adequate surplus from the economic activities clearly point towards the importance of productivity given in the Seventh Plan.

If we have to fulfil the growth targets envisaged in the Seventh Plan, we have to guard against the constraints which have been instrumental for the shortfall in the industrial sector during the Sixth Plan. Besides the shortage of power and restricted domestic demand owing to low purchasing power, we must look into the third important factor causing unsatisfactory growth rate in the industrial sector. This refers to lower technology base, obsolescence of product design, high cost and low quality of our goods and services, higher rate of material consumption due to higher rate of rejections or waste, unproductive deployment of man power, all of which have made difficult for us to exploit the export market potential.

The industry, professional and voluntary organisations have to take on them the responsibility of raising the purchasing power of the rural masses and upgrading the technological and marketing base of the products and services rendered by the rural artisans so that they are able to improve upon their work environment and enhance their incomes. Only then the industrial sector will witness appreciable growth rate.

#### Contribution of NPC

The National Productivity Council (NPC) in the past has done commendable work in the hand lock made industry in Aligarh, blue pottery in Jaipur and toy making in Chennapatna amply demonstrating how technological and marketing upgradation could benefit the artisans to improve their conditions of work, sales and income. I feel this area needs to be strengthened to improve the performance of the decentralised and informal sectors.

Keeping in view the emphasis placed on productivity in the Seventh Plan and 2000 A.D. perspective NPC had prepared an ambitious perspective for productivity and five-year plan but the same had to be tempered in accordance with the Plan grant of Rs. 3,00 crores to be made available during the Seventh Five-Year Plan. The Council's Seventh Plan, however, lays emphasis on Energy Audit, Pollution prevention and Conservation; Plant Maintenance; Computerised Productivity Data Base; Productivity Measurement and Monitoring; Productivity in Agriculture, Decentralised and Informal Sector; Productivity Education; Participative Management and Productivity Programmes for Workers and Trade Unions. The emphasis on these activities is in addition to about an average of 20 per cent annual growth rate in its training and consultancy services which are vital for making the Council financially viable.

#### Productivity Year

As a sequel to the Productivity Year, two major activities were taken up. The first was the establishment of seven industrywise Productivity Boards for major industries, namely Power Generation, Transmission and Distribution Equipment; Industrial Machinery; Cement; Machine Tools; Automobiles and Ancillaries; Paper Pulp and Allied Industries; and Leather and Leather Goods.

The Productivity Boards are required to look at the productivity problems and constraints at the industry level, devise plans for productivity improvement and help in designing productivity measurement and monitoring system. Some of the Boards have done useful work in preparing productivity status reports, in identifying productivity constraints, and in providing forum for exchange of experiences on issues of topical importance, such as technology innovation and modernisation and motivation for higher productivity. A few Boards, however, have not made appreciable progress. Ways and means of intensifying the activities of the Boards will be discussed with their chairmen.

The second important event was the institution of National Productivity Awards for important industry groups. The National Awards for the year 1984 were presented by the Prime Minister of India to the nine industry groups

including small scale industries. In his address, the Prime Minister suggested that awards be instituted for agriculture and agro-based industries, which contribute significantly to the gross national product of the economy. The Ministry of Agriculture have responded encouragingly to this suggestion and have agreed to support the institution of national awards in selected categories of agriculture and agroindustries. NPC in cooperation with the Ministry of Agriculture will soon finalise the categories and detailed scheme for each category. The Council is also making effort to get the support of other Economic Ministries in instituting national awards for other core industry groups.

#### Role of Industry

In view of the heavy reliance placed on productivity in the Seventh Five-Year Plan, greater responsibility falls on the Council to be vigilant so that productivity movement in the country becomes subservient to the needs of the national economy. The industry, both in the public and private sector, needs to improve productivity of capital, energy, materials and skilled manpower. The managers have to keep abreast of the global technological developments.

The management of technology, with scarce capital resource and growing unemployment, becomes indeed both delicate and crucial and yet acquisition and adaptation of appropriate technology is unavoidable and inevitable for survival and growth of the industry in this hightech and internationally competitive era. The management of technology in the Indian background, besides contributing to cost effectiveness and higher quality standards, will have to take into account the broader perspective of social cost and decentralised growth. Technology development can unleash tremendous forces for employment generation, perhaps not in the traditional sector, but more in the value added sector, decentralised and informal sector, the utilities and service sector.

Rapid changes in technology demand continuous updating, upgrading and even acquiring new skills—not only technical but also organisational and behavioural. Industry has to make substantial investment in the training and re-training of its people, at all levels, to enable them to adapt to the new environment and acquire necessary technical and behavioural skills. Over the last 28 years, NPC has developed expertise in identifying productivity gaps in an enterprise and help the management in the application to relevant techno-managerial tools and techniques in bridging these gaps including designing a productivity measurement system for continuous monitoring and audit of productivity performance at various levels of the management.

I would like to appeal to the representatives of industry, labour and Government that they should persuade the industrial units and other economic activities, with which they are actively associated, to make concerted drive for improving productivity of the various factors of production, prevention of pollution, and development of human resources through continuous training and retraining process. In this endeavour, the enterprises will find the services provided by NPC and Local Productivity Councils quite useful.

**Participative Management**

One of the most powerful approaches to improve total factor productivity in an enterprise is to motivate and strengthen the participative style of management at all levels. The Government of India have been repeatedly emphasising the importance and scope of implementation of workers participation in management in public and private undertakings. Of late, considerable progress has been made but in the new, we have yet to go a long way in making this movement a real success in terms of bringing a sense of belonging, a higher degree of commitment and an earnest feeling of being involved in improving the performance of an enterprise. We need to give serious attention to making the workers participation in management as an integral part of the Indian management system. Active participation of workers is undoubtedly a prerequisite to our national effort of improving industrial productivity and work environment.

The productivity movement in the country has to play a decisive role in achieving the desired rate of economic growth in the Seventh Plan. NPC will continue to provide training and consultancy services to improve enterprise level productivity; it will also focus on the industry level problems and plans for productivity improvement through the media of Productivity Boards; it will seek to motivate and encourage enterprises in selected industries and agro-industry groups to achieve higher levels of productivity through the National Awards. Yet I feel we are not doing enough to create the climate and culture for productivity in the country. Despite our having productivity movement in the country for about 28 years, the word and meaning of 'productivity' are still alien to some of my friends, administrators, managers, supervisors, workers, farmers, teachers and students.

The country is too large and the resources at the disposal of NPC and Local Productivity Councils perhaps are too meagre to enable them to make a significant dent in creating appropriate climate for productivity. Wastage of time and resources of various types and kinds has become a normal phenomena with us. We do not feel concerned about these wastages. I feel, time has come when we have to give serious thought to the measures to be taken for creating a strong climate for productivity, for productivity becoming an integral part of our culture and for making it a way of life with our people.

**LPC's Role**

In the entire gamut of productivity, the role of Local Productivity Councils, which are the grass-root units of the productivity movement, has to be more dynamic. The network of 48 Local Productivity Councils, having a tripartite character is a unique feature of our productivity set-up. They need to be strengthened by enlarging their membership and by enlisting the support of respective State Governments. In view of their direct contact with industries and organisations at the local level, they are in a unique position to carry out systematic diagnosis of problems and provide the required assistance. NPC is giving matching contribution and subsidy assistance to LPCs for various approved activities. However, it is for the LPCs to broaden their operational base through training and consultancy services which would also generate additional resources for the LPCs.

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

**ILLS of "Escape Mechanisms" in the area of Industrial Relations**

by

S. RANGASWAMI

Workers' Education Officer, Madurai, Tamil Nadu

Industrial relations is a sensitive area where stresses and strains are quite common. Whether it is management personnel or worker-leaders or shop-level workers, all are faced with the problem of gap between aspirations and achievements. The right type of individual, who is well equipped with the in-built mechanism of a scientific approach, analyses both the aspirations and achievements and takes corrective action to reduce this gap. But man is not a computer and often it is found that this inbuilt mechanism fails to function to the expected level and this leads to frustrations and conflicts. The unconscious takes hold of the conscious and the available inbuilt mechanism gives place to what is technically called 'escape mechanisms' in modern books of psychology seriously endangering the mental health of individuals.

An attempt is made in the following lines to portray some types of escape mechanisms so that those who care for the maintenance of their mental health in the area of industrial relations take note of them.

**Over compensation**

A person who is not well up to the desired mark in a particular field of activity is very often chided by others—either by his superiors or colleagues or both. Sometimes this person reacts to this criticism vehemently by going about with vengeance to equip himself to the level which is more than what is desired or expected. It is said that Napoleon who was ridiculed for his short in his earlier day exhibited this type of reaction and became a dictator finally.

This happens in the area of industrial relations also. A middle level executive who is taken to task for his soft approach to his workmen becomes suddenly aggressive and authoritarian. A sensitive workman who is chided for his inefficiency in the presence of others takes this to his heart and begins to exert himself to the extent beyond his capacity and thereby impairs his health. A reasonable union leader who is accused by the rank and file for his mild nature suddenly develops qualities of militancy. All these are instances of over-compensation.

Solution to overcome this sickness lies in avoiding indiscriminate criticism and criticism without valid reasons. Criticism must be presented in such a way that it finds ready acceptance by the party criticised. Criticism with valid reasons offered in a convincing manner taking into account the mental set up of the party alone will be useful. Other types of offhand criticisms will definitely harm the mental health of the party.

**Rationalisation**

This method by which a party who has failed, tries to give deceptive reasons for this failure. The fox that was not able to reach the grapes said that they were sour. A student who fails in his examination finds fault with the entire examination system itself.

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In the area of industrial relations also the management and the union, when they are not able to reach an agreement on matters concerning both, put the blame on the Government machinery for its ineffectiveness, conveniently forgetting the fact that it is mainly their business and in no country in the world the assistance of the Government is as much sought of as in India.

Remedy to this type of illness lies in squarely facing the real causes, however unpleasant they may be instead of inventing fictitious reasons.

Man is expected to act as an adult. In other words some maturity is expected of him. A child when denied a toy may roll on the ground and cry. But when an adult exhibits a similar reaction when faced with an unpleasant situation becomes a standing example of regression.

An executive who shouts at his subordinates for a lapse and a workman who threatens his superior with violence when he is denied leave are examples of this type. If unchecked this disease will spread like cancer and affect seriously the entire administrative set-up and the industrial relation system in the establishment.

Solution to this type of behaviour lies in enforcement of discipline and order at the floor level and in education, training and development at other levels.

