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LABOUR GAZETTE

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

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The Month in Brief

221

Consumer Price Index Numbers for Working Class

The Bombay, Solapur and Nagpur Consumer Price Index Numbers for working class for the month of November 1986, with average price for the year ended December 1960 equal to 100 were 726, 710, 678 respectively. The Pune, Nanded and Aurangabad Consumer Price Index Numbers for working class for the month of November 1986, with the average price for the year ended December 1961 equal to 100 were 630, 670, 713 and 764 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 November 1986, was 692 as compared to 685 in October 1986. On base 1948=100 derived from 1960 base Index worked out to 841 as against 833 for October 1986.

Industrial Disputes in Maharashtra State

During the month of October 1986, there were 62 disputes involving 12,659 workmen and time loss 2,49,018 mandays as compared to 41 disputes in September 1986, involving 10,818 workmen and time loss of 2,03,955 mandays.

Further particulars of Industrial Disputes are given at pages 265 and 266 of this issue.

Benefits under the Employees State Insurance Scheme

During the month of November 1986, 72,527 workers were paid Rs. 71,63,076.55 on account of Sickness and Rs. 5,00,306.90 were paid for the long term diseases e.g. T. B., Cancer, Hemiplegia, Paraplegia, Psychosis etc., 18,540 workers were paid Rs. 44,41,235.80 on account of accidents as employment injury which included 7,230 cases for the permanent disablement and 2637 for pension to the dependents/families due to death of the workers in the accidents.

Current Notes

Major changes in ESI scheme being worked out. Major changes are being worked out in the Employees' State Insurance Scheme to enable more of its members to benefit from it. An analysis has revealed that only 20 per cent of the subscribers benefit from the scheme at present.

Following over the consulting committee for his ministry, Labour Minister P. A. Sangma in December 1986 informed that welfare laws for mine workers have been amended to provide family welfare schemes along with medical care, housing, educational and recreational scheme.

From next the ESI Corporation would increase from 15 per cent to 45 per cent the basic amount of benefit to all the cases where disablement or death has occurred before March 31, 1984. This increase would be effective from January 1, 1987.

The ceiling of expenditure on full medical care has been raised from Rs. 100 to Rs. 200 per insured person per annum, capitation fee for insurance medical practitioners has been increased from Rs. 40 to Rs. 50 from April 1, 1986 be added.

National Policy on Child Labour shortly

The Rajya Sabha recently passed a Bill for regulating child labour following an announcement by Labour Minister P. A. Sangma that the government would soon announce a national policy on Child Labour.

Shri Sangma, replying to the debate on the Child Labour (prohibition and regulation) Bill, 1986, said the policy was in its final stages of formulation and he had himself attended inter-ministerial meeting of officials on this recently.

He said this policy would contain details about welfare schemes including education, health and nutrition for child labour which some members said had been left out of the present Bill.

Shri Sangma said the government aimed to tackle child labour in three ways.

In areas where child labour was prohibited by Article 24 of the Constitution—mines, factories and hazardous areas—this Bill has completely banned child labour.

In areas outside the purview of Article 24, it has been decided to regulate child labour. This includes regulation of salaries at par with those of adults and regulation of hours of work. In fact, Shri Sangma said, this might lead to a reduction in child labour and an increase in adult labour.

Shri Sangma said the third method was to concentrate on welfare programmes which would come in the national policy and in other administrative measures.

He said that it was after studying the views of people all over the country that this Bill has been introduced, as child labour is a serious problem.

However, it is not possible to ban it immediately, the minister said. There is a need to mobilise public interest, and the work could not be done without

the involvement of the public. This is the reason why Section 16 of the Bill ensured any citizen or organisation to file complaints, Shri Sangma said. The Bill also lays down enhanced penalties for employment of children in violation of the Bill and other measures relating to child labour.

During the discussion across party lines, members sought rigorous punishment for those employing child labour.

Participating in the resumed discussion on the Bill, the members agreed that any legislation would not be enough to curb child labour.

Shri Sangma said the main reason for the exploitation of child labour was that they could be bought cheap and made to work for long hours. This could be snuffed out with the new legislation that prescribes the hours of work and regularises working conditions for child labour.

Strategy defending the legislation which the Opposition described as an 'eye wash', Shri Sangma said, the new law was not intended at legitimising the practice of child labour. The government had brought the legislation with all sincerity and honesty, he said.

(Indian Worker, dated 22nd December 1986)

ILO Steps to revive World Steel Industry

A call for government-employer-worker co-operation to help pull the iron and steel industry through a period of low demand and rapid technological progress was made by a meeting which ended at the International Labour Office here recently, says an ILO release.

Shrinking demand for steel and over-capacity were at the economic heart of the structural adjustment now taking place in the industry, the ILO's Iron and Steel Committee observed. "Crucially important", efforts by the social partners were needed "to bring about a restructuring compatible with employment, economic growth, profitability, and the long-term viability of the industry", it concluded. Increased investments in steel which would benefit the economy as a whole as well the industry should be encouraged.

The committee—composed of government, employer and worker members from 27 countries—also emphasised on productivity and capacity utilisation and measures to avert the negative effects of restructuring. 'Closure of plants should be the last resort', it stressed. Where closures were inevitable, they should be carried out in as socially responsible a manner as possible.

Collective bargaining and tripartite co-operation were the best means to secure the commitment of all social partners to a balanced process of restructuring, said the committee. Both were conditional on the existence of free, representative and independent organisations of employers and workers and on the recognition of bargaining autonomy.

In carrying out structural change, enterprises should consider the social consequences with a view to mitigating the adverse effects on workers. Workers should be consulted as early as possible so as to facilitate not only the application of proposed solution but where practicable the search for alternatives.

Other measures could include provision of vocational training, special job-placement services, income maintenance for limited periods, relocation assistance, reduced compulsory retirement age and voluntary early retirement.

"Termination of employment should be exercised with great restraint and used only as a last resort", the committee emphasised. Where this could not be averted, governments should provide temporary support to relief programmes.

When whole communities were affected by restructuring, local and national authorities should bear a share of responsibility for policies to help communities adapt to changing conditions.

Productivity improvement in all forms was essential for the future of the iron and steel industry, the committee concluded. Its benefits should be shared by the workers in the form of improved working conditions, to the extent that these did not disadvantage the competitiveness of the company concerned.

The committee called for major efforts by governments, the industry and its work force to promote the use of iron and steel through the development of new and competitive products.

Before new technologies were introduced, consultation should be held on such aspects as safety and health, job content, training, wages, benefits and other conditions of work.

The committee urged companies to expand wherever possible and necessary, their training facilities especially for the purposes of job transfer, new technology and multi-skilling. In certain developing countries, notably the acquisition of skills and technological upgrading were the most pressing problems.

In a resolution, the committee expressed concern at the serious economic and social effects of structural change in the industry in many countries. It called on governments to encourage employers and workers organisations to make their contribution to regional redevelopment by cooperating in the search for other employment opportunities and by providing skills training to redundant workers.

Employers were urged to step up the development of new products within the industry and to make their expertise available to job creation projects and other revitalisation initiatives.

A second resolution expressed concern at the employment and social effects of overcapacity in steel, advancing technology, the shift of production to new locations and disruptive changes in world markets. It invited ILO to encourage international cooperation in the industry by analysing these issues, studying training needs and promoting practical projects.

A third resolution, considering the potential occupational risks to which workers may be exposed, called for programmes for safety and health protection the work environment in the industry.

Other resolutions concerned association, vocational training and the future work of ILO relating to the industry.

The INTUC Vice President and the President of the INMF, Shri V. G. Gopal represented the INTUC on the committee.

(*Indian Worker*, dated 29th December 1986 and 5th January 1987.)

Minimum Wages of Mine Workers revised

The minimum rates of wages payable to various categories of workers employed in different mines have been revised by the Government of India through a series of notifications issued on October 29 this year.

