

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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LABOUR GAZETTE

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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 December 1986, with average price for the year ended December 1960 equal to 100 were 728, 710 and 676, respectively. The Pune, Jalgaon, Nanded and Aurangabad Consumer Price Index Numbers for working class for the month of December 1986, with the average prices for the year ended December 1960 equal to 100 were 649, 667, 717 and 708, 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 December 1986 was 688 as compared to 692 in November 1986. On base 1949=100 derived from 1960 based Index worked out to 836 as against 841 for November 1986.

Industrial Disputes in Maharashtra State

During the month of November 1986 there were 58 disputes involving 13,754 workmen and time loss of 2,79,294 mandays as compared to 62 disputes in October 1986 involving 12,659 workmen and time loss of 2,49,018 mandays.

Further particulars of Industrial Disputes are given at pages 314 to 316 of this issue.

Benefits under the Employees State Insurance Scheme

During the month of December 1986, 82,040 workers were paid Rs. 79,58,419.05 on account of sickness and Rs. 6,17,219.35 were paid for the long term diseases, e.g. T. B., Cancer, Hemiplegia, Paraplegia, Psychosis etc. etc. 22,103 workers were paid Rs. 51,92,555.10 on account of accidents as employment injury which included 8,391 cases for the permanent disablement and 2,898 for pension to the dependents' families due to death of the workers in the accidents.

Current Notes

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 for proposed solution but where practicable the search for alternatives.

Other measures could include provision of vocational training, special jobplacement 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 co-operating 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 over-capacity in steel, advancing technology, the shift of production to new locations and disruptive changes in world markets. It invited ILO to encourage international co-operation 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 and protection of 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)

Articles, Reports, Enquiries, 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.)

LABOUR AND PRODUCTIVITY

By

CHIMANBHAI MEHTA, MP
Vice-President, INTUC

India's achievements in her planned development without dependence on external capital has earned for her the admiration of the entire world. The implementation of six five-year plans saw her emergence as the tenth most industrialised nation in the world and the sixth among the nations to have gone into outerspace to conquer nature for the benefit of the people. Besides achieving self-sufficiency in food production, India is now in a position to venture into exporting grains.

Resource mobilisation

These achievements are all the more admirable since the country embarked upon the planned development amidst unsurmountable odds, the biggest being the hurdle of paucity of resources. Planning was undertaken at a time when savings could have never been thought of in the country with a very low per capita income as a result of two centuries of exploitation by the erstwhile imperialist British regime. Inadequacy of savings meant chronic shortage of capital needed for industrialisation and develop the economy. India, however, was undaunted in taking up the challenge and venture into the adventure. Seeking external capital was shunned because any idea of a compromise of our independent foreign policy or domestic economy priorities, that follow external aid with strings attached, was repugnant. We attached highest importance to self-reliance. We decided to face the challenge of development by embarking upon a heroic effort of additional resource mobilisation by imposing compulsory cuts in consumption on the people to augment resources. The level of taxation was raised from plan to plan, the urban of which had to be borne not only by the rich but also by the poor to a considerable measure. After all the bulk of the people are poor. The cost of implementing over eighty per cent of the development programmes envisaged in all the sixth plans was met by generating internal resources. We did make some use of external capital in critical areas of development to finance some of the major projects like steel plants or heavy engineering plants.

Over the years there has been a substantial rise in the rate of gross investment with a very high rate of capital formation, largely financed by domestic savings. The rate of savings has gone up 22 per cent of the national income, higher than most of the developing countries and is more on par with the level of savings in many industrially developed countries.

Failures

However, it is an irrefutable fact that inspite of this stupendous progress in the resource front, there has not been a corresponding spurt in the rate of growth. The rate of growth averaged around 3.5 per cent per annum for over a quarter century and it is claimed that it had recently gone up to 5 per cent.

The rate of industrial growth is most disappointing and disturbing. The average rate of Industrial growth in the Fourth Five-Year Plan was about half the rate of industrial growth in the earlier three plans.

This only shows that the realisation of the growth rate of national income and the values of the aggregate capital output has not been commensurate and does not indicate any trend in favour of improved productivity. This only reveals that we have been pumping in more units of capital to produce one unit of output than before, in other words, the productivity of capital has considerably declined.

It is estimated that while the index of cultivated land rose from 100 in 1950-51 to 143 in 1980-81, the index of gross output of land increased from 100 to 193 during the same period. It is this increase in productivity that represents the Green Revolution, the gains of which is usurped by the rural elite and the 'have nots' have been denied any share. Moreover, the success of the Green Revolution is confined to the production of wheat and partially to cotton and the productivity of land under cultivation of many key crops continues to be low. A re-orientation of policies of land reforms and price support can change the situation. A more efficient use of land, irrigation, fertiliser and other inputs is imperative together with an integrated pest programme in view of ever-increasing population. A point that needs special emphasis is that full use of the irrigation potential, built up through massive investment, is not being made. Through appropriate steps, the availability of water to the farmers can be improved with minimum outlay of fresh capital.

The productivity scene in the industrial sector is, to say the least, dismal. Almost all industrial establishments are not running to their full installed capacity. Underutilisation of capacity has become a normal feature. There are widespread incidence of sickness and closures in the private sector industries particularly in textile, jute and engineering industries. According to a report of the Reserve Bank of India, 52 per cent of the industrial sickness is due to mis-management, 9 per cent due to electricity and raw material shortage, 14 per cent due to initial planning defects, 23 per cent because of bearish conditions in the market, diversion of funds and so on, and hardly 2 per cent of the ills of the industry is due to labour.

The public sector units are also not free from this malady. It may be argued that sickness in the public sector is largely due to the take over of already sick units and it is pertinent to ask about the performance of other public sector industries like steel and coal. In our planned economy, public sector has been assigned the pivotal role for providing the infrastructure for development. The public sector has been instrumental to the growth of a new industrial ethos

in the country. Its fulfilment of its social obligations has also been of no mean order. In fact, the growth of the private sector is also due to the public sector. But its corporate performance has been far from being commensurate to the huge investment. The public sector undertakings have been incurring losses year after year.

Productivity—challenge

Experience has shown that by additional resource alone the pace of economic development cannot be stepped up. Enhancing the productivity of the resources at our disposal by deploying them with greater efficiency should be given due importance. It is this realisation that brings out the dynamic role of productivity in the development process. In a country where 52 per cent of the population lives below the poverty line, it is only through enhanced productivity that we can achieve industrial development and employment and thereby eradicate poverty. It is worth recalling the message of our late Prime Minister Smt. Indira Gandhi given on the launching of the Productivity Year in 1982: "We must get more out of every acre under ploughing, out of every spindle and machine, out of every technologist and worker, out of every rupee spent". Productivity is now a challenge to the entire country and particularly to the enlightened industrial workers.

There has been a sharp decline in the productivity of investment, particularly in the manufacturing industries and power generation. according to one estimate, in terms of 1963-64 prices the fixed capital in these two sectors increased from Rs. 3,163 crore to Rs. 14,319 crore in 1978-79, an increase of 353 per cent. The rise in the value added during these three years was from Rs. 1460 crore to Rs. 3,535 crores—an increase of 142 per cent during the last sixteen years. (Business Standard, March 1985).

Is labour alone to be blamed ?

Who is to be blamed for the steady fall in the productivity of capital ? The answer to this question is that labour, management and the Government should share the blame equally. Delivering his inaugural address at the Congress Centenary Session at Bombay, the Congress President and Prime Minister, Shri Rajiv Gandhi, after listing the many positive features had simultaneously observed :

"The trade unions.....now protect the few who have, oblivious of millions who have not. They feel little concern for the creation of national wealth. Power without responsibility, rights without duties have come to be their prerogative....."

"We have industrialists untouched by the thirsting spirit of the great risk takers and innovators. The traders instinct for quick profits prevails. They flourish in sick industries."

"And what of.....the myriad of functionaries of the State? They have no work ethic, no feeling for the public cause.....no commitment to the values of modern India."

Labour has been made a convenient scape-goal for all the ills. It is being accused of consistently resisting any move towards improving the per capita productivity of the worker with the fear that the increase in labour productivity would mean a fall in employment. Nothing can be further from truth.

Since the beginning of the Second World War in 1939, Indian industry has continued to enjoy a sellers' market resulting in scant attention to modernisation, upgradation of technology, price and quality. No attention is being paid to research, and development. For the private sector, enhanced productivity meant indiscriminate and blind resort to automation through import of costly machineries with no arrangements for their servicing and maintenance and rationalising the workforce, rendering a sizeable section of the workers redundant. It is this that the trade unions have been opposing and not genuine measures for increased productivity since they are well aware that higher productivity will result in higher employment in the long run.

Secondly, it has been the practice of the private sector to take recourse to deliberate mismanagement and diversion of funds to other more profitable ventures as to render the unit sick leading to its consequent closures. It is also not uncommon that the level of production is kept deliberately low to create artificial shortages. All these are aimed at extracting more concessions from the Government.

The most important of all is that productivity is yet to be well defined in our country. Productivity varies from industry to industry and the imperative and urgent need is to set the norms of productivity in each industrial unit after a thorough study of its working. Mere talk of productivity and blaming labour can in no way lead to the enhancement of productivity.

Public Sector

In all the seven five-year plans, the public sector has been assigned commanding heights of the national economy so as to enable it to provide the necessary infrastructure for rapid development. In a country like India, the public sector is also an instrument for social change. But the bureaucratic ridden public sector has been failing in its tasks.

While it cannot be denied that the public sector has to a great extent succeeded in its social obligations, its corporate performance has been not commensurate to the huge investments. In the year 1983-84, the net post tax profit of the public sector as a whole was hardly 0.7 per cent. The administered prices of the products cannot be unduly raised because of the effect of such a measure on the prices of other commodities.

The performance of the power sector particularly has been continuously deplorable, and due attention is not paid to raise the production of existing power plants. There are alarming variance in the plant load factor of various State Electricity Boards. While it is as high as 65 per cent in Andhra Pradesh, as claimed by the State Government, it is as low as 35 per cent in some States,

which only exposes the failure to utilise the installed capacity. The plant load factor of the country's thermal power stations at the end of the sixth plan averaged just about 50 per cent. An improvement of even one per cent would be adding 500 megawatts of installed capacity (51.4 Mm. Kw. electricity capacity 1985-86) costing about Rs. 400 crores. Moreover the improvement in plant load factor would help industry and agriculture tremendously. Another problem is the transmission and distribution losses. In our country the losses are above 20 per cent as against 6 to 12 per cent in developed countries. A reduction of one per cent in the losses can yield about Rs. 450 crores of extra revenue every year. Then there is the potential for energy conservation.

An unprecedented record investment of Rs. 180,000 crores is earmarked for the public sector during the Seventh Five-Year Plan. The public sector, in turn, is sought to generate internal resources to the tune of Rs. 35,000 crores to finance the plan. The workers have therefore, a very high stake in the success of public sector through higher production and productivity.

It also needs to be realised that labour is not the lone factor for enhancing productivity.

Numerous factors like efficient management, higher utilisation, timely decisions and supply of inputs, uninterrupted supply of power, prompt transportation and effective distribution and marketing have all equal role to play in increased productivity.

Industrial Relations

Japan is being often cited for its achievement in the sphere of productivity. But it is conveniently ignored that Japan could achieve this remarkable success due to the climate of tripartite trust and commitment built over the years. With burning patriotism, the workers, the employers and the Government jointly laboured hard to bring about the "Japanese Miracle". The three parties involved—labour, employers and the Government take meticulous care in maintaining harmony in industrial relations. Yet another factor to be kept in mind is that higher productivity has been achieved through incentives. A study of the Brooklyn Institute of the United States has concluded that it is not capital but its most effective utilisation, right type of organisation and management have contributed in a remarkable manner in the unprecedented rate of growth of Japan, much higher compared to the USA and other developed countries.