This is a process by which one finds his own weakness and faults projected in others. An official who is corrupt in his dealings very often speaks of corrupt practices in other places and finds pleasure in saying that the entire system is to be blamed and not the individuals.

An executive of an industry whose moral standard is of questionable variety very often advises others to be pure, simple and straight forward. A trade union leader who moves hand in glove with management, while appearing on a public platform accuses other trade union leaders as pro-management blacklegs.

Remedy to illness lies in the practice of absolute honesty at all levels. The executives starting from the top most must be honest. Morally they must be honest to others. But psychologically they must be honest to themselves. This is not a sermon given on moral grounds. This is a scientific necessity for the maintenance of proper mental health.

A person who is not able to achieve in his actual life what he desires most, engages himself in day-dreaming thereby finding pleasure in imaginary successes. To a limited extent it is all right if these imaginary successes are going to motivate him to real action. But if these day dreams are simply substitutes to real action they must be treated as illness affecting the mental health of the concerned.

An executive who remains content by bratting about his imaginary capacity and skill to control his sub-ordinates to his wife and children in the health and home of his family or to his club members over a glass of drink is a classic example of this type. Control is a down to earth problem which he has to tackle at the floor level.

A union leader who boasts about his negotiating skill while addressing a batch of workers, has to show it at the negotiating table. The proof of pudding is in the eating of it.

A worker who is assigned a production target cannot derive all the satisfaction by boasting about his ability to exceed the same in 'no time' during his periodical visits to the canteen. He has to gird up his loins and show his mettle at the shop-level.

Solution to the problem of day-dreams lies in building confidence in oneself and in developing a pragmatic approach towards goals and a scientific assessment of one's own capacity.

All the different types of escape mechanisms listed above are not very difficult to control if detected at their earlier stage of onset but if they are allowed to grow unchecked, the party concerned will begin to live in his own world of illusions and complexes.

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

take care for his own safety. The worker thinks it is the responsibility of the manager to ensure safety of the people working under him. The Union leaders think it is none of their business. It is only in a few organised and progressive industrial units, safety is being given an important status even the top management being committed to and involved in it accepts the crucial role of Safety management. It is only a few trade union leaders who look at safety as a human need and place it as prominently as they place the various monetary and non-monetary demands.

I am of the firm opinion as a manager that the fundamental responsibility for safety is not only that of the number but also that of the top management, the worker, the trade union and the government agencies concerned is only when we accept that the safety is not merely an art to be practised, but also a science to be studied with a view for application, that we can ensure safety to all concerned in all respects.

**Safety Management**

We, as middle level managers, are becoming increasingly aware of the Economic and Social implications of Accident Prevention. None of us wants to see any of our employees get hurt. We feel sorry for the injured employee and his family. We know that some types of accidents like fire and those connect with chemicals result in injury, sometimes even fatal injury, not only to a few individuals but also to many inside, and around the working area. When an accident occurs, we get upset with the individuals for not having taken proper care of themselves.

We also feel a remorse that we somehow failed to foresee that such an accident might happen. At the same time, we defend our own position that we are not to be blamed as we are busy looking after the production pressures, marketing details, financial requirements and we cannot go on worrying about how to prevent a person or persons getting hurt. Time and money we think are the constraints to our paying more attention to safety. We also think that neither our supervisors nor our subordinates care for safety.

These presumptions are far from facts. Everyone is concerned about his own safety. Many are concerned about the safety of others also. What is needed is an acceptance of the importance of safety management. Just as an organisation has various departments like personnel, production, industrial engineering etc. there should be a safety department. As far as possible, the departments should report to the top management so that it signifies the importance the management attaches to safety and also the sanction of money etc., required for safety management will be easier. Of course, today, Factories Act makes such a set up mandatory but unless the management accepts the spirit, of the law, there is no purpose served in merely following the letter of the law.

**Safety Education**

The awareness and the activation should naturally percolate from the top. Education is the most vital step to bring awareness at all levels. Audio visuals seminars and workshops where the workmen and the managers jointly discuss about safety, competitions like poster writing, essay writing, play writing etc

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**Lack of Consciousness**

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aid such education. In spite of all education, it is found that quite often the safety devices are not used. In order to correct this situation, supervision has to be tightened. But such supervision has to be supported by strict action against a wilful disregard of safety precautions. Though there are suitable provisions in the standing orders of the organisation, very few employers make use of them.

The trade unions also can play a vital role in promoting safety. By accepting safety as a common goal of the management and the workmen, by incorporating vital aspects of safety in their charter of demands, by activity propagating safety in their own meetings and publications, and by not supporting the cause of employees flouting safety regulations, the Trade Unions can strengthen the hands of the management to have safe working conditions.

Recognition of individuals and groups who have contributed to the propagation of safety through awards, publicity in houseorgan, on company's notice-boards, in employee gatherings will be an incentive to safety. Such education should start at the very commencement of his employment, as far as possible. In other words, it becomes an integral part of the induction programme apprentice training and on the job training. Anticipating the hazards involved in new processes and new technology, the people concerned should be trained to face these hazards.

At this junction, the practice that is followed in a few modern industries like MICO, of involving the safety department while planning for procurement of machinery and equipment, can be cited.

Organisation of safety stewards system, safety committees at different levels helps to focus the attention of all concerned in day to day safety. But all these measures can yield results only when the top management provides safe physical environment. Plant layout, construction of machinery, maintenance of machinery workplace, etc. should have safety inbuilt. The safety equipment that is provided should be such that they can be used by the employees without much difficulty.

An important support to safety management is the availability and publication of accident statistics (not only of the cases where injury is caused but also those where no injury was caused) and accident case studies based on immediate and objective investigation of accidents that occur. Management can provide various safety devices. But unless they are properly and compulsorily used, accidents cannot be prevented.

To sum up, Safety Management though is a specialised skill and is becoming more and more complicated and complex with new technologies, is an integral part of the duties of every manager, like quality assurance. The managers are increasingly aware of the importance of the aspects of their function. But it is necessary that there is a top management that is committed safe working as much as, if not more than, it is committed to production, productivity and quality. The managers need apart from the material support, moral support in terms of the attitudinal approach of the employees to safety and also the authority to discipline such employees who wilfully disregard or float the guidelines given to them in the interest of safety.

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

## Gist of Important Notifications Under The Various Labour Laws

### I. INDIAN BOILER ACT, 1923

(A) *Exemptions under the Act.*—(1) In exercise of the powers conferred by sub-section (2) of section 34 of the said Act, the Government of Maharashtra has exempted the boiler bearing No. MR-4342 and belonging to the Mahesh Agricultural Implements and Steel Forgings Limited, 147, Small Factory Area, Bagadgani Nagpur-440 008 from the operation of clause (c) of section 6 of the said Act, for the period of two months upto and inclusive of 31st July 1987.

(*Vide Government Notification Industries, Energy and Labour Department, No. IBA-1086/214203/2100/Lab-9 dated 23rd June, 1986 published in M. G. G. Part I-L, dated 10th July, 1986 at page No. 3391*)

(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-11038 and MR-11060 belonging to the Rashtriya Chemicals and Fertilizers Limited Thal Unit, Thal, Taluka-Alibag Dist Raigad Post Box No. 36, Alibag 402201, from the operation of clause (c) of section 6 of the said Act, for the period of One year upto and inclusive of 6th June, 1987.

(*Vide Government Notification Industries, Energy and Labour Department, No. IBA-1086/214201/2101/Lab-9, dated 23rd June, 1986 published in M. G. G. Part I-L, dated 10th July, 1986 at page No. 3391.*)

(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-10990 and MR-11148, belonging to the Hindustan Petroleum Corporation Limited, Corridor Road, Mahul, Bombay 400 074, from the operation of clause (c) of section 6 of the said Act, for the period of one year from the 24th June 1986 to 23rd June 1987 (both days-inclusive).

(*Vide Government Notification Industries, Energy and Labour Department, No. IBA. 1086/216638/2110/Lab-9, dated 24th June, 1986 published in M. G. G. Part I-L, dated 10th July, 1986 at page No. 3391.*)

(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-10311 and belonging to the Rashtriya Chemicals and Fertilizers Limited, Chembur, Nombay 400 074 the operation of Clause (c) of section 6 of the said Act, for the period of six months upto and inclusive of 19th November, 1986.

(*Vide Government Notification Industries, Energy and Labour Department, No. IBA-1086/212728/(2048)/Lab-9, dated 13th May, 1986 published in M. G. G. Part I-L, dated 24th July 1986 at page No. 3651.*)

(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-11117 and MR-10859 and belonging to the Hindustan Organic Chemicals Limited, Rasayan District Raigad, 410207 from the operation of Clause (c) of section 6 of the said Act, for the period of six months for each boiler from the 16th May, 1986 to 15th November, 1986 (both days inclusive).

(*Vide Government Notifications Industrie Energy and Labour Department No. IBA-1086/212344/2050/Lab-9 dated 18th May, 1986 published in M.G.G. Part I-L, dated 24th July 1986 at page No. 3651.*)

(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,9155 and long to the Zilha Sahakari Dudh Utpadak Sangh Maryadit, Katraj Dairy Katraj Pune-Satara, Road, Pune 411 046 from the operation of clause (c) of section 6 of the said Act, for the period of one month from the 2nd May 1986 to 1st June, 1986 (both days inclusive).

(*Vide Government Notification Industries, Energy and Labour Department No. IBA-1086/211784/2024/Lab-9, dated 29th April, 1986 published in M.G.G. Part I-L, dated 24th July, 1986 at page No. 3653.*)

(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-9704 and belonging to the Hindustan Organic Chemicals Limited Rasayand District Raigad 400 217 from the operation of Clause (c) of section 6 of the said Act, or the period of three months from the 20th May, 1986 to 19th August 1986 (both days inclusive).

(Vide Government Notification Industries Energy and Labour Department, No. IBA-1086/252/Lab-9 dated 15th May, 1986 published in M. G. G., Part I-L, dated 24th July, 1986, page No. 3652)

(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 11207 of Unit No. 3 Chandrapur Thermal Power Station, Maharashtra State Electricity Board, Chandrapur from the operation of all the provisions of the said Act, subject to the following conditions and restrictions:

(1) If any accident occurs, the same shall be reported immediately to the Chief Inspector. No alterations, additions, or repairs to the Heaters shall be carried out without first obtaining sanction from the Chief Inspector.

The H. P. Heaters shall be offered for inspection and hydraulic test before erection and the same shall be approved by the Chief Inspector.

The erection can be withdrawn or modified as and when considered necessary by the Chief Inspector.

