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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

Consumer Price Index Numbers for Working Class

The Bombay, Solapur and Nagpur Consumer Price Index Numbers for working class for the month of August 1987, with average price for the year ended December 1960 equal to 100 were 787, 734 and 722 respectively. The Pune, Jalgaon Nanded and Aurangabad Consumer Price Index Numbers for working class for the month of August 1987, with the average prices for the year ended December 1961 equal to 100 were 687, 729, 760 and 783 respectively.

All India Average Consumer Price Index Numbers for Industrial Workers

All India Average consumer Price Index Numbers for Industrial Workers (General base 1960=100 for September 1987 was 745 as compared to 736 in August 1987. On base 1949=100 derived from 1960 based Index worked out to 905 as against 895 for August 1987.

Industrial Disputes in Maharashtra State

During the month of July 1987, there were 59 disputes involving 11,827 workmen and time loss of 2,62,083 mandays as compared to 61 disputes in June 1987 involving 11,269 workmen and time loss of 2,81,950 mandays.

Further particulars of Industrial Disputes are given at pages 108-109 of this issue.

Benefits under the Employees State Insurance Scheme

During the month of August 1987, 57,390 workers were paid Rs. 57,19,182.5 on account of Sickness and Rs. 4,26,600.35 were paid for the long term diseases, e.g. T.B., Cancer, Hemiplegia, Paraplegia, Psychosis etc. 20,806 workers were paid Rs. 58,68,225.05 on account of accidents as employment injury which included 8,836 cases for the permanent disablement and 2,911 for pension to the dependents/families due to death of the workers in the accidents.

—X—

Current Notes

Amendment to TU Act

The Minister of state for Labour, Shri P. A. Sangma, said in the Rajya Sabha recently that a number of amendments are proposed to be made in the Trade Unions Act, 1926 and Industrial Disputes Act, 1987.

These include increase in the minimum membership for registration of a trade union, further restriction on the number of office-bearers from among non-workmen, provision for collective bargaining agent/council for a unit or an industry for a specified term and increase in the payment of subscription by members of trade unions, he said.

(Indian Worker, dated 7th & 14th September 1987)

Advisory panel on child labour

A 17-member committee has been set up to review the implementation of the existing legislation on child labour, Shri P. A. Sangma, Labour Minister will be its Chairman.

The committee will review the progress of welfare measures for working children envisaged under the national policy of child labour amounting to Rs. 11 crores and recommended the industries and areas for progressive elimination of child labour.

A separate panel has been constituted with the Director General of the Indian Council for Medical Research as chairman to survey all the employments, occupations and processes on which children below 14 work and recommendations to the Schedule to the Child Labour (Prohibition and Regulation) Act, 1986, which are hazardous for children below 14.

This panel would submit its report within one year and could consider forwarding an interim report on a selected few areas within three months so that a suitable notification could be issued for regulating child labour in certain employments.

The government has already prohibited employment of children under Act in six occupations and 11 processes.

(Indian Worker, dated 21st & 28th September 1987)

Labour courts in every district ruled out

The Government recently ruled out the possibility of opening labour courts in every district of the country.

Labour Minister P. A. Sangma told the Rajya Sabha that there were at present 11 Central Government industrial tribunal-cum-labour courts in the country.

In addition, 115 labour courts, 57 industrial tribunals and six industrial tribunals-cum-labour courts were functioning in various States and Union territories as on March 31 last under the provisions of the Industrial Disputes Act, 1947.

A total of 213,206 cases relating to industrial disputes were pending in different States and Union territories except Nagaland and Himachal Pradesh as on December 31, 1985 before various labour courts and industrial tribunals, the House was told.

(Indian Worker, dated 21st & 28th September 1987)

Flexible Working Hours Posing Problem.

The International Labour Organisation (ILO) says the rearrangement of working time in the major industrial countries in recent years has become a "burning" issue on the labour scene, generating both accord and acrimony between the social partners. While employers see flexibility of work schedules as a means to save on operating costs by adjusting production to demand variations, trade unions take a "dim" view of flexibility measures such as part-time work which could endanger the jobs of full-time workers.

A special issue of the ILO's Conditions of Work Digest reports that there is a movement against the time-honoured pattern of working eight hours a day, five days a week and doing it year in and year out until retirement. According to ILO, negotiations on working time problems "have sometimes been very difficult, leading in several important instances to sharp conflicts."

"Since the re-arrangement of working time is closely linked with its reduction, almost any aspect of working time can be a controversial issue or at least a bargaining chip." Another development is that the "Strong position taken by many trade unions on the reduction of working time have made some of them more open to negotiated arrangements for flexible scheduling," it said.

The rapid changes in law and practice concerning working time, and the potential benefits and dangers of these developments, suggest that many officials in Government, employer and trade union circles should take a close look at the facts, the ILO said.

(E.F.I. Bulletin, dated 15th September 1987)

30,000 Children in 10 projects to be looked after by Government
New Policy On Child Labour Suggests Legal Action Plan, More Welfare Steps
 A three-point national policy on child labour was announced in the Parliament on August 12 by Labour Minister P.A. Sangma.

The policy is meant to prevent exploitation of child labour, general welfare and rehabilitated employments.

to points of clarification of the members in... the members that the policy might not look... be maintained that the main aim of the Government...

3000 children in 10 projects would be withdrawn and... A sum of Rs. 11 crore annually...

the Government was making... children who were worst off in prohibited...

other projects next year... taken up the problem of child labour... be solved in a year or two.

the 3000 number did not even touch the... that action had been initiated in this...

however, added that the actual number of children benefiting... of various measures envisaged would be much more.

legal action plan, focusing... programmes on child labour and their... of action.

strict and effective... Child Labour (Prohibition and Regulation)... the Mines Act, 1950, the Plantation...

provisions relating to employ-... of children.

the on going development... economic conditions in which the... children are encour-... rather... employment.

Under the... 10 projects are proposed to be... They are the match industry... Gujarat, pro-... industry in Surat, Gujarat, pro-... industry in Jaipur, Rajasthan, glass industry in Ferozabad, Uttar Pradesh, broomware industry in Meerabad, Uttar Pradesh, handmade carpet industry in Mirzapur, Uttar Pradesh, lock making industry in Aligarh, U.P., handmade carpet industry Jammu and Kashmir, slate indus-... in Andhra Pradesh, and stone industry in Mandasaur.

