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## LABOUR GAZETTE

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

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# 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 January 1987, with average price for the year ended December 1960 equal to 100 were 738, 720 and 678 respectively. The Pune, Jalgaon, Nanded and Aurangabad Consumer Price Index Numbers for working class for the month of January 1987, with the average prices for the year ended December 1960 equal to 100 were 647, 669, 739 and 765 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 January 1987 was 688 as compared to 688 in December 1986. On base 1949=100 derived from 1960 based Index worked out to 830 as against 836 for December 1986.

### Industrial Disputes in Maharashtra State

During the month of December 1986, there were 58 disputes involving 13,422 workmen and time loss of 3,15,112 mandays as compared to 58 disputes in November 1986 involving 13,754 workmen and time loss of 2,79,294 mandays.

Further particulars of Industrial Disputes are given at pages 369 to 371 of this issue.

### Benefits under the Employees State Insurance Scheme

During the month of January 1987, 71,629 workers were paid Rs. 69,29,834.00 on account of Sickness and Rs. 5,37,421.75 were paid for the long term diseases, i.e., Cancer, Hemiplegia, Paraplegia, Psychosis etc., etc. 21,813 workers were paid Rs. 55,73,617.78 on account of accidents as employment injury which included 8,333 cases for the permanent disablement and 2,874 for pension to the dependents families due to death of the workers in the accidents.

## Current Notes

### Government firm on sweeping changes in the ID and TU Acts

The Central Government is reported to be firm on its decision to effect sweeping changes in the Industrial Disputes Act, 1947 and the Trade Unions Act of 1926 and a necessary amending Bill is likely to be introduced in the ensuing budget session of the Parliament.

An indication of the introduction of the Bill was already given by Union Labour Minister P. A. Sangma in the Rajya Sabha during its last session.

The proposed amendments, most of which are based on the recommendations of the National Commission on Labour, are aimed at making the trade unions more broadbased, curtailing the hold of outsiders on workers' organisations, laying down the procedure for making a single union as a bargaining agent, penalising workers and unions for 'go-slow' and establishing Industrial Relations Commissions at the national and State levels.

As far back as 1969, the National Commission on Labour, headed by the former Chief Justice of India, late Justice Gajindragadkar, looked into the working of the procedure and machinery under the Industrial Disputes Act, 1947 and felt that there was need for drastic changes in the system of resolving disputes. The Commission had made some recommendations of far-reaching nature, which were considered thirteen years later by the National Labour Conference.

The Conference in turn came to some unanimous conclusions, but set up a committee under the chairmanship of the then Gujarat Labour Minister, Shri Sanat Mehta, to go into the issue in depth. The Sanat Mehta Committee in its turn made a number of recommendations which in fact are to be the basis for the changes to be effected in the Industrial Disputes Act, and the Trade Unions Act.

There are several features in the Government proposals which when brought into force, will bring about a sea-change in the complexion in the country's trade union movement.

### Checking the menace

Under the present Trade Unions Act, it is possible to get a new union registered even if it has a membership of only seven workers. The outcome has been a mushroom growth of unions leading to unchecked rivalry to the detriment of healthy industrial relations. The proposed amendment seeks to make it obligatory for any union to have a minimum membership of 25 per cent of

the workers in a plant for registration purposes. The existing unions will be given time to fulfil the new criteria. This qualification of minimum membership is bound to help check the menace of multiplicity of unions.

Another amendment provides for the check-off system for the verification of membership of the unions.

There is also the proposal for the statutory recognition of a sole collective bargaining agent to be accorded to the union with majority membership. Where there is more than one union, the one with the highest membership but not less than a specified percentage, say 35 or 40 per cent, will be the principal bargaining agent and the remaining unions will be associate bargaining agents in the bargaining council in proportion to their relative strength.

Outsiders holding offices in union is sought to be restricted. The proposed change in Section 22 of the Trade Unions Act will mean that all except two or 25 per cent of the total number of office bearers of every registered trade union should be actually employed in the unit or the industry, as the case may be, with which the trade union is connected. No minister in the Central Government or the State Government can be a member of the executive committee or office bearer of a trade union or a federation of trade unions.

### Disqualification of convicted leaders

It is also proposed to disqualify from any union office those who have been convicted under the Industrial Disputes Act, those convicted for taking part in or instigating an illegal strike and those who have been convicted for any cognizable offence under the Indian Penal Code.

The most important of the proposed amendments is the one providing for the setting up of Industrial Relations Commissions at the national and State levels. The Presidents of the commissions should have prescribed judicial qualifications with eligibility for appointment as judges of a high court. The other members, though with no qualifications to hold a judicial post, should be otherwise eminent in the field of industry, Labour and management. They will be given the powers of a court.

The commissions are to adjudicate industrial disputes other than those assigned to labour courts.

In the case of strikes or lock-outs, strict provisions are sought to be introduced. The right to call a strike can be exercised only if 75 per cent of the members of the bargaining Council vote in favour. Even then, the notice of 14 days should only be after all efforts to arrive at a settlement by negotiations fail. As for lock-out, employers, can declare only if collective bargaining has failed or the unions have refused arbitration. Here too a notice of 14 days is being made applicable.

The Government is of the apparent feeling that it is high time for effecting drastic changes by implementing the amendments to bring some discipline and order in the trade unions that stands fragmented because of political affiliations.

(*Indian Worker*, dated 16th February 1987.)

### 1982 Series of Consumer Price Index

Union Labour Minister P. A. Sangma, speaking at a meeting with the users of the consumer price index for industrial workers on January 8, announced the Government's decision to introduce a new series of index with 1982 as the base year, as recommended by the Seal Committee.

According to sources, while a number of employers organisations did not participate in the meeting, even those present sought further details on the index. However, the Labour Minister, it appears, was firm on the switch over from the present 1960 series.

There exists a feeling that the Government's determination to hustle through the new index, without taking the workers' representatives into confidence and rectifying the shortcomings in 1960=100 index, will wider ramifications on the working class.

### Rath Committee

In 1977, the Government had constituted a committee, headed by Dr. Nilakantha Rath to go into the question of the consumer price index and the committee had made certain recommendations on vital issues in its report, which failed to secure the support of the workers representatives. There, however, some recommendations were of far reaching nature. In a major finding it noted that the 1960 index was faulty by eight points while suggesting further corrective mechanism to make the index more reliable, the Rath Committee had proposed the setting up of a tripartite committee with labour representatives to supervise the price collection machinery as well as compilation of the index. Representatives of the employers and some trade union centres had given dissenting notes to the report.

The Government appointed another committee in 1980, headed by Dr. K. C. Seal, former Director General of the Central Statistical Organisation, for suggesting a new series.

The Seal Committee turned down the recommendation of its predecessor committee while proposing a change-over to the new series with 1982 as the base year. As part of the committee's report, a family income and expenditures survey was conducted in 70 centres as against 50 during the 1958-59 survey,

73 centres should have been covered by the survey. The Seal Committee had noted that 'due to financial constraints the total number of centres had amounted for 43 per cent of the total works in factories, mines and plantations. Important centres like Kandla, Goba, Gwalior, Korba, Kota and Bhadravati were not included.'

The Government did not correct the 1960 index by adding eight points, perhaps, because it would have meant payment of crores of rupees by way of dearness allowance over the years to the employees in public and private sector.

### TU's disapproval

A section of the trade unions disapprove the methodology adopted for the family budget survey for the new series and feel that the workers' confidence should be restored by applying adequate corrective measures. They are convinced that the unilateral weightage diagram without the consent of the workers will show a down trend in the indices despite increase in market prices. This is more so because of the inclusion of TV sets and other durables in the diagram.