According to the notifications, unskilled employees is to be paid at the rates of Rs. 12.25 per day for work above ground and Rs. 14.75 per day for work below ground. For semi-skilled workers the rates are Rs. 15.25 per day for work above ground and Rs. 18.25 per day for work below ground, while for skilled workers they are Rs. 19 per day and Rs. 22.50 per day respectively. Employees of clerical category are to be paid at the rate of Rs. 19 per day.

The mines, where the minimum rates of wages payable to the above four categories of employees have been revised, are chromite mines, dolomite mines, granite mines, marble and calcite mines, mica mines, quartz, quartzite and silica mines and wolfram mines.

(*Indian Worker*, dated 22nd December 1986)

Safety of Construction Workers—

Labour Ministry drawing up plan

The labour ministry is drawing up a scheme for the safety and security of workers in the construction industry, according to an official release here recently.

The amendments to relevant laws governing industrial relations are being worked out based on the broad parameters arrived at the recently held standing labour committee conference.

Two panels consisting of Members of Parliament have been formed to study the conditions of labour in agriculture to suggest schemes for their welfare. Out of the 305 million workforce in the country, 194 million is in the agriculture sector.

The labour ministry has so far covered 10 million workers under its welfare schemes.

On the industrial scene, a labour ministry analysis indicates that 11 million mandays were lost due to lock-outs and six million due to strikes during the first nine months of the year.

The manufacturing sector accounted for 90 per cent of the mandays lost and the larger size units employing 1,000 and above workers were more prone to industrial unrest.

The ministry, during the year, raised the family pension under the Provident Fund Scheme to minimum of Rs. 140 and the maximum of Rs. 630. The minimum wages were raised for mining and construction workers by 11 per cent and over 1.90 lakh workers benefited.

The Child Labour Bill for prohibiting employment in hazardous operations and regulating in other sectors was passed. Two pilot projects for welfare of working children in match industry, Sivakasi and carpet weaving, Bhadoh were taken up.

The government through determined and sustained efforts was able to check the misuse of sickness benefits under the Employees Insurance Scheme. The all India average of incidence of sickness benefits has been brought down to 4.99 days per employee per annum in the year 1985-86 as against 6.12 days per employee in the previous year.

(Indian Worker, dated 22nd December 1986)

Working Time a la carte

A new rationale to cut down on working time—sexual equality at the workplace—has recently surfaced as the brainchild of Scandinavian trade unions. Reducing the number of working hours is an issue never very far from the bargaining table. In times of economic growth and full employment the justification is to protect employees' values: health, safety and a minimum of free time. When unemployment rates soar as they have done recently, especially in Western Europe, the motivation for a short work-week is a show of solidarity with the jobless who theoretically would be the chief beneficiaries of the newly created jobs.

And now workers' organisations in the Nordic countries, notably Sweden and Norway, are pressing for a six-hour day, 30-hour week on the grounds that such an overall reduction would give women workers—many of whom are part-time employees—more of a chance to compete on an equal footing with men for a better full time job, a recent report. (New trends in working time arrangements,) Geneva states. This novel idea has already drawn sharp criticism as being too costly and rigid and probably counter-productive, while the promotion of a flexible work schedule would be a more realistic approach to help working women. In any case, flexibility in working time is thought by many to be inevitable in post-industrial society employment. Already the measurement is changing from a rigid hours per week to an annual calculation which gives a more accurate picture of hours worked, the report points out.

Although for example, in Japan the average working week is only slightly longer than in Western countries, the "work holic" Japanese labour force puts in about 2,100 hours over a year. This compares with less than 1,800 hours in Belgium, France and the Federal Republic of Germany. The figure is less than 1,900 hours in Austria, Denmark, Finland, Norway and Sweden while slightly more than 1,900 hours in the United States. On the average, Japanese workers get 15.1 days of paid holiday per year but they take only 8.7 days. Elsewhere increased holiday entitlements and paid leave have reduced annual working hours while maintaining relative stability in weekly hours. In France, Luxembourg, Spain, Finland, Denmark and Sweden workers have a legal minimum of five weeks of paid vacation annually and 58 per cent of the Federal German workforce is entitled to six weeks or more.

Whatever the duration of working time, however, more flexibility is increasingly being introduced into the organisation of job schedules, primarily in response to changes in the composition of the labour force and consequent changes in appreciation of work as against free time, especially among women young people and older workers. Other factors include structural unemployment and the need to redistribute available jobs and technological innovation which allows for or requires flexibility.

Workers welcome the relaxation of time-honoured working schedules as a means to a more "individualised" balance between work and private life. Employers are equally enthusiastic because they can better adapt output to demand, and production requirements to capital utilisation. The report, which was prepared for the seventh World Congress of the International Industrial Relations Association (IIRA), indicates the wide variety of a la carte work arrangements already available. They include:

Job sharing where two part-time employees share one full-time job; Voluntary reduced work hours—a comparatively new concept which at the initiative of a full-time employee provides for a temporary reduction of hours and pay with return rights; Work-year contracts whereby employer and employee agree to a non-standard number and distribution of annual working hours; Phased retirement to help cushion the shock of the end of a career with a period of part-time work; Work sharing to spread available work among more people; Flexitime which lets workers choose their daily starting and finishing times; Compressed work-weeks such as a four-day week with ten-hour days for those who covet a longer weekend; Telecommuting, a high-tech, work-at-home-by-computer arrangement; and The old standbys — sabbaticals, shift work, temporary employment and self-employment.

According to the report, the trend towards flexibility is deeply rooted and is here to stay, possibly more than the long-term pressure toward working time reduction. The purpose of the 20-year-old IIRA is to promote the study of industrial relations throughout the world. Its headquarters are located at the International Labour Office in Geneva.

(EFL Bulletin, 18th December 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.)

TRADE UNIONISM AND COLLECTIVE BARGAINING

By

SAMAR CHAKRABORTY

Secretary

West Bengal Pradesh National Trade Union Congress

AN individual is powerless to protect and promote his interest effectively. Strength and power, lie in unity, association and collective action. This is the essence of trade unionism.

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

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

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

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

What is Collective Bargaining

Bargaining is a process of discussion and negotiation between two parties to arrive at an agreement on any given issue. In trade union parlance collective bargaining is a procedure by which an employer and a group of employees negotiate and agree upon the conditions of work. The institution is both a means for the wage workers to safeguard their interests and an instrument

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

Role of the State

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

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

Excessive Legislation

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

Mandays loss due to strikes and lock-outs in 1985 accounted 29.2 million. This was lesser than in 1984, when the loss totalled 55.13 million. Lock-outs accounted for 64.7 per cent of the mandays loss against strikes claiming 35.3 per cent. About 50/55 per cent of the strikes and 20/25 per cent of the lock-outs were consequential to disputes over wages and allowances and retrenchment of personnel.

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

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

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

As on February 2, 1985, 4,338 cases were pending before the Central Government Industrial Court. The state governments and Union Territories have also set up labour courts or tribunals for cases under state sphere. It is noted that 18,0038 cases were pending before the tribunals or labour courts as on March 31, 1985, barring the states of Assam, Madhya Pradesh, Jammu and Kashmir and Himachal Pradesh.

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

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

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

Why Collective Bargaining

Experience of all these years has shown that adjudication is an unduly time consuming process. Conciliation machinery is not meaningfully effective. The voluntary arbitration concept is being truncated. Under the circumstances collective bargaining is the most suitable method of settling industrial disputes. It has a pivotal role in employer-employee relations.

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

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

Contents of Collective Bargaining and Agreements

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

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

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

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

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

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

(Indian Worker, dated 13th October 1986)

Gist of Important Notifications under the Various Labour Laws

I. BOMBAY SHOPS & ESTABLISHMENTS ACT, 1948.

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

In Schedule II to the said Act, in entry 318, in Column (3), after the words "double the ordinary rate of wages" the following shall be added, namely :—

"If the total hours of work exceed nine hours in any day or forty-eight hours in any work".