The following action will be taken in each of these areas:

Strengthening of the enforcement of the Child Labour (Prohibition and Regulation) Act, 1949, the Factories Act, 1948, the Mines Act, 1950 and such other Acts within the project area. If necessary, special enforcement staff will be created for the purpose.

Coverage of families of child labour under the income employment gener-... programmes under the overall aegis of anti-poverty programmes

Formal and non-formal education of child labour and stepping up programmes of adult education for the child workers were provisions of education vocational training, supplementary nutrition, health care, etc. will be made. If necessary, stipends will be given to children taken out from the forbidden employments, to compensate their loss in earnings.

(Indian Worker, dated August 17, 24, and 31, 1987)

Ambedkar, Reports, Enquires, etc.

The book contains the most interesting accounts of the author's visits to the various parts of the country, and the results of his inquiries into the conditions of the people. The book is not only a valuable record of the author's work, but also a most interesting and instructive study of the conditions of the people.

TO TRAVEL WITH LABOUR

On my way to work on the ... I received a letter from ... which told me of the failure of the ... and ... the ...

... I could ... to go ... get ... work that had been inaugurated ...

... as I ... and I was unable to ... schools closed down one by one ... castles in the air, but they all vanished for the ...

One ... work in Champaran, besides rural sanitation and ... protection and ... the exclusive concern of the Marwadis. ... me in his dharmashala whilst at Bettiah. ... interested me in their goshals (dairy). My ... had been definitely formed then, and my conception of ... is today. Cow protection, in my opinion, ... of the stock, humane treatment of ... of model dairies, etc. The Marwadi friends had promised ... work, but as I could not fix myself up in Champaran, ... was carried out.

... is still there, but it has not become a model dairy, the ... made to work beyond his capacity, and the so-called ... cruelly belabours the poor animal and disgraces his religion.

That the work should have remained unrealized has been, to me, a continual regret, and ... I go to Champaran and hear the gentle reproaches of the ... friends, I recall with a heavy sigh all those plans which I had to drop so abruptly.

The educational work in one way or another is going on in many places. But the cow protection work had not taken firm root, and has not, therefore, progressed in the direction intended.

While the Kheda peasants' question was still being discussed I had taken up the question of the mill-bands in Ahmedabad.

I was in a most delicate situation. The mill-bands' case was strong. Shrimati Anasuyabai had to battle against her own brother, Sjt. Ambalal Sarabhai, who led the fray on behalf of the mill-owners. My relations with them were friendly, and that made fighting with them the more difficult. I held consultations with them, and requested them to refer the dispute to arbitration but they refused to recognize the principle of arbitration.

I had therefore to advise the labourers to go on strike. Before I did so I came in very close contact with them and their leaders, and explained to them the conditions of a successful strike.—

- (1) never to resort to violence,
- (2) never to molest blacklegs,
- (3) never to depend upon alms, and
- (4) to remain firm, no matter how long the strike continued, and to earn bread, during the strike, by any other honest labour.

The leaders of the strike understood and accepted the conditions, and the labourers pledged themselves at a general meeting not to resume work until either their terms were accepted or the mill-owners agreed to refer the dispute to arbitration.

It was during this strike that I came to know intimately Sjts. Vallabhabhai Patel and Shankarlal Banker, Shrimati Anasuyabai I knew well before this.

We had daily meetings of the strikers under the shade of a tree on the bank of the Sabarmati. They attended the meeting in their thousands, and I reminded them in my speeches of their pledge and of the duty to maintain peace and self-respect. They daily paraded the streets of the city in peaceful procession, carrying their banner bearing the inscription 'Fk Tek' (keep the pledge).

The strike went on for twenty-one days. During the continuance of the strike I consulted the mill-owners from time to time and entreated them to do justice to the labourers. 'We have our pledge too,' they used to say. 'Our relations with the labourers are those of parents and children. . . . How can we brook the interference of a third party? Where is the room for arbitration?'

Courtesy.—An autobiography or The Story of My Experiments with Truth—M. Gandhi.

(Indian Worker, dated August 17, 24 and 31, 1987)

STRUGGLE FOR IMPROVEMENT IN WORKING WOMEN'S
CONDITIONS— TRADE UNIONS ROLE

by KANTI MEHTA

At the outset I would like to thank the organisers for giving me this opportunity to share my thoughts with you on the problems of working women. I am happy to observe that protest voices from women's for a long time getting louder and more articulate against "domination", "exploitation" and "male chauvinism". While fully sympathising with the cause I would like to draw your attention to the fact that the exploitation of the weak by the strong is not a new phenomenon and there has been no society free of these aberrations. Exploitation, subjugation and domination in some form or other have been existing since dominating the poor, strong subjugating the weak, capital exploiting labour, landlords enslaving the peasants are some of the social ills we have lived with. Even today they are not wired out. The redeeming feature however has been that the oppressed and exploited sections of our society have continuously struggled and tried to emancipate themselves.

It is therefore my firm belief that ultimately women themselves will have to fight against exploitation, male domination and alleged male chauvinism and assert their rights. I would like to stress that these efforts will have to be made by women themselves for no vested interest liquidates itself voluntarily. In saying this I do not even for a moment suggest that other social organisations like trade unions have no role to play. I am one of those who believe that the trade union movement, whose main aim is to fight against all forms of discrimination and injustice, can and should play an effective role in the emancipation of women.

Before dealing with the problems of women in general and the role of trade unions in particular, I would like to recall my own experiences in the coal mining industry. We were perhaps the first to plea for women's equality specially on the issue of granting equal pay for equal work. You all know that it was only recently—to be precise in 1975 only—the Equal Remunerations Act was enacted; whereas, in the coal mining industry in the early fifties we had successfully argued before the Tribunal for equal pay for equal work. The judges had warned us of the implications of our demand in terms of reduced employment opportunities for women; but we remained firm in our demand for equal pay for equal work and were probably the first to achieve it on an industrywide basis.

We also pleaded before the Coal Tribunal in the early fifties in according weightage to units in the family for calculation of Consumer Price Index Number. You are aware that three member family unit is computed on the basis of 1—0.8—0.7—0.5 i.e. 1 point for husband, 0.8 for wife, 0.7 for two children. We had demanded that this discrimination between husband and wife should be removed.