Another sore point was the manner in which the Seal Committee decided the sample size of the family. It widely differs from centre to centre. The size of the sample has been pruned in a number of centres with no regard to the increase in the working population in the last two days.

The black market prices in the statutory rationed area were not included contrary to the conclusion of ILO conference, which had categorically said that wherever black prices have been prevailing they should be collected.

An important recommendation of the Rath Committee viz., all the States should have a tripartite machinery on the Maharashtra pattern to supervise the data collection work has been accepted by the Seal Committee.

(*Indian Worker*, dated 16th February 1987)

### Greater acceptance of ILO safety, health norms

The recent studies conducted by the International Labour Organization (ILO) have found that there has been greater acceptance amongst the entrepreneurs for improvement in the work-place, working time, work-place environment safety, welfare and social services.

Stating this while delivering a talk on "safety, health and work environment in small and medium scale units", the ILO national consultant Shri V. S. Ailawadi said that the percentage of acceptance in house keeping was 86 per cent, temperature humidity 84 percent, lighting 73 per cent and other environmental factors 73 per cent.

He stated that though at the national level, in the legal framework, changes in the laws relating to environment safety and health are being adopted and or modified, the situation in the country in this field remains disturbing.

He was delivering the talk under the aegis of the PHD Chamber of Commerce and Industry (PHDCCI).

He said the small and medium sized enterprises relating to working conditions and environment have not been fully appreciated because a large number of government agencies find it difficult to improve the situation due to limited infrastructure. Moreover, some of the entrepreneurs feel that working conditions improvements mean financial burden with little or no benefits to the enterprise.

But, said Shri Ailawadi, the ILO studies proved this assumption doubtful as there are a number of initiatives taken in the developing countries which suggest that working conditions, safety and health are equally important to the employers.

We cannot ignore the effects of technological conditions and social and economic conditions which have an influence on the working conditions. Conditions of work and working conditions are dependent on technological condition. He said a beginning has been made in this regard, a pilot project launched in 1984 in Tamil Nadu.

This was designed by a team of ILO experts to train the entrepreneurs through a methodology which called upon jointly on the enterprises and their problems in working environment and apply solutions for achieving the desired improvements in the working conditions. This project has been successful.

The pilot project undertaken in Tamil Nadu showed that there were tested methodologies to identify problems which were of high priority and given to high feasibility. The number of improvements which can be undertaken will depend on the actual situations in the enterprises. The efforts, to undertake the improvements are worth the minimum investments which may be necessary. These efforts he said, were bound to succeed with increasing awareness about the importance of working conditions, improvements and productivity, technical expertise from the government and non-governmental agencies and developing programmes for improvement in working environment with entrepreneurs and workers and their organisations.

(*Indian Worker*, dated 23rd February 1987).

### SC directs Centre to abolish contract labour in S. Rly.

The Supreme Court recently directed the Central Government to prohibit within six months the employment of contract labour for cleaning catering establishments and pantry cars in the Southern Railway.

While issuing the directions, the Court viewed with concern the tendency among big companies, including public sector undertakings to get work done through contractors rather than their own departments.

The directions were issued by a division bench comprising Justice C. Chinnappa Reddy and Justice V. Khalid while allowing writ petitions by about 300 catering cleaners of Southern Railway.

The Court further directed, "If the Central Government does not finally decide the question under Section 10 of the Contract Labour (Abolition and Regulation) Act, 1970, the Southern Railway administration will within three months thereafter absorb the workmen of the establishments into their service and regularise their services."

It was also made clear by the Court that the Southern Railway would be free, if its own motion, to abolish contract labour system and regularise the services of the workmen without waiting for the decision of the Central Government in the matter.

"In any case, the administration of the Southern Railway will refrain, until the decision of the Central Government under Section 10 of the Act, from employing contract labour. The work of cleaning catering establishments and pantry cars will be done departmentally by employing workmen who were employed previously by the contractor on the same wages and conditions of work as are applicable to those engaged in similar work by the Western Railway, the Court ruled.

The Court refrained from issuing a mandamus to the Government saying that under Section 10 of the Act the Contract Labour (Regulation and Abolition) Central Rules, 1971, Parliament has vested in the "appropriate" Government the power to prohibit the employment of contract labour in consultation with the Central Advisory Board or the State Board.

The two judges said the decision would be subject to a judicial review.

The Court pointed out that if there was any dispute whether an individual workman was or was not employed by the contractor, such dispute would be decided by the Deputy Labour Commissioner, Madras. "Any further direction may be sought, if necessary, from the Madras High Court," the Court said.

The petitioners working in the catering establishments at various junctions of the Southern Railway and in pantry car of its long distance trains had been demanding regular employment under the Indian Railways. They complained that they were not even paid minimum wages and were getting a pittance averaging from Rs. 2 to Rs. 2.50 per day. Although the contract system had been abolished in almost all the other railways, the Southern Railway persisted in employing contract labour for cleaning its establishments and pantry cars they contended.

The court noted that everything that had been said by the Southern Railway against abolishing contract labour system and regularising the services of the catering cleaners had been contradicted by the Parliamentary Committee of Petitions under the Chairmanship of Shri K. P. Tiwari which went into the question in depth.

“The report of the committee, we see, states that the Railway Catering Department was earning profit, that the work of catering cleaners was of a perennial nature, that the cost of entrusting the work to regular employees would increase the establishment cost only marginally and the laws relating to minimum wages, overtime allowance, etc. and other labour laws were not being observed in regard to catering cleaners”, the judges pointed out.

The court further observed that the practice of employing labour through contractors for doing work inside the premises of the primary employer, known as “labour only contracting” or “inside contracting” system, had been termed as an archaic system and a relic of the early phase of capitalist production, which was now showing signs of revival in more recent periods.

The court said that on the facts presented to it and on the report of the Parliamentary Committee of Petitions, it appeared to be clear that the work of cleaning catering establishments and pantry cars was necessary and not incidental to the industry or business of the Southern Railway.

*(Indian Worker, dated 23rd February 1987).*

#### Wages Plus

Labour costs are not only increasing but are becoming more complex. No longer just a straightforward exchange of wages for work with an occasional bonus to sweeten the pay packet, expenditure for labour almost everywhere includes a maze of “fringe benefits”, “non-wage benefits” or “wage supplements”. In a large enterprise this can amount to 30 per cent or more of total labour costs.

For example, in 1981 in manufacturing, the total indirect labour cost reached 41.4 per cent of the direct cost in France, 37.3 per cent in the United States, 36 per cent in Sweden, 35.6 in the Netherlands 34.3 per cent in Austria and 33.5 per cent in Italy, according to a study recently published by the ILO.

From the shop floor to the executive suite, this “indirect remuneration” assuming almost as much importance for workers and management as their regular “direct remuneration” and occupies an increasingly significant part of the collective bargaining agenda.

Although “indirect remuneration” can take an infinite variety of forms, the study cites the following main categories of benefits: Remuneration for time not worked which includes among other things educational leave, public holidays, union activities and time off with pay for personal reasons; Bonuses and gratuities made at irregular intervals in cash or perhaps in shares in the enterprise; Payments in kind which may include, usually in developing countries, rations of rice, sugar, kerosene and soap; Housing provided free of charge or below cost, ranging from homes with domestic help for executives to simple lodging facilities for low wage employees, or perhaps assistance with rent. Non-statutory social security benefits—especially expedient for enterprises that rely on a stable labour force—which include pension schemes, life insurance, guaranteed annual wages and family allowances in cash or in kind; Vocational training which can be especially beneficial to the worker if the acquired skills assist mobility; Welfare or employee services ranging from subsidised canteens to personal loans including housing mortgages at low rates of interest; Other benefits such as transport to and from the job and work clothes, or allowances to cover them.