(Vide Government Notification; Industries, Energy and Labour Department No. BSE-1485/CR-208(m)/Lab-9, dated 24th September, 1986 published in M.G.G. Part I-L, dated 13th November 1986, at Page No. 5040).

(2) The Government of Maharashtra, Industries, Energy and Labour Department in exercise of the powers conferred by the proviso to Section 4 of the said Act, amended Schedule II to the said Act, as follows, namely —

In the said Schedule II to the said Act, after entry No. 352, the following entry shall be added, namely —

"353, Establishment of the Maharashtra Housing and Area Development Authority, Griha Nirman Bhavan, Bandra (East), Bombay 400 051.	} All provisions
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(Vide Government Notification, Industries, Energy and Labour Department No. BSE-1485/87008,1360/Lab-9, dated 8th October, 1986 published in M.G.G. Part I-L, dated 13th November, 1986, at Page No. 5043.

II. MINIMUM WAGES ACT, 1948.

(A) Amendment to the Schedule.—(1) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by Clause (b) of Sub-section (1) of Section 3 read with Sub-section (2) of section 5 of the said Act, after considering the advice of Advisory Board amended Government Notification, Industries, Energy, and Labour Department, No. MWA/5683/5570/Lab-7, dated 15th October 1981, as follows, namely :—

In the said Notification, in the Explanation below Second Schedule, in Sub-Clause (d) of Clause (1) the words, "Greater Bombay, Pune", the words "Nagpur, Solapur, Kolhapur", shall be inserted.

(Vide Government Notification, Industries, Energy and Labour Department No. MWA-5683/6119/Lab-7, dated 15th October 1981, published in M.G.G. Part I-L, dated 13th November, 1986 at Page No. 5040).

MINIMUM WAGES ACT, 1948—DECLARATION OF SPECIAL ALLOWANCE UNDER THE—

(1) Printing Press.—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 six months commencing on the 1st day of July 1986 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of Special Allowance (cost of living allowance payable) (3)
		Rs.
1	A	511.25 per month.
2	B ¹	449.90 per month.
3	B ²	409.00 per month.
4	C	388.55 per month.

Explanation.—For the purpose of this notification, Zones A, B¹ B² and C shall respectively mean Zones A, B¹ B² and C formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA. 2683/5364/Lab-7, dated the 16th May 1983.

(Notification No. MWA/SPL Printing Press, dated 11th August 1986, published in M.G.G., Part I-L, dated 27th November 1986 at pages Nos. 5195 to 5197).

(2) Tanneries and leather Manufactory.—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 basis 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 six months commencing on the 1st day of July 1986 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of Special Allowance (cost of living allowance payable) (3)
1	I	Rs. 200.60 per month.
2	II	Rs. 141.60 per month.
3	III	Rs. 112.10 per month.
4	IV	Rs. 82.60 per month.

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. 2182/4914 Lab-7, dated 9th August 1982.

(Notification No. MWA. SPL/Tanneries and Leather Manufactory, dated 11th August 1986, published in M.G.G., Part I-L, dated 27th 1986 at pages Nos. 5198 to 5200).

(3) 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 six months commencing on the 1st day of July 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. 10.62 per day.
2	II	Rs. 10.62 per day.

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. 5284/5740/Lab-7, dated the 12th April 1984.

(Notification No. MWA. SPL/Plastics, dated 11th August 1986, published in M.G.C. Part I-L, dated 27th November 1986 at pages Nos. 5201-5203).

(4) *Canteen and Clubs.*—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 six months commencing on the 1st day of July 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. 138.60 per month
2	II	Rs. 138.60 per month.
3	III	Rs. 138.60 per month.
4	IV	Rs. 138.60 per month.

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. 6284/5783/Lab-7, dated the 1st August 1984.

(5) *Card Board and Straw Board.*—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 six months commencing on the 1st day of July 1986 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Sr. No.	Zones	Amount of Special Allowance (cost of living allowance payable)
(1)	(2)	(3)
1	I	Rs. 642.00 per month.
2	II	Rs. 642.00 per month.
3	III	Rs. 428.00 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. 5271(306)/Lab-7, dated 10th August 1977.

(Notification No. MWA. SPL/Card Board and Straw Board, dated 11th August 1986, published in M. G. C., Part I-L, dated 27th November 1986 at pages Nos. 5207 to 5209.

(5) *Hotels.*—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 six months commencing on the 1st day of July 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. 138.60 per month.
2	II	Rs. 138.60 per month.
3	III	Rs. 134.75 per month.
4	IV	Rs. 127.05 per month.
5	V	Rs. 119.35 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. 2484/6042/Lab-7, dated 31st October 1984.

(7) *Film Production 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 six months commencing on the 1st day of July 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. 330.00 per month.

Explanation.—For the purpose of this notification, Zone I, shall respectively mean Zone I formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA. 5283/5376/Lab-7, dated 23rd June 1983.

(Notification No. MWA/SPL/Film Production Industry, dated 11th August 1986, published in *M.G.G.*, Part I-L, dated 27th November 1986 at pages Nos 5213 to 5214).

(8) *Film Production Industry, Solapur*.—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 six months commencing on the 1st day of July 1986 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zone	Amount of Special Allowance (cost of living allowance payable)
(1)	(2)	(3)
1	I	Rs. 260.00 per month.

Explanation.—For the purpose of this notification, Zone I, shall respectively means Zone I, formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA. 5283/5376/Lab-7, dated 23rd June 1983.

(Notification No. MWA/SPL/Film Production Industry, Solapur, dated 11th August 1986 published in *M.G.G.*, Part I-L, dated 27th November 1986 at pages Nos. 5215 to 5216).

(9) *Utensils*.—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 six months commencing on the 1st day of January 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. 15.48 per day
2	II	Rs. 15.48 per day
3	III	Rs. 15.48 per day
4	IV	Rs. 15.48 per day
5	V	Rs. 15.48 per day

Explanation.—For the purpose of this notification, Zones I, II, III, IV and V shall respectively means Zones I, II, III, IV and V formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA. 3880/2822/Lab-7, dated 21st January 1981.

(Notification No. MWA/SPL/Utensils, dated 11th August 1986, published in *M.G.G.*, Part I-L, dated 27th November 1986 at pages Nos. 5217 to 5219).

(10) *Utensils*.—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 for the period from 23rd July 1986 to 31st December 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. 9.30 per day
2	II	Rs. 9.30 per day

Explanation.—For the purpose of this notification, Zones I and II, shall respectively means Zones I and II, formed for the purpose and shown in the Notification, Industries, Energy and Labour Department No. MWA. 3885/6163/Lab-7, dated 23rd July 1986.

(Notification No. MWA/SPL/Utensils, dated 11th August 1986, published in *M.G.G.*, Part I-L, dated 27th November 1986 at pages Nos. 5220 to 5222.)

(11) *Fountain Pens*.—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 six months commencing on the 1st day of July 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. 9.30 per day.
2	II	Rs. 9.30 per day.

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.2485/6196/Lab-7, dated 4th October 1985.

(Notification No. MWA/SPL/Fountain Pens, dated 11th August 1986, published in *M.G.G.*, Part I-L, dated 27th November 1986 at pages Nos. 5223 to 5225).

(12) *Cotton Ginning and Cotton Pressing*.—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 six months commencing on the 1st day of July 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. 115.50 per month.
2	II	Rs. 115.50 per month.
3	III	Rs. 115.50 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. 4284/5968/Lab-7, dated 24th January 1985.

(Notification No. MWA/SPL/Cotton Ginning and Cotton Pressing, dated 11th August 1986, published in *M.G.G.*, Part I-L, dated 27th November 1986, at pages Nos. 5226 to 5228).

Manufacturing Readymade Garments.—The Deputy Commissioner of Labour (Rural Wing & 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 six months commencing on the 1st day of July 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. 418.60 per month.
2	II	Rs. 418.60 per month.
3	III	Rs. 418.60 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/4282/4722/Lab-7, dated 12th November 1982.