(Vide Government Notification Industries, Energy and Labour Department No. IRA-1086/252/Lab-9 dated 14th May 1986 published in M. G. G., Part I-L, dated 24th July, 1986, page No. 3652)

Amendment of Notification under the Act.

The Government of Maharashtra Industries, Energy and Labour Department has in exercise of the powers conferred by sub-section (3) of section 34 of the said Act, directed that the Government Notification Industries, Energy and Labour Department No. IBA 1086/252/Lab-9 dated 24th August 1985 should be amended as follows:—

Clause (c) specified in the said Notification should be deleted.

(Vide Government Notification Industries, Energy and Labour Department, No. IBA 1086/252/Lab-9 dated 2nd May 1986 published in M. G. G., Part I-L, dated 24th July, 1986, page No. 3652 to 3653)

**JOURNALISTS AND OTHER NEWSPAPER EMPLOYEES (CONDITIONS OF SERVICE) MISCELLANEOUS PROVISIONS ACT, 1955.**

The Government of India, Ministry of Labour, Notification No. S. O. 313(E), dated the 30th May 1986 is hereby republished.

GOVERNMENT OF INDIA BHARAT SARKAR

MINISTRY OF LABOUR/SHRAM MANTRALAYA

New Delhi, dated the 30th May 1986

NOTIFICATION

Whereas the Central Government has, in exercise of the powers conferred by section 13A of the Working Journalists and Other Newspaper Employees (Conditions of Service) and Miscellaneous Provisions Act, 1955 (45 of 1955), constituted, by the notification of the Government of India in the Ministry of Labour No. S.O. 528(E), dated the 17th July 1985, a Wages Board for the purpose of fixing or revising the rates of wages in respect of Non-journalists Newspaper Employees;

Now, therefore, in exercise of the powers conferred by sub-section (1) of section 13A of the said Act, the Central Government, after consultation with the Wage Board, hereby fixes the interim rates of wages in respect of working journalists at the rate of 15 per cent. of the existing basic wages subject to a minimum of Rs. 90 per month. The interim relief thus fixed shall be taken as part of the basic wages for all purposes including determination of admissible benefits such as contribution to Provident Fund, Employees State Insurance, Gratuity, Bonus etc.

Where any newspaper establishment has either as a result of negotiation with its employees or otherwise agreed to pay interim relief to working journalists employed as such in or in relation to such newspaper establishment, and such interim relief is related to the basic wages or to the dearness allowance, it shall be permissible to adjust the amount of such relief against increases in the rates of wages made above :

Provided that where the interim relief agreed to be paid by any newspaper establishment, in respect of any working journalists is in excess of the increase in the rates of wages made above, such interim relief agreed to by the newspaper establishment shall continue to be paid i.e. it shall not be reduced in respect of such working journalists and they shall not be entitled, in addition, to the increase in rates of wages recommended above.

The interim rates of wages shall be payable with effect from 1st June 1986.

(Vide Government Notification Industries, Energy and Labour Department, No. WJA. 1086/252/Lab-4, dated 24th June 1986, published in M.G.G. Part I-L, dated 10th July 1986, at page No. 3392).

The Government of India, Ministry of Labour, Notification No. S. O. 313(E), dated the 30th May 1986 is hereby republished.

GOVERNMENT OF INDIA/BHARAT SARKAR

MINISTRY OF LABOUR/SHRAM MANTRALAYA

New Delhi, dated the 30th May 1986

NOTIFICATION

Whereas the Central Government has, in exercise of the powers conferred by section 13C of the Working Journalists and Other Newspaper Employees (Conditions of Service) and Miscellaneous Provisions Act, 1955 (45 of 1955), constituted, by the notification of the Government of India in the Ministry of Labour No. S.O. 528(E), dated the 17th July 1985, a Wages Board for the purpose of fixing or revising the rates of wages in respect of Non-journalists Newspaper Employees ;

And whereas, the said Board continues to function :

And whereas, the Central Government is of opinion that it is necessary to fix interim rate of wages in respect of Non-Journalist Newspaper Employees :

Now, therefore, in exercise of the powers conferred by sub-section (1) of section 13A read with section 13(D) of the said Act, the Central Government after consultation with the Wages Board, hereby fixes the interim rates of wages in respect of Non-Journalists Newspaper employees at the rate of 15 per cent. of a basic wages subject to a minimum of Rs. 90 per month. The interim relief shall be taken as part of the basic wages for all purposes including determination, of admissible benefits such as contribution to provident fund, employees state insurance, gratuity, bonus etc.

Where any newspaper establishment has either as a result of negotiations with its employees or otherwise agreed to pay interim relief to Non-journalist Newspaper Employees employed as such in or in relation to, such newspaper establishment, and such interim relief is related

...the interim relief agreed to be paid to any newspaper establishment, ... Newspaper Employees is in excess of the increase in the ... interim relief agreed to by the newspaper establishment ... (to be paid, or it shall not be reduced) in respect of such Non-journalist News- ... not be entitled in addition, to the increase in rates of wages

...be payable with effect from 1st June 1986.  
 Industries, Energy and Labour Department, No. WJA. 1086,252-A/  
 ... 1986, published in M.G.G., Part I-L, dated 10th July 1986, at page

**III. TRADE UNION ACT, 1926.**  
 ... in exercise of the powers conferred by section (2) of section 3 of ... A. A. Mapkar, Assistant Commissioner of Labour, Bombay, District to be ... of Trade Union for the purpose of exercising and discharging under the ... and directions of the Registrar, the powers and functions of the Registrar, ... of Greater Bombay in place of Shri P. A. Achwal.  
 Government Notification, Industries, Energy and Labour Department, No. TUA.  
 ... Lab-2, dated 30th June, 1986, published in M. G. G., Part I-L, dated 17th July,  
 ... at page No. 3413).

**V. EMPLOYEES' PROVIDENT FUNDS AND MISCELLANEOUS PROVISIONS ACT, 1952.**  
 ... the Act.—(1) The Government of India, Ministry of Labour, No tj-  
 ... No. S-35018/7, 86-SS-II, dated the 28th May 1986, is hereby republished :—

GOVERNMENT OF INDIA BHARAT SARKAR  
 MINISTRY OF LABOUR SHRAM MANTRALAYA  
 New Delhi, dated the 28th May 1986.

NOTIFICATION

- S. O. ....—Whereas it appears to the Central Government that the employers and the majority of employees in relation to the following establishment have agreed that the provisions of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 (19 of 1952) should be applicable to their respective establishments namely:
1. Messrs. Barar Finance and Investment Corporation, 239 243, Barar House, Abdul Rehman Street, Bombay 400 003
  2. Messrs. Kvalves and Tube Engineers Private Limited, M. J. Patel House, 177 Nagdevi Street, Bombay 400 003.
  3. Messrs. Lifting Taokles and Appliances, 277, Nagdevi Street, Bombay 400 003.
  4. Messrs. International Trading and Construction Company Limited, Post Box No. 400 078.
  5. Messrs. Selectron Powdercoats, Shed No. 3, Plot No, W 3, Pimpri Industrial Area, Pune-18.
  6. Messrs. Trimoorti Sahakari Bank Limited, 1909, Sadashiv Peth, Pune 30 and its branch at Pune-37.
  7. Messrs. Shri Ram Tirth Yogashram, 27, Vincent Square Street No. 2, Dadar, Bombay 400 014.
  8. Messrs. Kailash Mandir, 56, Suleman Kasam Mitha Building, Dadasaheb Phalke Road, Dadar, Bombay 400 014.

9. Messrs. Colour India Printers and Designers, C/14, Shree Ram Industrial Estate Katrak Road, Wadala, Bombay 400 031.
10. Messrs. Sushil Engineers, A-110, H Block, M.I.D.C., Pimpri, Pune-18.
11. Messrs. R. C. G. Instruments, Patole Chambers, 58, Mangalwar Peth, Pune-2.
12. Messrs. Vipul Industries, Rice Mill Compound, Manpada Road, Dombivali, Thane.
13. Messrs. L. R. Bhojwani and Associated, 7,, M. G. Road, Pune-1.
14. Messrs. The Indian Economic Journal Department of Economics, Bombay University Campus, Vidyanagari, Bombay 400 098.

Now, therefore, in exercise of the powers conferred by sub-section (4) of section 1 of the said Act, the Central Government hereby applies the provisions of the said Act to the above mentioned establishments.

(Vide Government Notification Industries, Energy and Labour Department, No. EPF 1986/CR-262/Lab.-4, dated 27th June, 1986, published in M. G. G., Part I-L, dated 17th July 1986, at pages Nos. 3413 to 3414).

(2) The Government of India, Ministry of Labour, Notification, No. S-35018-6-86SS. III, dated the 23rd April 1986, is hereby republished :—

GOVERNMENT OF INDIA/BHARAT SARKAR  
 MINISTRY OF LABOUR/SHRAM MANTRALAYA  
 New Delhi, dated the 23rd April 1986.

NOTIFICATION

S. O. ....—Whereas it appears to the Central Government that the employers and the majority of employees in relation to the following establishments have agreed that the provisions of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 (19 of 1952), should be made applicable to their respective establishments, namely :—

- (1) Messrs. Suntej Agencies, 2/4, Dak Lane, 3rd Floor, Commonwealth Building, Meadows Street, Bombay 400 023.
- (2) Messrs. Kvality Pastors, 262, Kalyandas Udyog Bhavan, Near Century Bazar, Worli, Bombay 400 025.
- (3) Messrs. Rajesh Art Printers, Opposite B. D. D. Chawl No. 114, Worli, Bombay 400 013.
- (4) Messrs. Ritu Chemicals, Unit No. 13, Guru Govind Singh Industrial Estate, Western Express Highway, Goregaon (East), Bombay 400 063.
- (5) Messrs. H. K. Industries, 15, Swastik Industrial Estate, 178, Vidyanagari, Kalina, Bombay 400 098.
- (6) Messrs. Neografiks (India), Alankar Building, Post Box No. 18, Margao, Goa-1.

Now, therefore, in exercise of the powers conferred by sub-section (4) of section 1 of the said Act, the Central Government hereby applies the provisions of the said Act to the above mentioned establishments.

(Vide Government Notification, Industries, Energy and Labour Department, No. EPF. 1086/CR-261/Lab.-4, dated 26th June 1986, Published in M. G. G., Part I-L, dated 17th July 1986, at pages Nos. 3415 to 3416).

Ministry of Labour, Notification, No. S-70012, 12, 81 SS-II,

OF INDIA BHARAT SARKAR

OF LABOUR SHILAM MANTRALAYA

New Delhi, dated the October, 1985.