Labour is the creator of the wealth. This must be understood by management and the Government. The present industrial relations culture based on the outmodish concept of conflicts and confrontation needs to be given up. The prosperity of both the management and the worker is dependent on the prosperity of the industry. It must be noted that our workforce is not inferior to any advanced country.

According to Gandhiji, all productive instruments belonged to the community and capital and labour are the trustees of the community's property.

capital and labour are, therefore, mutual employers as well as mutual employees. Labour thus becomes an equal partner in the venture, enjoying equal right to participate in the management.

Labour Participation

The management as well as the worker and their unions should become alive to the commodity of interests. Disputes can arise only in sharing the gains of prosperity. The INTUC, the premier trade union centre believes that such disputes should be through voluntary, arbitration. The workers and their trade unions should realise the imperative need to usher in a new culture in industrial relations based on 'commonality of interests' leading to a climate of mutual trust and understanding.

Workers' participation in management, an initial step in the direction of socialism, is enshrined in the country's Constitution as one of the Directive Principles of the State Policy. Effective implementation of this concept sharing all information and taking workers into confidence from the decision making level to the floor level, will go a long way to usher a new climate in industrial relations that can contribute to higher productivity, curb corruption, avoid delay, remove inefficiency and waste. Delay is causing an alarming loss to the nation. According to a study of Economic and Research Foundation on relay, tremendous losses occurred over a period—Rs. 1,20,000 crore loss in national production, Rs. 9,600 crore loss in export, loss of 640 lakh tonnes in agricultural production, shortfall of 144 lakhs jobs in employment creation because of delay.

Labour is fully aware of the fact that sickness leading to closure of the industries hit them most. Only they suffer the miseries of unemployment starvation, death or suicide. Employers have gained out of sickness.

Public sector bureaucracy have not played better than private management. At times, they have proved to be worse. They have nothing at stake and their jobs and gains are secured. Section of the public sector bureaucracy and administrative bureaucracy are hand-in-glove with capitalist and monopolists. Sources of corruption lie here. Section of politicians have joined this unholy alliance. The consequences are disastrous. Therefore, the problem of productivity is not just technical or mere administrative one. Basically this is social ethical problem too. Working classes cannot be enthused just by productivity slogans or by condemning them as inefficient, while nepotism and malpractices thrive. Ethical-Moral climate sustaining patriotism and enriching the concept of social collective responsibility will have to be created. Failure in generating such a climate give rise to pseudo-militancy, corruption and irresponsibility in the trade union movement.

Under this circumstances labour participation acquires fresh meaning and new dimension. Labour participation will not only help raise production and productivity, but it will also help creating new climate to fight corruption, inefficiency, delay, waste, etc., Basically the labour has the stake in preventing

sickness and making industrial units more productive so that commensurate benefits would accrue to them. Labour participation may help in fighting against the evil of multiplicity of the trade unions also. This is one of the vital aspect of participative management.

No Privatisation : Genuine nationalised sector

Failures of Public Sector should not lead to privatisation. In fact dismal performance and inability of private sector has compelled public sector to take over many units of private sector and expanded the same. Any infantile talk of reversal from public to private sector betrays lack of understanding of Indian economic and social sense. Only alternative to failures or weakness of public sector is to transform present day bureaucratic public sector into a genuine nationalised public sector through labour social worker and experts participation at all levels. Arjun Sengupta recommendations, woefully lacks this basic understanding and further strengthens bureaucratisation.

Following tasks should be undertaken to revamp the economy and raise productivity :—

Equal emphasis must be placed on the fuller utilisation by sharply cutting down under the utilisation of industries, land and other resources while augmenting additional capital formation and new resource mobilisation ;

Strict Co-ordination at various levels to avoid delay in all spheres, in construction of projects and cut short long gestation period is of utmost urgency.

Widespread education and sustained campaign for higher productivity, substituting local technology, changing the attitude of labour and management, updating technology, sharing gains between all partners in the production process, manpower planning, infrastructural improvement, etc.

Close monitoring of public undertakings by agencies composed of representatives from official and non-official agencies ;

Cong. (I) Parliamentary Party should form a cell or a committee to watch the functioning and progress of industries in general and public undertakings in particular; and

Apart from labour participation at various levels which is a must to establish checks and counter checks, social workers and experts participation must be considered at different levels;

The Chairman of the Public Undertaking Corporations should be non-official with socialist convictions.

(Indian Worker, dated June, and February 2, 1987)

IS LABOUR THE LONE FACTOR FOR ENHANCING PRODUCTIVITY ?

By

DAMODAR PANDEY, M.P.
Secretary, INTUC

Productivity, an issue of crucial importance to a rapidly developing country like India for raising its national wealth, per capita income and production per unit of capital, was for long relegated only as a subject to be debated by the so-called experts in seminars and symposia held in a five-star culture. Reams and reams of scarce paper were consumed for drafting lofty conclusions and recommendations with technical jargons. It will be worthwhile for someone to undertake a study on the productivity of the seminars on productivity.

Growth not commensurate

Despite nearly four decades of planned development, high resource mobilisation, colossal investment and the achievements thereby, the rate of growth was a poor 3.5 per cent for well over twenty years. There has, however, been a recent claim that the rate has gone upto 5 per cent.

The rate of industrial growth also has not been commensurate to the substantial rise in the rate of investment with a very high rate of capital formation largely financed by domestic savings.

It was only since the declaration of the year 1982 as the Productivity Year by the late Prime Minister Smt. Indira Gandhi with the exhortation to extract more out of every land under ploughing, out of every spindle and machine, out of every technologist and worker and out of every rupee spent, that there has come a realisation of the urgency for enhancing productivity.

Since the assumption of office by Shri Rajiv Gandhi after the horrendous assassination of Smt. Indira Gandhi added thrust is being given to modernisation and enhanced productivity, particularly in public sector undertakings, which is understandable. The public sector has been assigned the commanding heights in the national economy as to enable it to provide the necessary infrastructure for rapid development. Though the public sector has succeeded in ushering a new industrial ethos. It has also been fulfilling its social obligation like the development of backward areas, generation of employment, promotion of ancillary industries and growth of small scale industries. The present stature of the private sector is also due to the public sector. While it cannot be denied that the public sector should not be viewed merely in terms of profits, it is to be acknowledged that the corporate performance of the undertakings should be commensurate to the huge investments. The public sector enterprises, specially in the core sector have been incurring huge losses year after year. The administered prices of their products cannot be unduly raised because of their impact on the prices of other commodities.

A record investment of Rs. 18,000 crore in the public sector has been provided for in the Seventh Plan and the public sector in turn is expected to generate

internal resources to the tune of Rs. 35,000 crore. The nation's stake in the success of the public sector has thus gone very high and so has the responsibility of all involved for increasing production and productivity.

Is labour to be blamed?

But the present emphasis seems to be mainly on labour productivity. There has even been a talk of linking wages to productivity. Does it mean that it is only the workers who have failed the public sectors and all other factors involved have been well taken care off? At the time of recruitment only workmen with efficiency and merit are taken and trained. They put in honest work for eight hours with a brief break and their output is solely dependent on the type and condition of the machines and tools they work with and their working and living conditions. While this being so, where is the scope for more than optimum output? The productivity of a worker in an advanced country is often used as a stick to beat the Indian workers with. The Indian worker is not inferior, if not superior, to his counterpart anywhere in the world. Given the same environment and standards that his counterpart in an advanced country, the Indian worker can do better. Avoidance of waste is basic for productivity. Then is it not uncharitable to presume waste from the worker, while waste is an inbuilt character in the very system of our production processes. It is also said that productivity is an attitude of mind. Why then is it presumed that the worker has a negative or wrong attitude?

It is also to be appreciated that modernisation or technological changes for enhancing productivity continues to be the sole prerogative of the management and the workers have to do the jobs assigned. The workers are also denied any share in the gains of higher productivity.

Labour is being blamed for resisting measures aimed at improving productivity. Particularly in the private sector increased productivity meant blind resort to automation, rendering a large section of the workforce redundant. It is this the workers have all along been opposing. Mismanagement, underutilisation of the capacity and diversion of funds have all contributed to the present low level of productivity. These have also contributed to the increasing incidence of sickness and consequent closure of industries. The recent report of the Reserve Bank of India, which says that hardly 2 per cent of the ills of industries is due to labour, should be an eye opener.

The pre-requisites

There are numerous other pre-requisites that need to be taken care of for improving productivity, the most of which is fixing norms of productivity for various industries. While for productivity in the areas of material, fiscal, marketing, method and machinery management can be understood, there is no satisfactory means to measure labour productivity.

Other factors of importance to productivity are efficiency and continuity of management, timely decisions, fuller utilisation of capacities, a regular flow of inputs, un-interrupted supply, effective distribution and marketing. Continuity of the top management executives has along been a casualty in

the public enterprises. By the time a newly appointed chief executive succeeds to have a proper grasp of the working of the unit, he is posted to another unit, far different to the earlier one and he has to start from the beginning. The glaring case in this regard is Coal India Ltd. The trade unions in the coal industry, during the negotiations for a wage settlement had the horrifying experience of dealing with three chief executives in a period of nine months. Then there is the problem of the responsibility of the Chairman and Managing Director being vested in the same person.

In the name of modernisation, the public sector management resort to indiscriminate import of machineries with no arrangements for their servicing and maintenance. Costly imported machineries are rendered idle due to lack of spare parts and bad maintenance. This craze for import of machines has a dampening effect on the efforts towards increasing production and productivity in various public enterprises. The latest case is that of the attempts of Nangal Fertilizers and Coal India to import generating sets for their captive power plants, when generating sets of the same capacity and quality can be had from another public sector undertaking, Bharat Heavy Electricals. If one public sector enterprise undermine another, how can there be any enthusiasm, to produce more and improve productivity.

Yet another big constraint is the erratic power supply. The Labour Ministry maintains a record of the mandays lost due to strikes and lock-outs. It will do well to keep track of the mandays lost on account of the drastic cuts and interruption in power supply.

TUs also to be blamed

Japan is being constantly cited for having performed the post-war miracle through a remarkable improvement in productivity. It should be borne in mind that in Japan there exists an admirable tripartite trust and commitment among the government, management and labour. Japan has achieved the unprecedented growth through effective utilisation of capital, right type of organisation and management and sound industrial relations. With regard to industrial relations in our public sector units, the less said is better. Both the management and the trade unions are to be blamed for this sordid state of industrial relations. A sizeable section of the management have been exploiting the rivalry among the unions to foment industrial unrest in a bid to cover their own misdeeds and failures.

While the same private sector culture is being pursued by the management to run the public units, the same culture is being followed by a section of the trade unions in industrial relations. Public Sector has been turned into bureaucratic sector. Many of the Chief Executives are drawn from the administrative service and they have proved to be worse, since they have been using the public sector units transit camps. The trade unions too continue to adhere to a culture of conflict and confrontation as in the private sectors. There is no room for a conflict of interests in the public sector since the profit do not go into the coffers of an individual or group of individuals. The

resources generated by the public sector meet the demands of development of the country after taking a share for its own needs. The trade unions should lose no time in ushering a new culture of cooperation and trust with a realisation of the commonality of interests.

Labour participation in management which has been given constitutional backing, besides providing better industrial relations, will raise production and productivity workers' involvement at all levels of management will also provide a climate to fight corruption, inefficiency, delay, etc. that are necessary ingredients for enhancing productivity.

Productivity session

Failure of the public sector should not make to think of privatisation, which will mean a set-back to economic development with social justice. Only alternative to failures of public sector is to jointly strive to strengthen it through appropriate measures by the Government, management, workers and the trade unions.

Basically labour has a stake in preventing sickness and making the public sector units more productive.

Referring to the demand for amending the Bonus Act while inaugurating the General Meeting held in New Delhi in September, 1985, the Prime Minister, Shri Rajiv Gandhi wanted the trade unions to think of a productivity season—a season that would last all round the year—instead of the bonus season. The enlightened workers in the public sector, who are far better off as compared to the teeming millions in the country, who are living below the poverty line, should ensure that all-round the year productivity year so that their unfortunate brethren can be lifted above the poverty line.