The study examines in some detail the similarities and differences in the concept of indirect remuneration in developed and developing countries, in market and centrally planned economies, and in large, medium and small enterprises. It also considers the functions of various kinds of benefits from the points of view of workers, employers and government.

It argues that each element of indirect remuneration should be considered as replacing some equivalent amount of direct wages, and therefore regarded as part of a total remuneration package. Components of indirect remuneration have cost as well as benefits, which may be evaluated differently according to the party concerned. For example, indirect remuneration may benefit the employer in attracting and retaining a labour force, motivating the labour force, and increasing its productivity, and creating a favourable public image as a socially responsible employer. Workers' interests are also taken into account by increasing the security of their employment and incomes and protecting their real incomes and general well-being.

The study concludes that the combination of direct and indirect remuneration forming the total pay package should be an effective compromise reconciling employers' and workers' interests.

*(EFI Bulletin, dated 15th February 1987).*

## Articles, Reports, Enquires etc.

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

### LABOUR LEGISLATION AND POLICY FOR PRODUCTIVITY IMPROVEMENT

BY

FRANCIS BLANCHARD

*Director General of the International Labour Office, Geneva*

India has all along been an unfailing support to the ideals of the ILO and has been for me a source of great satisfaction and inspiration. On every one of my visits to India, I have been struck both by the remarkable progress the country has made by the deep attachment it has shown to democratic values. This commitment to democracy has been reflected in the firm adherence of the Indian Government and Indian employers and workers to the fundamental ILO principles of freedom of association and the right to organise.

These International Labour Standards and their national counterparts are not impediments to economic growth. On the contrary, the proper application of the principles they embody will create the conditions for lasting growth. Applying the principles is by no means easy. There is often a temptation to deny them for reasons of expediency. But policies that repress the legitimate rights of employers and workers will ultimately also discourage initiative, innovation and productive energy: conversely, positive and concrete measures. To implant these attributes in a deliberate and sustained manner are essential to bring real dynamism to the productive process, enhance competitiveness, improve quality and protect consumer interests. For without them there can be no true advancement of the interest of either the employers or the workers, nor indeed of the country.

#### Legislation and policy

It is because productivity improvement is so important for India, and for all developing countries, that I will focus on Labour Legislation and Policy as an instrument of productivity improvement. At first sight it may seem surprising or even paradoxical. One does not normally associate legislation with productivity.

\* Based on the speech delivered by Mr. Francis Blanchard at the Industrial Relations Conference held at Madras on January 9, 1987 under the aegis of the Council of Indian Employers.

Labour legislation and policy can play a vital role—positive or negative—in productivity improvement.

One cannot, of course, legislate productivity. Yet legislation and other policy measures can help establish a framework within which action to improve productivity is more likely to succeed. A good framework must include, a safe and healthy working environment, decent working conditions, machinery for settling grievances and disputes, equitable treatment for all and sound industrial relations.

Within such a framework, it is essentially for employers and workers, and their representatives, to adapt practices and develop attitudes which emphasise that improved productivity is in their common interest. These include: concern for the quality of products and services, constant efforts to increase operating efficiency, proper maintenance of machinery, equipment and supplies full awareness of competitive pressures and respect for the consumer, who is the ultimate judge.

All this is easier said than done. Changing long-established practices and deeply-entrenched attitudes requires commitment and courage—courage to undergo a certain self-examination, courage to give up habits which may be comfortable but are not conducive to progress and courage to accept immediate sacrifices for the sake of the country's long-term interests.

This kind of courage is needed on the part of all concerned—governments, employers and workers. It means a willingness on all sides to have a fresh, clear look at existing policies, practices and attitudes.

Take for example, legislation. Too often laws and regulations on labour matters have remained essentially unchanged for years—except perhaps to grow in size and complexity. Rather than a framework within which employers and workers can act, they are treated as unalterable prescriptions which obviate the need to use some imagination or to take difficult decisions. Rather than instruments to achieve certain objectives, they are treated as dogma to which any modification is considered sacrilege.

I can cite examples of legislation which is out of date, which is excessively complex and difficult to understand for employers, workers and even inspectors which puts more emphasis on records, reports and other paperwork than on substantive results, or which places burdens on employers without corresponding benefits for workers.

I am not advocating any lessening of protection or any infringement of the legitimate rights of either party. What I am saying is that we should focus on the needs that laws and regulations are meant to fulfil and ask whether existing ones effectively meet these needs. The answers may sometimes be surprising.

It is a welcome development that the Government of India, like those of other countries, is reviewing much of its legislation and has made significant progress towards consolidating, harmonising or revising some of the older texts. This process is inevitably a difficult one and it can succeed only if thorough tripartite consultation is ensured at every stage.

If renewed legislation can help clear the way to improved productivity, the responsibility for moving ahead lies with employers and workers. They must also take a fresh look at their own practices and attitudes. The persistence of outdated preconceptions and prejudices on both sides is perhaps the greatest obstacle to reform.

#### Co-operation, key to productivity

It is essential to move away from outmoded ideas about the roles of the different parties and to recognise that the key to productivity is co-operation between employers and workers. This implies, on part of management, a willingness to take workers and their representatives into confidence, to communicate with them about goals and problems, to enlist the knowledge and skills of workers in improving efficiency and quality, to encourage self-expression and reward innovation at the shop-floor as well as at the enterprise and industry levels. It implies, on the part of employers, industrial relations' policies designed to promote such a co-operate labour-management relationship.

The responsibility of workers and their unions is no less heavy. They must recognise that prosperity through growth at the enterprise, industry and national levels is the only reliable way in the long-run of obtaining job security, expanding employment opportunities and raising standards of living. They, too, must move away from preconceived ideas. They must realise, as many of their counterparts in the most advanced countries have shown, that workers' representatives can, without in the least compromising their devotion to the interests of their constituents, join with management in improving productivity and quality to the advantage of all concerned.

Every country has in some way sought to promote higher productivity as an essential tool for economic and social development. The National Productivity Council of India reflects this national policy in which employers workers and Government privileged to have been associated in the work of the Council over the years. I know that the Council and its network of Local Productivity Councils have done valuable work, but productivity is a concept that calls for constant efforts. The essential point to remember is that productivity improvement does not come about automatically or easily, the Government, the individual worker, the individual supervisor and the individual manager all have a contribution to make as do workers' and employers' organisations.

The many success stories in productivity improvement underscore the importance of healthy labour-management relations characterised by mutual trust, respect and co-operation, effective machinery for communication and

consultation, adequate preparation, clear and common goals that are understood by the workforce, and the equitable distribution of the benefits of higher productivity.

Real progress in improving productivity thus requires a partnership between Government, employers and workers; in other words, the tripartite approach is a cornerstone of the ILO.

#### Tripartite consultations

It is for the Government to adopt policies which allow the growth of free and independent organisations of workers and employers and to establish a sound framework for industrial relations. This must include an effective system of tripartite consultation at the national level on all questions affecting labour policy, competitiveness, and consumer interest. Encouragement of initiative, enterprise and competition are also important ingredients of public policy designed to promote productivity.

It is for the trade unions to educate their constituents on the concept and significance of productivity so as to allay the apprehensions that productivity schemes often arouse and to help build the commitment and loyalty that are equally important to sustain productivity.

It is for the employers to motivate workers by adopting policies conducive to labour-management relations that are humanistic and not paternalistic, communicative and not secretive, cooperative and not conflictual.