**NOTIFICATION**

**VI. MINIMUM WAGES ACT, 1948.**

(A) *Declaration of Special Allowance under the—(1) Engineering.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special Allowance (Cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to three months commencing on the 1st day of April 1986 at the rates mentioned in column (3) of the said Schedule III.

Schedule III

Serial No.	Zones	Amount of special allowance (Cost of living allowance payable).
(1)	(2)	(3)
1	I	Rs. 12.00 per day
2	II	Rs. 10.00 per day
3	III	Rs. 11.00 per day
4	IV	Rs. 10.00 per day

*Explanation.*—For the purpose of this notification, Zones I, II, III and IV, shall respectively mean Zones, I, II, III and IV, formed for the purpose and shown in the Notification, Industries Energy and Labour Department, No. MWA. 5274/198/006/Lab-III-A, dated 15th November 1974.

(Notification No. MWA,SPL/Engineering, dated 30th April 1986 published in *M. G. G.*, Part I-L, dated 17th July 1986 at pages Nos. 3433 to 3435)

(2) *Rubber Manufacturing Industry.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special Allowance (Cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to three months commencing on the 1st day of April 1986 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Area	Amount of Special Allowance (cost of living allowance)
(1)	(2)
State of Maharashtra	Rs. 10.00 per day

(Notification No. MWA/SPL/Rubber Manufacturing Industry, dated 30th April 1986 and published in *M. G. G.*, Part I-L, dated 17th July 1986 at pages Nos. 3435 to 3436)

(3) *Rubber and Paper Mill Manufacturing.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special Allowance (Cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in

(2) of Schedule III appended hereto in relation to three months commencing on the 1st day of April 1986 at the rates mentioned in column (3) of the said Schedule III.

(2) of Schedule III appended hereto in relation to six months commencing on the 1st day of April 1986 at the rates mentioned in column (3) of the said Schedule III.

Schedule III

Serial No.	Zones	Amount of special Allowance (cost of living allowance payable)
(1)	(2)	(3)
1	I	Rs. 207.60 per month.
2	II	Rs. 207.60 per month.

For the purpose of this Notification, Zones I and II shall respectively mean Zones I and II, formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA. 5683/5570/LAB-7, dated 15th October 1983.

Notification No. MWA SPL Paper and Paper Board Manufacturing, dated 30th April 1986, published in M.G.G., Part-I-L, dated 17th July 1986 at Pages Nos. 3439 to 3441).

(5) *Cost Dyeing and Cloth Printing*.—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special Allowance (Cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to three months commencing on the 1st day of April 1986 at the rates mentioned in column (3) of the said Schedule III.

Schedule III

Serial No.	Zones	Amount of Special Allowance (cost of living allowance) payable
(1)	(2)	(3)
1	I	Rs. 448.00 per month.
2	II	Rs. 448.00 per month.

Explanation.—For the purpose of this Notification, Zones I and II shall respectively mean Zones I and II formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA. 6274/904/LAB-7, dated 4th January 1977.

(Notification No. MWA/SPL/Cinema Exhibition Industry, dated 30th April 1986, published in M.G.G., Part-I-L, dated 17th July 1986 at Pages Nos. 3442-3444).

(5) *Cinema Exhibition Industry*.—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special Allowance (Cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column

Schedule III

Serial No.	Zones	Amount of special allowance (Cost of living allowance payable)
(1)	(2)	(3)
1	I	Rs. 348.00 per month.
2	II	Rs. 348.00 per month.
3	III	Rs. 348.00 per month.
4	IV	Rs. 226.20 per month.
5	V	Rs. 226.20 per month.

Explanation.—For the purpose of this notification, Zones I, II, III, IV and V shall respectively mean Zones I, II, III, IV and V formed for the purpose and shown in the Notification Industries, Energy and Labour Department, No. MWA/2683/5448/Lab-7, dated 5th September 1983.

(Notification No MWA/SPL/Cinema Exhibition Industry, dated 30th April 1986 Published in M.G.G., Part I-L, dated 17th July 1986 at pages Nos. 3445 to 3447).

(6) *Stable (Buffaloes and Cows)*.—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special Allowance (Cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to the period from 15th May 1986 to 31st August 1986 at the rates mentioned in column (3) of the said Schedule III.

Schedule III

Serial No.	Zones	Amount of special Allowance (cost of living allowance payable)
(1)	(2)	(3)
1	I	156.00 per month.
2	II	124.80 per month.
3	III	101.40 per month.

Explanation.—For the purpose of this notification, Zones I, II and III shall respectively mean Zones I, II and III formed for the purpose and shown in the Notification, Industries, energy and Labour Department, No. MWA/6285/6262/LAB-7, dated 15th May 1986.

(Notification No. MWA/SPL/Stable (Buffaloes and Cows), dated 19th June 1986, Published in M.G.G., Part-I-L, dated 17th July 1986 at pages Nos. 3448-3450).

... The Depart... on it, wages...  
 ... in addition...  
 ... at the...  
 ... Schedule III.  
 ... Allowance / cost of...  
 Zones  
 (2)  
 40 Paise per...  
 State of Maharashtra  
 Dated... Published in...  
 SPT Forest and... (3451 to 3453).  
 ... Department of Maharashtra, Indus...  
 ... Electronic Industry in Santacruz Electronic Export, Greater Bamba, Maharashtra".  
 No 65.—... Labour Department, No. MWA...  
 1085 6398 Lab-7, 1966 at Page No.  
 (2) The Government of Maharashtra, Industries, Energy and Labour Department has...  
 ... rates of wages should...  
 ... Clause (m) of Section 3 of the Factories Act, 1948...  
 ... Department No. MWA-...  
 ... sub-section (2) of section 5 of the said Act...  
 ... them in column 2 of that Schedule.

Serial No.	Class of Employees	Rates		
		Zone I	Zone II	Zone III
1	All employees engaged in the rolling, labelling and labour packed in bidi leaf	Rs. 14.00 per 1,000 biddies provided that where the employees earning according to this rate is less than Rs. 6.00 any day, he shall be paid at least Rs. 6 for that day subject to the conditions specified in the Annexure hereto.	Rs. 11.00 per 1,000 biddies provided that where the employees earning according to this rate is less than Rs. 6.00 any day, he shall be paid at least Rs. 6 for that day subject to the conditions specified in the Annexure hereto.	Rs. 10.00 per 1,000 biddies provided that where the employees earning according to this rate is less than Rs. 6.00 any day, he shall be paid at least Rs. 6 for that day subject to the conditions specified in the Annexure hereto.
2	All employees employed in wrapping, labelling and packing operations.	(i) Rs. 7.95 per 1,000 bundles are wrapped, packed and labelled with one label when bundles are simply labelled with two labels without being wrapped. (ii) Rs. 9.60 per 1,000 bundles when bundles are wrapped, packed and labelled with two labels.	(i) Rs. 6.40 per 1,000 bundles wrapped, packed and labelled with one label or bundles are simply labelled with two labels without being wrapped. (ii) Rs. 7.70 per 1,000 bundles when bundles are wrapped, packed and labelled with two labels.	(i) Rs. 5.85 per 1,000 bundles when bundles are wrapped, packed and labelled with one label or when bundles are simply labelled with two labels without being wrapped. (ii) Rs. 7.10 per 1,000 bundles when bundles are wrapped, packed and labelled with two labels.
3	All employees employed in ring pasting operations.	(i) Rs. 1.40 per 1,000 biddies when they are not required also to do the work of paste	(i) Rs. 1.10 per 1,000 biddies when they are not required also to do the work of paste	(i) Rs. 1.00 per 1,000 biddies when they are not required also to do the work of paste

**\*Explanation.**—Bidi leaves shall be supplied by employers in all Zones.  
 (i) Bundles shall be counted irrespective of the number of biddies contained therein.  
 (ii) "Label" means square label, Goltikli (round label) of Khadi Patti or like label.

preparing, basket carrying and katta bundling, rolling, marking and stocking work in godown.

...

...

(ii) Rs. 1.40 per bag weighing upto 50 kgs.

(iii) Rs. 1.10 per bag weighing upto 50 kgs.

(iv) Rs. 1.00 per bag weighing upto 50 kgs.

for filling ...

(i) Tannawala	Rs. 443.35 per month	Rs. 348.40 per month	Rs. 318.75 per month.
(ii) Bull Bentara	Rs. 443.35 per month	Rs. 348.40 per month	Rs. 318.75 per month.
(iii) Bull chackers in bull cantonment	Rs. 443.35 per month	Rs. 348.40 per month	Rs. 318.75 per month.
(iv) Tannawala	Rs. 443.35 per month	Rs. 348.40 per month	Rs. 318.75 per month.
(v) Tobacco	Rs. 443.35 per month	Rs. 348.40 per month	Rs. 318.75 per month.
(vi) Bull chackers in tobacco distributors in both	Rs. 443.35 per month	Rs. 348.40 per month	Rs. 318.75 per month.
(vii) All other employees in operations not specified in any of the above	Rs. 443.35 per month	Rs. 348.40 per month	Rs. 318.75 per month.
	Rs. 396.00 per month	Rs. 300.11 per month	Rs. 281.70 per month.

(ix) Accountants (maintaining all accounts including those used for purpose of income tax or other taxes). Rs. 621.15 per month .. Rs. 614.15 per month Rs. 591.30 per month.

(x) Truck or lorry drivers .. Rs. 621.15 per month plus Rs. 11.70 daily allowance when on tour or journey exceeding 80.5 kms. Rs. 614.15 per month plus Rs. 11.00 daily allowance when on tour or journey exceeding 80.5 kms. Rs. 597.30 per month Plus Rs. 11.25 daily allowance when on tour or journey exceeding 80.5 kms.

(xi) Motor Drivers (Car or station wagon). Rs. 494.40 per month plus Rs. 11.70 daily allowance when on tour or journey exceeding 80.5 kms. Rs. 488.85 per month plus Rs. 11.60 daily allowance when on tour or journey exceeding 80.5 kms. Rs. 475.40 per month plus Rs. 11.25 daily allowance when on tour or journey exceeding 80.5 kms.

(xii) Cleaners engaged lorry or truck. Rs. 318.40 per month plus Rs. 7.80 daily allowance when on tour or journey exceeding 80.5 kms. Rs. 314.80 per month plus Rs. 7.70 daily allowance when on tour or journey exceeding 80.5 kms. Rs. 306.15 per month plus Rs. 7.50 daily allowance when on tour or journey exceeding 80.5 kms.

(xiii) Watchman or chowkidars. Rs. 362.16 per month Rs. 358.00 per month Rs. 348.20 per month.