(Indian Worker, dated January 26 and February 2, 1987)

PRODUCTIVITY AND SAFETY

By

M. SENGUPTA

Education Officer (S.G.)

The workers and employers have a common interest of raising productivity of industry. It necessitates mutual respect, co-operation and understanding. Moreover certain principles have to be followed for successful collective bargaining. These are

(i) Whenever any difference of opinion or dispute arises between the workers and the employers, efforts should be made to settle the same through agreements arising out of mutual consultations.

(ii) The demands of the workers should be reasonable, and the justification of these demands should be considered with data at the time of consultation and negotiations.

(iii) If no settlement can be effected through consultations and negotiation, efforts should be made by both the parties to settle the dispute through voluntary arbitration.

All-out Efforts

Understanding of mutual interests between the workers and employers contributes to healthy relationship and higher productivity. But the necessity of knowledge and training of the workers for increasing industrial production and productivity cannot be denied. Production can be increased at rapid rate through optimum and effective utilisation of manpower resources, capital, natural resources, machinery and raw materials. Moreover the workers need be given special incentives for creating interest amongst them and motivating them for any experiment for increasing productivity. It is necessary to bring about a change in the attitude of the workers and management. The workers should be given opportunity of understanding and receiving training in simple language easily understood by them.

In every case of attempts to increase productivity the following steps are necessary :—

- (1) Critically analysing and study the work and its method.
- (2) Correct work measurement.
- (3) Investigating the working processes and methods.
- (4) Examining the time taken for performing a work.
- (5) Examining the cost of production and to eliminate all sorts of wastage.
- (6) Adopting adequate safety measures and devices so as to prevent accidents and to make all members of the working force Safety conscious through appropriate training programmes.

High Quality at Minimum Cost

The objective of all these experiments is to arrange for producing goods of high quality at minimum cost. To collect data from every department and processes of production by investigating into labour, machinery, raw materials, system of management and working processes comprises the work-study. By analysing the collected data, one can have complete idea as to where is the difficulty in the field of work and where the processes of work are defective.

At the time of work measurement apart from conducting the above investigation, the amount of work load on the workers is also to be considered and when the work load is heavy, arrangement should be made to minimise it.

At the time of determining the work-procedure experiments are carried out in regard to the physical condition of the workers, the movement of his hands and feet, the use of his ears and eyes, the application of his mind and intellect, interruptedness of concentration and efficiency, his habits, the defective methods of work, the workers physical and mental fatigue exhaustion and improved methods of work are evolved and applied by discarding the defective methods.

It is essential to critically examine and discuss how the system of production, machinery, raw material and the speed of machines are associated with production at every stage. In consequence, the wastage of time, labour, management methods and habits may be eliminated and good systems and organisational discipline can be enforced.

Before adopting any effective measure for increasing productivity, it should be borne in mind that when a worker with his initiative, interest and willingness, his intellect, merit, skill and efficiency gets full development. It is necessary that the workers get incentives through award of prizes, promotion, higher rates of wages etc. more work and work of better standard etc.

It is equally essential to follow the guidelines before adopting any measure for increasing productivity :

All Studies in regard to productivity should be conducted with full consent and co-operation of the workers.

The workers should be paid equitable share of the increased profits due to increased productivity.

No retrenchment will be effected as a result of conducting studies on productivity and implementing the same.

Such a condition is to be created by adopting new methods and techniques of production and by evolving new environment of work that the fatigue of the worker is minimised, his health remains unaffected and his safety is ensured.

Safety Consciousness

Industrial Safety, which has a direct bearing on productivity, currently seems to have a number of vexing problems. It is a phenomenon with variety of

roots in management trade unions and Government, and in the sweeping changes in our socio-economic concepts and ideologies.

From economic standpoint, accidents are costing staggering amounts of money through injuries and damaged equipment, spoiled materials and lost production time. In addition, the services of well trained workers are being lost, a loss which the industry cannot afford. More important than economic losses are the pains and sufferings of the injured workers and their families.

Safety consciousness is not just something that stays with people once created. It has to be maintained with short-term and long-term goal fulfilment that employees at all levels can strive.

There are many advantages in creating safety consciousness and they go beyond just safety itself. Of the many, the following are highlighted

- (1) It demonstrates management interest for the welfare of workmen.
- (2) It aids and supports in acquiring proper skill and safety training.
- (3) It promotes and develops safe habits and safe attitude to personal safety.
- (4) It focuses attention on special problems.
- (5) It encourages co-operative efforts and multiplying personal experience for the benefit of all.

Thus it is possible to increase productivity through mutual co-operation and willingness, consultations and collective bargaining between the workers and the employers keeping in view Safety Standards. The joint seminar conducted by the CBWE is an excellent common forum to educate representatives of workers and management for developing safety consciousness.

(*Indian Worker*, dated January 26 and February 2, 1987)

Gist of Important Notifications under Various Labour Laws

I. BOMBAY SMOKE NUISANCES ACT, 1912

(A) *Appointments under the Act.*—The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by Section 41 of the said Act, nominated Shri C.B. Dingare, Commissioner of Labour, Bombay, as President of the Maharashtra Smoke Nuisance Commission constituted under the said Notification in place of Shri P. J. Ovid.

(Vide Government Notification, Industries, Energy and Labour Department No. BSN. 1385/77518/1361-A Lab-9, dated 22nd August 1986, published in *Maharashtra Government Gazette*, Part I-L, dated 4th December 1986, at page No. 5381.

II. MINIMUM WAGES ACT, 1948

(A) *Addition to the Schedule.*—(1) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by Section 27 of the said Act, after giving notice of its intention so to do as required by the said section, added to Part I of the Schedule to the said Act, the following employments in respect of which it is of the opinion that the minimum rates of wages should be fixed under the said Act, namely :—

- “ 60. Employments in any industry manufacturing Dyes and Chemicals.
- 61. Employments in any industry manufacturing Drugs and Pharmaceuticals.
- 62. Employments in any industry manufacturing Paints and Varnishes.
- 63. Employments in any industry manufacturing Soaps and Cosmetics.
- 64. Employments in any industry manufacturing of Steel furniture.”

(Vide Government Notification, Industries, Energy and Labour Department, No. MWA. 1085/6127/Lab-7, dated 26th August 1986, published in *Maharashtra Government Gazette*, Part I-L, dated 5th December 1986 at pages Nos. 5381 to 5382).

CORRIGENDUM

In Government Notification, Industries, Energy and Labour Department, No. MWA. 1586/6496 Lab-7, dated the 8th July 1986, published in *Maharashtra Government Gazette*, Extraordinary, Part I-L, dated the 8th July 1986 at pages 131 to 135, the following corrections to be made—

(1) In para. 1 of the Notification at page 131 for the figure “657770” in third line from below, the figure “65770” shall be substituted.

(2) In column 3 of the schedule on page 132 in last line under Zone I for the word ‘be’ the word ‘to’ shall be substituted.

(3) In column 2 on page 134 at Serial No. (xii) the word ‘in’ shall be inserted between the words “engaged” and “lorry”

(Vide Government Notification, Industries, Energy and Labour Department No. MWA. 1586/6496 Lab-7, dated 1st October 1986, published in *Maharashtra Government Gazette*, Part I-L, dated 4th December 1986, at page No. 5392).

(C) *Notification under the Act.*—(1) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by sub-section (2) of section 26 of the said Act directed that provision of Sub-section (3) of Section 18 of the said Act and Sub-rule (2) of Rule 27 of the Maharashtra Minimum Wages Rules, 1963 shall not apply to the Punjabrao Krishna Vidyapeeth, Krishna Nagar, Akola 444 104, for a period of three years with

effect from the date of issue of this notification, subject to the condition that the employer shall maintain or issue record in some other forms which will indicate required information and serve the purpose of the original record to be maintained under sub-rule (2) of the said Rule 27 in regard to the agriculture workers only.

(Vide Government Notification, Industries, Energy and Labour Department, No. MWA. 5282/5237/Lab-7, dated 10th November 1986, published in *Maharashtra Government Gazette*, Part I-L, dated 18th December 1986, at Page No. 5506).

III. INDUSTRIAL DISPUTES ACT, 1947

(A) *Declaration of Public Utilities Service*—(1) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by Sub-clause (vi) of the Clause (n) of section 2 of the said Act, declared “ Industry engaged in the assembly, manufacture or overhaul of aircrafts and their components to be a public utility service for the purpose of the said Act for a further period of six months commencing from 28th August 1986.

(Vide Government Notification, Industries, Energy and Labour Department No. IPA. 1486/6769/Lab-2, dated 26th August 1986, published in *Maharashtra Government Gazette*, Part I-L, dated 4th December 1986, at page No. 5382).

(2) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by Sub-section (vi) of Clause (n) of section 2 of the said Act declared the Electronics Industry, the entire production of which is exported to be public utility service for the purpose of the said Act for a further period of six months from 20th October 1986.

(Vide Government Notification, Industries, Energy and Labour Department No. IDA. 1086/6822/Lab-2, dated 14th October 1986, published in *Maharashtra Government Gazette*, Part I-L, dated 4th December 1986, at page No. 5402).

(3) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by sub-clause (vi) of clause (n) of Section 2 of the said Act, declared the employment of workmen in the Fire Brigade Department of Brihan Mumbai Mahanagarpalika and the employment of workmen in Fire Brigade in general in the Maharashtra State to be a public utility service for the purpose of the Act for a further period of six months from 12th November 1986.

(Vide Government Notification, Industries, Energy and Labour Department No. IDA. 1086 (6562)/Lab-2, dated 10th November 1986, published in *Maharashtra Government Gazette* Part I-L, dated 4th December 1986, at page No. 5403).

(4) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by sub-clause (vi) of clause (n) of section 2 of the said Act, declared “ Oxygen and Acetylene Industry ” to be a public utility service for the purpose of the Act for a further period of six months from the 16th November 1986.

(Vide Government Notification, Industries, Energy and Labour Department No. IDA. 1086L 6845/Lab-2, dated 14th November 1986, published in *Maharashtra Government Gazette*, Part I-L, dated 11th December 1986 at page No. 5470).

(5) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by sub-clause (vi) of clause (n) of section 2 of the said Act, declared the employment of workmen in the Rashtriya Chemicals and Fertilizers Limited, Bombay, in the Maharashtra State to be a public utility service for the purpose of the Act for a further period of six months from 21st November 1986.

(Vide Government Notification, Industries, Energy and Labour Department No. IDA. 1086 (6657)/Lab-2, dated 20th November 1986, published in *Maharashtra Government Gazette* Part I-L, dated 11th December 1986, at page No. 5476).

(6) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by sub-clause (vi) of clause (n) of section 2 of the said Act declared the industry engaged in production, supply and distribution of petroleum products to be a public utility service for the purpose of the said act for a further period of six months from 23rd November 1986.

[Vide Government Notification, Industries, Energy and Labour Department No. IDA. 1186/6880/Lab-2, dated 21st November 1986, published in *Maharashtra Government Gazette* Part I-L, dated 11th December 1986, at Page No. 5477].

(7) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by sub-clause (vi) of clause (n) of section 2 of the said Act, declared the industry specified in the schedule hereto annexed to be a Public Utility service for the purpose of the Act for a period of six months from the date of this order.

Schedule

Concerns manufacturing bread and biscuits and employing 20 or more workmen.

[Vide Government Notification, Industries, Energy and Labour Department No. DIA. 1486 (6897)/Lab-2, dated 1st December 1986, published in *Maharashtra Government Gazette*, Part I-L, dated 11th December 1986, at pages Nos. 5483 to 5484].

(B) *Appointments under the Act.*—(1) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by section 8 of the said Act, appointed Shri S. V. Virkar, Chief Judicial Magistrate, Jalna, to be the Presiding Officer of the 2nd Labour Court, Pune in place of Shri R. W. Khan.