Tripartism does not mean identity of views or submergence of differences. Disagreements, divergences and even conflicts are inevitable and if kept within the bounds of law and reason, there can be healthy signs of a vigorous democracy. Tripartism offers a mechanism an instrument by which diverse views can be expressed and, where possible, reconciled. It offers a way of ensuring that important decisions are taken, if not by consensus, at least after full consideration of the interests of those concerned.

Such consideration must go beyond short-term individual or sectoral gains in the interest of longer-term national goals.

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

### GRASS-ROOT LEVEL LEADERSHIP—THE KEY TO RURAL DEVELOPMENT

BY  
N. KRISHNASWAMY

“Traditional solutions are largely inapplicable to major segments of the population of developing countries whose conditions are strikingly dissimilar to the more familiar conditions of urban industrial workers. And the very absence of an answer to their needs is a challenge to constructive thinking and imagination which should prompt the organisation to break new ground in search of the means to achieve its fundamental purpose here as elsewhere.”

—Mr. Francis Blanchard, Director General, International Labour Office

The struggle of the Indian people for independence had itself a constructive basis because it was non-violent. Mahatma Gandhi, with his broad vision and his unerring instinct to pinpoint a problem and to find a practical solution for it, realised that Indian society would have to rid itself of its weaknesses and become strong if it was to free itself from the yoke of slavery. He laid considerable emphasis, therefore, on the Constructive Programme to implement which he organised a large number of field workers and founded several institutions. His programme encompassed the entire gamut of our socio-economic, educational cultural and political activities. His thinking was never static. He was a growing personality and his programmes too were evolved as a response to changing needs and circumstances.

Even after over three decades of planned development the nation continues to be plagued with several problems, the identification of which is not difficult since they are so glaring. Several of these are common to all developing countries. You have yourself focussed attention on them more than once. Broadly speaking, they are poverty, unemployment, rapid rise in population, illiteracy, ill-health, inadequate housing, indebtedness and inflation. Add to these the special problems of women's disabilities, child labour, bonded labour and the increasing disparities between the rich and the poor, the rural and the urban population and the depression scenario become frightening.

True, we can take justifiable pride in the fact that, starting with a deficit at the time of our independence we have trebled food production in the last four decades. Starting again almost from scratch we have established an array of industries which have produced impressive quantities of goods and provided remarkable services.

#### The Rural Scene

However, we cannot but feel frustrated by the continued impoverishment of our village or the doubling of our population. We are around 700 million today and the projection is that it will rise to 1000 million by the end of this century. Our GNP is one of the lowest in the world, ranking perhaps as the fifteenth from the bottom. Our per capita energy consumption in kilograms of oil equivalent is about 187 compared to 5000 in the developed countries.

70 per cent of our population depends for its livelihood on agriculture which is a constant gamble with monsoon rains.

The lowest 20 per cent of the households share just 7 per cent of the total income, while the highest 10 per cent corner 34 per cent of the total income.

3.5 per cent of the rural households have 31 per cent of the land of 10 hectares and more, while 40.5 per cent own less than a hectare each. Including the 28 per cent landless labour, in effect 68 per cent of the families own only 9 per cent of the land.

The farming population decreased from 60 per cent to 50 per cent between 1951 and 1971. While this would have been considered a sign of progress in developed countries where the immigrant rural population would have got absorbed in an expanding industrial sector, here it only swells the numbers of landless labour which has increased by 50 per cent.

The number of working days for agricultural labour came down from 183 in 1964 to 175 and has steadily been going down since then.

Out of a labour force of approximately 233 million only 65 per cent is fully employed. Nearly fifty million wander for want of any guaranteed employment. The total membership of all the trade unions in the country, which operate mostly in the urban areas, is less than six million.

45 per cent and more of our population is living below the poverty line. Such poor people earned less than eight dollars a month in 1983-84. They have to live on less than 2,400 calories of daily intake, insufficient clothing and inadequate housing. Nothing can highlight the systematic impoverishment of the rural population more than the fact that while the income ratio as between the rural and urban population was 1 : 2 in 1947, it has deteriorated to 1 : 4 in 1985.

While the national percentage of literacy is around 36 per cent it is only 27 for women. There are thousands of villages where it is negligible.

On health only three rupees per head is spent in the primary health centres in rural areas while the figure is Rs. 272 per head in the hospitals in cities.

25 per cent of our villages have no drinking water supply, while 75 per cent have no all-weather roads.

Given these conditions, the question facing us is not so much one of development as of halting further impoverishment of the 5,76,000 villages where 75 per cent of our population lives. Mahatma Gandhi strove all his life to reverse this process through his programme of devolution of political power and decentralisation of economic activity. After having been the Prime Minister of the country for sixteen years and after having seen the result of two five-year plans, Pandit Jawaharlal Nehru confessed in the Lok Sabha on December 11, 1963 that “we have not solved the problem of unemployment through big industry and perhaps it would have been better had we followed Mahatma Gandhi.”

### The sport light

There are a sizeable number of people in the country who have been directly or indirectly influenced by the life, work and programme of Gandhiji. There are hundreds of constructive workers who have grown grey in the service of the rural poor. They have carried on activities in the fields of Khadi and Village Industries, irrigation and agriculture, drinking water supply, land reforms, basic education, vocational training, community health, co-operatives, child care, Harijan upliftment, women's welfare, animal husbandry, pisciculture, poultry, prohibition, ecology and environment, rural technology, small savings, social forestry, wasteland development, rehabilitation of the handicapped and tribal development and have waged struggles for civil liberties, human rights and social justice.

They have experimented with different models, all the while anxious to involve the poor in the process of planning and implementing the several programmes. Most of them belong to voluntary non-governmental organisations functioning democratically, often on public donations and contributions only. Their knowledge and experience, dedication and perseverance and their capacity for organisation and implementation of a variety of programmes and activities are unparalleled. Their watchwords have been struggle, sacrifice, suffering and service.

There are seasoned trade union leaders who have been striving hard to improve the living and working conditions of urban labour.

From the employers' side, some eminent personalities have constantly been stressing the need for business and industry to recognise their social responsibility and discharge it properly.

Though slow to see the point, the politicians and bureaucrats, too have in recent years, realised the imperative need to extricate the rural population from the shackles of poverty and unemployment and have been formulating a number of plans, projects and schemes towards this end.

The spotlight naturally is on the weakest sections especially in the rural areas. They know not the meaning of words like automation or high-technology, computers or robots. All they want are the basic necessities of life which will just enable them to rise above the poverty line and lead a life of decency and dignity. In the absence of even the minimum, alas, several millions have already been reduced to the level of subhuman beings.

To the rural workers, phrases like hours of work, minimum wages, leisure-time activities, health insurance and social security make no sense. They are an unorganised lot, harassed, oppressed and unprotected. The Government has fixed minimum wages in certain cases, but it simply does not have the machinery to implement the legislation. For self-employment, the opportunities are extremely limited. The rural poor have little knowledge of the complicated methods of modern-day production, marketing and management and get cheated by the underpricing of their produce which is later sold by the middlemen at enormous profits in the towns and cities. These are people

who are in dire need of the 'extension of social security measures to provide a basic income to all in need of such protection and comprehensive medical care' as envisaged in the Philadelphia Declaration.