(Notification No. MWA/SPL/Manufacturing Readymade Garments, dated 11th August 1986, published in *M.G.G.*, Part I-L, dated 27th November 1986, at pages Nos. 5229 to 5231).

(14) *Optical Frames*.—The Deputy Commissioner of Labour (Rural Wing & 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 six months commencing on the 1st day of July 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. 13.73 paise per day.
2	II	Rs. 13.73 Paise per day.

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. 6282/4721/Lab-7, dated the 9th August 1982.

(Notification No. MWA/SPL/Optical Frames, dated 11th August 1986, published in *M.G.G.*, Part I-L, dated 27th November 1986, at pages Nos. 5232 to 5234).

(15) *Hair Cutting Saloon*.—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 six months commencing on the 1st day of July 1986 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of Special Allowance (cost of living allowance payable) (3)
1	I	Rs. 268.80 per month.
2	II	Rs. 268.80 per month.
3	III	Rs. 268.80 per month.
4	IV	Rs. 268.80 per month.

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. 4272/4632/Lab-7, dated 11th August 1982.

(Notification No. MWA/SPL Hair Cutting Saloon, dated 11th August 1986, published in M.G.G., Part I-L, dated 27th November 1986 at pages Nos. 5235 to 5237).

(16) *Laundry*.—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 six months commencing on the 1st day of July 1986 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of Special Allowance (cost of living allowance payable) (3)
1	I	Rs. 192.50 per month.
2	II	Rs. 192.50 per month.
3	III	Rs. 192.50 per month.
4	IV	Rs. 192.50 per month.

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. 5284/5931/Lab-7, dated 21st January 1985.

(Notification No. MWA/SPL Laundry, dated 11th August 1986, published in M.G.G., Part I-L, dated 27th November 1986 at pages Nos. 5238 to 5240).

(17) *Advocates and Attorneys*.—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 rates 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 six months commencing on the 1st day of July 1986 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of Special allowance (cost of living allowance payable) (3)
1	I	Rs. 156.00 per month.
2	IIA	Rs. 156.00 per month.
3	IIB	Rs. 156.00 per month.
4	III	Rs. 156.00 per month.

Explanation.—For the purpose of this notification, Zones I, II, III and IV shall respectively mean Zones I, IIA, IIB and III formed for the purpose and shown in the Notification Industries, Energy and Labour Department, No. MWA. 5383/5431/Lab-7, dated 23rd June 1983.

(Notification No. MWA/SPL/Advocates and Attorneys, dated 11th August 1986, published in M.G.G., Part I-L, dated 27th November 1986 at pages Nos. 5241 to 5243).

(18) *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 July 1986 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of Special Allowance (cost of living allowance payable) (3)
1	I	Rs. 16.50 per day.
2	II	Rs. 16.50 per day.
3	III	Rs. 16.50 per day.
4	IV	Rs. 16.50 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. 5274/198006/Lab-III-A, dated 15th November 1974.

(Notification No. MWA/SPL/Engineering, dated 11th August 1986 published in M.G.G., Part I-L, dated 27th November 1986, at pages Nos. 5244 to 5246).

(19) *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 July 1986 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Area (1)	Amount of Special Allowance (cost of living allowance payable) (2)
State of Maharashtra	Rs. 15.30 per day.

(Notification No. MWA/SPL Rubber Manufacturing Industry, dated 11th August 1986, published in *M.G.G.*, Part I-L, dated 27th November 1986 at pages Nos. 5247 to 5249).

(20) *Paper and Paper Board.*—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 July 1986 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of Special Allowance (cost of living allowance payable) (3)
1	I	Rs. 240.00 per month.
2	II	Rs. 240.00 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. 5683/5570/LAB-7, dated 15th October 1983.

(Notification No. MWA/SPL Paper and Paper Board, dated 11th August 1986, published in *M.G.G.*, Part I-L, dated 27th November 1986 at pages Nos. 5249 to 5251).

(21) *Cloth 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 July 1986 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of Special Allowance (cost of living allowance payable) (3)
1	I	Rs. 474.00 per month
2	II	Rs. 474.00 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/Cloth Dyeing and Cloth Printing, dated 11th August 1986, published in *M.G.G.*, Part I-L, dated 27th November 1986 at pages Nos. 5253 to 5255).

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

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of Special Allowance (cost of living allowance payable) (3)
1	I	Rs. 375.00 per month.
2	II	Rs. 375.00 per month.
3	III	Rs. 375.00 per month.
4	IV	Rs. 243.75 per month.
5	V	Rs. 243.75 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 11th August 1986,

(23) *Wooden Photo.*—The Deputy Commissioner of Labour (Rural Wing & 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 six months commencing on the 1st day of July 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. 212.00
2	II	Rs. 159.00
3	III	Rs. 106.00

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. 6683/5231/Lab-7, dated 7th September 1983.

(Notification No. MWA/SPL/Wooden Photo, dated 11th August 1986, published in Part I-L, dated 27th November 1986 at pages Nos. 5259 to 5261).

(24) *Wooden Furniture.*—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 six months commencing on the 1st day of July 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. 7.08 per day
2	II	Rs. 4.72 per day
3	III	Rs. 3.54 per day

Explanation.—For the purpose of this notification, Zones I, II and III shall respectively mean Zone I, II and III formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA. 6283/9895/5546-(R)/Lab-7, dated the 7th September 1983.

(Notification No. MWA/SPL/Wooden Furniture, dated 11th August 1986, published in

(25) *Powerloom.*—The Deputy Commissioner of Labour (Rural Wing & 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 six months commencing on the 1st day of July 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. 502.00 per month
2	II	Rs. 502.00 per month
3	III	Rs. 502.00 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. 5084/6027/Lab-7, dated 10th January 1986.

(Notification No. MWA SPL/Powerloom, dated 11th August 1986, published in M.G.G., Part I-L, dated 27th November 1986 at pages Nos. 5265 to 5267).

(26) *Construction or Maintenance of Roads.*—The Deputy Commissioner of Labour (Rural Wing & 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 schedule employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of July 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. 8.40 per day
2	II	Rs. 8.40 per day
3	III	Rs. 8.40 per day

Explanation.—For the purpose of this notification, Zones I, II and III shall respectively mean Zone I, II and III formed for the purpose and shown in the Notification, Industries Energy and Labour Department, No. MWA. 1884/5845/Lab-7, dated the 5th October 1984.

(27) *Shops*.—The Deputy Commissioner of Labour (Rural Wing & 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 six months commencing on the 1st day of July 1986 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of Special Allowance (cost of living allowance payable) (3)
1	I	Rs. 435.60 per month
2	II	Rs. 363.00 per month
3	III	Rs. 338.80 per month
4	IV	Rs. 290.40 per month

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. 4283/5534/Lab-7, dated 12th September 1983.

(Notification No. MWA/SPL/Shops, dated 11th August 1986, published in M.G.G. Part I-L, dated 27th November 1986 at page Nos. 5271 to 5273).

(28) *Dispensary*.—The Deputy Commissioner of Labour (Rural Wing & 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 six months commencing on the 1st day of July 1986 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of Special Allowance (cost of living allowance payable) (3)
1	I	Rs. 246.00 per month
2	II	Rs. 205.00 per month
3	III	Rs. 164.00 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. 5884/5930/Lab-7, dated 1st December 1984.

(Notification No. MWA/SPL/Dispensary, dated 11th August 1986, published in M.G.G. Part I-L, dated 27th November 1986 at page Nos. 5274 to 5276).

(29) *Hospital (Bombay)*.—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 six months commencing on the 1st day of July 1986 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of Special Allowance (cost of living allowance payable) (3)
1	Areas within the limits of Municipal Corporation of Greater Bombay.	Rs. 518.00 per month.

(Notification No. MWA/SPL/Hospital (Bombay) dated 11th August 1986, published in M.G.G., Part I-L, dated 27th November 1986 at pages Nos. 5277 to 5279).