Some concern has been expressed regarding the reduction in women's employment in the coal mining industry in the post-war period. One of the main reasons was that during the second world war due to labour shortage the coal mining industry was exempted from the operation of the Act prohibiting employment of women in underground. Both husband and wife, who continued to remain during war time in coal mines, were permitted to work underground. This provided larger job opportunities for women. The situation, however, changed as soon as the war was over. The permission to work underground was withdrawn and consequently employment of women was proportionately reduced. Another factor responsible for the loss of employment of women was the gradual mechanisation of wagon-loading. Coal production was going up and for expeditious removal of coal from pit heads, mechanical loading had to be introduced. A large labour consisting mostly of women workers were employed in wagon-loading. The mechanisation of wagon-loading which became necessary for a larger turnover of wagons naturally led to lesser job opportunities for women. To meet the problems created by reduction in the employment of women and obviate the resulting hardship, we in the trade union movement have recently demanded that certain jobs on the surface should be exclusively reserved for women and I am glad to inform the participants that this demand has been achieved through collective bargaining.

It will thus be seen that the trade unions have not been apathetic to the problems of women. As I have said earlier the trade unions have to be engaged in the struggle for improvement in the service conditions of women workers as a part of their struggle against social and economic injustice. The problems of working women, however, are different from those of working men. It is my belief that most of the working women go out for work out of economic necessity. It is not for pleasure or pass time. After attending to the domestic chores for 10 to 12 hours, opting to work, specially in mines, is not something that they look forward to. It is an economic necessity which drives most of the women to work. Even these hard economic realities tend to be exploited by the employers. They totalled up the earning of husband and wife and deemed it as the earnings of a family for denying them a higher minimum wage. The trade unionists in the coal mining industry had to fight against this tendency in order to get a decent minimum wage for both the male and female workers in the industry.

The question may be asked as to why the impact of the trade union movement on working women has not been significant. I may state that 'union strategy' is always to begin work from a stronger base. Only successful stories give strength for onward march and it would be suicidal for any social organisation to start work from a weaker end. Even in the industrial sector the trade unions make a beginning with the most organisable section in an organised sector and they extend their operation by virtue of their strength gained to the other sections in the organised sector as also to the unorganised sector. Trade unions are essentially social change agents and have to work against heavy loads. Their approach is cautious and pragmatic. Only when they are strong, they take up the cause of unorganised ones. This explains the late

ones of organisations in the women's sector. One must also not lose sight of the fact that unionisation is not always welcomed by the employers in general. It is done at the risk of losing one's job. Unionisation of women in unorganised sectors, if not properly handled, can be counter-productive. For this very reason the organisation of workers in the smaller mines has not made much progress. This however does not mean that trade unions do not want women to be organised. It is the other way round. They have been fighting against discrimination, exploitation and injustice in any form and in every forum. Women workers are mostly employed in the informal sector and a large number of women are self-employed. It is the responsibility of working women in the organised sector to extend their strength and support to these sectors and bring into fold all women under one umbrella.

Now coming to the question of inadequate women participation in trade unions, I would say that trade unions are essentially voluntary and democratic institutions, believing in the electoral process. The offices are filled through election and one has to be very active, have rich experience and command confidence of the members for winning the election. No one who is in position would voluntarily step down. It is for the aspirants to prove their worth and capture the chair through the democratic process. Women workers are not stopped from fighting elections. It is not that trade unions did not have women leaders. There have been many individual women who have actively participated in the trade union movement and some of them have occupied prominent positions in their respective organisations. It is for women workers to come forward and participate in union activities in large numbers so that their problems get more attention from the trade union movement.

Regarding problems of women as such, 'discrimination' seems to be at the top. It is a paradox that in our country we have struck contradiction in according status to women. In theory we eulogise women folk as 'MA' the 'Giver' and worship them as goddesses. In actual life we condemn women as 'inferior humans' fit to be treated as chattel and disposed as slaves. The position is 'Dewi' or 'Das'. Both views are extremes and should be rejected; women should be regarded and treated at par with men.

For this purpose, it is necessary that social attitudes have to change and I think that the mother at home is best suited to take the initiative. If she brings up her children on a basis of equality irrespective of sex, the change in social attitudes will be expedited. The discrimination between boy and girl starts at home and that too in early childhood at an impressionable age. If corrective action is taken ab-initio, I am sure, in one generation, there will be considerable progress in this respect. It is the women 'mother-in-law' or 'sister-in-law'—who often play a prominent part as abettors in dowry crimes. It is clearly a case of exploitation of women by women. Therefore, I strongly feel that women themselves have to initiate action. Women's fora should come forward and make their members take a pledge that they will not give or take dowry in the case of their children. Girl students and young women through their own fora refuse to marry if it is conditional on dowry.

In Scandinavian countries, the school curricula cater knowledge on home-science and house-keeping both to boys and girls. Boys are also taught to run domestic chores. The rationale behind granting paternal leave for husband in Scandinavian countries is to enable the 'man' to do the job at home when mother is nursing the new born. Gandhiji made such a beginning in his Ashram. We should also demand that school curricula should include these subjects as compulsory for boys. Mothers also should start giving the necessary training to their sons at home.

In the Western countries in their zeal for equality the women's fora have been fighting even against positive discrimination as is implied in ILO Conventions on "Prohibition of women in underground work" and "Prohibition of night work by women". Some of the countries in Europe who had earlier ratified the ILO Conventions on 'Underground work' and 'Night work' have denounced them in recent years. In USA these Conventions were never ratified. Women want to work equally with men and do not want any exemption or exclusive privilege. It is time that women's fora in India discussed and debated these questions and expressed their views.

My own views on this are a little unorthodox. I do not feel that 'wage employment' or 'outside home' work alone confers 'status' and must be asserted as 'right' by women. It is not a question of male or female. One must be encouraged to do the job for which he or she is fit, competent and qualified and has the necessary aptitude. There are jobs which are better performed by women and vice-versa. Further why opt for jobs which are not conducive to good health? For instance, in mining industry, even a male worker does not like to work underground. Attempts are being made to see that underground work, which is unnatural and hazardous is reduced to a minimum. Experiments are being made to gassify the coal underground and take it out as fuel gas instead of winning the coal. It is of course for women to decide whether they want it as a right to work in hazardous and unnatural conditions. Even in advanced countries, career women often slip back to home, as soon as they can afford. This highlights the importance of women's work at home.