In his report to the last ILO Conference, the Director General Mr. Francis Blanchard, had rightly stressed the necessity for rural development, to be given top priority in the developing countries. In defining the scope of such development he emphasised the importance of rural industries, "the access of the poor to productive assets and to strengthen the production base in the rural sector." He also highlighted the kind of local level development strategies for the implementation of which 'peasants' associations, rural workers' unions and mutual aid or self-help societies would be required. He drew attention to the need for the removal of obstacles to popular participation at the local level through the support and assistance of outside agents. Mr. Blanchard was unaware of the magnitude of the task involved when he said: "The unorganised are naturally among the poorest and most deprived sections of the population. They suffer from many handicaps, including limited resources, underemployment, low productivity, low incomes and lack of legislative protection. Isolated as individuals, they are vulnerable to various political, economic and social pressures which are not necessarily sympathetic to their interest and may even be hostile. Women workers, who figure significantly among unprotected workers also had to face the additional problems associated with discrimination and exploitation on the ground of sex."

### The start of the dialogue

However, "practical considerations had in the past restrained established trade unions from organising unprotected workers, particularly the self-employed. The trade unions are accustomed to operating in urban or industrial environments where large numbers of workers hold similar jobs, and shared interests favour collective action. In contrast, socially unprotected workers, many of whom are in rural areas, are in a wide range of work situations, so that their interests have to be defended, according to categories involved, not only or not primarily against employers, but also against public authorities, wholesalers, various kinds of intermediaries (e.g. sub-contractors or labour-only sub-contractors) or other economic groups (e.g. land owners, money lenders, private traders) having an important market influence. Trade Unions operating in highly industrialised urban settings usually have little or no experience in dealing with these interest groups."

It was precisely because of a realization of such limitations on the part of trade unions that the INTUC General Secretary, Shri Kanti Metha, ever since the adoption of Convention No. 141 and Supplementary Recommendation No. 149 by the ILO, concerning "Organisations of Rural Workers and their Role in Economic and Social Development", took up contacts with some constructive workers to set in motion the process of organising the rural poor. His efforts were backed by the ILO.

And so a dialogue ensued between a select group of trade unionists and constructive workers in the ILO office in Delhi in 1982. That led to a series of regional consultations culminating in the National Meeting in Sevagram a year later. The TCDC programme organised at the end of that year in co-operation with trade unions and NGOs proved to be an eye-opener regarding the potential for joint endeavours. A few of the typical experiments in rural development and for the organisation of the rural poor were then compiled and presented at the Ahmedabad Conference in 1984 from which some concrete suggestions emerged. Four training programmes for rural development workers organised in different parts of the country indicated one of the directions, in which we could proceed.

The meeting of the select group, held at Narendrapur in 1985, felt that the success of future programmes would depend upon the linkages that would be established at different levels among the trade unions, NGOs, employers and government agencies.

Since then the seminars in regional languages in Pune, Ahmedabad and Bangalore have helped to bring together at the State level a number of trade unions and the NGOs functioning in the towns and villages. The rural technology training camp conducted in Wardha enabled the field workers to exchange ideas and experiences on an important aspect of rural development. For instance they came to know that the rural poor are so poor that they are interested not in low cost but in no-cost technology like cow-dung and faggots for fuel. At other levels too, informal contacts and consultations have been going on continuously.

As a result of all these a 'Rural Workers Trust' has recently been registered in Ahmedabad. The Trust is expected to play a pivotal role in promoting and assisting rural development activities and the organisation of the rural poor. A modest beginning has been made with the publication of a "Directory of Voluntary Agencies and Trade Unions engaged in Rural Development" with support from ILO. The Directory itself was released by Shri Naval Tata on January 10, the concluding day of the Fourth All India Consultations for Rural Development at Gandhigram in Tamil Nadu.

A point to be stressed is that all talk of organising the rural poor will become meaningless unless an element of economic activity is introduced which will enable them to exist before they learn to live well. Gandhi said of the poor whom he once described as 'the lowliest and the last': "To them God can only appear as bread and butter". But organising such economic endeavours is no easy task. Limited capital, marginal skills and uncertain markets are the inhibiting factors. But the Gandhian constructive workers have had considerable experience in organising just that kind of programmes. A couple of months of training in mat-weaving can equip a village woman to weave beautiful mats or fabricate fine baskets out of locally available grass or bamboo and market the products locally. Hand-spinning and weaving, coir-rope making, weaving thatch out of coconut or palmyrah leaves, sewing and

knitwear, embroidery, stitching and binding of note-books etc. are some of the other activities through which the rural poor can benefit. The investments for these range hardly between Rs. 500 and Rs. 2,000. It is only when they are engaged in some such occupations that the poor are also able to think of their lot. The process of awareness building begins then. Later, the organisations can get started. Once that takes place, the groundswell of public opinion from below will compel the authorities to take notice of the condition and comply with their demands for development assistance. In the absence of any such groundwork, all talk of organising the rural poor will be meaningless. The need for the development of human resources cannot be over-emphasised.

The key to rural development, therefore, hinges on the emergence of a leadership at the grass-root level, conscious, dedicated and purposeful. Without such a leadership even the existing schemes of the government for rural development will get caught in the web of bureaucratic procedures and, instead of benefiting the poor will serve to enrich the vested interests.

The three-day consultations at Gandhigram naturally centred round the development of such grass-root-level leadership. While the constructive workers will continue to strive for it, as they have been doing all those years, they will be supported and strengthened by the urban trade unions, some of which are becoming increasingly aware of the need to bring the vast, silent majority of the rural work force into the mainstream of the national working class movement. The urban employers, conscious of their social responsibility also have a significant role to play in encouraging the emergence and growth of a healthy, dynamic leadership at the grass-roots level. The conclusions of these consultations will, it is hoped, prove highly useful for that purpose.

(*Indian Worker*, dated 16th February 1987).

## GANDHIJI WOULD HAVE APPROVED INDUSTRIAL AND RURAL WORKERS' PARTNERSHIP

By—

FRANCIS BLANCHARD,  
*Director General International Labour Office.*

Mahatma Gandhi's life-long work in more than one way, reflects the basic principles of the International Labour Organisation (ILO). All his life the Mahatma served the cause of truth, social justice and peace.

The search for a closer partnership between organised industrial workers and the unprotected rural poor is one which Gandhiji would certainly have approved. In many countries, besides India, the ability of the poor to speak for themselves, participate on equal terms in various programmes and even to organise themselves for self-development is very weak. The need to enhance that ability is greater than ever. The great majority of workers in rural areas have no organisation of their own to which they can turn for protection, assistance and action to improve their lives. It is my conviction that the improvement of their condition represents one of the great challenges of our times. It is in this context that I would like to pay a warm tribute to Shri Kanti Mehta, General Secretary of INTUC and distinguished worker member of the ILO's Governing Body, and his colleagues for taking the noble initiative of bringing the country's leading trade unions closer to the concerns of the unorganised workers in the rural areas in response to this challenge.

In South Asia, as in other regions, the dimensions of poverty have undoubtedly grown in recent years. Impressive growth records, increasing public awareness and commitment and better designed policies and programmes have led to some progress, but not nearly enough. We now know that growth per se will not improve the conditions of million of the rural poor leading hard working lives at bare subsistence levels. The ILO has always stressed that social development is as important as increases in national wealth.

Ever since the World Employment Conference in 1976, the ILO has underlined the importance of broad-based rural development. Such development is possible only if the rural poor can organise themselves independently to protect their basic interests, press for their rightful demands and take purposeful development initiatives.

To stimulate action in this direction the International Labour Conference adopted in 1975 a Convention and Recommendation on rural workers' organisations. These instruments recall the basic principles of the ILO: freedom of association and the right to organise independently. They call on member

*Based on Mr. Blanchard's valedictory address to the Fourth All-India Consultations on Rural Development held at Gandhigram in Tamil Nadu.*

States to facilitate the emergence of strong and independent rural workers' organisations. I am pleased to be able to observe that in India, which has ratified the Convention, conditions have been created to facilitate the development and strengthening of such organisations. But the existence and ratifications of an instrument is only the first step towards the observance and application of its principles.