(30) *Hospital (Pune)*.—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 six months commencing on the 1st day of July 1986 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of Special Allowance (cost of living allowance payable) (3)
1	I	Rs. per month 312.00
2	II	312.00
3	III	312.00

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. 5275/330-L-A(i)/Lab-7, dated 26th September 1975.

(Notification No. MWA/SPL/Hospital (Pune), dated 11th August 1986, published in M.G.G., Part I-L, dated 27th November 1986 at pages Nos. 5280-5282).

(31) *RFDM*.—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 six months commencing on the 1st day of July 1986 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Area	Amount of Special Allowances (cost of living allowance) payable per month
(1)	(2)	(3)
		Rs.
1	Areas within the limits of Municipal Corporation of Greater Bombay.	512.40
2	Areas within the limits of the Thane Municipal Council and areas within a distance of eight kilometres from the periphery of such limits of Thane Municipal Council, excluding the areas falling within the limits of Municipal Corporation of Greater Bombay.	427.00
3	Areas within the limits of Municipal Councils of Kalyan, Bhiwandi, Nizampur, Dombivali, Ambernath, Ulhasnagar, Nashik, Malegaon, Nashik Road, Deolali.	320.25
4	All other areas in Bombay Revenue Division except those specified at Serial Nos. 1, 2 and 3 areas in Jalgaon and Dhule District.	213.50
5	Areas within the limits of Municipal Councils of Dhule, Nandurbar, Jalgaon, Bhusawal and Amalner.	267.75
6	All other areas in Jalgaon and Dhule Districts except those specified at Serial No. 5 above.	178.50
7	Areas within the limits of the Municipal Corporation of Pune and the areas within a distance of ten kilometres from the periphery of such limits.	376.00
8	Areas within the limits of Municipal Council of Ahmadnagar	282.00
9	Areas within the limits of Cantonments of Pune and Kirkee	282.00
10	All areas in Pune and Ahmadnagar Districts except those specified at Serial Nos. 7, 8 and 9.	188.00
11	Areas within the limits of the Municipal Corporation of Kolhapur and the areas within a distance of ten kilometres from the periphery of such limits.	257.28
12	Areas within the limits of the Municipal Corporation of Solapur and the areas within a distance of ten kilometres from the periphery of such limits.	257.28
13	Areas within the limits of the Municipal Councils of Satara City, Sangli, Maraj, Barshi, Pandharpur and Ichalkaranji.	192.00
14	All other areas in the Pune Revenue Division except areas in Pune and Ahmadnagar Districts and those specified at Serial Nos. 11, 12 and 13 above.	130.56

SCHEDULE III—contd.

Serial No.	Areas	Amount of Special Allowances (cost of living allowance) payable per month
(1)	(2)	(3)
		Rs.
15	Areas within the limits of Municipal Corporation of Nagpur and areas within a distance of ten kilometres from the periphery of such limits.	372.00
16	Areas within the limits of the Municipal Councils of Khamgaon, Akola, Amravati, Yavatmal, Wardha, Kamptee, Gondia and Chandrapur.	279.00
17	All other areas in the Nagpur Revenue Division except those specified at Serial Nos. 15 and 16 above.	186.00
18	Areas within the limits of the Municipal Councils of Aurangabad, Jalna and Latur.	158.25
19	Areas within the limits of the Aurangabad Cantonment	158.25
20	All other areas in Aurangabad, Beed and Osmanabad Districts except those specified at Serial Nos. 18 and 19 above.	105.50
21	Areas within the limits of the Municipal Councils of Parbhani and Nanded.	138.75
22	All other areas in the Nanded and Parbhani Districts except those specified at Serial No. 21 above.	92.50

(Notification No. MWA/SPL/RFDM, dated 11th August 1986, published in *M. G. G.*, Part I-L, dated 27th November 1986 at pages Nos. 5283 to 5287).

(32) *Forest and Forestry*.—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 twelve months commencing on the 1st day of 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	State of Maharashtra	1.30 per day.

(Notification No. MWA/SPL/Forest and Forestry, dated 5th September 1986, published in *M. G. G.*, Part I-L, dated 27th November 1986 at pages Nos. 5288 to 5290).

III. WORKING JOURNALISTS AND OTHER NEWSPAPERS EMPLOYEES' (CONDITION OF SERVICE) AND MISCELLANEOUS PROVISIONS ACT, 1955.

(4) *Corrigendum*.—In Government Notification, Industries, Energy and Labour Department, No. WJA. 1083/9090/LAB-4, dated the 28th November, 1983, published in the *Maharashtra Government Gazette*, Part I-L, dated the 23rd February, 1984 on pages 747-749, for the bracket, words and figures *viz* (XIV of 1955) appearing in preamble thereof shall be substituted by the bracket, words and figures *viz*. (XLV of 1955).

(*Vide* Government Notification, Industries, Energy, and Labour, Department, No. WJA. 1086 372/LAB-4, dated 21st October 1986, published in *Maharashtra Government Gazette*, Part I-L, dated 15th November 1986, at Page No. 5041).

IV. EMPLOYEES' PROVIDENT FUNDS AND MISCELLANEOUS PROVISIONS ACT, 1952

(A) *Exemption under the Act*.—(1) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by Sub-Section (4) of Section 17 of the said Act, exempted from the operation of the Employees' Provident Funds Scheme 1952, granted to Messrs. Deccan Paper Mill Company Limited, Hadapsar, under Government of Bombay Notification, Labour and Social Welfare Department, No. EPF-1159/J dated the 26th December, 1959, should be cancelled with immediate effect.

(*Vide* Government Notification, Industries, Energy and Labour Department No. EPF-1985/9770/Lab-4, dated 23rd October, 1986, published in *M.G.G.*, Part I-L, dated 13th November, 1986, at page No. 5041).

(2) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by sub-section (4) of Section 17 of the said Act, exempted from the operation of the Employees' Provident Funds Scheme, 1952, granted to Messrs. Indian Cotton Mills Federation, Bombay 400 009, under Government of Maharashtra, Notification Industries, Energy and Labour Department, No. EPF-1184 9547/Lab-4, dated the 2nd January 1985, should be cancelled with immediate effect.

(*Vide* Government Notification, Industries, Energy and Labour Department, No. EPF-1586/330/Lab-4, dated 3rd October, 1986, published in *M.G.G.*, Part I-L, dated 13th November 1986 at Page No. 5043).

V. EMPLOYEES' STATE INSURANCE ACT, 1948

(A) *Exemption under the Act*.—(1) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by Section 87 read with Section 91A of the said Act, exempted the Brick Kilns in Maharashtra from the operation of the said Act, retrospectively with effect from 1st October, 1985 till 30th September, 1986 (both days inclusive) or till the pending amendment in the said Act and finalisation of suitable Scheme for seasonal workers.

(*Vide* Government Notification, Industries, Energy and Labour Department, No. SIA-1785 4738/(CR-190)/Lab-4, dated 3rd October 1986, published in *M.G.G.*, Part I-L, dated 13th November, 1986, at Page No. 5042).

(2) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by Section 87 read with Section 91A of the said Act, exempted every factory situated in the following areas from the operation of provisions of the said Act retrospectively from 1st October, 1985 upto and inclusive of the 30th September, 1986 or till the medical arrangements are made in the area whichever is earlier

(1) The Municipal limits of Ballapur in Taluka and District Chandrapur

(3) The Revenue Survey Nos. 305/IKH 309 and 310 of Village Visapur in Taluka and District Chandrapur.

(*Vide* Government Notification, Industries, Energy and Labour Department, No. SIA. 1814729/(CR-140)/Lab-4, dated 3rd October 1986, published in *M.G.G.*, Part I-L, dated 13th November, 1986, at Page No. 5042).