[Vide Government Notification, Industries, Energy and Labour Department No. IDA. 1086/6837/Lab-2, dated 7th October 1986, published in *Maharashtra Government Gazette*, Part I-L, dated 4th December 1986, at page No. 5394].

(2) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by section 8 of the said Act appointed Shri R. R. Deshpande, Second Additional District and Sessions Judge, Nanded to be the Presiding Officer of the Industrial Tribunal aforesaid to fill the said vacancy, in place of Shri B. N. Dongre.

[Vide Government Notification, Industries, Energy and Labour Department No. IDA. 1086/6846 Lab-2, dated 14th October 1986, published in *Maharashtra Government Gazette*, Part I, dated 4th December 1986, at page No. 5398].

(3) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by section 8 of the said Act, appointed Shri R. R. Deshpande, Industrial Tribunal Bombay, to be Presiding, Officer of the Industrial Tribunal, Solapur, in place of Shri M. G. Palhade.

[Vide Government Notification, Industries, Energy and Labour Department No. IDA. 1186/6872/Lab-2, dated 11th November 1986, published in *Maharashtra Government Gazette* Part I-L, dated 4th December 1986 at Pages Nos. 5403 to 5404].

IV. BOMBAY RELIEF UNDERTAKINGS (SPECIAL PROVISIONS) ACT, 1958

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

(a) declared that the industrial undertaking called "the Bijlee Products (India) Pvt. Limited, Pune" shall, for a further period of one year commencing on the 26th day of August 1986 and ending on the 25th day of August 1987 (both days inclusive) be conducted to serve as a measure of un-employment relief, subject to the conditions mentioned in the schedule hereto; and

directed that, in relation to the said relief undertaking and in respect of the said further period of one year commencing on the 26th day of August 1986 and ending on 25th day of August 1987 (both days inclusive) for which the said relief undertaking continues as such, unless the aforesaid declaration is withdrawn at any early date for breach of any of the conditions specified in the schedule hereto, any right, privilege, obligation or liability (excepting the obligation accrued towards to liabilities incurred in favour of workmen of the said relief undertaking) accrued or incurred before the 24th day of August 1981 and any remedy for the enforcement thereof shall be suspended and all proceedings relative thereto pending before any court, tribunal, officer or authority shall be stayed.

SCHEDULE

(i) The said relief undertaking, shall pay the current wages, salaries and dues in respect of the Employees' Provident Fund Contributions (both employees' and employers' share) the Employees' State Insurance to the appropriate authorities.

(ii) The said relief undertaking shall pay in full all the dues including gratuity to the workers retiring on or after the 24th day of August 1981 immediately on their retirement.

(iii) In default of payment of any current dues or instalments or arrears, the declaration made and directions issued by Government of Maharashtra under sections 3 and 4 of the Bombay Relief Undertakings (Special Provisions) Act, 1958 (Bom. XCVI of 1958), in respect of the said relief undertaking shall be withdrawn without any further show-cause notice.

(iv) The State Government reserves the right to instruct directly to the Banks and creditors of the said relief undertakings requiring them to make payment in respect of arrears as well as the current dues of the provident fund, gratuity and other dues of the workers in the manner as may be specified by Government.

[Vide Government Notification Industries Energy and Labour Department No. BRU 1086(319)/IND-10, dated 26th August 1986, published in *Maharashtra Government Gazette* Part I-L, dated 4th December 1986, at pages Nos. 5383 to 5384].

(2) The Government of Maharashtra, Industries Energy and Labour Department has in exercise of the powers conferred by Sections 3 and 4 of the said Act,—

(a) declared that the industrial undertaking called "Dynacraft Machine Company Limited, Bombay" shall, for a period of three months commencing on the 17th day of October 1986 and ending on the 16th day of January 1987 (both days inclusive) be conducted to serve as a measure of unemployment relief; and

(b) direct that in relation to the said relief undertaking and in respect of the said period of three months, commencing on the 17th day of October 1986 and ending on the 16th day of January 1987 (both days inclusive) for which the said relief undertaking continue as such, any right, privilege, obligation or liability (excepting the obligation or liabilities incurred in favour of workmen of the said relief undertaking or in favour of the industrial units which are registered as small scale industrial units with the Directorate of Industries of the Government of Maharashtra, Bank of India, Industrial Credit and Investment Corporation of India, Co-operative Banks, Maharashtra State Financial Corporation and the dues of the Employees' State Insurance Corporation and any liability incurred under the Bombay Sales Tax Act, 1959 (Bom. LI of 1959), the Maharashtra State Tax on Professions, Trades, Callings and Employments Act, 1975 (Mah. XVI of 1975) and the Employees' Provident Fund and Miscellaneous Provisions Act, 1952 (19 of 1952) accrued or incurred before the 17th day of April 1985 and any remedy for the enforcement thereof shall be suspended and all proceedings relative thereto pending before any court, tribunal, officer or authority shall be stayed.

[Vide Government Notification Industries Energy and Labour Department No. BRU-1086/407 IND-10, dated 16th October 1986, published in *Maharashtra Government Gazette* Part I-L, dated 4th December 1986, at pages Nos. 5401 to 5402].

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

(a) declared that the industrial undertaking called "Messrs. the Kamala Mills Limited, Bombay, shall for period of 12 months commencing from 22nd November 1986 and ending

on 21st November 1987 (both days inclusive) be conducted to serve as a measure of unemployment relief, and

(b) directed that in relation to the said relief undertaking and in respect of the said further period of 12 months commencing on 22nd November 1986 and ending on 21st November 1987 (both days inclusive) for which the said relief undertaking continues as such any right, privilege, obligation or liability [excepting the obligations or liabilities incurred in favour of workmen of the said relief undertaking, in favour of the industrial units which are registered as small scale industrial units with the Directorate of Industries of the Government of Maharashtra, the Maharashtra State Electricity Board, State Bank of India, Industrial Development Bank of India, Industrial Reconstruction Bank of India, Maharashtra State Financial Corporation and the dues of the Employees' State Insurance Corporation and any liability incurred under the Bombay Sales Tax Act, 1959 (Bom. LI of 1959), the Maharashtra State Tax on Professions, Trades, Callings and Employments Act, 1975 (Mah. XVI of 1975), and the Employees' Provident Fund and Miscellaneous Provisions Act, 1952 (19 of 1952)] accrued or incurred before the 22nd November 1984 and any remedy for the enforcement thereof shall be suspended and all proceedings relative thereto pending before any Court, Tribunal, officer, or authority shall be stayed.

(Vide Government Notification, Industries, Energy and Labour Department No. BRU-1086(390)/IND-10, dated 20th November 1986, published in *Maharashtra Government Gazette*, Part I-L, dated 11th December 1986, at pages Nos 5475 to 5476).

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

(a) declared that the Industrial Undertaking called "Messrs. Estrella Batteries, Limited" shall for a period of six months commencing from the 27th day of November 1986, and ending on the 26th May 1987 (both days inclusive) be conducted to serve as a measure of unemployment relief; and

(b) directs that in relation to the said relief undertaking and in respect of the said further period of six months commencing on the 27th November 1986 and ending on the 26th May 1987 (both days inclusive) for which the said relief undertaking continues as such any right, privilege, obligation or liability excepting the obligations or liabilities incurred in favour of the workmen of the said relief undertaking, the Maharashtra State Electricity Board, the State Industrial and Investment Corporation of Maharashtra Limited, Bank of India, Industrial Financial Corporation of India and Industrial Credit and Investment Corporation of India and the dues of the Employees' State Insurance Corporation and any liability incurred under the Bombay Sales Tax Act, 1959 (Bom. LI of 1959) the Maharashtra State Tax on Professions, Trades, Callings and Employment Act, 1975 (Mah. XVI of 1975), and the Employees' Provident Fund and Miscellaneous Provisions Act, 1952 (19 of 1952), accrued or incurred before the 12th day of October 1983 and any remedy for the enforcement thereof shall be suspended and all proceedings relating thereto pending before any Court, tribunal, officer or authority shall be stayed.

(Vide Government Notification Industries, Energy and Labour Department No. BRU 1086(441)/IND-10, dated 26th November 1986 published in *Maharashtra Government Gazette*, Part I-L, dated 11th December 1986 at pages No. 5480 to 5481).

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

(a) declared that the Industrial Undertaking called, Messrs. Amar Dye Chem Limited, Bombay shall for a period of twelve months commencing on the 3rd day of December 1986 and ending on the 2nd day of December 1987 (both days inclusive) be conducted to serve as a measure of unemployment relief; and

(b) directed that in relation to the said relief undertaking and in respect of the said period of twelve months commencing on the 3rd day of December 1986 and ending on the 2nd day of December 1987 (both days inclusive), for which the said relief undertaking continues as such, any right, privilege, obligation or liability [excepting the obligations or liabilities incurred in favour of the workmen of the said relief undertaking, Dena Bank, Indian Overseas Bank and other nationalized Banks, Industrial Development Bank of India, Industrial Finance Corporation of India, Industrial Credit and Investment Corporation

of India, Industrial Reconstruction Bank of India, Life Insurance Corporation of India and Unit Trust of India and the dues of the employees' State Insurance Corporation and any liability incurred under the Bombay Sales Tax Act, 1959 (Bom. LI of 1959), the Maharashtra State Tax on Professions, Trades, Callings and Employment Act, 1975 (Mah. XVI of 1975) and the Employees Provident Fund and Miscellaneous Provisions Act, 1952 (19 of 1952)] accrued or incurred before the 3rd day of December 1984 and any remedy for the enforcement thereof shall be suspended and all proceedings relative thereto pending before any Court, Tribunal, Officer or Authority shall be stayed.

(Vide Government Notification, Industries, Energy and Labour Department, No. BRU. 1086(413)/IND-10, dated 1st December 1986, published in *Maharashtra Government Gazette*, Part I-L, dated 11th December 1986, at pages Nos. 5482 to 5483).

V. MAHARASHTRA PRIVATE SECURITY GUARDS (REGULATION OF EMPLOYMENT AND WELFARE) ACT, 1981.

(A) *Reconstitution of Board Under the Act.*—(1) The Government of Maharashtra Industries, Energy and Labour Department has in exercise of the powers conferred by sub-sections (1), (3), (5) and (6) of Section 6 of the said Act,—

(a) Reconstituted a Board for Security Guards in the areas of Greater Bombay and Thane Districts, to be known by the name of the Security Guards Board for Greater Bombay and Thane Districts, and

(b) nominated the following persons to be Members of the Board (being Members representing the State Government, Employers and the Security Guards), viz.

MEMBER REPRESENTING STATE GOVERNMENT :

1. Shri A. N. Saxena, Chairman,
Assistant Commissioner of Labour, Bombay.

MEMBERS REPRESENTING EMPLOYERS :

1. Shri N. C. Dalal, Chairman,
Dalal Industries, Private Limited, Bombay.
2. Shri Naresh Srivastav, General Manager,
Voltas Limited, Thane.
3. Shri R. M. Kediya, Vice President,
Thane-Belapur Industries Association, Thane.
4. Shri Dilip S. Sawant, Partner,
Bharat Glass Workers, Chembur.

MEMBERS REPRESENTING SECURITY GUARDS :

REPRESENTATIVES OF MAHARASHTRA RAJYA SURAKSHA RAKSHAK AND GENERAL KAMGAR UNION, BOMBAY :

1. Shri Madhavrao Tukaram Bhoze.
2. Shri Kisanrao Ganpat Shejwal.
3. Shri Hanmantrao Nivrutti Sukhase.

REPRESENTATIVE OF BHARATIYA SURAKSHA RAKSHAK UNION, BOMBAY :

4. Shri B. C. Zha.

2. In view of the above, the Government of Maharashtra, hereby publishes names of all Members of the Board including the Chairman as follows, namely

- (1) Shri A. N. Saxena.
- (2) Shri N. C. Dalal.