In doing so, they have demonstrated once again that the plight of workers everywhere is of concern to trade unions. Workers organise themselves not only to protect their rights and interests and to press demands with employers but also to turn their collective strength into a force both for enhancement of national wealth and social progress. I have been privileged over the years to witness this sense of wider responsibility in the ILO, the only agency in the United Nations system where workers can freely and regularly voice their concerns.

Under the enlightened guidance of Shri Kanti Mehta and his colleagues, some trade unions are searching for ways to assist unorganised workers in rural areas. They have engaged in a dialogue to that effect with a number of voluntary agencies. Despite differences in their origins and methods of work, there are shared objectives between the two. Both parties can learn from consultations and exchange of experience. Voluntary bodies can benefit from the organisational competence of trade unions, from their knowledge of legal issues and from their experience as pressure groups. Trade unions can learn from the dedicated development work with the rural poor undertaken by some voluntary bodies. Such co-operation can enrich each other's work and perhaps lead to joint action. Since 1982, through a series of regional and national consultations this process of interaction has been stimulated. Several exchanges and training programmes have taken place and they have

now resolved to move one step further with the launching of the Rural Workers' Trust. This more permanent institution will have the capacity to mobilise funding from the trade union movement and other sources to carry out this work more efficiently and independently.

The magnitude of the problem leaves no room for unconstructive rivalries and jealousy. Co-operation and solidarity are more than ever required. Beyond promoting greater awareness among trade unions and organised workers of the situation of the rural poor, there are a number of concrete benefits that can be expected from this process of interaction. Learning from each other's methods of work; strengthening grass-root organisations; widening their knowledge of social rights; providing legal protection and assistance; setting up local networks for exchanges and co-operation; undertaking joint programmes and activities; implementing workers' education and training schemes; it is from such concrete results that one will have to judge the efficacy of this work and the new direction has been resolved to be taken.

The basic principles laid down in the Rural Workers' Organisations' Convention and Recommendation' provide some guidelines to be followed by voluntary bodies and established trade unions assisting in the formation of groups of the rural poor. The key principle is that such assistance should in no way impair the independence of rural workers' organisations. The formation of an organisation often requires catalytic outside stimulation. But the ultimate success of such catalytic work must be measured in the development of organisations which are able to stand on their own feet in terms of decision-making and ability to run their organisation and manage the activities they choose to undertake without critical dependence on any outside assistance towards the development of rural workers' organisations. The basic task is to promote collective self-reliance of rural workers and not to substitute one kind of dependence by another.

We in the ILO will follow this experience with great interest and assist you in whatever way we can.

Over the years the ILO has been proud to be a partner in India's struggle against poverty. We have endeavoured to support the tremendous efforts made by the great country in such fields crucial to rural development as special public work schemes, training, labour legislation, improving the conditions of rural women, co-operative institutions and organisations of the rural poor.

It is a source of particular satisfaction for me, now, that the ILO is being closely associated with such an important initiative of the trade unions in improving the lot of the rural poor. I would like the result of deliberations and indeed of the experience so far to be known to our constituency world-wide. I believe the significance of this vital initiative warrants attention in other countries in Asia and the Third World and the ILO will be ready to facilitate its dissemination. The challenge lying before us in the world of work and

especially in the eradication of poverty, calls for more active role of the trade unions in organisation and development work in rural areas. A lead has been taken in this direction in India. I hope others will follow and benefit from this experience.

When His Excellency the Prime Minister of India did us the honour of addressing the International Labour Conference in 1985 he recalled that India had won its independence "through a mass movement in which industrial labour and rural workers played a notable part". He pointed out the "trade union movement, which has zealously guarded the rights and interests of workers, has been an enthusiastic participant in the wider process of development."

The present initiative to build a renewed partnership between industrial and rural workers is a fresh demonstration of the wider vision of the Indian trade union movement.

## Gist of Important Notifications under Various Labour Laws

### CORRIGENDUM

The following corrigendum is issued to the Adjudication Order No. ADJ-2-A-SGG (13), dated 20th September 1984, issued by the Deputy Commissioner of Labour, Nagpur in exercise of the powers conferred on him by the Government vide Government Notification, Industries and Labour Department, No. IDA-1369-117365-1 ab-II, dated 9th April 1969 under sub-section (1) of section 10 and sub-section (5) of section 12 of the Industrial Dispute Act, 1947 (XIV of 1947), relating to an industrial dispute within the meaning of section 2-A of the said Act, viz:—

"For the words 'Deputy Engineer, P. W. D., Sub-Division, Khamgaon, district Buldhana' appearing in para 2 of the aforesaid order and also in the Schedule thereto, the words 'Deputy Engineer, Works Department Z. P., Sub-Division, Khamgaon, district Buldhana' shall be substituted".

(Published in *Maharashtra Government Gazette*, Part I-L, dated 1st January 1987, at page 49 (Supplementary page No. 1).

### (2) CORRIGENDUM

The following corrigendum is issued to the Adjudication Order No. ADJ-2-A-PNS-(11), dated 24th December 1979, issued by the Deputy Commissioner of Labour Nagpur in exercise of the powers conferred on him by the Government vide Government Notification, Industries and Labour Department, No. IDA-1369-117365-Lab-II, dated 9th April 1969 under sub-section (1) of section 10 and sub-section (5) of section 12 of the Industrial Disputes Act, 1947 (XIV of 1947), relating to an Industrial Disputes within the meaning of section 2-A of the said Act viz:

"For the figures '2-7-79' appearing in para 2 of the aforesaid order and also in the Schedule thereto, the figures '2-9-79' shall be substituted".

(Published in *Maharashtra Government Gazette*, Part I-L, dated 1st January 1987, at page No. 50, supplementary page No. 2).

### I. INDUSTRIAL DISPUTES ACT, 1947.

(A) *Appointment under the Act.*—(1) 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. Vaze, Industrial Tribunal, Amravati to be Presiding Officer of the Industrial Tribunal, Nagpur in place of Shri A. W. Pendharkar.

(Vide Government Notification, Industries, Energy and Labour Department No. IDA-1086/(6901)/Lab-2, dated 1st December 1986, published in *Maharashtra Government Gazette*, Part I-L, dated 15th January 1987, at page No. 391).

### II. BOMBAY INDUSTRIAL RELATIONS ACT, 1948

(A) *Appointment under the Act.*—(1) The Government of Maharashtra Industries, Energy and Labour Department has in exercise of the powers conferred by the Section 10 of the said Act, appointed Shri S. V. Vaze, Member, Industrial Court Amravati, in place of Shri A. W. Pendharkar to be a member of the Court of Industrial Arbitration.

(Vide Government Notification, Industries, Energy and Labour Department, No. BIR-1086/(6902)/Lab-2, dated 1st December 1986, published in *Maharashtra Government Gazette*,

### III. MAHARASHTRA RECOGNITION OF TRADE UNIONS AND PREVENTION OF UNFAIR PRACTICE ACT, 1971

(A) *Appointment under the Act*—(1) The Government of the Maharashtra Industries and Labour Department has in exercise of the powers, conferred by the section 4 of the said Act, appointed Shri S. V. Vaze, Member, Industrial Court, Amravati, in place of Shri A. W. Padharkar, to be Member of the Industrial Courts, Nagpur.

(Vide Government Notification, Industries, Energy and Labour Department, No. ULP 1086/(6903)/Lab-2, dated 1st December 1986, published in *Maharashtra Government Gazette*, Part I-L, dated 15th January 1987 at page No. 392).