6 All employees employed in snuff-making establishment for carrying on the operation by hand of-

(i) Packing of snuff	Rs. 2.00 per kg.	Rs. 1.60 per kg.	Rs. 1.40 per kg.
(ii) Stocking of snuff	Rs. 1.00 per kg.	Rs. 0.80 per kg.	Rs. 0.70 per kg.
(iii) Mixing and grinding of tobacco and operations of like nature.	Rs. 2.00 per kg.	Rs. 1.60 per kg.	Rs. 1.40 per kg.

7 All employees by whatever name called doing unskilled work. Rs. 12.20 per day Rs. 9.65 per day Rs. 8.80 per day.

INDIAN RAILWAYS - SUPPLEMENT 986

(1) The Government of Maharashtra, Industries, Energy and Labour Department No. P. 7386/CR-1927/Lab-9, dated 25th April 1986, published in M.G.G. Part I-L, dated 24th July 1986, at pages Nos. 3632-3633).

(2) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by section 6 of the said Act, suspended certain provisions of the said Act, as shown in column 2 of the Schedule appended hereto on account of the festivals shown in Column 1 of the said Schedule for the periods mentioned in Column 3 of the said Schedule.

Schedule

Festival	Provisions of Sections	Period
Kartikee Yatra	Sections 10(1), 11(1)(a), 14, 16, 18, 19, 20, 21, 23 & 24.	7th November 1986 to 16th November 1986 (both days inclusive).
Ashadhi Yatra	Do.	12th July 1986 to 21st July 1986 (both days inclusive).

(Vide Government Notification, Industries, Energy and Labour Department No. P. 7149/CR-1914/1916/Lab-9 dated 18th April, 1986 published in M.G.G., Part I-L, dated 24th July 1986, at pages No. 3633 to 3635).

(3) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by Section 6 of the said Act, suspended certain provisions of the said Act as shown in Column 2 of the Schedule appended hereto on account of the festivals, shown in column 1 of the said Schedule for the periods mentioned in Column 3 of the said Schedule.

Schedule

Festival	Provisions of Sections	Period
Balajee Maharaj Yatra	Sections 10(1), 11(1)(a), 14, 16, 18, 19, 20, 21, 23 & 24.	17th October 1986 to 21st October 1986 (both days inclusive).

(Vide Government Notification Industries, Energy and Labour Department, No. P. 7386/CR-1928/Lab-9, dated 25th April 1986, published in M.G.G. Part I-L, dated 24th July 1986, at pages Nos. 3636 to 3637).

(4) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by Section 6 of the said Act, suspended certain provisions of the said Act as shown in column 2 of the Schedule appended hereto on account of the festivals shown in column 1 of the said Schedule for the periods mentioned in Column 3 of the said Schedule.

Schedule

Festivals	Provisions of Sections	Period
Rakshabandhan Coconut Day Utsav.	Sections 10(1), 11(1)(a), 14, 16, 18, 19, 20, 21, 23 & 24.	18th August 1986 to 20th August 1986 (both days inclusive).

(Vide Government Notification, Industries, Energy and Labour Department No. P. 7386/CR-1926 and 1936/Lab-9, dated 25th April 1986, published in M.G.G., Part I-L, dated 24th July 1986, at pages Nos. 3637 to 3639).

(1) The Government of Maharashtra, Industries, Energy and Labour Department No. P. 7386/CR-1927/Lab-9, dated 25th April 1986, published in M.G.G. Part I-L, dated 24th July 1986, at pages Nos. 3632-3633).

ANNEXURE

- The employee shall be entitled to get at least Rs. 4 per day (approximately equivalent to 1/20th of the employee's wages) when he is engaged in any work which is essential to the public interest during the absence of the employee.
- The employee shall be entitled to get the wages for any day worked by the employee during the absence of the employee shall be the wages of the employee for that day.
- The employee shall not be entitled to get the wages if he is absent for more than the period of permitted leave on any day or amount of his entitlement to work for any day.
- The employee shall not be entitled to get the wages if he fails to make his report to the employer within the time specified in the contract or in the rules of the establishment.
- The employee shall not be entitled to get the wages if he is absent for more than the period of permitted leave on any day or amount of his entitlement to work for any day.
- The employee shall not be entitled to get the wages if he is absent for more than the period of permitted leave on any day or amount of his entitlement to work for any day.

(Vide Government Notification, Industries, Energy and Labour Department No. P. 7386/CR-1927/Lab-9, dated 25th April 1986, published in M.G.G. Part I-L, dated 24th July 1986, at pages Nos. 3632 to 3633).

VII. BOMBAY SEAS AND ESTABLISHMENTS ACT, 1946.

(1) The Government of Maharashtra, Industries, Energy and Labour Department No. P. 7386/CR-1927/Lab-9, dated 25th April 1986, published in M.G.G. Part I-L, dated 24th July 1986, at pages Nos. 3632-3633).

ANNEXURE

Festival	Provisions of Sections	Periods
Shri Chhatrapati Shivaji Maharaj Jayanti	Sections 10(1), 11(1)(a), 14, 16, 18, 19, 20, 21, 23 & 24.	21st November 1986 to 24th December 1986 (both days inclusive).

(5) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by section 6 of the said Act, suspended certain provisions of the said Act, as shown in Column 2 of the Schedule appended hereto on account of the festivals shown in column 1 of the said schedule for the periods mentioned in Column 3 of the said Schedule.

Schedule

Festival	Provisions of sections	Period
Pongal	Sections 10(1), 11(1)(a), 14, 16, 18, 19, 20, 21, 23 and 24.	1st September 1986 to 4th September 1986 (both days inclusive).

(Vide Government Notification Industries, Energy and Labour Department, No. P-738 1923/Lab-9, dated 25th April 1986, published in M.G.G., Part I-L, dated 24th July 1986 at Page No. 3640).

(6) The Government of Maharashtra, Industries, Energy and Labour Department in exercise of the powers conferred by Section 6 of the said Act, suspended certain provisions of the said Act, as shown in column 2 of the Schedule appended hereto on account of the festivals shown in column 1 of the said schedule for the periods mentioned in column 3 of the said Schedule.

Schedule

Festival	Provisions of sections	Period
(1) Nagpanchami	Sections 10(1), 11(1)(a), 14, 16 and 18.	8th August 1986 to 10th August 1986 (both days inclusive).
(2) Gokulashtami	Sections 10(1), 11(1)(a), 14, 16 and 18.	27th August 1986 to 29th August 1986 (both days inclusive).
(3) Id-A-Milad	Sections 10(1), 11(1)(a), 14, 16 and 18.	19th November 1986 to 21st November 1986 (both days inclusive).

(Vide Government Notification, Industries, Energy and Labour Department, No. P-7386 CR-1919 to 1921/Lab-9, dated 18th April 1986, published in M.G.G., Part-I-L, dated 34th July 1986, at Pages No. 3641 to 3644).

(7) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by Section 6 of the said Act suspended certain provisions of the said Act, as shown in column 2 of the Schedule appended hereto on account of the festivals shown in column 1 of the said Schedule for the periods mentioned in column 3 of the said Schedule.

Schedule

Festival	Provisions of sections	Period
Balaji Ratha Yatra	Sections 10(1), 11(1)(a), 14, 16, 18, 19, 20, 21, 23 and 24.	13th October 1986 to 14th October 1986 (both days inclusive).

(Vide Government Notification, Industries, Energy and Labour Department, No. P-7386 CR-1935/Lab-9, dated 18th April 1986, published in M.G.G., Part I-L, dated 24th July 1986, at Pages No. 3644 to 3646).

(8) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by Section 6 of the said Act, suspended certain provisions of the said Act, as shown in column 2 of the Schedule appended hereto on account of the festivals shown in column 1 of the said Schedule for the periods mentioned in column 3 of the said Schedule.

Schedule

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

(Vide Government Notification Industries, Energy and Labour Department, No. P-7386 CR-1937/Lab-9, dated 18th April 1986, published in M.G.G., Part I L, dated 18th April 1986, at Pages No. 3646 to 3647).

(9) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by Section 6 of the said Act, suspended certain provisions of the said Act as shown in Column 2 of the Schedule appended hereto on account of the festivals shown in column 1 of the said Schedule for the periods mentioned in Column 3 of the said Schedule.

Schedule

Festival	Provisions of sections	Period
Rathotsav	Sections 10(1), 11(1)(a), 14, 16, 18, 19, 20, 21, 23 and 24	4th October 1986 to 15th October 1986 (both days inclusive).

(Vide Government Notification Industries, Energy and Labour Department No. P-7386 CR-1938/Lab-9, dated 18th April 1986, published in M.G.G., Part I-L, dated 24th July, at pages Nos. 3648 to 3649).

(10) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by Section 6 of the said Act, suspended certain provisions of the said Act, as shown in the column 2 of the Schedule appended hereto on account of the festivals shown in column 1 of the said Schedule for the periods mentioned in column 3 of the said Schedule.

Schedule

Festival	Provisions of Sections	Period
Rathotsav	Sections 10(1), 11(1)(a), 14, 16, 18, 19, 20, 21, 23 and 24.	12th November 1986 to 13th November 1986 (both days inclusive).

(Vide Government Notification, Industries, Energy and Labour Department No. P-7386 CR-1939/Lab-9, dated 25th April, 1986, published in M.G.G., Part I-L, dated 24th July at pages No. 3649 to 3650).

(11) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by Section 6 of the said Act, suspended certain provisions of the said Act, as shown in column 2 of the Schedule appended hereto on account of the establishments shown in column 1 of the said Schedule for the periods mentioned in column 3 of the said Schedule.

## Schedule

Establishments	Provisions of Sections	Period
Banks .. .. .	Section 13 (relating to closing hours) Sections 14(1) and 14(2).	27th/28th and 30th June 1986 and 29th, 30th and 31st December 1986.
Banks .. .. .	Section 17	27th, 29th and 30th June 1986 and 29th, 30th and 31st December 1986.

(Vide Government Notification, Industries, Energy and Labour Department, No. P-7386/212524/(2055)/Lab-9 dated 12th June 1986, published in *M.G.G.*, Part I-L, dated 24th July 1986, at page No. 3658).

## (B) Corrigendum

(1) *Corrigendum*.—In Government Notification, Industries, Energy and Labour Department of even number, dated the 29th October 1983, published in the *M.G.G.*, Part I-L, dated 12th January 1984, at page 164, the word and figure "in entry No. 302" appearing in line 5 of the said notification shall be deleted.