- (3) Shri Naresh Srivastav.
- (4) Shri R. M. Kediya,
- (5) Shri Dilip S. Sawant.
- (6) Shri Madhavrao Tukaram Bhosle.
- (7) Shri Kisanrao Ganpat Shejwal.
- (8) Shri Hanmantrao Nivrutti Sukhase.
- (9) Shri B. C. Zha.

(Vide Government Notification Industries Energy and Labour Department No. SGA-1084/(84)/Lab-1, dated 29th August 1986, published in *Maharashtra Government Gazette* Part I-L, dated 4th December 1986 at pages No. 5388 to 5389).

(B) *Appointments under the Act.*—(1) The Government of Maharashtra Industries Energy and Labour Department has in exercise of the powers conferred by sub-sections (3) and (4) of section 6 read with section 12 of the said Act, appointed Shri V. L. Zacharia, Deputy Chief Executive, Advani Oerlicon Limited, Bombay 400,023, vice Shri Naresh Srivastav as a member of the Security Guards Board for Greater Bombay and Thane Districts.

(Vide Government Notification Industries Energy and Labour Department, No. SGA-1084 (84)/Lab-1, dated 13th November 1986, published in *Maharashtra Government Gazette*, Part I-L, dated 11th December 1986 at pages Nos. 5469 to 5470).

VI. BOMBAY SHOPS AND ESTABLISHMENTS ACT, 1948

(A) *Suspension under the Act.*—(1) The Government of Maharashtra Industries Energy and Labour Department has in exercise of the powers conferred by Section 6 of the said Act directed that the operation of the provision of Section 18 of the said Act shall remain suspended every year for the week in which Mahavir Jayanti and 1st and last days of Paryusan Parwa fall subject to the conditions that—

(i) all retail grain, grocery and provision stores including Government Authorised Ration Shops and remain closed on Mahavir Jayanti and 1st and last days of Paryusan Parwa in every year and

(ii) no deductions shall be made from the wages of any employee in any such shop on account of such closure.

(Vide Government Notification Industries Energy and Labour Department, No. P. 7386/CR-1827/Lab-9, dated 3rd September 1986, published in *Maharashtra Government Gazette*, Part I-L, dated 4th December 1986 at page No. 5389)

(2) The Government of Maharashtra Industries Energy and Labour Department has in exercise of the powers conferred by Section 6 of the said Act, suspended the operation of the provisions of sections 13, 14, 17 and 18 of the said Act, in respect of twenty three employees employed in the Accounts Department of Messrs. Cyanamid India Limited, Nyloc House, 254-D2, Dr. Ahnie Besant Road, Bombay 400 025 with effect from the 1st December, 1986 to 31st January 1987 (both days inclusive subject to the conditions specified in the notification.

(Vide Government Notification Industries, Energy and Labour Department No. P. 7386/227973/2306/Lab-9, dated 10th November 1986 published in *Maharashtra Government Gazette*, Part I-L, dated 18th December 1986 at page No. 5507).

(B) *Amendment to schedule under 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 Act, amended Schedule II to the said Act as follows namely —

- 345 Late evening counter of the Office of the Cosmos Co-operative Urban Bank Limited, situated at Cosmos Bank Building 612, Sadapeth, Laxmi Road, Pune 411 030.
- Section 13(1), subject to the conditions that,—
- (i) No women employees shall be allowed to work after 8-30 p.m. in late evening counter of the Bank.
 - (ii) Late evening counter of the Bank shall not be closed later than 10-00 p.m.

(Vide Government Notification, Industries, Energy and Labour Department No. BSE. 1485/CR-1316/Lab-9, dated August 1986, published in *Maharashtra Government Gazette*, Part I-L, dated 11th December 1986 at page No. 5444)

(2) 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 —

“ 346 Computer Department of Messrs. Lupin Laboratories Pvt. Limited, situated at 159, C.S.T. Road, Kalina, Santacruz, (East), Bombay 400 098. ”

Section 13, subject to the conditions that,—

(1) No female employee shall be allowed or required to work in the computer Department after 8-30 p.m.

(2) No employee shall be given without his consent night duty continuously for more than fifteen days.

(3) The employees shall be entitled to overtime wages in accordance with section 63, of the Act.

(Vide Government Notification, Industries, Energy and Labour Department No. BSE.1486/CR-1861/Lab-9, dated 7th August 1986, published in *Maharashtra Government Gazette*, Part I-L, dated 11th December 1986, at page No. 5444).

(3) 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

“349 Establishment of Indo-European Machinery Company Private Limited, situated at Sambava Chambers, Sir P. M. Road, Bombay 400 001. ”

Section 62 in so far as it relates to maintenance of records only, subject to the condition that any visit book, register or record maintained by the establishment immediately before this exemption, should be properly maintained and should be made available to Inspectors at the time of their visits to the establishment for inspection.

(Vide Government Notification, Industries, Energy and Labour Department No. BSE. 1485/CR-1342/Lab-9, dated 20th August 1986 published in *Maharashtra Government Gazette*, Part I-L, dated 11th December 1986, at page No. 5445.)

(4) 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 —

“ 352 Establishment of Dr. Beck and Company (India) Limited, Pimpri Pune 411 018. ”

Section 62, in so far as it relates to maintenance of records only, subject to the conditions that any visit book register or record maintained by the establishment immediately before this exemption, should be properly maintained and should be made available to inspectors at the time of their visit to the establishment for inspection.

(Vide Government Notification, Industries, Energy and Labour Department No. BSE. 1485/CR-1333/Lab-9, dated 22nd August 1986 published in *Maharashtra Government*

(5) 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 —

“351 Establishment of United Motors (India) Limited, 39, N. S. Patkar Marg, Bombay 400 007.” Section 62, in so far as it relates to maintenance of records only, subject to the condition that any visit book, register or record maintained by the establishment immediately before by this exemption should be properly maintained and should be made available to inspectors at the time of their visit to the establishment for inspection.

(Vide Government Notification, Industries, Energy and Labour Department No. BSE. 1495 CR-1564/Lab-9, dated 22nd August 1986, published in *Maharashtra Government Gazette*, Part I-L, dated 11th December 1986 at page No. 5446).

(6) 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 :—

“350 Establishment of the Gammon India Limited, Gammon House, Veer Savarkar Marg, Post Box No. 9129, Prabhadevi, Bombay 400 025.” Section 62, in so far as it relates to maintenance of records only, subject to the condition that any visit book register or record maintained by the establishment immediately before this exemption should be properly maintained and should be made available to inspectors at the time of their visit to the establishment for inspection.

(Vide Government Notification, Industries, Energy and Labour Department No. BSE. 1485 CR-1324/Lab-9, dated 22nd August 1986, published in *Maharashtra Government Gazette*, Part I-L, dated 11th December 1986 at page No. 5446).

(7) 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 :—

“348 Establishment of Star Chemicals (Bombay), Pvt. Ltd., 55/58, Jolly Maker Chambers No. 2, Fifth floor, Nariman Point, Bombay 400 021.” Section 62, in so far as it relates to maintenance of records only, subject to the condition that any visit book register or record maintained by the establishment immediately before this exemption should be properly maintained and should be made available to inspectors at the time of their visit to the establishment for inspection.

(Vide Government Notification, Industries, Energy and Labour Department No. BSE. 1486 CR-1839/Lab-9, dated 22nd August 1986, published in *Maharashtra Government Gazette*, Part I-L, dated 11th December 1986 at page No. 5447).

(8) 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

“347 Establishment of Hindustan Pencils Private Limited, 510, Himalaya House, 79, Palton Road, Bombay 400 001.” Section 62, in so far as it relates to maintenance of records only, subject to the condition that any visit book, register or record maintained by the establishment immediately before this exemption should be properly maintained and should be made available to inspectors at the time of their visit to the establishment for inspection.

(Vide Government Notification, Industries, Energy and Labour Department No. BSE. 1486 CR-2039/Lab-9, dated 22nd August 1986, published in *Maharashtra Government Gazette*,

CORRIGENDUM

In Government Notification, Industries, Energy and Labour Department No. BSE. 1484-CR-208/Lab-9, dated the 27th November 1984, published in the *Maharashtra Government Gazette*, the words and figures,—

“ However, Main/Service Branches of the Banks, connected with Clearing House of Reserve Bank of India, shall not be closed later than 11-00 p.m.” shall be added after the words and figures “ The Banks should not be opened earlier than 7-30 a.m. and closed later than 9-00 p.m.” appearing at item No. (iii) in column No. 3 of Entry No. 316 of the Schedule II of the said notification.

(Vide Government Notification, Industries, Energy and Labour Department No. BSE. 1485/68939/1292/Lab-9, dated 20th October 1986, published in *Maharashtra Government Gazette*, Part I-L, dated 11th December 1986, at page No. 5449).

VII. MAHARASHTRA MATHADI, HAMAL AND OTHER MANUAL WORKERS (REGULATION OF EMPLOYMENT AND WELFARE, ACT, 1969.

(A) *Nomination under the Act.*—(1) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by section 6, read with section 11 of the said Act, nominated Shri Shamrao Ramrao Dhumal, the Waditunder Forwarding Agents Association, Western Railway Goods Depot, Carnac Bridge, Bombay 400 001, to be a member of the Railway Goods Clearing and Forwarding of Establishments Labour Board for Greater Bombay in place of Shri Anandrao H. Bhoite.

(Vide Government Notification, Industries, Energy and Labour Department No. UWA. 1385 10333/Lab-5, dated 5th September 1986, published in the *Maharashtra Government Gazette*, Part I-L, dated 4th December 1986, at page No. 5390).

(2) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by Sub-sections (3), (5) and (6) of section 6 and section 11 of the said Act read with proviso to sub-rule (1) of rule 3 of the Maharashtra Mathadi Hamal and Other Manual Workers (Regulation of Employment and Welfare) Rules, 1970, nominated Shri B. R. Rangari, Assistant Commissioner of Labour, Bombay as member of the Railway Goods Clearing and Forwarding Establishments Board for Greater Bombay and also to be the Chairman of the said Board, vice Shri K. P. Medbalmi.

(Vide Government Notification, Industries, Energy and Labour Department No. UWA. 1386/CR-11225/Lab-5, dated 16th September 1986, published in the *Maharashtra Government Gazette*, Part I-L, dated 4th December 1986, at page No. 5391).

(3) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by sub-sections (3), (5) and (6) of section 6 and section 11 of the said Act read with proviso to sub-rule (1) of rule 3 of the Maharashtra Mathadi, Hamal and other Manual Workers (Regulation of Employment and Welfare) Rules, 1970 nominated Shri D. P. Pagar, Assistant Commissioner of Labour, Bombay as a member of the Grocery Markets and Shops Board for Greater Bombay representing the State Government and also to be the Chairman of the said Board vice Shri B. K. Patil.

(Vide Government Notification, Industries, Energy and Labour Department No. UWA. 1386/CR-11259/Lab-5, dated 21st November 1986 published in *Maharashtra Government Gazette*, Part I-L, dated 11th December 1986, at page Nos. 5477 to 5478).

(4) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by sub-section (3), (5) and (6) of section 11 of the said Act read with proviso to sub-rule (1) of rule 3 of the Maharashtra Mathadi, Hamal and Other Manual workers (Regulation of Employment and Welfare) Rules, 1970, nominated Shri M. K. Ambole, Assistant Commissioner of Labour, Bombay, as a member of the Bombay Iron and Steel Labour Board for Greater Bombay representing the State Government and also to be the Chairman of the Board vice Shri S. D. Mokashi.

(Vide Government Notification, Industries, Energy and Labour Department No. UWA.

(5) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by sub-sections (3), (5) and (6) and section 11 of the said Act read with proviso to sub-rule (i) of rule 3 of the Maharashtra Mathadi Hamal and Other Manual Workers (Regulation of Employment and Welfare) Rules, 1970, nominated Shri M. K. Ambole, Assistant Commissioner of Labour, Bombay as a member of the Khoka Making and Timber Markets Labour Board for Greater Bombay, representing the State Government and also to be the Chairman of the said Board vice Shri S. D. Mokashi.