### IV. CONTRACT LABOUR (REGULATION AND ABOLITION) ACT, 1970.

#### CORRIGENDUM

In Government Notification, Industries, Energy and Labour Department, No. CLA. 1084/12415/(448)/(iv)/LAB. 12, dated the 11th October 1984, published in Part I-L of the *Maharashtra Government Gazette*, Extraordinary, dated the 11th October 1984, on page 362, for "within the limits of the Pune, Ahmednagar, Satara, Sangli, Solapur and Kolhapur Districts" specified in the chart against the persons at entries 19 and 20 read "Within the limits of the Nagpur, Buldhana, Akola, Amravati, Yavatmal, Wardha, Bhandara, Chandrapur and Gadchiroli Districts".

(Vide Government Notification, Industries, Energy and Labour Department No. CLA. 1084/12415/(448) (iv)/Lab-1, dated 2nd December 1986 published in *Maharashtra Government Gazette*, Part-I-L, dated 15th January 1987, at page no. 392).

### V. 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 "M/s Centron Industrial Alliance Limited", Aurangabad shall for the further period of one year commencing on the 9th day of December 1986 and ending on the 8th 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 further period of one year commencing on the 9th day of December 1986 and ending on the 8th day of December 1987 (both days inclusive) for which the said relief undertaking continues as such, any right, privilege, obligation or liability (excepting all statutory financial liabilities and the obligations accrued towards, or liabilities incurred in favour of the workmen of the said relief undertaking, the liabilities accrued towards any industrial unit which is registered as a small scale industrial unit with the Directorate of Industries of the Government of Maharashtra and whose dues to be recovered from the said relief undertaking before the 1st day of January 1977 did not exceed rupees five thousand) accrued or incurred before the 1st day of January 1977 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/(426)/IND-10, dated 8th December, 1986 published in *Maharashtra Government Gazette*, Part I-L, dated 15th January, 1987 at pages Nos. 393 to 394).

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

(b) directed that in relation to the said relief undertaking and in respect of the said further period of one year commencing on the 10th day of December 1986 and ending on the 9th 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 specified in the schedule hereto), accrued or incurred before the 25th day of November 1986 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

- (1) Obligations or liabilities in favour of the workmen of the said relief undertakings;
- (2) Liabilities towards the industrial units which are registered as small scale industrial units with the Directorate of Industries of the Government of Maharashtra;
- (3) Liabilities towards the Maharashtra State Electricity Board;
- (4) Liabilities towards all new (that is, nationalised) Banks constitute under the Banking Companies (Acquisition and Transfer of Undertaking) Act, 1970 (5 of 1970);

Liabilities incurred under the Bombay Sales Tax, 1959 (Bom. LI of 1958), the Maharashtra State Tax on Professions, Trades, Callings and Employments Act, 1975 (Mah. XVI of 1975), the Employees State Insurance Act, 1948 and the Employers' Provident Fund and Miscellaneous Provisions Act, 1952 (19 of 1952);

Rights and liabilities incurred in respect of Maharashtra State Textile Corporation, Industrial Development Bank of India, Industrial Finance Corporation of India, Maharashtra State Finance Corporation, State Industrial and Investment Corporation of Maharashtra and State Bank of India;

(Vide Government Notification, Industries, Energy and Labour Department, No. BRU 1086/(446)/IND-10, dated 9th December, 1986 published in *Maharashtra Government Gazette* Part I-L, dated 15th January, 1987 at page Nos. 395 to 396).

3. The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by sub-sections (1) and (2) of Section 3 and sub-clause (iv) of clause (a) of Section (1) of Section 4 of the said Act.

(a) Declared that the Industrial Undertaking called "M/s. Star Industrial and Textile Enterprises Ltd., Bombay", to which a Sales Tax loan of Rs. 5,69,400 (Rupees five lakhs sixty-nine thousand four hundred only) has been provided by the State Government, shall for a period of one year commencing on 22nd day of December 1986 and ending on 21st 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 period of one year commencing on 22nd day of December 1986 and ending on 21st day of December 1987 (both days inclusive), for which the said relief undertaking continues as such any right, privilege, obligation or liability excepting all statutory financial liabilities and the obligations accrued towards or liabilities incurred in favour of the workmen of the said relief undertaking, Bank of Baroda, Canara Bank, Syndicate Bank, United Bank of India, Industrial Development Bank of India, Industrial Credit and Investment Corporation of India, Life Insurance Corporation of India, State Industrial and Investment Corporation of Maharashtra Limited, and the dues of 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 22nd day of December 1986 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.

VI. MAHARASHTRA MATHADI, HAMAL AND OTHER MANUAL WORKERS (REGULATION OF EMPLOYMENT AND WELFARE) RULES, 1969.

(A) *Appointments under the Act.*—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 1 of the Maharashtra, Mathadi, Hamal and Other Manual Workers (Regulation of Employment and Welfare) Rules, 1970, nominated Shri J. F. Tadvi, Assistant Commissioner Labour, Bombay as a Member of the Bombay Vegetable Market Unprotected Labour Board for Greater Bombay, and also to be the Chairman (Part-time) of the said Board Shri K. N. Borikar.

(*Vide Government Notification, Industries, Energy and Labour Department, No. UWA 1386/CR-11269/Lab-5, dated 12th December 1986, published in Maharashtra Government Gazette, Part I-L, dated 15th January 1987 at page No. 397.*)

VII. PAYMENT OF GRATUITY ACT, 1972.

(A) *Notification under the Act.*—The Government of Maharashtra, Industries, Energy and Labour Department, has in exercise of the powers conferred by sub-section (7) of Section 7 of the said Act, and in supersession of all previous Government Notifications issued in this behalf, the Government of Maharashtra being the appropriate Government hereby specifies the authorities mentioned in column (1) of the Schedule hereto to be the other appellate authorities for the purpose of the said sub-section (7) for the areas respectively specified against each of them in column (2) of that Schedule.

SCHEDULE

Authorities (1)	Areas (2)
(1) The President, Industrial Court, Bombay.	Whole State of Maharashtra.
(2) The Members, Industrial Court, Bombay.	Greater Bombay.
(3) The Members, Industrial Court, Thane.	Thane District and Raigad District.
(4) The Members, Industrial Court, Pune.	Pune District.
(5) The Members, Industrial Court, Nashik.	Nashik District, Dhule District, Jalgaon District.
(6) The Members, Industrial Court, Aurangabad.	Aurangabad District, Jalna District, Parbhani District, Nanded District, Beed District.
(7) The Members, Industrial Court, Kolhapur.	Kolhapur District, Satara District, Sangli District, Ratnagiri District, Sindhudurg District.
(8) The Members, Industrial Court, Nagpur.	Nagpur District, Bhandara District, Wardha District, Chandrapur District, Gadchiroli District.
(9) The Members, Industrial Court, Amravati.	Amravati District, Akola District, Buldhana District, Yavatmal District.
(10) The Members, Industrial Court, Solapur.	Solapur District, Osmanabad District, Latur District.
(11) The Members, Industrial Court, Ahmednagar.	Ahmednagar District.

(*Vide Government Notification, I.E. & L.D., No. PAG. 1086/233367/Lab-III-A, dated 12th December, 1986 published in M.G.G., Part I-L, dated 15th January, 1987 at page No. 398.*)

INDIAN BOILERS ACT, 1923.

(A) *Amendment to Rule under the Act.*—(1) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by Sub-clauses (c), (f) of Section 29 of the said Act, amended the Maharashtra Boiler Rules, 1962, the same as previously published as required by sub-section (1) of section 31 of the said Act,

RULES

These rules may be called the Maharashtra Boiler (Amendment) Rules, 1986.