(3) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by Section 87 read with Section 91A of the said Act, exempted Messrs. NAB Workshop for the Blind, Dr. Annie Besant Road, Prabhadevi Road, Bombay 400 025, from the operation of provisions of the said Act retrospectively from 1st October, 1985 upto and inclusive of the 30th September 1986 (both days inclusive).

(*Vide* Government Notification, Industries, Energy and Labour Department, No. SIA-1785/4665/(154)/Lab-4, dated 3rd October, 1986, published in *M.G.G.*, Part I-L, dated 13th November, 1986 at Page No. 5042).

VI. 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-9235 and belonging to the Maharashtra State Electricity Board, Paras Thermal Power Station, P. O. Vidyut Nagar, Paras 444109 from the operation of clause (c) of section 6 of the said Act, for the period of one month upto and inclusive of 21st October 1986.

(*Vide* Government Notification, I. E. & L. D. No. IBA-1086/225594/2257/Lab-9, dated 26th September 1986 published in *M. G. G.*, Part I-L, dated 13th November, 1986 at page No. 5070).

(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-7854 and belonging to the Laxmi Vishnu Textile Mills Ltd. Solapur from the operation of clause (c) of section 6 of the said Act, for the period of three months from the 1st October 1986 to 30th December 1986 (both days inclusive).

(*Vide* Government Notification, I. E. & L. D., No. IBA-1086/226298/2263/Lab-9, dated 30th September 1986 published in *M. G. G.*, Part I-L, dated 13th November 1986, at page No. 5070).

(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-9236 and belonging to the Maharashtra State Electricity Board, Pune, Paras Thermal Power Station, P.O. Vidyutnagar, Paras (CR) 444109 from the operation of clause (c) of section 6 of the said Act, for the period of three months from the 9th October 1986 to 8th January 1987 (both days inclusive).

(*Vide* Government Notification, I. E. & L. D. No. IBA-1086/226668/2268/Lab-9, dated 8th October 1986, published in *M. G. G.*, Part I-L, dated 13th November, 1986 at page No. 5070).

(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-8783 and belonging to the Century Rayon, Post Box 22, Murbad Road, Shahad 421103 from the operation of clause (c) of section 6 of the said Act, for the period of three months from the 30th October 1986 to 29th January 1987 (both days inclusive).

(*Vide* Government Notification I. E. & L. D. No. IBA-1086/227097/2279/Lab-9, dated 20th October 1986, published in *M.G.G.*, Part I-L, dated 13th November, 1986 at page No. 5071).

(5) In exercise of the powers conferred by sub-section (2) of section 34 of the said

P.O. Vidvutnagai, Paras 444109 from the operation of clause (e) of section 6 of the Act, for the further period of two months from the 22nd October 1986 to 21st December, 1986 (both days inclusive).

(Vide Government Notification I. E. & L. D. No. IBA-1086/227416/2287/Lab-9, dated 21st October 1986, published in *M.G.G.*, Part I-L, dated 13th November, 1986 at page No. 5071).

(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-9532 and belonging to the Richardson Hindustan Limited, Thane-Belapur Road, District Thane 400 601 from the operation of clause (e) of section 6 of the said Act, for the period of four months from the 17th October 1986 to 21st December 1986 (both days inclusive).

(Vide Government Notification I. E. & L. D. No. IBA-1086/227098/2298/Lab-9, dated 20th October 1986, published in *M.G.G.*, Part I-L, dated 13th November, 1986 at page No. 5071).

(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. 10540 and belonging to the Oil and Natural Gas Commission Bombay Offshore Project, LGP/CSU Plants Uran 400 702, district Raigad from the operation of clause (e) of section 6 of the said Act, for the period of two weeks from the 29th October 1986 to 10th November 1986 (both days inclusive).

(Vide Government Notification I. E. & L. D., No. IBA-1086/227417/2288/Lab-9, dated 23rd October 1986, published in *M.G.G.*, Part I-L, dated 13th November, 1986 at page No. 5072).

(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-7781 and belonging to the Bharat Petroleum Corporation Limited, Mahul, Bombay 400 074 from the operation of clause (e) of section 6 of the said Act, for the period of three months from the 22nd October 1986, to 21st January 1987 (both days inclusive).

(Vide Government Notification I. E. & L. D., No. IBA-1086/227952/2303/Lab-9, dated 22nd October 1986, published in *M.G.G.*, Part I-L, dated 13th November 1986 at page 5072).

Consumer Price Index Numbers For Industrial Workers For November 1986

BOMBAY CENTRE*

A rise of 17 points

In November 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 726 being 17 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at the Bombay Centre.

The index number for the Food group increased by 25 points to 809 due to a rise in the average prices of rice, wheat, jowar, arhaddal, fresh fish, eggs, ghee, chillies green, onions, garlic, coconut, garam-masala, vegetables and fruits sub-group, bhajia and jalebi.

The index number for the Pan, Supari and Tobacco etc. group increased by 11 points to 817 due to a rise in the average price of katha.

The index number for the Fuel and Light group increased by 11 points to 918 due to a rise in the average price of charcoal.

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

The index number for the Clothing, Bedding and Footwear group increased by 1 point to 662 due to a rise in the average prices of full pant and shoes gents.

The index number for the Miscellaneous group increased by 3 points to 559 due to a rise in the average prices of tailoring charges (Shirts and Blouse).

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

(Average prices for the calendar year 1960=100)

Group	Weight proportional to the total expenditure	Group Index Numbers	
		October 1986	November 1986
I-A. Food	57.1	784	809
I-B. Pan, Supari, Tobacco, etc.	4.9	806	817
II. Fuel and Light	5.0	907	918
III. Housing	4.6	197	197
IV. Clothing, Bedding and Foot-Wear	9.4	661	662
V. Miscellaneous	19.0	556	559
Total	100.00	.....	.....
Consumer Price Index Number	.....	709	726

*Details regarding the scope and method of compilation of the index will be found on pages 598 to 605 of December 1965 issued of *Labour Gazette*. For Errata (see) page 267 of January 1966 issue.

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

SOLAPUR

710—A rise of 5 points

In November 1986 the Consumer Price Index Number for Working Class (New Series) for Solapur Centre with base January to December 1960 equal to 100 was 710 being 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 9 points to 779 due to a rise in the average prices of wheat, jowar, garlic, vegetable and fruits group and sugar.

The index number for the pan, supari and tobacco etc. group increased by 5 points to 691 due to a rise in the average price of pan leaf.

The index number for the fuel and light group remained steady at 748.

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

The index number for clothing, bedding and footwear group remained steady at 658.

The index number for the miscellaneous group remained steady at 559.

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	
		October 1986	November 1986
I-A. Food	63.0	770	779
I-B. Pan, Supari, Tobacco etc.	3.4	686	691
II. Fuel and Light	7.1	748	748
III. Housing	5.2	292	292
IV. Clothing, Bedding and Footwear	9.0	658	658
V. Miscellaneous	12.3	559	559
Total	100.00	705	710
Consumer Price Index Number	....	705	710

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

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

NAGPUR

678—A fall of 2 points

In November 1986 the Consumer Price Index Number for Working Class (New Series) for Nagpur Centre with base January to December 1960 equal to 100 was 678 being 2 points lower than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Nagpur Centre.

The index number for the food group decreased by 4 points to 716 due to a fall in the average prices of rice, arhardal, onions and vegetable and fruits sub-group.

The index number for the Pan, Supari and Tobacco etc. group remained steady at 843.

The index number for the Fuel and Light group remained steady at 975.

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

The index number for clothing, bedding and footwear group remained steady at 649.

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

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

(Average prices for the calendar year 1960=100)

Group	Weights proportional to the total expenditure	Group Index Numbers	
		October 1986	November 1986
I-A. Food	57.2	720	716
I-B. Pan, Supari, Tobacco, etc.	3.8	843	843
II. Fuel and Light	5.7	975	975
III. Housing	6.6	355	355
IV. Clothing, Bedding and Footwear	10.9	649	649
V. Miscellaneous	15.8	550	545
Total	100.00	680	678
Consumer Price Index Number	....	680	678

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

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

PUNE CENTRE***650—A rise of 25 points**

In November 1986 the Consumer Price Index Number for Industrial Workers (New Series) for Pune Centre with base year 1961 equal to 100 was 650 being 25 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 Pune Centre.