(Vide Government Notification, Industries, Energy and Labour Department No. UWA. 1386/CR-11258/Lab-5, dated 25th November 1986, published in *Maharashtra Government Gazette*, Part I-L, dated 11th December 1986 at page No. 5479 to 5480).

VIII. BOMBAY INDUSTRIAL RELATIONS ACT, 1946

(A) *Appointments under the Act.*—(1) The Government of Maharashtra, Industries, Energy and Labour Department, has in exercise of the powers conferred by Section 9 of the said Act, appointed Shri S. V. Vitkar, Chief Judicial Magistrate, Jalna to preside over as Presiding Officer, 2nd Labour Court, Pune in Place of Shri R. W. Khan.

(Vide Government Notification, Industries, Energy and Labour Department No. BIR. 1086/6835/Lab-2, dated 7th October 1986, published in *Maharashtra Government Gazette*, Part I-L, dated 4th December 1986, at page No. 5393).

(2) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by Section 10 of the said Act, appointed Shri R. R. Deshpande, Second Additional District and Sessions Judge, Nanded, to be Member of the Court of Industrial Arbitration.

(Vide Government Notification, Industries, Energy and Labour Department No. BIR. 1086/6845/Lab-2, dated 14th October 1986, published in *Maharashtra Government Gazette*, Part I-L, dated 4th December 1986 at page No. 5399).

(3) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by Section 10 of the said Act, appointed Shri R. R. Deshpande Member, Industrial Court, Bombay in place of Shri M. G. Palhade, to be a member of the Court of Industrial Arbitration.

(Vide Government Notification, Industries, Energy and Labour Department No. BIR. 1186/6873/Lab-2, dated 11th November 1986, published in *Maharashtra Government Gazette*, Part I-L, dated 4th December 1986, at page No. 5404).

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

(A) *Appointments under the Act.*—(1) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by Section 4 of the said Act, appointed Shri S. V. Vitkar, Chief Judicial Magistrate, Jalna in place of Shri R. W. Khan to preside over as a Presiding Officer of the 2nd Labour Court, Pune.

(Vide Government Notification, Industries, Energy and Labour Department No. ULP. 1086/6836/Lab-2, dated 7th October 1986, published in *Maharashtra Government Gazette*, Part I-L, dated 4th December 1986 at page Nos. 5393 to 5394).

(2) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by Section 4 of the said Act, appointed Shri R. R. Deshpande, Second Additional District and Sessions Judge, Nanded in place of Shri B. N. Dongare, to be Member of the Industrial Court.

(Vide Government Notification, Industries, Energy and Labour Department No. ULP. 1086/6847/Lab-2, dated 14th October 1986 published in *Maharashtra Government Gazette*, Part I-L, dated 4th December 1986, at page No. 5399).

(3) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by Section 4 of the said Act, appointed Shri R. R. Deshpande,

Member, Industrial Court, Bombay in place of Shri M. G. Palhade to be Member of the Industrial Court, Solapur.

(Vide Government Notification, Industries, Energy and Labour Department No. ULP. 1186/6874/Lab-2, dated 11th November 1986, published in *Maharashtra Government Gazette*, Part I-L, dated 4th December 1986, at page No. 5404).

X. BONDED LABOUR SYSTEM (ABOLITION) ACT, 1976.

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

Chairman

- (1) District Magistrate, Dhule Under clause (a) of sub-section (2) of section 13.

Members

- (2) Shri Omkar Halkya Gavir, At Post Sunderde, Taluka Nandurbar. Nominated under clause (b) of sub-section (2) of section 13.
- (3) Shri Jayram Tarasing Kharde, At Post Adgaon, Taluka Shahada. Nominated under clause (b) of sub-section (2) of section 13.
- (4) Shri Udesingh Ramchandra Padvi, At Post Valode. Nominated under clause (b) of sub-section (2) of section 13.
- (5) Shri Sharad Patil, Asantosh, Vadibhokar Road, At Post Dhule. Nominated under clause (c) of sub-section (2) of section 13.
- (6) Shri Bapu Thakur, Dəvpur Vita Bhatti, Dhule. Nominated under clause (c) of sub-section (2) of section 13.
- (7) The Chief Executive Officer, Zilla Parishad, Dhule. Nominated under clause (d) of sub-section (2) of section 13.
- (8) The District Deputy Registrar, Co-operative Societies, Dhule. Nominated under clause (d) of sub-section (2) of section 13.
- (9) The Project Officer, Integrated Tribal and Employment Project, Dhule. Nominated under clause (d) of sub-section (2) of section 13.
- (10) The Representative of Dhule District Central Co-operative Bank, Dhule. Nominated under clause (e) of sub-section (2) of section 13.

(Vide Government Notification, Industries, Energy and Labour Department, No. BLA-1586/(984)/Lab-1, dated 8th October, 1986 published in *Maharashtra Government Gazette* Part I-L, dated 4th December, 1986 at page No. 5395).

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

Chairman

- (1) Sub-Divisional Magistrate, Ramtek .. Under clause (a) of sub-section (3) of section 13.

Members

- (2) Shri Zingarrao S. Parteti, Nehru Ward, Ramtek. Nominated under clause (b) of sub-section (3) of section 13.
- (3) Shri Gulabrao Tekam, at Junewani Mines Nominated under clause (b) of sub-section (3) of section 13.

- (4) Shri Fagosingh Kokade, Karwai Nominated under clause (b) of sub-section (3) of section 13.
- (5) Shri Gajananrao Kimmatkar, Ramtek Nominated under clause (c) of sub-section (3) of section 13.
- (6) Shri Anandrao Mahajan, Ramtek Nominated under clause (c) of sub-section (3) of section 13.
- (7) The Manager, State Bank of India, Ramtek Nominated under clause (d) of sub-section (3) of section 13.
- (8) The Manager, Central Bank of India, Ramtek Nominated under clause (d) of sub-section (3) of section 13.
- (9) The Manager, United Commercial Bank, Ramtek Nominated under clause (d) of sub-section (3) of section 13.
- (10) The Agent, State Bank of India, Nagpur .. Nominated under clause (e) of sub-section (3) of section 13.
- (11) Tahasildar, Maoda, Parshivni, Ramtek .. Nominated under clause (f) of sub-section (3) of section 13.

(Vide Government Notification Industries, Energy and Labour Department, No. BLA-1586/(1046)/Lab-1, dated 8th October 1986, published in *Maharashtra Government Gazette* Part I-L, dated 4th December, 1986 at page No. 5397).

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

Chairman

- (1) District Magistrate, Osmanabad .. Under clause (a) of sub-section (2) of section 13.

Members

- (2) Shri Shankar Gulab Sathe, Resident of Bhoom. Nominated under clause (b) of sub-section (2) of section 13.
- (3) Shri Namdeorao Varkar, Osmanabad .. Nominated under clause (b) of sub-section (2) of section 13.
- (4) Shri Wamarrao Suryawanshi, Umarga .. Nominated under clause (b) of sub-section (2) of section 13.
- (5) Shri Devdatta Mohite, Kalamb Nominated under clause (c) of sub-section (2) of section 13.
- (6) Shri Chandansingh Babansingh Saddhiwal, Parand. Nominated under clause (c) of sub-section (2) of section 13.
- (7) The Project Director, District Rural Development Agency, Osmanabad. Nominated under clause (d) of sub-section (2) of section 13.
- (8) The Circle Officer, Mahatma Phule Backward Class Development Corporation, Osmanabad. Nominated under clause (d) of sub-section (2) of section 13.
- (9) The Deputy Chief Executive Officer, Zilla Parishad, Osmanabad. Nominated under clause (d) of sub-section (2) of section 13.
- (10) Representative, Marathwada Rural Bank, Osmanabad. Nominated under clause (e) of sub-section (2) of section 13.

(Vide Government Notification Industries, Energy and Labour Department, No. BLA-1585/(1002)/Lab-1, dated the 8th October, 1986, published in the *Maharashtra Government Gazette*, Part I-L, dated 4th December, 1986 at page No. 5396.)

(4) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by Sub-section (1) and (2) of Section 13 of the said Act, re-constituted the Vigilance Committee for the District of Amravati excluding the areas comprising the Sub-Division of Melghat consisting of the Chairman and the following members namely —

- (1) District Magistrate, Amravati .. *Chairman* Under clause (a) of sub-section (2) of section 13.
- (2) Shri S. M. Bardekar, Retired Deputy Collector, at Narayan Nagar, Amravati. *Member* .. Nominated under clause (b) of sub-section (2) of section 13.
- (3) Shri Romu Matang Patel, M.L.A., Dharni, Do. *Do.* Do.
- (4) Shri Bhaiyelal Sitaram Athawe, Chairman, Panchayat Samiti, Chikhaldara. *Member* .. Nominated under clause (b) of sub-section (2) of section 13.
- (5) Shri Mohamad Ahasanullah, Retired Deputy Collector, Amravati Camp. *Do.* Nominated under clause (c) of sub-section (2) of section 13.
- (6) Smt. Pushpatai Bonde, Mangilal Plots, Amravati. *Do.* Do.
- (7) Shri Baboolal Mansu Patel, Chairman, Panchayat Samiti, Dharni. *Do.* .. Nominated under clause (d) of sub-section (2) of Section 13.
- (8) The Project Officer, Integrated Tribal Development Project, Dharmi. *Do.* Do.
- (9) Shri Sudam Dattatraya Deshmukh, M.L.A. Achalpur, Amravati. *Do.* Do.
- (10) Deputy Chief Officer, Central Bank of India, Morshi Road, Amravati. *Do.* .. Nominated under clause (e) of sub-section (2) of section 13.

(Vide Government Notification, Industries Energy and Labour Department No. BLA. 1586/1043/Lab-1, dated 16th October 1986, published in *Maharashtra Government Gazette*, Part I-L, dated 4th December 1986, at page No. 5400.)

XI. 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. 8597 and belonging to the M. S. E. B., Paras Thermal Powers Station, P. O. Vidyutnagar, Paras (C.R.) 444109 from the operation of clause (c) of Section 6 of the said Act, for the period of six months from the 20th November 1986, to 19th May 1987 (both days inclusive)

(Vide Government Notification, Industries, Energy and Labour Department No. IBA. 1086/230968/2396/Lab-9, dated 17th November 1986, published in *Mhrashtra Government Gazette* Part I-L, dated 11th December 1986, at page No. 5448).

(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. 8598 and belonging to the Maharashtra State Electricity, Paras Thermal Power Station, P. O. Vidyutnagar Paras (C.P.) 444109 from the operation of clause (c) of section 6 of the said Act, for the period of six months from the 20th November 1986 to 19th May 1987 (both days inclusive)

(Vide Government Notification Industries, Energy and Labour Department No. IBA. 1086/230969/2395/Lab-9, dated 17th November 1986, published in *Maharashtra Government*

(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. 10433 and belonging to the Maharashtra State Electricity Board, Nashik Thermal Power Station P O Eklaha 422105 (Via Nashik Road) from the operation of clause (c) of Section 6 of the said Act, for the period of six months from the 26th October 1986 to 25th April 1987 (both days inclusive).

(Vide Government Notification, Industries, Energy and Labour Department No. IBA. 1086/228238/2307 Lab-9, dated 24th October 1986 published in *Maharashtra Government Gazette*, Part I-L, dated 11th December 1986, at page No. 54449).

(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. PB. 1383 and belonging to the Solar Chemical, Co-operative Industrial Estate P. B. No. 117, Chandrapur, from the operation of clause (c) of section 6 of the said Act, for the period of one month from the 29th October 1986 to 28th November 1986 (both days inclusive).