(Vide Government Notification, Industries, Energy and Labour Department, No. BSE-1483/CR-617/Lab-9, dated 29th April 1986, published in *M.G.G.*, Part I-L, dated 24th July 1986, at page No. 3653).

(2) *Corrigendum*.—In Government Notification, Industries, Energy and Labour Department of even number, dated the 18th February 1984, published in the *M.G.G.*, Part I-L, at page 2538, the word and figure "in entry No. 309" appearing in line five of the said notification shall be deleted.

(Vide Government Notification, Industries, Energy and Labour Department No. BSE-1481/CR-214/Lab-9, dated 30th April, 1986, published in *M.G.G.*, Part I-L, dated 24th July 1986 at page No. 3654).

(3) *Corrigendum*.—In Government Notification, Industries, Energy and Labour Department of even number, dated the 16th September 1983 published in the *M.G.G.*, Part I-L, at page 7102, the word and figure "in entry No. 298" appearing in line five of the said notification shall be deleted.

(Vide Government Notification, Industries, Energy and Labour Department No. BSE-1482/CR-454-A/LAB-9, dated 30th April, 1986, published in *M.G.G.*, Part I-L, dated 24th July 1986, at page No. 3654).

(4) *Corrigendum*.—In Government Notification, Industries, Energy and Labour Department of even number, dated the 8th September 1983, published in the *M.G.G.*, Part I-L, at page 7252, the word and figure "in entry No. 297" appearing in line five of the said notification shall be deleted.

(Vide Government Notification, Industries, Energy and Labour Department No. BSE-1482/CR-372/Lab-9, dated 30th April, 1986, published in *M.G.G.*, Part I-L, dated 24th July 1986, at page No. 3654).

(5) *Corrigendum*.—In Government Notification, Industries, Energy and Labour Department No. BSE. 1482/CR-93/LAB-3, dated the 2nd November 1982, published in the *M.G.G.* of 1983 Part I-L, at page 313, the word and figure "entry No. 282" appearing in the first line of the said notification the word and figure "entry No. 281" shall be substituted.

(Vide Government Notification, Industries, Energy and Labour Department No. BSE-1486/CR-93/Lab-9, dated 30th April, 1986, published in *M.G.G.* Part I-L, dated 24th July 1986, at page No. 3655).

(6) *Corrigendum*.—In Government Notification, Industries, Energy and Labour Department No. BSE. 1482/CR-219/LAB-3, dated the 12th January 1983, published in the *Maharashtra Government Gazette*, Part I-L, at page 1352, the word and figure "in entry No. 284" appearing in line five of the said notification shall be deleted.

(Vide Government Notification, Industries, Energy and Labour Department No. BSE. 1482/CR-219/Lab-9, dated 30th April 1986, published in *M.G.G.* Part I-L, dated 24th July 1986, at page No. 3655).

(7) *Corrigendum*.—In Government Notification, Industries, Energy and Labour Department of even number, dated the 8th August 1986, published in the *Maharashtra Government Gazette*, Part I-L, at page 7252, the word and figure "in entry No. 288" appearing in line five of the said notification shall be deleted.

(Vide Government Notification, Industries, Energy and Labour Department No. BSE. 1482/105657/CR-411/Lab-9, dated 30th April 1986, published in *M.G.G.*, Part I-L, dated 24th April 1986, at page No. 3655).

(8) *Corrigendum*.—In Government Notification, Industries, Energy and Labour Department of even number dated the 9th March 1984, published in the *Maharashtra Government Gazette*, Part I-L, at page 2659, the word and figure "in entry No. 311" appearing in line five of the said notification is required to be deleted.

(Vide Government Notification, Industries, Energy and Labour Department No. BSE. 1483/CR-561/Lab-9, dated 30th April 1986, published in *M.G.G.*, Part I-L, dated 24th July 1986, at page No. 3656).

(9) *Corrigendum*.—In Government Notification, Industries, Energy and Labour Department, of even number, dated the 5th October 1983, published in the *Maharashtra Government Gazette*, Part I-L, at page 7294, the word and figure "in entry No. 301" appearing in the line five of the said notification shall be deleted.

(Vide Government Notification, Industries, Energy and Labour Department No. BSE. 1483/CR-399/Lab-9, dated 30th April 1986, published in *M.G.G.*, Part I-L, dated 24th July 1986, at page No. 3656).

(10) *Corrigendum*.—In Government Notification, Industries, Energy and Labour Department of even number, dated the 7th January 1984 published in the *Maharashtra Government Gazette* Part I-L, at page 1814, the word and figure "in entry No. 307" appearing in line five of the said notification is required to be deleted.

(Vide Government Notification, Industries, Energy and Labour Department No. BSE. 1483/CR-716/Lab-9, dated 30th April 1986, published in *M.G.G.*, Part I-L, dated 24th July 1986, at page No. 3656).

(11) *Corrigendum*.—In Government Notification, Industries, Energy and Labour Department of even number dated the 16th September 1983, published in the *Maharashtra Government Gazette*, Part I-L, at page 7251, the word and figure "in entry No. 299" appearing in line five of the said notification shall be deleted.

(Vide Government Notification, Industries, Energy and Labour Department No. BSE. 1483/CR-286/Lab-9, dated 30th April 1986, published in *M.G.G.*, Part I-L, dated 24th July 1986, at page No. 3657).

(12) *Corrigendum*.—In Government Notification, Industries, Energy and Labour Department of even number, dated the 8th December 1983, published in the *Maharashtra Government Gazette*, of 1984, Part I-L, at page 744, the word and figure "in entry No. 305" appearing in line five of the said notification shall be deleted.

(Vide Government Notification, Industries, Energy and Labour Department No. BSE. 1483/CR-578/Lab-9, dated 30th April 1986, published in *M.G.G.*, Part I-L, dated 24th July 1986, at page No. 3657).

Notification, Industries, Energy and Labour Department No. BSE. 1484/84, dated 1st August 1984, published in the Maharashtra Government Gazette, the word and figure "in entry No. 313" appearing in line 10 to be deleted.

Notification, Industries Energy and Labour Department (No. BSE. 1484/84) dated April 1986, published in M.G.G., Part I-L, dated 24th July 1986.

MARATHI INDUSTRIAL RELATION ACT, 1948.

Under the Act.—(1) The Government of Maharashtra Industries, Energy and Labour Department has in exercise of the powers conferred by Section 9 of the said Act, appointed Sri C. D. Salunke, Civil Judge (Senior Division), Kolhapur, in place of Sri D. A. Salunke to be Presiding Officer, Labour Court, Kolhapur.

Notification, Industries, Energy and Labour Department No. BIR. 1086/86, dated 18th June 1986, published in M.G.G., Part I-L, dated 31st July 1986.

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

Under the Act.—(1) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by Section 6 of the said Act, appointed Sri C. D. Salunke, Civil Judge (Senior Division) Kolhapur, in place of Sri D. A. Salunke, to preside over as a Presiding Officer of the Labour Court, Kolhapur.

Government Notification, Industries, Energy and Labour Department No. ULP. 1086/86, Lab-2, dated 18th June 1986, published in M.G.G., Part I-L, dated 31st July 1986, at pages Nos. 3715.

RELIEF UNDERTAKINGS (SPECIAL PROVISIONS) ACT, 1958.

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

(1) declared that the industrial undertaking called Messrs. Kulkarni Foundries Limited, Pune, shall for a further period of one year commencing on the 29th day of June 1986 and ending on the 28th day of June 1987 (both days inclusive) be conducted to serve as a measure of unemployment relief; and

(2) directed that in relation to the said relief undertaking and in respect of the said further period for which the said relief continues as such any right, privilege, obligation or liability [excepting the obligations or liabilities incurred in favour of workmen of the said relief undertakings, or in favour of the industrial units which are registered as small scale industries with the Directorate of Industries of the Government of Maharashtra, the Maharashtra State Electricity Board, the Maharashtra State Finance Corporation, Bank of Maharashtra, the Industrial Development Bank of India, the Industrial Finance Corporation of India, the Industrial Credit and Investment Corporation of India, the Employees' State Insurance Corporation of India, the Life Insurance Corporation of India, Unit Trust of India, General Insurance Corporation of India Limited, and any liability incurred under the Bombay Sales Tax Act, 1959 (Bom. LJ of 1959), the Maharashtra State Tax on Professions, Trades, Callings and Employment Act, 1975 (Mah XVI of 1975), the Employees' Provident Funds and Miscellaneous Provisions Act 1952 (19 of 1952)] accrued or incurred before the 29th day of April 1981 and any remedy for the enforcement thereof shall be suspended and all proceedings relative thereto pending before any court, tribunal, officer or authority shall be stayed.

(Vide Government Notification, Industries, Energy and Labour Department No. BRU. 1085/83) IND-10, dated 27th June 1986, published in M.G.G., Part I-L, dated 31st July 1986, at pages Nos. 3717 to 3718).

XI. BONDED LABOUR SYSTEM (ABOLITION) ACT, 1976

(4) Constitution under the Act.—(1) The Government of Maharashtra Industries, Energy and Labour Department has in exercise of the powers conferred by Sub-section (1) and (2) of Section 13 of the said Act, constituted the Vigilance Committee for the District of Sindhudurg consisting of the Chairman and the following members, namely :—

Chairman

- (1) District Magistrate, Sindhudurg .. Under Clause (a) of sub-section (n) of section 13.

Members

- (2) Shri Ankush Naik, At and Post Shirgaon, Taluka Deogad. Nominated under clause (b) of sub-section (2) of section 13.
- (3) Shri P. D. Mangaonkar, Secretary, Indian Buddhist Mahasabha, At and Post Mangaon, Tal. Kudal. Nominated under clause (b) of sub-section (2) of section 13.
- (4) Shri Vasantrao Gangavne, Gokul Prasthnan, Gudipur, Pingulu, Taluka Kudal. Nominated under clause (b) of sub-section (2) of section 13.
- (5) Shri Shivram Babu Jadhav, Chairman, Keravade, group jangal Kamgar Sahakari Society Limited, House No. F/41, Sawantwadi, Sindhudurg. Nominated under clause (b) of sub-section (2) of section 13.
- (6) Shri Abdul Gani Hasan Shaik, C/46 At and Post Sawantwadi. Nominated under clause (b) of sub-section (2) of section 13.
- (7) Project Officer (Ex-Officio), District Rural Development Agencies, Kudal, Sindhudurg. Nominated under clause (d) of sub-section (2) of section 13.
- (8) Chief Executive, Officer, (Ex-Officio), Zilla Parishad Sindhudurg. Nominated under clause (d) of sub-section (2) of section 13.
- (9) Government Labour Officer, Udyamnagar, Kudal, Sindhudurg. Nominated under clause (d) of sub-section (2) of section 13.
- (10) Lead District Manager, Bank of India, Sawantwadi, District Sindhudurg. Nominated under clause (e) of sub-section (2) of section 13.