The index number for the food group increased by 45 points to 738 due to a rise in the average prices of rice, wheat, jowar, turdal, eggs, milk, ghee, vegetables and sugar.

The index number for the fuel and light group decreased by 16 points to 807 due to a fall in the average prices of firewood (Raywal) and Charcoal (Patti).

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

The index number for clothing and footwear remained steady at 625.

The index number for the miscellaneous group increased by 4 points to 525 due to a rise in the average prices of pan-leaf and Supari (Mangalori).

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	
		October 1986	November 1986
I. Food	55.85	693	738
II. Fuel and Light	6.89	823	807
III. Housing	6.65	157	157
IV. Clothing and Footwear	10.31	625	625
V. Miscellaneous	20.30	525	529
Total	100.00	625	650
<i>Consumer Price Index Number</i>	....	625	650

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

JALGAON CENTRE***670—A fall of 8 points**

In November 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 670 being 8 points lower than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at the Jalgaon Centre.

The index number for the Food group decreased by 14 points to 715 due to a fall in the average prices of ranel jowar, gramdal, moongdal, groundnut oil, and milk.

The index number for the fuel and light group increased by 16 points to 975 due to a rise in average price of firewood only.

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

The index number for the clothing and footwear group decreased by 5 points to 653 due to a fall in the average prices of long cloth only.

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

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR JALGAON CENTRE

(Average prices for the calendar year 1961=100)

Groups	Weight proportional to the total expenditure	Group Index Numbers	
		October 1986	November 1986
I. Food	60.79	729	715
II. Fuel and Light	7.20	959	975
III. Housing	6.11	188	188
IV. Clothing, and Footwear	10.29	658	653
V. Miscellaneous	15.61	556	556
Total	100.00	678	670
<i>Consumer Price Index Number</i>	....	678	670

*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*

713—A rise of 6 points

In November 1986 the Consumer Price Index Number for Industrial worker (1961=100) for the Nanded Centre with base January to December 1961 equal to 100 was 713 being 6 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 6 points to 751 due to a rise in the average prices of rice, wheat, jowar, turdal, masurdal and garlic.

The index number for the fuel and light group remained steady at 931.

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

The index number for the clothing and footwear group increased by 23 points to 664 due to a rise in the average price of longcloth only.

The index number for the miscellaneous group increased by 2 points to 620 due to a rise in the average price of bidi only.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR
NANDED CITY

(Average price for the calendar year 1961=100)

Groups	Weight proportional to total expenditure	Group Index Numbers	
		October 1986	November 1986
I. Food	61.46	745	751
II. Fuel and Light	5.88	931	931
III. Housing	4.62	386	386
IV. Clothing, and Footwear	12.22	641	664
V. Miscellaneous	15.82	618	620
Total	100.00	707	713
Consumer Price Index Number	....	....	....

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

To obtain the equivalent old index number on base August 1943 to July 1944=100 the new index number of base 1961=100 should be multiplied by the linking factor viz. 2.15.

AURANGABAD CENTRE*

764—A rise of 25 points

In November 1986 the Consumer Price Index Number for Industrial Workers (Series) for Aurangabad Centre with base year 1961 equal to 100 was 764 being 25 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 40 points to 859 due to rise in the average prices of rice, wheat, jowar, turdal, karad oil, mutton, vegetables and gur. The index number for the fuel and light group remained steady at 830. The index number for housing remains steady at 330 being a six monthly item.

The index number for clothing and footwear remained steady at 670. The index number for the miscellaneous group increased by 11 points to 653 due to a rise in the average price of bidi only.

CONSUMER PRICE INDEX NUMBER FOR WORKING CLASS FOR
AURANGABAD CENTRE

(Average price for the calendar year 1961=100)

Groups	Weight proportional to total expenditure	Group Index Numbers	
		October 1986	November 1986
I. Food	60.72	819	859
II. Fuel and Light	7.50	830	830
III. Housing	8.87	330	330
IV. Clothing, and Footwear	9.29	670	670
V. Miscellaneous	13.62	642	653
Total	100.00	739	764
Consumer Price Index Number	....	739	764

*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.

ALL INDIA AVERAGE CONSUMER PRICE INDEX NUMBERS FOR INDUSTRIAL WORKERS

The statistics for the last 12 calendar months from December 1985 to November 1986 are given in the following table—

TABLE

Month (1)	Base 1960=100 (2)	*Base 1949=100 (3)
December 1985	630	766
January 1986	629	764
February 1986	633	769
March 1986	638	775
April 1986	643	782
May 1986	651	791
June 1986	658	800
July 1986	668	812
August 1986	672	817
September 1986	676	822
*October 1986	685	833
November 1986	692	841

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

THE STATEMENT SHOWING THE CONSUMER PRICE INDEX NUMBER FOR INDUSTRIAL WORKERS IN SEVEN CENTRES OF MAHARASHTRA STATE FOR THE MONTH OF NOVEMBER, 1986

Centre	Base	3	4	5	6	7	8	9	10	11	12	GROUPS	
												Consumer Price Index Number Nov. 1986	Equivalent Old Index Number Oct. 1986
Bombay	.. 1960=100	809	817	918	197	662	559	726	3,223	709	3,148	Consumer Price Index Number Nov. 1986	Equivalent Old Index Number Oct. 1986
Solapur	.. 1960=100	779	691	748	292	658	559	710	2,712	705	2,693		
Nagpur	.. 1960=100	716	843	975	355	649	545	678	3,539	680	3,550		
Pune	.. 1961=100	738	..	807	157	625	529	650	..	625	..		
Jalgaon	.. 1961=100	715	..	975	188	653	556	670	3,544	678	3,587		
Nanded	.. 1961=100	751	..	931	386	664	620	713	1,747	707	1,732		
Aurangabad	.. 1961=100	859	..	830	330	670	653	764	1,696	739	1,641		

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

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

Labour Intelligence

INDUSTRIAL RELATIONS IN MAHARASHTRA REVIEW FOR THE MONTH OF OCTOBER 1986

I. Industrial Courts, Tribunals and Labour Courts

In all 2910 applications were received by the Industrial Courts, Tribunals and Labour Courts during the month. Their break-up are as under—

Serial No.	Name of the Industrial Court/Tribunal and Labour Court	No. of applications, etc. received during the month under the—			Total
		B.I.R. Act, 1946	I.D. Act, 1947	Other Acts	
1	2	3	4	5	6
I. Industrial Courts, Tribunals—					
1	Industrial Court, Bombay ..	18	25	134	167
2	Industrial Tribunal, Bombay ..	..	..	..	..
3	Industrial Court, Nagpur ..	..	..	42	42
4	Industrial Tribunal, Nagpur ..	1	6	..	60
5	Industrial Court, Pune ..	..	..	..	67
6	Industrial Tribunal, Pune ..	..	..	..	..
7	Industrial Court, Thane ..	3	7	126	136
8	Industrial Tribunal, Thane ..	..	..	..	..
9	Industrial Court, Kolhapur ..	8	1	86	95
10	Industrial Tribunal, Kolhapur ..	..	..	..	..
11	Industrial Court, Amravati ..	..	..	35	36
12	Industrial Tribunal, Amravati ..	..	..	..	..
13	Industrial Court, Nashik ..	3	2	93	98
14	Industrial Tribunal, Nashik ..	..	..	..	..
15	Industrial Court, Aurangabad ..	20	..	..	51
16	Industrial Tribunal, Solapur ..	..	..	7	7
17	Industrial Tribunal, Ahmednagar ..	..	1	21	22
Total ..		53	43	625	721
II. Labour Courts—					
1	Labour Court, Bombay ..	103	211	339	653
2	Labour Court, Pune ..	3	65	56	124
3	Labour Court, Nagpur ..	14	73	117	204
4	Labour Court, Thane ..	5	10	122	137
5	Labour Court, Kolhapur ..	1	16	49	66
6	Labour Court, Solapur ..	4	12	124	140
7	Labour Court, Akola ..	..	12	64	76
8	Labour Court, Nashik ..	..	13	101	114
9	Labour Court, Aurangabad ..	2	15	23	40
10	Labour Court, Dhule ..	..	..	159	159
11	Labour Court, Sangli ..	1	13	43	57
12	Labour Court, Amravati ..	..	33	82	115
13	Labour Court, Jalgaon ..	1	21	20	42
14	Labour Court, Bhandara ..	..	129	20	149
15	Labour Court, Ahmednagar ..	5	..	34	41
16	Labour Court, Latur ..	..	8	4	12
Total ..		139	633	1,357	2,129

Wage Boards.—Nil Reference was received by the Wage Board for cotton textile industry, Co-operative Banks Industry, during the month.