There has been another recent development in the advanced countries, namely the introduction of "flexible hours of working" and "part-time work". This has increased job opportunities for women and it suits them. Flexible hours of work and part-time jobs enable women to combine the same with their work at home. The employers also encourage this as they are not obliged to pay any social benefits to these part-time workers and find this labour cheap and convenient. The trade unions are not happy at this development as it has led to loss of permanent jobs and adversely affected their membership. The question of part-time jobs and flexible hours of work have therefore become a matter of urgency for the trade union movement in the West.

In ultimate analysis the question is not of 'exploitation' or 'domination' or 'discrimination'. Men and women are unequal in many aspects; yet they are supplementary and complementary to each other. The malady seems to be that the women's work which is mostly at home goes unrecognised and zero-valued. It is taken for granted. If the job of procuring flour is important, the work of converting flour into bread is also equally important. If this wisdom

CHILD LABOUR—PROTECTION AGAINST EXPLOITATION

BY UPENDRA PANIGRAHI

It is a matter of surprise to me that I can have been so easily thrown away at such an age. A child of excellent abilities and strong powers of observation quick, eager, delicate and soon hurt bodily, it seems wonderful to me that nobody should have made any sign in my behalf. But none was made, and I became, at ten years old, a little labouring hind.

This emotional appeal to the conscience of mankind is as alarming today as it was more than a century ago when Charles Dickens wrote it of late. The three-pronged national policy on child labour announced by the government of India, that envisages strict enforcement of labour laws; welfare measures for working children and their families and a project based plan of action for rehabilitating children after withdrawing them from prohibited employments, is only a step forward in the direction, that reflects the spirit of the theme in addition to the Child Labour (Prohibition and Regulation) Act of 1986.

Looking to the measure of the problem an I.L.O. study reveals that the world's army of working children under 15 years of age has reached the size of about the entire population of France or Great Britain. Millions of children work without pay in family enterprises and particularly family agricultural plots and even a good deed of them labour as wage earners in small workshops, in factories and in the fields. Figures in this behalf always appear as only the tip of the iceberg since in many countries children under 15 are never covered by statistical surveys even and moreover children who work and also attend school are usually not reported as "economically active". According to the estimates of our Planning Commissions in India, there are 17.36 million working children, whereas unofficial sources place the figure anywhere between 44 million and 100 million.

We did observe the International Year of the Child some eight years back, the U.N. declaration on the rights of children is long published; the I.L.O. resolution on the subject is very much there, along with the plethora of enactments in the world is confronted with the colossal problem of most dehumanistic nature in which innocent tiny children are circumstantially offered as the sacrificial goat for whom life starts with all bitterness shedding off even the minimum aspirations for all times to come. This is what that glares not only in South Asia, East Asia, Africa, or Latin America even in the more developed market economy regions.

Child labour has by no means disappeared from factories, although it is rare to find children working directly in the larger and modern industrial enterprises. In most developing countries where poverty constitutes the main bulk of the problem, child labour can never be done away with practically even though enactments and legislations are there, small, undernourished children are working long hours, seven days a week, for a pittance. They toil in over crowded, poorly lighted and badly ventilated premises and surprisingly an

... have had the battle of work. But who is to take the initiative? Obviously the government, the industrial and exploited. They have to educate the society, they have to set and strive to change the social attitude and social bias. It is not a question of being treated "equal" but getting proper recognition. In Western countries, attempts are being made to recognize the women's domestic work in economic terms. But that is not sufficient. Unless the society starts to accord honor and respect to women's work economic equation alone will not take us far. Towards this end, our efforts must be directed.

In fact, I would go a step further. The socio-economic and political system needs to be structured so as to be conducive to women's employment. In industrial countries, most security benefits for women are in-built in such a way that physical and biological handicaps do not fall in the way of their employment opportunities. The whole political system is tuned to encourage and promote women's employment. Women's potentials as workers are viewed as an asset. Similar attempts are made in Scandinavian and some other countries. It is for women's fora to initiate steps to bring about changes in the existing socio-economic set up and create a political will that would promote and encourage the employment of women.

(This speech was delivered by the author at a Seminar on Problems of Working Women at Hyderabad recently.)

(Indian worker, dated 17, 24, and 31, 1987)

• • •

I.L.O. survey in an industrial area has shown that children especially girls constitute a great part of the workforce.

Most of "economically active" children can be found in small workshops, industries, handicraft undertakings and almost in every commercial enterprise, either family-owned or otherwise. These child workers are described as apprentices even though in fact their training always seems to be slight with ever increasing strenuous workload. They are treated like servants. They never earn enough for a meal.

Child labour is somehow or other Law proof to whom none of the labour enactments on welfare measures can be made applicable as there is no consideration of working hours. Work may prolong from 6 A.M. to 12 Noon as is found in the hotels or in the cottage industries.

The Government of India has since selected 10 projects for the plan which includes the notoriously exploitive match industries in Sivakasi, the diamond polishing industry in Surat, Gujarat, the precious stone industry in Jaipur, Rajasthan, the glass industry in Ferozabad, Uttar Pradesh, the handmade carpet industry in Mirzapur Bhadohi, U.P., the lock making industry in Aligarh, U.P., the handmade carpet industry of Jammu and Kashmir and the state industry in Madanur, Andhra Pradesh and Madras.

These may appear as a drop in the ocean and quite inadequate to deal with the lot of the child labour force which includes even domestic servants and hapless children deployed by gangs to beg in the streets. The overwhelming majority of the children in fact work in the unorganised sector than in these "visible" industries that have been identified.

The plight of these workers always staggers imagination. They work where safety precautions are negligible where welfare provisions never exist. They work in furnaces, perform dangerous tasks, try operating various types of cutting and piercing tools along with the acetylene torches.

Besides it is a common feature in the urban conglomerations where children as young as 6-7 years mainly girls to be brought from the countryside to the cities and to be virtually sold in to "service" by people who may or may not be their parents and where they are frequently abused. This is what lady in the tribal district of Kalahandi, Orissa disclosed to the Prime Minister of India as to how she has sold her own child due to abject poverty.

Besides the manufacturing commercial units on the unorganised sector, in rural India we find it is agriculture that employs the bulk of working child population. Traditionally children start work at an early age on land cultivated by their parents or work for tending domestic animals of others usually for little more than food and lodging.