(Vide Government Notification, Industries, Energy and Labour Department No. IBA. 1086/CR 2312/Lab-9, dated 30th October 1986, published in *Maharashtra Government Gazette*, Part I-L, dated 11th December 1986, at page No. 5449).

(5) In exercise of the powers conferred by sub-section (2) of section 34 of the said Act, the Government of Maharashtra has exempted the boiler bearing No. MR. 10311 and belonging to the Rashtriya Chemicals and fertilizers to Limited, Chembur, Bombay 400 074, from the operation of clause (c) of section 6 of the said Act, for the period of three months from the 11th November 1986 to 10th February 1987 (both days inclusive).

(Vide Government Notification, Industries, Energy and Labour Department No. IRA. 1086/230143, 2340-A/Lab-9, dated 11th November 1986 published in *Maharashtra Government Gazette*, Part I-L, dated 18th December 1986, at page No. 5506).

CORRIGENDUM

In exercise of the powers conferred by sub-rule (1) of Rule 74 of the Maharashtra Boiler Rules, 1962, the Government of Maharashtra hereby amends Government Notification, Industries, Energy and Labour Department, No. IDA. 1483/29720/705/LAB-9, dated the 31st October 1983 and printed in *Maharashtra Government Gazette*, Part I-L, Extraordinary, dated 31st October 1983 as follows :—

In the said notification, against entry No. 18, for the words "Shri P. R. Balliwala", the words "Shri F. R. Balliwala" shall be substituted.

(Vide Government Notification Industries, Energy and Labour Department No. IBA. 1486/230509/2344 Lab-9, dated 12th November 1986, published in *Maharashtra Government Gazette*, Part I-L, dated 11th December 1986, at page No. 5469).

CORRIGENDUM

In Government Order, Industries, Energy and Labour Department, No. IBA. 1086/226668/2268 Lab-9, dated the 8th October 1986, the word "Pune" appearing in the sixth line shall be deleted and for the figure "1986" appearing in the last line, the figure "1987" shall be substituted.

(Vide Government Notification, Industries, Energy and Labour Department No. IBA. 1086/228237, 2310 Lab-9, dated 7th November 1986, published in *Maharashtra Government Gazette*, Part I-L, dated 18th December 1986, at page No. 5506).

XII. FACTORIES ACT, 1948.

(A) *Corrigendum*—In the Government Notification, Industries, Energy and Labour Department of even number, dated the 21st ~~1986~~ 1986, published in the *Maharashtra Government Gazette*, Part I-L, at Page 110, appearing at Serial No. 6 in Schedule 'A' the words and figures "Above 250 but not above 300" should be read as "Above 250 but not above 500".

(Vide Government Notification, Industries, Energy and Labour Department No. FAC. 2085/9848 Lab-4, dated 30th September 1986, published in *Maharashtra Government Gazette*, Part I-L, dated 11th December 1986, at page No. 5448).

XIII. CONTRACT LABOUR (REGULATION AND ABOLITION) ACT, 1970.

(A) *Constitution of Board.*—(1) The Government of Maharashtra Industries Energy and Labour Department has in exercise of the powers conferred by Sub-sections (1) and (2) of Section 4 of the said Act, read with rule 3 and clause (i) of Sub-rule (1) of rule 10 of the Maharashtra Contract Labour (Regulation and Abolition) Rules, 1971, and in Supersession of Government Notification Industries, Energy and Labour Department, No. CLA-1279/3011/(67)/Lab-12, dated 17th March 1981, constituted a Board to be called the State Advisory Contract Labour Board to advise the State Government on such matters arising out of the administration of the said Act, as may be referred to it, and to carry out other functions assigned to it under the said Act, and appoints—

(a) the Minister of State for Labour to be the Chairman.

(b) the persons mentioned in the Schedule hereto to be the members (in addition to the Commissioner of Labour, Bombay, who is a *ex-officio* member under section 4(2)(b) of the said Act) ; and

(c) the Deputy Commissioner of Labour (Rural Wing), Bombay to be the Secretary of the said Board.

SCHEDULE

Members of the Board

(a) Representing the State Government—

The Deputy Commissioner of Labour (Rural Wing), Bombay.

(b) Representing Principal Employers—

(1) Shri Subhashkumar Agarwal, Executive Director, Ravindra Steel Ltd., 33-B M.I.D.C. Nagpur.

(2) Shri Vijay G. Kalantri, Vice-Chairman, All India Manufacturers Organisation Jeen Sahakar, Sir, P. M. Road, Bombay.

(3) Chief Engineer and Joint Secretary, Public Workers Department, Mantralaya, Bombay 400 032.

(c) Representing the Contractors—

(1) Shri Prem Chaddha, President, Maharashtra Industrial Caterers' Association, Copper Chimmney, Kala Ghoda, 18, Rampart Row, Bombay 400 023.

(2) Shri R. G. Gandhi, Chairman, Messrs. Acrow India Ltd., Sterling Apartment, 5th floor, Dr. Annie Besant Road, Bombay 400 018.

(d) Representing Workmen—

(1) Shri A. T. *alias* Bhai Bhosle, President, INTUC, Maharashtra, Br. Bombay, 20/314, Adarsh Nagar, Worli, Bombay 400 025.

(2) Shri N. M. Dorai Rajan, Vice-President, Rashtriya Mill Mazdoor Sangh, Kamgar Bhavan, Great Nag Road, Nagpur.

(3) Shri Abasaheb Killedar, General Secretary, Rashtriya Girni Kamgar Sangh, Solapur.

(4) Shri P. R. Krishnan, Secretary, Maharashtra Committee of CITU, Janashakti, Globe Mill Passage, Bombay 400 013.

(5) Shri Rambhau Narayan Kolhe, President, Sarva Shramik Sangh, 49-Ramkrishna Nagar, Khamla Road, Nagpur 440 015.

(Vide Government Notification Industries, Energy and Labour Department, No. CLA-1085/(862)/Lab-1, dated 18th November, 1986, published in *Maharashtra Government Gazette* Part I-L, dated 11th December, 1986, at pages Nos. 5471 to 5472).

Consumer Price Index Numbers for Industrial Workers for December 1986

BOMBAY CENTRE*

A rise of 2 Points.

The Consumer Price Index Number for Industrial Workers (New Series) for the Bombay Centre with base January to December 1960 equal to 100 is 728 being 2 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at the Bombay Centre.

The index number for the Food group increased by 1 point to 810 due to a rise in the average prices of Rice, Jowar, Arhar dal, Vanaspali, Eggs, Garlic, and Bhajia.

The index number for the Pan, Supari and Tobacco etc. group increased by 10 points to 827 due to a rise in the average prices of Pan leaf and Katha.

The index number for the Fuel and Light group increased by 4 points to 922 due to a rise in the average price of charcoal only.

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 4 points to 666 due to a rise in the average prices of Saree-I, Mulmul and shoes-Gents.

The index number for the Miscellaneous group increased by 5 points to 564 due to a rise in the average prices of Dr.'s. Fee, Medicine and Laundry Charges.

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	
		November 1986	December 1986
I-A. Food	57.1	809	810
I-B. Pan, Supari, Tobacco, etc.	4.9	817	827
II. Fuel and Light	5.0	918	922
III. Housing	4.6	197	197
IV. Clothing, Bedding and Foot-Wear	9.4	662	666
V. Miscellaneous	19.0	559	564
Total ..		....	....
Consumer Price Index Number ..	100.00	726	728

*Details regarding the scope and method of compilation of the index will be found on pages 598 to 605 of December 1963 issue of Labour Gazette, For Errata (see) page 867 of January 1965 issue.

—To obtain 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*

710—remained Steady.

In December 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 remained Steady same 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 remained Steady at 779.

The index number for the pan, Supari and Tobacco etc. group increased by 1 point to 692 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 decreased by 1 point to 657 due to a fall in the average price of Dhoti.

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	
		November 1986	December 1986
I-A. Food	63.0	779	779
I-B. Pan, Supari, Tobacco etc.	3.4	691	692
II. Fuel and Light	7.1	748	748
III. Housing	5.2	292	292
IV. Clothing, Bedding and Footwear	9.0	658	657
V. Miscellaneous	12.3	559	559
Total ..	....	....	....
Consumer Price Index Number ..	100.00	710	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.

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

NAGPUR CENTRE*

649 A fall of 2 points.

In December 1987 the Consumer Price Index Number for Working Class (New Series) Nagpur Centre with base January to December 1960 equal to 100 was 649 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 10 points to 706 due to a fall in the average prices of wheat Chillies dry, Onions, and Vegetables and fruit 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 increased by 27 points to 572 due to a rise in the average prices to trunk, Wahsing Soap, Toilet soap and tailoring Charges.

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

(Average prices for the calendar year 1960 = 100)

Groups	Weights proportional to total expenditure	Group Index Numbers	
		November 1986	December 1986
I-A. Food	57.2	716	706
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	545	572
Total ..	100.00	....	....
Consumer Price Index Number ..	....	678	676

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

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

PUNE CENTRE*

649 A fall of 1 point.

In December 1986 the Consumer Price Index Number for Industrial Workers (New Series) for Pune Centre with base year 1961 equal to 100 was 649 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 Pune Centre.

The index number for the food group decreased by 3 points to 735 due to fall in the average prices of wheat, Gramdal and other vegetables.

The index number for the fuel and light group remained Steady at 807.

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 6 points to 535 due to a rise in the average prices & panleaf of News paper (Daily Sakal)

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	
		November 1986	December 1986
I. Food	55.85	738	735
II. Fuel and Light	6.89	807	807
III. Housing	6.65	157	157
IV. Clothing and Footwear	10.31	625	625
V. Miscellaneous	20.30	529	535
Total ..	100.00	....	....
Consumer Price Index Number	....	650	649

*Details regarding the scope and method of compilation of the index will be found on pages 1727 to 1730 of the August 1965 issue of Labour Gazette. For Errata thereto, see page 217 of September 1965 issue.

JALGAON CENTRE***A fall of 3 Points.**

In December 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 667 being 3 points lower than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at the Jalgaon Centre.

The index number for the Food group decreased by 8 points to 707 due to a fall in the average prices of Rice, Jowar, Gramdal, moongdal, Uriddal, Fresh Fish, milk, Dry chillies and onions.

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

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 14 points to 667 due to a fall in the average prices of saree, long cloth, cloth for trousers.

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

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

(Average prices for the calendar year 1961=100)

Groups	Weight proportional to total expenditure.	Group Index Numbers	
		November 1986	December 1986
I. Food ..	60.79	715	707
II. Fuel and Light ..	7.20	975	975
III. Housing ..	6.11	188	188
IV. Clothing and Bedding Footwear ..	10.29	653	667
V. Miscellaneous ..	15.61	556	556
Total ..	100.00	670	667
Consumer Price Index Number ..		....	....

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

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

NANDED CENTRE***A rise of 4 points**

In December 1986 the Consumer Price Index Number for Industrial Workers (1961=100) for the Nanded Centre with base January to December 1961 equal to 100 was 717 being 4 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at the Nanded Centre.

The index number for the Food group increased by 3 points to 754 due to a rise in the average prices of rice, jowar, fresh fish, garlic and vegetables.

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 13 points to 677 due to a rise in the average prices of Cloth for trouser and long cloth.

The index number for the miscellaneous group remained steady at 620.

**CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR
NANDED CITY**

(Average prices for the calendar year, 1961=100)

Groups	Weight proportional to total expenditure	Group Index Numbers	
		November 1986	December 1986
I. Food ..	61.46	751	754
II. Fuel and Light ..	5.88	931	931
III. Housing ..	4.62	386	386
IV. Clothing and Bedding Footwear ..	12.22	664	677
V. Miscellaneous ..	15.82	620	620
Total ..	100.00	717	717
Consumer Price Index Number ..		....	....

*Details regarding the scope and method of compilation of the index will be found on pages 1130 to 1134 of the March 1966 issue of *Labour Gazette*.