Conciliation

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

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

Act	1	2	3	4
Industrial Disputes Act, 1947	1	..	..	..
Bombay Industrial Relations Act, 1966	..	..	..	..
Bombay Industrial Relations (Extensions and Amendments) Act, 1964.	..	..	..	..
Total ..	1	1	1	4

Issue relating to pay, allowances and bonus	1	2	3	4
..	1	..	..	..
..
..
Total ..	1	1	1	4

Employment, leave, hours of work and miscellaneous matters	1	2	3	4
..
..
..
Total

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

Act	1	2	3	4
I. D. Act, 1947	1	..	..	..
B. I. R. Act, 1946	..	..	..	..
B. I. R. (Ext. and Amdt.) Act, 1964.	..	..	..	..
Total	1	2	4	8

Pending at the beginning of the month	1	2	3	4
..	1038	187	29	..
..
..
Total	1254	1254	1254	1254

No. of cases received during the month	1	2	3	4
..	369	29	10	..
..
..
Total	408	408	408	408

Settled amicably	1	2	3	4
..	64	6	1	..
..
..
Total	71	71	71	71

Ended in failure	1	2	3	4
..	159	12	..	..
..
..
Total	171	171	171	171

Withdrawn or not pursued by parties	1	2	3	4
..	56	7	..	..
..
..
Total	63	63	63	63

Closed	1	2	3	4
..	68	..	..	..
..
..
Total	68	68	68	68

Total (4 to 7)	1	2	3	4
..	347	25	1	..
..
..
Total	373	373	373	373

Pending at the end of the month	1	2	3	4
..	1060	191	38	..
..
..
Total	1289	1289	1289	1289

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

Act	Cotton Textile	Silk Textile	Chemical	Textile Processing	Hosiery	Banking	Sugar	Misc.	Transport	Total
1	2	3	4	5	6	7	8	9	10	11
B.I.R. Act, 1946	5	1	..	..	10	12	1	..	..	29

Act	Textile Industry	Paper Industry	Chemical Industry	Press Industry	Electricity	Banking	Chemical Engineering	Local Bodies	Other Misc	Total
1	2	7	8	8	6	7	8	9	10	11
B. I. R. (Extension and Amendment) Act, 1964.	2	..	..	..	..	2	..	..	3	7

District-wise analysis is given below :—

Act	Bombay	Pune	Thane	Nagpur	Nanded	Aurangabad	Ahmednagar	Total
1	2	3	4	5	6	7	8	9
B. I. R. Act, 1946	24	1	..	4	..	..	..	29

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

LABOUR GAZETTE—JANUARY 1987
INDUSTRIAL DISPUTES IN MAHARASHTRA STATE
DURING OCTOBER 1986

	Oct. 1986	Sept. 1986	Oct. 1985
No. of Disputes	62	..	..
No. of Workers involved	12,659	61	38
No. of Mandays lost	2,49,018	10,818	10,303
	2,05,995	1,86,744	..

Industry-wise classification is given below :—

Name of the Industry Group	Number of disputes in progress			Total	Number of work people involved in all disputes.	Aggregate man-days lost in
	Started before beginning of the month i.e. before	Started during the month i.e.	Total			
1	2	3	4	5	6	
Textile	1	1	2	573	2,487	
Engineering	31	6	37	7,281	1,23,013	
Chemical	6	2	8	923	11,204	
Miscellaneous	13	2	15	3,282	63,770	
October 1986 Total	51	11	62	12,659	2,49,018	
September 1986 Total	51	10	61	10,818	2,05,995	

30 of the 62 disputes arose over question of "pay, allowances and bonus issues" 9 related to "retrenchment and grievances about personnel", and the remaining 23 were due to other causes.

Out of the 12 disputes that terminated during the course of the month, 9 disputes were settled entirely in favour of the workers and 3 unsuccessful.

Note—The figures given in the above Table are based on returns received under the Collection of Statistics Act, 1933. In computing statistics of the industrial disputes, however, disputes in which 10 or more persons are involved, are included.

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

Serial No.	Name of the concern	Sector	S/L	Reason	Date of work		No. of workers Involved	Man-days lost		Remarks
					Began	Ended		During the month	Till the close of the month	
1	<i>Thane</i> M/S. Tatyasaheb Kolhatkar & Co. Ltd. (Pvt.)	Pvt.	S.	Reinstatement	20-4-1981	..	459	11,934	7,64,686	Continued.
2	<i>Bombay</i> Estrella Industries Ltd., Plot No. 1, Dharwad, Matunga, Bombay 400 011.	Pvt.	L.	Unfair Labour Practice.	3-11-1983	..	1,170	21,762	9,32,302	Do.
3	<i>Bombay</i> Bombay Foreign Co. Ltd. (Pvt.) Savanagari Market, Malina, Bombay 98.	Pvt.	S.	Others— Fighting amongst workmen.	11-7-1984	..	625	16,172	4,46,646	Do.
4	<i>Bombay</i> Bush Textiles Ltd., Sukh Sagar, M/s. Patkar Marg, Bombay 400 007.	Pvt.	L.	Workers demand to indulge in 20% pay raise from 1st August 1986.	24-9-1984	..	1,005	27,135	9,58,735	Do.
5	<i>Bombay</i> The Indian Rubber Co. Ltd., 23/2, Marg, Bhandrup, Bombay 400 078.	Pvt.	S.	Others— Wages D.A.	10-12-1984	..	1,007	12,298	3,78,172	Do.
6	<i>Bombay</i> Bombay Tyres International Ltd., Hay Bunder Road, Sewree, Bombay 400 033.	Pvt.	L.	Others— Wages	8-10-1986	..	2,316	48,573	48,573	Do.

PRESS NOTE ON ESIS BENEFIT IN MAHARASHTRA AND GOA

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ESIC has paid Rs. 1.27 crors as Cash Benefit in November 1986.

- (I) 72,527 workers were paid Rs. 71,63,076.55 on account of Sickness and Rs. 5,00,306.90 were paid for the long term diseases, e.g. T.B., Cancer, Hemiplegia, Paraplegia, Psychosis etc etc
- (II) 18,540 workers were paid Rs. 44,41,235.80 on account of accidents as employment injury which included 7,230 cases for the permanent disablement and 2,637 for pension to the dependents/families due to death of the workers in the accidents.
- (III) Rs. 5,94,502.00 were paid to the women workers as Maternity Benefit for the period of confinement. In addition to the above 13 persons were sterilized and they were paid Rs. 3,880.00 as family planning benefit.

There were 175 cases where legal proceedings were initiated against employing employers/Insured Person for the recovery of arrears of contributions as under—

- | | |
|-----------------------|------------|
| (1) Under Section 45B | 140 cases. |
| (2) Under Section 75 | 11 cases. |
| (3) Under section 84 | 4 cases. |
| (4) Under Section 85 | 20 cases. |

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