This is how the problem stands and mocks at the civilization that boasts of the scientific and technological breakthrough carefully designed and nurtured to secure the maximum welfare of the mankind, in the name of egalitarian society. The root of the problem has to be unearthed for surmounting the standing stigma, like a Homoeopathy doctor or an Ayurvedic doctor. We must know the basic constituent of the body whether it is Psoriatic or Syphilitic whether it is enough dominant or the gull as in the case may be. After proper identification only a suitable medicine can be carefully prescribed for remedy.

Similarly, at the outset the curse of the problem of child labour needs to be found out. The root always lies in poverty. It is a part and parcel of the economic development and cultural crisis thereof. Where social and economic conditions have improved, children go to school and child labour has virtually disappeared. As such the basic precondition for a society to free its children from exploitation is to free its entire population first from fear of want. This means ensuring basic human needs of all people. They include such essential as food, shelter, clothing, water, education, training and provision of gainful employment. In the Indian context there appear to be distant dreams and can only be set aside as the long term goals.

All our efforts for economic development and our experience of anti-poverty programmes bears ample testimony to the facts that we have to accept the system as a way of life and can never do away with the institution of child labour as such, so long as the basic needs of the majority of the people remain unfulfilled when there is a head there will be an ache. Here in order to prevent headache we can not remove the head but we have to find out remedy in the existing framework only.

Hence immediate action is necessary at least to see that if children have to work, and some unfortunately must, society's first obligation is to make their jobs safe, healthy and human working children must be protected from outright exploitation and from hazardous conditions of work which threaten their physical and mental development. They should not work at night or carry heavy loads. Their working hours should be limited and they must have sufficient weekly rest periods and holidays.

When we put emphasis in organising the real unorganised labours, equal emphasis should also be given to organising child labour by way of promoting and protecting their own unions for grievance redressal and the state can monitor as a benevolent guide. Once unions came into existence, free legal aid need to be provided to them in keeping with the tone and spirit of Article 39 of our Constitution.

All these requires adequate provision in the law and their effective enforcement. In India, in particular, there is no dearth of legal provisions on any aspect of labour and employment. But on the enforcement side the performance is not upto the mark obviously a number of reasons can be attributed to this effectiveness. However, concerted efforts in this behalf for rousing mass consciousness through the different medias will motivate the morale of the enforcement agency as well as to work with a dedicated spirit. Various incentive schemes and motivating factors need to be taken into account for boosting up the efficiency of the enforcement officers.

Secondly the working children must receive at least basic education and training so as not to be "so easily thrown away at such an age". Provision of educational facilities especially development of a free compulsory education system falls naturally under public authority. This is what Art. 45 of our Constitution envisages. The Central Board for Workers Education should focus its attention educating the child labourer and so also their parents for making them conscious of their own rights and instill in them confidence for developing leadership from among themselves.

Gist of Important Notifications under Various Labour Laws

Section 17-B, Act 1947
 The Government has issued a notification under Section 17-B of the Industrial Disputes Act, 1947, regarding the application of the provisions of the Act to the employees of the Indian Railways. The notification states that the provisions of the Act shall apply to the employees of the Indian Railways from the date of its commencement, subject to certain conditions.

Section 17-C, Act 1947
 The Government has issued a notification under Section 17-C of the Industrial Disputes Act, 1947, regarding the application of the provisions of the Act to the employees of the Indian Railways. The notification states that the provisions of the Act shall apply to the employees of the Indian Railways from the date of its commencement, subject to certain conditions.

Section 17-D, Act 1947
 The Government has issued a notification under Section 17-D of the Industrial Disputes Act, 1947, regarding the application of the provisions of the Act to the employees of the Indian Railways. The notification states that the provisions of the Act shall apply to the employees of the Indian Railways from the date of its commencement, subject to certain conditions.

Sl. No.	Name of the Act	Section	Date
1.	Industrial Disputes Act, 1947	Section 17-B, 17-C, 17-D	1947
2.	Industrial Disputes Act, 1947	Section 17-B	1947
3.	Industrial Disputes Act, 1947	Section 17-C	1947
4.	Industrial Disputes Act, 1947	Section 17-D	1947
5.	Industrial Disputes Act, 1947	Section 17-B	1947
6.	Industrial Disputes Act, 1947	Section 17-C	1947
7.	Industrial Disputes Act, 1947	Section 17-D	1947

The Government has issued a notification under Section 17-E of the Industrial Disputes Act, 1947, regarding the application of the provisions of the Act to the employees of the Indian Railways. The notification states that the provisions of the Act shall apply to the employees of the Indian Railways from the date of its commencement, subject to certain conditions.

III. INDUSTRIAL DISPUTES ACT, 1947

(A) Corrigendum

CORRIGENDUM

Industrial Disputes Act, 1947

(XIV of 1947)

The following Corrigendum is issued to the Adjudication Order No. ADJ-2-A-PPS-(3) dated the 10th December 1985, issued by the Deputy Commissioner of Labour, Nagpur, in exercise of the powers conferred on him by the Government *vide* Government Notification, Industries and Labour Department No. I.D.A-1369-117365-Lab-II, dated 9th April 1969, under sub-section (1) of Section 10 and sub-section (5) of Section 12 of the Industrial Disputes Act, 1947 (XIV of 1947), relating to an Industrial dispute within the meaning of Section 2-A of the said Act, viz.—

For the figures "28-6-84"—appearing in para 2 of the aforesaid Order and also in the Schedule thereto, the figures "20-7-77"—shall be substituted.

[*Vide* Industrial Disputes Act, 1947 (XIV of 1947) published in *Maharashtra Government Gazette*, Part I-L, dated 27th August, 1987, at page No. 1 (Supplementary).]

Consumer Price Index Numbers for Industrial Workers
for August 1987

BOMBAY CENTRE

787—A rise of 6 points

In August 1987 the Consumer Price Index Number for Industrial Workers (1960—100) for the Bombay Centre with base January to December 1960 equal to 100 was 787 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 Bombay Centre.

The index number for the Food group increased by 6 points to 886 due to a rise in the average prices of Rice, Arhardal, Vanaspati, Ghee, Dry-chillies, Onion, Bhajia and Jalebi.

The index number for the Pan, Supari and Tobacco etc., group decreased by 25 points to 861 due to a fall in the average price of Pan leaf only.