(Vide Government Notification Industries, Energy and Labour Department, No. BLA-1085/766/Lab-1, dated 30th June 1986, published in M.G.G., Part I-L, dated 31st July 1986, at pages Nos. 3718 to 3719).

(2) The Government of Maharashtra Industries, Energy and Labour Department has in exercise of the powers conferred by Sub-sections (1) and (2) of Section 13 of the said Act, constituted the Vigilance Committee for the District of Solapur consisting of the Chairman and the following members namely

Chairman

- (1) District Magistrate, Solapur .. Under Clause (a) of sub-section (2) of section 13.

Members

- (2) Shri D. M. Polke, President Social Welfare Committee, Zilla Parishad Solapur. Nominated under clause (b) of sub-section (2) of section 13.
- (3) Shri Kashinath Baburao Asware, Ex. M. L. A., Kurduwadi, Taluka Madha, District Solapur. Nominated under clause (b) of sub-section (2) of section 13.

- (4) Shri Bhimrao Rajaram Jadhav, Ex-Mayor, Solapur Municipal Corporation, Solapur, R. o. Akkalkot, District Solapur. Nominated under clause (b) of section (2) of section 13.
- (5) Shri Ismail Abdul Sattar, Jamadar of Solapur. Nominated under clause (c) of section (2) of section 13.
- (6) Smt. Jugun Laximinarayan Bias, Solapur. Nominated under clause (c) of section (2) of section 13.
- (7) The Project Director, District Rural Development Agency, Solapur. Nominated under clause (d) of section (2) of section 13.
- (8) The President, Agriculture Committee, Zilla Parishad, Solapur. Nominated under clause (d) of section (2) of section 13.
- (9) The District Deputy Registrar, Co-op. Societies, Solapur. Nominated under clause (d) of section (2) of section 13.
- (10) Chairman, District Central Co-op. Bank, Solapur. Nominated under clause (e) of section (2) of section 13.

(Vide Government Notification Industries, Energy and Labour Department No. 1586/995/Lab-1, dated 30th June 1986, published in M.G.G., Part I-L, dated 31st July 1986, at page No. 3720).

## Consumer Price Index Numbers for Industrial Workers for July 1986

### BOMBAY CENTRE\*

#### A rise of 5 points

In July 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 713 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 the Bombay Centre.

The index number for the Food group increased by 7 points to 796 due to a rise in the average prices of Rice, Arhardal, Edible Oils, Fish fresh, Eggs, Onion, Garlic and Bhajia.

The index number for the Pan, Supari and Tobacco etc. group decreased by 2 points to 816 due to a fall in the average price of Pan leaf.

The index number for the Fuel and Light group decreased by 1 point to 891 due to a fall in the average price of El. Charges.

Six monthly house rent index compiled by the chain method on the basis of the house rent survey, conducted by N. S. S. O. The index number for the housing increased by 2 points to 197.

The index number for the Clothing, Bedding and Footwear group increased by 7 points to 646 due to a rise in the average price of Dhoti I.

The index number for the Miscellaneous group increased by 1 point to 549 due to a rise in the average price of Hair Oil.

### 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	
		June 1986	July 1986
I-A. Food ..	57.1	789	796
I-B. Pan, Supari, Tobacco, etc. ..	4.9	818	816
II. Fuel and Light ..	8.0	892	891
III. Housing ..	4.6	195	197
IV. Clothing, Bedding and Foot-Wear ..	9.4	639	646
V. Miscellaneous ..	19.0	548	549
Total ..	....	708	713
Consumer Price Index Number ..	100.00	708	713

\*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 367 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\*****685—A rise of 5 points**

In July 1986 the Consumer Price Index Number for Working Class (New Series) for Solapur Centre with base January to December 1960 equal to 100 was 685 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 8 points to 738 due to a rise in the average prices of jowar, arhaldal, goatment, tamarind, onion, garlic and tea leaf.

The index number for the Pan, Supari and Tobacco etc. group remained steady at 722.

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

Six monthly house rent index compiled by the chain method on the basis of the house rent survey, conducted by N. S. S. O. The index number for the housing increased by 6 points to 292.

The index number for clothing, bedding and footwear group remained steady at 655.

The index number for the miscellaneous group increased by 2 points to 558 due to a rise in the average price of washing 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	
		June 1986	July 1986
I-A. Food	63.0	730	738
I-B. Pan, Supari, Tobacco etc.	3.4	722	722
II. Fuel and Light	7.1	748	748
III. Housing	5.2	286	292
IV. Clothing, Bedding and Footwear	9.0	655	655
V. Miscellaneous	12.3	556	558
Total	100.00	....	....
Consumer Price Index Number	....	680	685

\*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 397 of January 1966 issue.

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

**NAGPUR CENTRE\*****676. A rise of 9 points**

In 1986 the Consumer Price Index Number for Working Class (New Series) for Nagpur Centre with base January to December 1960 equal to 100 was 676 being 9 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 15 points to 718 due to a rise in the average prices of rice, edible oils, onions, garlic, vegetable sub-group.

The index number for the Pan, Supari and Tobacco etc. group decreased by 12 points to 858 due to a fall in the average price of Pan-leaf.

The index number for the Fuel and Light group remained steady at 946.

Six monthly house rent index compiled by the chain method on the basis of the house rent survey, conducted by N.S.S.O. The index number for the housing decreased by 8 points to 355.

The index number for clothing, bedding and footwear group increased by 3 points to 643 due to a rise in the average prices of saree and shirting.

The index number for the miscellaneous group increased by 1 point to 540 due to a rise in the average price of Laundry charges.

**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	
		June 1986	July 1986
I-A. Food	57.2	703	718
I-B. Pan, Supari, Tobacco, etc.	3.8	870	858
II. Fuel and Light	5.7	946	946
III. Housing	6.6	347	355
IV. Clothing, Bedding and Footwear	10.9	640	643
V. Miscellaneous	15.8	539	540
Total	100.00	....	....
Consumer Price Index Number	....	667	676

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

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

**LABOUR GAZETTE**

**LABOUR GAZETTE**

The Consumer Price Number for Industrial Workers (New Series) for the calendar year 1986 (base year 1961 = 100) was 637 being 4 points higher than the corresponding month. The index relates to the standard of life as ascertained during the year 1958-59 family living survey at Pune Centre.

The index number for the food group increased by 4 points to 716 due to a rise in the average prices of Rice, Turdal, Gramdal, oils and Fats Sub-group, and other items.

The index number for the fuel and light group increased by 1 point to 826 due to a rise in the average prices of Firewood and Chips.

The monthly house rent survey was conducted by Investigators of the Office of the Assistant Commissioner of Labour Pune, in the month of July 1986. Accordingly the Index Number for Housing has increased by 4 points to 188.

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

The index number for the miscellaneous group increased by 4 points to 555 due to a rise in the average prices of Report 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	
		June 1986	July 1986
I. Food	55.85	712	716
II. Fuel and Light	6.89	825	826
III. Housing	6.65	157	157
IV. Clothing and Footwear	10.31	621	621
V. Miscellaneous	20.30	515	523
	100.00	....	....
Consumer Price Index Number		637	641

\*Details regarding the scope and method of compilation of the Index will be found in pages 758 to 760 of the January 1966 issue of Labour Gazette. For further details see page 27 of November 1985 issue.

**JALGAON CENTRE\***

**A rice of 28 points**

In July 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 672 being 28 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 39 points to 733 due to a rise in the average prices of jowar, groundnut oil, salt, vegetable group and banana.

The index number for the Fuel and Light group increased by 54 points to 909 due to a rise in the average prices of firewood only.

Six monthly House Rent Survey was conducted by the Investigators of the Office of the Assistant Commissioner of Labour, Jalgaon in the month of June 1986. The Housing Index for July 1986 works out at 187.90 which remains unchanged as compared to the Housing Index in previous half yearly period ending June 1986.

The index number for the clothing and footwear group remained steady at 612.

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

**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	
		June 1986	July 1986
I. Food	60.79	694	633
II. Fuel and Light	7.20	855	909
III. Housing	6.11	188	188
IV. Clothing and Bedding Footwear	10.29	612	612
V. Miscellaneous	15.61	555	555
Total	100.00	644	672
Consumer Price Index Number		....	....

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

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

## NANDED CENTRE\*

## A rice of 8 points

In July 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 698 being 8 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at the Nanded Centre.

The index number for the Food group increased by 13 points to 745 due to a rise in the average prices of rice, wheat, turdal, groundnut oil, tamarind, onion, tomato, garlic and gur.

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

The index number for the clothing and footwear group remained steady at 589.

The index number for the miscellaneous group remained steady at 607.

The six months house rent survey was conducted by investigators of the Office of the Assistant Commissioner of Labour, Jalgaon in the month of July 1986. It works out at 386.26 which remained unchanged as compared to the housing Index in previous half yearly period ending June 1986.

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	
		June 1986	July 1986
I. Food	61.46	732	745
II. Fuel and Light	5.88	927	927
III. Housing ..	4.62	386	386
IV. Clothing and Bedding Footwear ..	12.22	589	589
V. Miscellaneous	15.82	607	607
Total ..	100.00	690	698
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 1961=100 should be multiplied by the linking factor viz. 2.45.

## AURANGABAD CENTRE\*

## 739—A rise of 5 point's

In July 1986 the Consumer Price Index Number for Industrial Workers (New Series) for Aurangabad Centre with base year 1961 equal to 100 was 739 being 5 points higher than that in preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Aurangabad Centre.

The index number for the food group increased by 5 point to 823 due to rise in the average prices of turdal, granidal, groundnut oil, goat meat, chillies dry, gur and tea-leaf. The index number for the fuel light group remained steady at 803. The six monthly house rent survey was conducted by the Investigator of the office of the Additional Commissioner of Labour Pune in the month of July 1986. According the Index Number for Housing has increased by 2 points to 330.

The index number for clothing and footwear increased by 8 points to 672 due to a rise in the average prices of shoes (Batta) only.

The index number for the miscellaneous group increased by 9 points to 1034 due to a rise in the average prices of pan-leaf 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	
		June 1986	July 1986
I. Food .. ..	60.72	818	823
II. Fuel and Light .. ..	7.50	803	803
III. Housing .. ..	8.87	328	330
IV. Clothing and Footwear .. ..	9.29	664	672
V. Miscellaneous .. ..	13.62	633	642
Total ..	100.00	....	....
Consumer price Index Number	....	734	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.