Note.—To obtain the equivalent old index number on base August 1943 to July 1944=100 the new index number of base 1961 = 100 should be multiplied by the linking factor viz. 2.44.

AURANGABAD CENTRE*

765—A rise of 1 point.

In December 1986 the Consumer Price Index Number for Industrial Workers (New Series) for Aurangabad Centre with base year 1961 equal to 100 was 765 being 1 point higher than that in preceding month. The index relates to the standard of life ascertained during the year 1955-59 family living survey at Aurangabad Centre.

The index number for the food group increased by 1 point to 860 due to rise in the average price of wheat, jowar, mungdal, masurdal, goat meat & Chillies. The index number for the fuel and light group remained steady at 830. The index number for housing remained 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 remained steady at 653.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS
FOR AURANGABAD CENTRE

(Average prices for the calendar year 1961 = 100)

Groups	Weight proportional to total expenditure	Group Index Number	
		November 1986	December 1986
L. Food	60.72	859	860
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	653	653
Total ..	100.00	....	....
Consumer price Index Number ..	....	764	765

*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 convert 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 January 1986 to December 1986 are given in the following table —

TABLE

Month	Base 1960=100	*Base 1949=100
	2	3
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
December 1986	688	836

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

Centre	Base	Food	Pan, Supari Tobacco etc.	Fuel and light	Housing	Clothing, bedding and footwear	Miscellaneous	Consumer Price Index No. December 1986	Equivalent Old Index No.	Consumer Price Index No. November 1986	Equivalent Old Index No.
1	2	3	4	5	6	7	8	9	10	11	12
Bombay	1960=100	810	827	922	197	666	564	728	3232	726	3223
Solapur	1960=100	779	692	748	292	657	559	710	2712	710	2712
Nagpur	1960=100	706	843	975	355	649	572	676	3529	678	3539
Pune	1961=100	735	....	807	157	625	535	649	....	650	....
Jalgaon	1961=100	707	....	975	188	667	556	667	3528	670	3544
Nanded	1961=100	754	....	931	386	677	620	717	1757	713	1747
Aurangabad	1961=100	860	....	830	330	670	653	765	1698	764	1696

LABOUR GAZETTE—FEBRUARY 1987

Note.—For arriving at the equivalent Old Index Numbers the new Index Numbers may be multiplied by the linking factors mentioned against the respective centres as follows :—
 BOMBAY : 4.44 SHOLAPUR : 3.82 NAGPUR : 5.22
 JALGAON : 5.29 NANDED : 2.45 AURANGABAD : 2.22

LABOUR GAZETTE—FEBRUARY 1987
Labour Intelligence

INDUSTRIAL RELATIONS IN MAHARASHTRA
 REVIEW FOR THE MONTH OF NOVEMBER 1986
Industrial Courts, Tribunal and Labour Courts

229 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.R. Act, 1946	I.D. Act, 1947	Other Acts		
		3	4	5	6	
I Industrial Courts/Tribunals—						
1	Industrial Court, Baramba	7	25	1,008	140	
2	Industrial Tribunal, Baramba	7	1	84	92	
3	Industrial Court, Nagpur	1	2	31	34	
4	Industrial Tribunal, Nagpur	2	11	49	62	
5	Industrial Court, Thane	3	2	18	23	
6	Industrial Tribunal, Thane	3	2	18	23	
7	Industrial Court, Kolhapur	..	..	..	..
8	Industrial Tribunal, Kolhapur	..	..	..	..
9	Industrial Court, Amravati	..	..	..	..
10	Industrial Tribunal, Amravati	..	..	..	..
11	Industrial Court, Nashik	..	..	..	..
12	Industrial Tribunal, Nashik	..	..	..	..
13	Industrial Court, Aurangabad	..	..	..	..
14	Industrial Tribunal, Aurangabad	..	..	..	..
15	Industrial Court, Solapur	..	..	..	..
16	Industrial Tribunal, Solapur	..	..	..	..
17	Industrial Tribunal, Solapur	..	..	..	..
Total		31	43	430	504	

II Labour Courts—

1	Labour Court, Bombay	64	301	206	572
2	Labour Court, Pune	3	54	43	100
3	Labour Court, Nagpur	7	48	96	151
4	Labour Court, Thane	1	8	92	101
5	Labour Court, Kolhapur	1	13	57	71
6	Labour Court, Solapur	4	13	52	69
7	Labour Court, Akola	1	11	12	24
8	Labour Court, Nashik	4	16	60	76
9	Labour Court, Aurangabad	4	78	39	121
10	Labour Court, Dhule	..	..	..	..
11	Labour Court, Sangli	1	7	63	65
12	Labour Court, Amravati	..	..	..	..
13	Labour Court, Jalgaon	..	..	..	..
14	Labour Court, Bhandardara	..	..	..	..
15	Labour Court, Ahmednagar	2	71	24	99
16	Labour Court, Latur	..	..	..	..
Total		88	762	875	1,725

Wage Boards—4 references were received by the Wage Board for Cotton Textile Industry and Mill references for Silk Textile Industry, Sugar Industry and Co-op. Banks Industry during the month under review.
 Na 4874—5a

disputes handled by the Conciliation machinery in the State during November 1986 under various Acts is

analysis of the cases received during the month :-

Act 1	Issues relating to pay, allowances and Bonus 2	Employment, leave, hours of work and miscellaneous causes 3	Total 4
Industrial Disputes Act, 1947	20	42	62
Industrial Relations Act, 1946	3	3	6
Industrial Relations (Extensions and Amendment) Act, 1964	13	1	14
Total	36	46	82

LABOUR GAZETTE—FEBRUARY 1987

case analysis of the cases dealt with during the month—

	Pending at the beginning of the month 2	No. of cases received during the month 3	Settled amicably 4	Ended in failure 5	Withdrawn or not pursued by parties 6	Closed 7	Total (4 to 7) 8	Pending at the end of the month 9
Industrial Disputes Act, 1947	982	346	58	172	44	42	316	1012
Industrial Relations Act, 1946	176	6	3	1	2	..	6	176
Industrial Relations (Amdt.) Act, 1964	38	16	3	2	8	..	13	41
Total	1196	368	64	175	54	42	335	1229

Case and District-wise analysis of the cases received during the month under Bombay Industrial Relations Act, 1947 and Bombay Industrial Relation (Extension and Amendment) Act, 1964 are given below :-

Act 1	Cotton Textile 2	Silk Textile 3	Chemical 4	Textile Processing 5	Hosiery 6	Banking 7	Sugar 8	Misc. 9	Transport 10	Total 11
Industrial Disputes Act, 1947	3	..	..	2	..	1	..	..	..	6

Act 1	Textile Industry 2	Paper Industry 3	Chemical Industry 4	Press Industry 5	Electricity 6	Banking 7	Chemical Engineering 8	Local Bodies 9	Other Misc. 10	Total 11
Industrial Disputes Act, 1947	14	..	..	14

District-wise analysis is given below :-

Act 1	Bombay 2	Pune 3	Thane 4	Nagpur 5	Nasik 6	Aurangabad 7	Amravati 8	Total 9
Industrial Disputes Act, 1947	5	1	..	..	..	..	..	6

Act 1	Amravati 2	Akola 3	Wardha 4	Bhandara 5	Nagpur 6	Yeotmal 7	Total 8
Industrial Disputes Act, 1947	14	..	14

(Extension and Amendment) Act, 1964

29. MAR 1987

K. S. J.

INDUSTRIAL DISPUTES IN MAHARASHTRA STATE DURING THE MONTH OF NOVEMBER 1986

	November 1986	October 1986	November 1985
No. of Disputes	58	62	43
No. of Workers involved	13,754	12,659	9,733
No. of Man days lost	2,79,294	2,49,018	1,94,106

Industry-wise classification is given below

Name of the Industry Group	Number of disputes in progress			Number of work people involved in all disputes	Aggregate man-days lost in
	Started before beginning of the month i.e. before	Started during the Total month i.e.	Total		
1	2	3	4	5	6
Textile	1	1	1	67	1,742
Engineering	28	6	34	9,669	1,87,739
Chemical	7	..	7	721	14,997
Miscellaneous	12	4	16	3,297	74,816
November 1986 Total	48	10	58	13,754	2,79,294
October 1986	51	11	62	12,659	2,49,018

27 of the 58 disputes arose over question of "pay, allowances and bonus issues", 5 related to "Retrenchment and grievances about personnel", and the remaining 26 were due to other causes.

The one dispute that terminated during the course of the month was settled entirely in favour of the workers.

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

THE FOLLOWING STATEMENT GIVES THE DETAIL INFORMATION OF IMPORTANT INDUSTRIAL DISPUTES CAUSING MORE THAN 10,000 MANDAYS LOST DURING THE MONTH OF NOVEMBER 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 9	Till the close of the month 10		
1	2	3	4	5	6	7	4	9	10	11		
1	Thane— M/s. Takson Ltd., Pvt. Kolshet Road, Thane.	Pvt.	S	Reinstatement	20-4-1981	..	459	11,026	7,75,712	Continued.		
2	Bombay— Estrella Batteries Ltd., Plot No. 2, Dilluravi, Matunga, Bombay.	Pvt.	L	Unfair Labour Practice.	3-11-1983	..	1,170	20,956	9,53,258	Do.		
3	Bombay— Forging Pvt. Vidyagari Id., Kalina, Bombay-98.	Pvt.	S	Other— Fighting against the workmen.	11-7-1984	..	625	16,172	4,62,828	Do.		
4	Bombay— Bush India Ltd., Sukh Sagar, M. S. Patkar Marg, Bombay- 400 007.	Pvt.	L	Workers continued to indulge in 50% slow down from 13-8-1984.	24-9-1984	..	1,005	23,922	9,82,657	Do.		

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

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Serial No.	Name of the concern	Sector	S/L	Reason	Date of work		No. of workers involved				Remarks
					Began	Ended	During the month	Till the close of the month	Mandays lost		
1					6	7	8	9	10	11	
5	<i>Bombay</i> The Indian Smelting Co. Ltd., D. B. Marg, Bombay	Pvt.	S	Genl. Demand Wages, D.A. etc.	10-12-1984	..	1,007	11,345	3,89,517	Do.	
6	<i>Bombay</i> Bombay Iron Inter-national Ltd., My Road, Colaba, Bombay-400 003	Pvt.	L	Gherao and Go-slow.	8-10-1986	..	2,316	55,512	1,04,085	Do.	
7	<i>Bombay</i> The Standard Battery Ltd., Pvt. Vaidya Santauluz Bombay	Pvt.	L	Charter of demands.	2-11-1986	..	1,123	26,952	26,952	Do.	

LABOUR GAZETTE—FEBRUARY 1987

LABOUR GAZETTE FEBRUARY 1987

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PRESENT NOTE ON ESIS BENEFIT IN MAHARASHTRA AND GOA

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

In Maharashtra 1251951 employees were under the coverage of the Scheme in the month of December, 1986. The total amount of benefits paid to those employees were as follows :

The total amount paid Rs. 1.45 Crores as Cash Benefit in December, 1986.

(i) 100000 employees were paid Rs. 79,58,419.05 on account of Sickness and 100000 were paid for the long term diseases, e.g. T.B., Cancer, etc.

(ii) 22103 workers were paid Rs. 51,92,555.10 on account of accidents as employment injury which included 8391 cases for the permanent disability and 2898 for pension to the dependents/families due to death of the workers in the accidents.

(iii) 26230 00 were paid to the women workers as Maternity Benefit for the period of confinement. In addition to the above 29 persons and they were paid Rs. 6,828.00 as family planning benefit.

(iv) There were 238 cases where legal proceedings were initiated against defaulting employers/Insured Person for the recovery of arrears of contributions as under :

- | | |
|-----------------------|------------|
| (1) Under Section 45B | 199 cases. |
| (2) Under Section 75 | 11 cases. |
| (3) Under Section 84 | 2 cases. |
| (4) Under Section 85 | 26 cases. |

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