The index number for the Fuel and Light group increased by 46 points to 1,057 due to a rise in the average prices of Firewood and Charcoal.

The index number for housing remained steady at 211 being a six monthly item.

The index number for the clothing, bedding and footwear group increased by 1 point to 672 due to a rise in the average price of Dhoti-I.

The index number for the miscellaneous group increased by 7 points to 598 due to a rise in the average prices of Medicine, Cinema Show, Barber Charges Washing Soap.

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

(Average prices for the calendar year 1960 = 100)

Groups	Weight proportional to the total expenditure	Group Index Numbers	
		July 1987	August 1987
I-A. Food	57.1	880	886
I-B. Pan, Supari, Tobacco, etc.	4.9	886	861
II. Fuel and Light	5.0	1011	1057
III. Housing	4.6	211	211
IV. Clothing, Bedding and Foot-Wear	9.4	671	672
V. Miscellaneous	19.0	591	598
Total ..	100.0		
Consumer Price Index Number	....	781	787

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

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

SOLAPUR CENTRE

A fall of 4 points

In August 1987 the Consumer Price Index Number for Working Class (New Series) for Solapur Centre with base January to December 1966 equal to 100 was going 4 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 in Solapur Centre.

The index number for the food group increased by 7 points to 793 due to a rise in the average prices of Wheat, Arhar dal, Groundnut Oil, Goatmeat, Dry chilies, Onions and Gur.

The index number for the Pan, Supari, Tobacco etc., group decreased by 28 points to 926 due to a fall in the average prices of Panleaf and Supari.

The index number for the Fuel and Light group decreased by 8 point to 986 due to a fall in the average price of Match Box only.

The index number for housing remained steady at 331 being a six monthly item.

The index number for clothing, bedding and footwear group decreased by 5 points to 655 due to a fall in the average prices of Dhori (Laxmi Mill) and Kanchan.

The index number for the miscellaneous group increased by 12 points to 639 due to a rise in the average prices of Bus fare and Toilet Soap.

CONSUMER PRICE INDEX NUMBERS (NEW SERIES) FOR WORKING CLASS FOR SOLAPUR CENTRE
(Average prices for the quarter (Jan. 1986-1987))

Groups	Weights proportional to the total expenditure	Group Index Number	
		July 1987	August 1987
I-A Food	63.0	786	793
I-B Pan, Supari, Tobacco etc.	3.4	740	696
II Fuel and Light	7.1	789	788
III Housing	5.2	331	331
IV Clothing, Bedding and Footwear	9.0	658	655
V Miscellaneous	12.3	627	639
Total	100.0	730	734
Consumer Price Index Number		.....	.....

*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.

NAGPUR CENTRE

A fall of 2 points

In August 1987 the consumer Price Index Number for Working Class (New Series) for Nagpur Centre with base January to December 1966 equal to 100 was 722 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 2 points to 760 due to a fall in the average prices of Wheat, Vegetable and Fruits sub-group and Sugar.

The index number for the Pan, Supari and Tobacco etc., group decreased by 28 points to 926 due to a fall in the average prices of Supari and Katha.

The index number for the Fuel and Light group increased by 2 points to 986 due to a rise in the average price of Coke only.

The index number for housing remained steady at 469 being a six monthly item.

The index number for clothing, bedding and footwear group steady at 650.

The index number for the miscellaneous group increased by 4 points to 597 due to a rise in the average prices of Toilet Soap and Washing Soap.

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

(Average prices for the quarter (Jan. 1986-1987))

Groups	Weight proportional to the total expenditure	Group Index Numbers	
		July 1987	August 1987
I-A Food	57.2	762	760
I-B Pan, Supari, Tobacco etc.	3.8	954	926
II Fuel and Light	7.1	984	986
III Housing	6.6	469	469
IV Clothing, Bedding and Footwear	10.9	650	650
V Miscellaneous	15.8	593	597
Total		724	722
Consumer Price Index Number	100.00	.....	.....

*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.

PUNE CENTRE*

687—A fall of 9 points

In August 1987 the Consumer Price Index Number for Industrial Workers Series for Pune Centre with base year 1961 equal to 100 was 687 being 9 points lower than that in preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Pune Centre.

The index number for the food group decreased by 17 points to 779 due to a fall in the average prices of Rice, Wheat, Jowar, Potatoes, Vegetables, Banana and Sugar.

The index number for the fuel and light group remained steady at 861.

The index number for housing remains steady at 170 being a six monthly item.

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

The index number for the miscellaneous group increased by 5 points to 564 due to a rise in the average prices of Washing Soap and Cinema.

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	
		July 1987	August 1987
I. Food	55.85	796	779
II. Fuel and Light	6.89	861	861
III. Housing	6.65	170	170
IV. Clothing and footwear	10.31	649	649
V. Miscellaneous	20.30	559	564
Total	100.00	.....	.....
Consumer Price Index Number		696	687

*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. For further details, see page 217 of September 1965 issue.

JALGAON CENTRE*

729—A rise of 9 points

In August 1987 the Consumer Price Index Number for Industrial Workers Series (1961=100) for the Jalgaon Centre with base January to December 1961 equal to 100 was 729 being 9 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at the Jalgaon Centre.

The index number for the Food group increased by 7 points to 799 due to a rise in the average prices of Turdal, Groundnut Oil, Ghee, Chillies dry and Onions.

The index number for the Fuel and Light group increased by 53 points to 1,029 due to a rise in the average prices of Dhawada.

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

The index number for the clothing and footwear group increased by 2 points to 682 due to a rise in the average prices of Colour fabrics.

The index number for the miscellaneous group increased by 6 points to 563 due to a rise in the average prices of Bidies and Toilet Soap.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR JALGAON CENTRE

(Average prices for the calendar year 1961=100)

Groups	Weight proportional to total expenditure	Group Index Numbers	
		July 1987	August 1987
I. Food	60.79	792	799
II. Fuel and Light	7.20	975	1029
III. Housing	6.11	188	188
IV. Clothing and Footwear	10.29	680	682
V. Miscellaneous	15.61	557	563
Total	100.00	.....	.....
Consumer Price Index Number		729	729

*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 fact or viz. 5.29.

CENTRE*

of 15 points

Just the Consumer Price Index Number for Industrial Workers (100) for the Nanded Centre with base January to December 1961 was 760 being 15 points rise than that in the preceding month. The index to the standard of life ascertained during the year 1958-59 family living at the Nanded Centre.