(G.C.P.) Ra 4491—5 (535—12-86)

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

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

TABLE

Month	Base	*Base
	1960=100	1949=100
1	2	3
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	631	769
March 1986	638	775
April 1986	643	782
May 1986	651	791
June 1986	658	800
July 1986	668	812

\*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 JULY 1986

Centre	Base	Food	Pan, Supari Tobacco etc.	Fuel and light	Housing	Clothing, bedding and footwear	Miscellaneous	Consumer Price Index July 1986	Equivalent Old Index No.	Consumer Price Index June 1986	Equivalent Old Index No.
Bombay	.. 1960=100	796	816	891	197	646	549	713	3166	708	3144
Solapur	.. 1960=100	738	722	748	292	655	558	685	2617	680	2598
Nagpur	.. 1960=100	718	858	946	355	643	540	676	3529	667	3482
Pune	.. 1961=100	716	....	826	157	621	523	637	....	633	....
Jalgaon	.. 1961=100	733	....	909	188	612	555	672	3555	644	3407
Nanded	.. 1961=100	745	....	927	386	589	607	698	1710	690	1690
Aurangabad	.. 1961=100	823	....	803	330	672	642	739	1641	734	1629

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 JUNE 1986

Industrial Courts, Tribunals and Labour Courts  
In all 1981 applications were received by the Industrial Courts, Tribunals and Labour  
Court during the month. Their break-up are as under:—  
No. of applications, etc.  
received during the month  
under the—

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 Act.	
<b>I Industrial Court Tribunals*</b>					
1	Industrial Court, Bombay ..	29	30	102	131
2	Industrial Tribunal, Bombay ..	2	..	40	30
3	Industrial Tribunal, Nagpur ..	..	..	48	42
4	Industrial Tribunal, Nagpur ..	..	7	41	48
5	Industrial Court, Pune ..	1	5	9	5
6	Industrial Tribunal, Pune ..	..	..	9	11
7	Industrial Tribunal, Thane ..	2	1	23	1
8	Industrial Tribunal, Thane ..	1	..	66	24
9	Industrial Court, Kolhapur ..	..	..	..	..
10	Industrial Tribunal, Kolhapur ..	..	..	..	..
11	Industrial Tribunal, Amravati ..	..	..	..	..
12	Industrial Tribunal, Amravati ..	..	..	..	..
13	Industrial Tribunal, Nashik ..	5	..	9	14
14	Industrial Tribunal, Nashik ..	..	..	..	..
15	Industrial Court, Aurangabad ..	..	..	..	..
16	Industrial Tribunal, Aurangabad ..	..	..	..	..
Total ..		40	43	338	421
<b>II Labour Courts—</b>					
1	Labour Court, Bombay ..	33	288	277	612
2	Labour Court, Pune ..	3	34	33	79
3	Labour Court, Nagpur ..	2	21	19	31
4	Labour Court, Thane ..	..	..	43	47
5	Labour Court, Kolhapur ..	6	59	53	42
6	Labour Court, Solapur ..	..	..	34	108
7	Labour Court, Alota ..	..	..	24	22
8	Labour Court, Nashik ..	1	3	18	27
9	Labour Court, Aurangabad ..	..	..	18	23
10	Labour Court, Dhule ..	4	4	7	8
11	Labour Court, Sangli ..	..	..	29	17
12	Labour Court, Amravati ..	..	..	13	47
13	Labour Court, Jalgaon ..	..	..	11	11
14	Labour Court, Bhandara ..	..	..	32	24
15	Labour Court, Amadnagar ..	10	77	35	104
16	Labour Court, Latur ..	..	..	7	1
Total ..		61	505	881	1447

*Wage Boards—* Nil references was received by the Wage Boards for Cotton Textile Industry, Silk Textile Industry, Sugar Industry, Co-op. Banks Industry during the month under review.

### Conciliation

An analysis of disputes handled by the Conciliation machinery in the State during June 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) Industrial Disputes Act, 1947	32	41	73
(2) Bombay Industrial Relations Act, 1946	5	4	9
(3) Bombay Industrial Relations (Extensions and Amendment) Act, 1964.	3	..	3
Total ..	40	45	85

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

Act	Pending at the beginning of the month	No. of cases received during the month	Settled amicably	Ended in failure	Withdrawn or not pursued by parties	Closed	Total (4 to 7)	Pending at the end of the month
1	2	3	4	5	6	7	8	9
I. D. Act, 1947	952	416	54	179	71	30	334	1,034
B. I. R. Act, 1946	139	10	..	2	9	2	10	139
B. I. R. (Ext. and Amdt.) Act, 1964.	45	3	1	..	3	..	4	44
Total ..	1136	429	55	181	80	32	348	1,217

INDUSTRIAL DISPUTES IN MAHARASHTRA STATE DURING  
TILL MONTH OF JUNE 1986

	June 1986	May 1986	June 1985
No. of Disputes	49	45	35
No. of Workers involved	10,937	10,787	6,546
No. of Man-days lost	2,07,737	2,22,142	1,55,186

Industry-wise classification is given below

Name of the Industry Group	Number of disputes in progress			Number of work people involved in all disputes	Aggregate man-days lost in
	Started before beginning of the month i.e. before	Started during the Total month i.e.	Total		
	2	1	4	5	6
Textile	2	1	3	889	12,767
Engineering	22	7	29	7,128	1,36,589
Chemical	5		5	904	19,755
Miscellaneous	9	3	12	2,016	38,626
June 1986 Total	38	11	49	10,937	2,07,737
May 1986 Total	42	3	45	10,787	2,22,142

Twenty four of the 49 disputes arose over question of "pay, allowances and bonus issues", 6 related to "Retrenchment and grievances about personnel", and the remaining 19 were due to other causes.

Out of the 8 disputes that terminated during the course of the month 3 disputes were settled entirely in favour of the workers and 5 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.

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

Act	Cotton Textile	Silk Textile	Chemical	Textile Processing	Handy	Banking	Sugar	Misc.	Total
B. I. R. Act, 1946	3	3	4	5	6	7	8	9	11
	3	3	4	2	6	5	8	2	15

  

Act	Textile Industry	Paper Industry	Chemical Industry	Press Industry	Electricity	Banking	Chemical Engineering	Local Bodies	Total
B. I. R. (Extension and Amendment) Act, 1964	2	3	4	5	6	7	8	9	11
	3	3	4	5	6	7	8	9	11

District-wise analysis is given below

Act	Bombay	Pune	Thane	Nagpur	Sangli	Aurangabad	Amravati	Total
B. I. R. Act, 1946	2	3	4	5	6	7	8	9
	7	1	4	5	6	7	8	14

  

Act	Amravati	Bombay	Chandrapur	Akole	Buldana	Total
B. I. R. (Extension and Amendment) Act, 1964	2	3	5	6	7	8
	3	3	4	6	7	8

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

Serial No.	Name of the concern	Sector	S/L	Reason	Date of work-stoppages		No. of workers involved	Man days lost		Remarks
					Began	Ended		During the month	Till the close of the month	
1	2	3	4	5	6	7	8	9	10	11
1	Thane— M/s. Takson Ltd., Kolshet Road, Thane.	Pvt.	S	Reinstatement	20-4-1981		459	11,587	7,18,276	Continued
2	Bombay— Estrella Batteries Ltd., Plot No. 1 Dharavi, Matunga Bombay 400 019.	Pvt.	L	Unfair Labour Practice.	3-11-1983		1,170	20,956	8,48,478	Do.
3	Bombay— Bombay Forging Pvt. Ltd., Vidyangari Marg, Kalina, Bombay 400 098.	Pvt.	S	Others— Fighting amongst the workmen.	11-7-1984		625	16,172	3,81,958	Do.
4	Bombay— Bush India Ltd., Sukh Sagar, M/s. Patkar Marg, Bombay 400 007	Pvt.	L	Workers continued to indulge in 50 per cent. slow down from 13th August 1984.	24-9-1984		1,005	26,130	8,52,205	Do.

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

Serial No.	Name of the Concern	Sector	S/L	Reason	Date of work-stoppages		No. of Workers Involved	Man-days lost		Remarks
					Began	Ended		During The month	Till the close of the month	
1	2	3	4	5	6	7	8	9	10	11
5	Bombay— The Indian Smelting Refining Co. Ltd., L. B. S. Marg, Bhandup, Bombay 400 078.	Pvt.	S	General Demand— Wages D. A. etc.	10-12-1984		1,007	12,133	3,27,096	Continued
6	Bombay— Everest Building Products Ltd., Mulund, Bombay 400 080.	Pvt.	L	As assault on the Personnel threats intimidation to mgt. staff Go-slow.	16-7-1985	21-6-86	654	10,729	1,87,024	Un-successful.
7	Bombay— The Cricket Club of India Ltd., Brabourne Stadium, Dinsha Wachha Road, Churchgate, Bombay 400 020.	Pvt.	S	Illigal acts ..	8-5-1986		415	10,790	19,505	Continued
8	Pune— Elpro International Ltd., Chinhwadgaon Pune 411 033.	Pvt.	S	Charter demands.	10-6-1986		702	10,527	10,527	Do.

## PRESS NOTE ON ESIS BENEFIT IN MAHARASHTRA AND GOA

The Employees' State Insurance Scheme protects the industrial Workers as defined under the ESI 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 12,57,025 employees were under the coverage of the Scheme in the months of July 1986 respectively. The highlights of the benefits paid to these employees were as follows —

ESIS has paid Rs 1.48 Crores as Cash Benefit in July 1986

(I) 88310 workers were paid Rs. 83,83,163.55 on account of Sickness and Rs. 4,89,796.75 were paid for the long term diseases, e.g., T.B., Cancer, Hemiplegia, Paraplegia, Psychosis etc. etc.

(II) 21,362 workers were paid Rs. 51,92,566.51 on account of accidents as employment injury which included 8076 cases for the permanent disablement and 2719 for pension to the dependents/families due to death of the workers in the accidents.

(III) Rs. 7,86,748.00 were paid to the women workers as Maternity Benefit for the period of confinement. In addition to the above 25 persons were sterilized and they were paid Rs. 6,688.00 as family planning benefit.

(IV) There were 244 cases where legal proceedings were initiated against defaulting employers/Insured Persons for the recovery of arrears of contributions as under :—

(1) Under Section	45B	196 Cases
(2) Under Section	75	19 Cases
(3) Under Section	84	1 Case
(4) Under Section	85	28 Cases

D. J. Mirchandani,  
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