Index number for the Food group increased by 21 points to 808 due to the average prices of Rice, Wheat, Turdal, Gramdal, Moongdal and Oil, Onions and Vegetables.

Index number for the Fuel and Light group remained steady at 931.

Index number for housing remained steady at 386 being a six monthly

index number for the clothing and footwear group remained steady

index number for the miscellaneous group increased by 13 points to 677 due to a rise in the average prices of Cigaretts and Washing Soap.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR NANDED CITY

(Average prices for the calendar year 1961=100)

Group	Weight Proportional to total expenditure	Group Index Numbers	
		July 1987	August 1987
Food	61.46	787	808
Fuel and Light	5.83	931	931
Housing	4.62	386	386
Clothing and Footwear	12.22	683	683
Miscellaneous	15.82	664	677
Total	100.00	745	760
Consumer Price Index Number	....	....	....

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 on base 1961=100 should be multiplied by the linking factor

AURANGABAD CENTRE*

A fall of 1 point

In August 1987 the Consumer Price Index Number for Industrial Workers (Series) for Aurangabad Centre with base year 1961 equal to 100 was 783 being 1 point lower than that in preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Aurangabad Centre.

The index number for the food group decreased by 1 point to 886 due to fall in the average prices of dry Chillies, Potatoes, Brinjals, Garlic, Vegetables and Bananas.

The index number for the fuel and light group remained steady at 830.

The index number for housing remains steady at 333 being a six monthly item.

The index number for clothing and footwear increased by 2 points to 685 due to a rise in the average price of Saree only.

The index number for the miscellaneous group remained same at 661.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR AURANGABAD CENTRE

(Average prices for the calendar year 1961=100)

Groups	Weight proportional to total expenditure	Group Index Numbers	
		July 1987	August 1987
I. Food	60.72	887	886
ii. Fuel and Light	7.50	830	830
iii. Housing	8.87	333	333
IV. Clothing and Footwear	9.29	683	685
V. Miscellaneous	13.62	661	661
Total	100.00	...	...
Consumer Price Index Number		784	783

*Details regarding scope and method of compilation of the index will be found on pages 1107 to 1112 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 2.15.

Labour Intelligence

INDUSTRIAL RELATIONS IN MAHARASHTRA REVIEW FOR THE MONTH OF JULY 1987

Industrial Courts, Tribunals and Labour Courts
In all 2340 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	Industrial Court, Maharashtra	19	29	169	157
2	Industrial Court, Bombay	1	1	119	121
3	Industrial Tribunal, Bombay	1	1	119	121
4	Industrial Tribunal, Nagpur	1	3	55	59
5	Industrial Tribunal, Pune	1	1	25	26
6	Industrial Tribunal, Thane	1	1	24	25
7	Industrial Tribunal, Solapur	2	6	20	28
8	Industrial Tribunal, Amravati	1	1	35	36
9	Industrial Tribunal, Akola	1	1	71	72
10	Industrial Tribunal, Nanded	1	1	19	20
11	Industrial Tribunal, Amravati	1	1	71	72
12	Industrial Tribunal, Nanded	1	1	19	20
13	Industrial Tribunal, Amravati	1	1	71	72
14	Industrial Tribunal, Nanded	1	1	19	20
15	Industrial Tribunal, Amravati	1	1	71	72
16	Industrial Tribunal, Nanded	1	1	19	20
17	Industrial Tribunal, Solapur	1	1	50	51
Total		28	39	526	593

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	Industrial Court, Maharashtra	35	311	248	594
2	Industrial Court, Bombay	12	112	64	176
3	Industrial Tribunal, Bombay	9	42	179	233
4	Industrial Tribunal, Nagpur	1	39	76	86
5	Industrial Tribunal, Pune	1	16	27	28
6	Industrial Tribunal, Thane	1	4	30	31
7	Industrial Tribunal, Solapur	1	45	25	71
8	Industrial Tribunal, Amravati	1	32	27	60
9	Industrial Tribunal, Akola	1	4	17	22
10	Industrial Tribunal, Nanded	1	4	17	22
11	Industrial Tribunal, Amravati	1	4	17	22
12	Industrial Tribunal, Nanded	1	4	17	22
13	Industrial Tribunal, Amravati	1	4	17	22
14	Industrial Tribunal, Nanded	1	4	17	22
15	Industrial Tribunal, Amravati	1	4	17	22
16	Industrial Tribunal, Nanded	1	4	17	22
17	Industrial Tribunal, Solapur	1	4	17	22
Total		68	865	813	1,747

The following industries were notified by the Wage Boards during the month under review—

- (1) Cotton Textile Industry
- (2) Silk Textile Industry
- (3) Sugar Industry
- (4) Co-operative Banks Industry

An analysis of claims received for the Conciliation machinery in the State during July 1987 under various Acts is given below—

(A) Break-up analysis of the cases received during the month—

Act	Issues relating to pay, allowances and Bonus	Employment, leave, hours of work and miscellaneous causes	Total
1	12	34	46
2	2	12	14
3	2	5	7
Total	16	15	67

(1) Industrial Disputes Act, 1947
(2) Bombay Industrial Relations Act, 1946
(3) Bombay Industrial Relations (Extensions and Amendment) Act, 1962

(B) Month-wise analysis of the cases dealt with during the month—

Act	Pending at the beginning of the month	No. of cases received during the month	Settled amicably	Ended in failure	Withdrawn or pursued by parties	Closed	Total (4 to 7)	Pending at the end of the month
1	1,128	348	76	194	61	56	387	1,089
2	127	15	1	11	1	1	13	129
3	38	10	2	1	6	1	9	39
Total	1,293	373	79	206	67	57	409	1,257

1. I. D. Act, 1947
2. B. I. R. Act, 1946
3. B. I. R. (Ext. and Amend.) Act, 1962

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

Act	Textile	Iron	Chemical	Food Processing	Electrical	Banking	Sugar	Misc.	Total
B.I.R. Act, 1946	3	3	4	3	6	7	8	9	11
B.I.R. (Extension and Amendment) Act, 1964	2	3	4	5	6	7	8	9	11
Total	5	6	8	8	12	14	16	18	22

Act	Textile Industry	Paper Industry	Chemical Industry	Food Processing Industry	Electrical City	Banking	Chemical Engg. (including)	Local Bodies	Other Misc.	Total
B.I.R. Act 1946	2	3	4	5	6	7	8	9	10	11
B.I.R. (Extension and Amendment) Act, 1964	3	..	..	..	..	..	2	2	..	7
Total	5	3	4	5	6	7	10	11	10	18

Act	Kolhan	Pune	Thane	Nagpur	Standard	Aurangabad	Amravati	Total
B.I.R. Act 1946	2	3	4	5	6	7	8	9
B.I.R. (Extension and Amendment) Act, 1964	..	5	..	..	..	..	..	5
Total	2	8	4	5	6	7	8	14

Act	Alkoti (Amravati)	Grds. (Chiroli)	Wardha	Chandla	Nagpur	Bhandara	Total
B.I.R. Act 1946	2	3	4	5	6	7	8
B.I.R. (Extension and Amendment) Act, 1964	..	..	..	..	..	..	7
Total	2	3	4	5	6	7	15

District-wise analysis is given below:-

INDUSTRIAL DISPUTES IN MAHARASHTRA STATE

	DURING July 1987	June 1987	July 1986
No. Disputes	59	61	57
No. Workers involved	11,827	11,269	14,993
No. of Man days lost	2,62,083	2,81,950	2,59,884

Industry classification is given below:-

Group	Number of disputes in progress			Total	Number of work people involved in all disputes	Aggregate man-days lost in
	Started beginning of the month i.e. before	total month i.e.	Number of disputes in progress			
1	2	3	4	5	6	
Engineering	1	1	2	413	1,223	
Chemical	33	..	33	7,547	1,62,894	
Miscellaneous	6	1	7	429	9,053	
July 1987	40	2	42	3,438	88,913	
June 1987	55	4	59	11,827	2,62,083	
Total	57	4	61	11,269	2,59,884	

Twenty-seven of the 59 disputes arose over question of "pay, allowances and benefits" 2 related to "Retirement and grievances about personnel" and the remaining 30 were due to other causes.

In the 16 disputes that terminated during the course of the month, 11 disputes were settled entirely to favour of the workers and 5 were unsuccessful.

The figures given in the above Table are based on reports received under the Collection of Statistics Act, 1952. In assessing number of the industrial disputes, disputes in which 10 or more persons are involved are included.

THE FOLLOWING STATEMENTS GIVES THE DETAIL INFORMATION OF IMPORTANT INDUSTRIAL DISPUTES CAUSING MORE THAN 10,000 MANDAYS LOST DURING THE MONTH OF JULY, 1987

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Serial No.	Name of the concern	Sector	S/L	Reason	Date of work stoppages.		No. of workers involved	Mandays lost		Remarks
					Began	Ended		During the month	Till the close of the month	
1	2	3	4	5	6	7	8	9	10	11
1	Bombay Forging Pvt. Ltd. Vidyanagari Marg, Kalina, Bombay-98.	Pvt.	S	Indiscipline	11-7-84		825	16,172	5,90,950	Contd.
2	Bombay. - The Indian Smelting and Refining Co., Ltd., L.B.S. Marg, Bhandup, Bombay-78.	Pvt.	S	Wages and Allowances(1)	10-12-84		1,041	11,729	4,83,405	Do.
3	Bombay. - Bombay Tyres International Ltd., Hay Bunder Road, Sewree, Bombay-400 033.	Pvt.	L	Indicipline	8-10-86		2,316	58,077	3,25,700	Do.
4	Bombay - The Standard Batteries Ltd., Vakola, Santa-cruz, Bombay-55.	Pvt.	L	Indiscipline	2-11-86	20-7-87	1,249	15,356	2,39,829	Successful.

LABOUR GAZETTE - SEPTEMBER 1987

THE FOLLOWING STATEMENT GIVES THE DETAILED INFORMATION ON IMPORTANT INDUSTRIAL DISPUTES CAUSING MORE THAN 10,000 MANDAYS LOST DURING THE MONTH OF JULY, 1987 - Contd.

Serial No.	Name of the Concern	Sector	S/L	Reason	Date of when stoppages		No. of workers involved	Mandays lost		Remarks
					Began	Ended		During the month	Till the close of the month	
1	2	3	4	5	6	7	8	9	10	11
5	Aurangabad. - Auto mobile Products of India Ltd., D-5, MIDC Area, Chikalthana, Aurangabad-431 210.	Pvt.	L	In liscipline	29-11-86		962	21,170	1,91,507	Contd.
6	Thane - The Indian Smelting and Refining Co., Ltd., 1st Pokharan Road, Thane 400 606.	Pvt.	S	Wages and Allowances.	10-1-87		491	12,098	80,895	Do.
7	Pune - David Brown Greives Ltd., Plot No. 1-B 2, MID.C. Industries Area, Chikalthana, Aurangabad 431 210.	Pub.	L	Boards for 1985-86	6-2-87	23-7-87	610	11,590	87,230	Partial successful

LABOUR GAZETTE - OCTOBER 1987

PRESS NOTE ON ESIS BENEFIT IN MAHARASHTRA AND GOA

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

In Maharashtra 11,40,848 employees were under the coverage of the Scheme in the month of August, 1987. The highlights of the benefits paid to those employees were as follows :

ESIS has paid Rs. 1.26 Crores as Cash Benefit in August, 1987 :—

(i) 57,390 workers were paid Rs. 57,19,192.55 on account of Sickness and Rs. 4,26,600.35 were paid for the long term diseases, e.g. T. B., Cancer, Hemiplegia, Paraplegia, Psychosis etc., etc.

(ii) 20,806 workers were paid Rs. 58,68,223.05 on account of accident as employment injury which included 8,836 cases for the permanent disablement and 2,911 for pension to the dependents/families due to death of the workers in the accidents.

(iii) Rs. 6,31,442.00 were paid to the women workers as Maternity Benefit for the period of confinement. In addition to the above 12 persons were sterilized and they were paid Rs. 3,520.00 as family planning benefit.

(iv) There were 198 cases where legal proceedings were initiated against defaulting employers/Insured Persons for the recovery of arrears of contributions as under :—

(1) Under Section 45B ..	..	..	133 cases.
(2) Under Section 75	35 cases.
(3) Under Section 84 cases.
(4) Under Section 85	30 cases.

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