After rule 38 of the Maharashtra Boiler Rules, 1962 (hereinafter referred to as "the rules"), the following rule shall be inserted, namely:—

38-A. *Approval of and renewal.*—The fees for the approval of following firms and renewal of its approval shall be calculated on the basis of rates levied in accordance with the following scale, namely:—

(a) (i) for approval of firm for pipe fabrication	Rs. 500.
(ii) for renewal of approval as pipe fabrication firm	Rs. 250.
(b) (i) for approval of firm as Boiler Repairer	Rs. 500.
(ii) for renewal of approval as Boilers repairing firm	Rs. 250.
(c) for approval of firms for manufacture of boilers/economisers	Rs. 2,500.
(d) for approval of firms for manufacture of valves, forged flanges and such other fittings.	Rs. 1,500.
for approval of firms for manufacture of plate flanges	Rs. 1,000.

3. After rule 149 of the principal rules, the following new chapter shall be added, namely:—

XXII. INSTRUCTIONS FOR APPROVAL AND RENEWAL OF FIRMS FOR MANUFACTURE OF FABRICATION OR REPAIRS OF BOILERS, ETC.

150. *Approval of firms for pipe fabrication.*—(1) Application for pipe fabrication shall be accompanied by a receipted chalan for fee as prescribed in sub-clause (i) of clause (a) of rule 38-A and shall contain full information of the supervisory and operational staff employed and also the tools and plant possessed by the applicant firm as indicated in regulation 392 of the Indian Boiler Regulations, 1950.

(2) If the Chief Inspector is satisfied with the equipment and supervisor personnel and quality of work done by the Organisation, approval shall be granted subject to such conditions and limitations as may be prescribed by the Chief Inspector in his order. The approval thus granted shall be valid for a period of one year from the date of order and shall be renewed every year.

(3) Every application for renewal of approval as pipe fabricator shall be accompanied by a receipted chalan for fee as prescribed in sub-clause (ii) of clause (a) of rule 38-A and shall contain full details in accordance with the provisions of sub-rule (1) for considering the renewal of approval by the Chief Inspector.

(4) Any change in the supervisory and operational staff during the course of validity of the approval shall be communicated to the Chief Inspector within seven days from such change.

151. *Approval of firms for Boiler Repairs.*—(1) An application for approval as boiler repairer shall be accompanied by a receipted chalan for a fee as prescribed in sub-clause (i) of clause (b) of rule 38-A and shall contain full information of the supervisory and operational staff employed and also the tools and the plant possessed by the applicant firm, as indicated in regulation 392 of the Indian Boiler Regulations, 1950.

(2) If the Chief Inspector is satisfied with the equipment and supervisory personnel and quality of work done by the Organisation, approval shall be granted subject to such conditions or limitations as may be prescribed by the Chief Inspector in his order. The approval thus granted shall be valid for a period of one year from the date of order and shall be renewed every year.

(3) Every application for renewal of approval as boiler repairer shall be accompanied by a receipted chalan for fee as prescribed in sub-clause (ii) of clause (b) of rule 38-A and shall contain full details in accordance with the provisions of sub-rule (1) for considering the renewal of approval by the Chief Inspector.

(4) Any change in the supervisory and operational staff during the course of validity of the approval, shall be communicated to the Chief Inspector within seven days from such change.

152. *Approval of firms for manufacture of Boilers or Economisers.*—(1) An application for registration for manufacture of boilers or economisers shall be accompanied by a receipted chalan for fee as prescribed in clause (c) of rule 38-A and shall contain full information of the supervisory and operational staff employed and also the tools and plant possessed by the applicant firm and such other information as may be called for by the Chief Inspector for considering the application.

(2) If the Chief Inspector is satisfied with the equipment and supervisory personnel and quality of work done by the Organisation, approval shall be granted subject to such conditions or limitations as may be prescribed by the Chief Inspector in his order.

(3) Any change in the supervisory and operational staff during the course of validity of the approval shall be communicated to the Chief Inspector within seven days from such change.

153. *Approval of firms for manufacture of valves forged flanges and such other fittings.*—(1) A application for registration for manufacture of valves, forged flanges and such other fittings shall be accompanied by a receipted chalan for fee as prescribed in clause (d) of rule 38-A and shall contain full information of the supervisory and operational staff employed and also the tools and plant possessed by the applicant and such other information as may be called for by the Chief Inspector for considering the application.

(2) If the Chief Inspector is satisfied with the equipment and supervisory personnel and quality of work done by the Organisation, approval shall be granted subject to such conditions or limitations as may be prescribed by the Chief Inspector in his order.

(3) Any change in the supervisory and operational staff during the course of validity of the approval shall be communicated to the Chief Inspector within seven days of such change.

154. *Approval of firms for manufacture of plate flanges.*—(1) An application for manufacture of plate flanges shall be accompanied by a receipted by challan for fee prescribed in clause (e) of rule 38-A and shall contain full information of the supervisory and operational staff employed and also the tools and plant possessed by the applicant and such other information as may be called for by the Chief Inspector for considering the application.

(2) If the Chief Inspector is satisfied with the equipment and supervisory personnel and quality of work done by the Organisation, approval shall be granted subject to such conditions or limitations as may be prescribed by the Chief Inspector in his order.

(3) Any change in the supervisory and operational staff during the course of validity of the approval shall be communicated to the Chief Inspector within seven days from such change.

155. *Withdrawal of approval.*—Approval granted under the pregoing rules, shall be withdrawn if—

(i) the approval was obtained on furnishing incorrect or false information ; or

(ii) no manufacturing activities or fabrication work or repair work was carried out for a continuous period of six months :

Provided that, before any such order for withdrawal of approval is passed, the owner or person incharge of the Organisation shall be given due notice in writing calling upon the person concerned to show cause why an order for withdrawal of approval should not be made the objections, if any, shall be considered and reasonable opportunity of being heard shall be given to such person by the Chief Inspector.

(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 Nos. MR-9539, MR-9906 and MR-9907 all Rashtriya Chemicals and Fertilizers Limited, Mumbai, Bombay-400 074, from the operation of clause (c) of section 6 of the said Act for the further periods of two months and sixteen days, two months and seven days and two months and eleven days respectively, upto and inclusive of 31st December 1986.

(Vide Govt. Notification I.E. & L.D. No. IBA-1086/232650/2391/Lab-9, dated 5th December 1986 published in M.G.G., Part I-L, dated 29th January 1987 at page No. 464).

(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. MRE-387 and belonging to the Hindustan Lever Limited, Haji Bunder, Sewri, Bombay-400 015, from the operation of clause (c) of section 6 of the said Act, for the period of three months from the 15th January 1987 to 15th March 1987 (both days inclusive).

(Vide Govt. Notification I.E. & L.D. No. IBA-1086/233110/2410/Lab-9, dated 12th December 1986 published in M.G.G., Part I-L, dated 29th January 1987 at page No. 464).

(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-6381 belonging to the Laxmi Vishnu Textile Mills Limited, Solapur from the operation of clause (c) of section 6 of the said Act, for the period of three months from the 13th December 1986 to 12th March 1987 (both days inclusive).

(Vide Govt. Notification I.E. & L.D. No. IBA-1086/233011/2399/Lab-9, dated 9th December 1986, published in M.G.G., Part I-L, dated 29th January 1987 at page No. 464)

#### IX. FACTORIES ACT, 1948

(A) *Amendments to Rule under the Act.*—(1) The Government of Maharashtra, Industries Energy and Labour Department has in exercise of the powers conferred by sub-section (1) of Section 6 and Section 12 read with Section 87 of the said Act, amended the Maharashtra Factories Rules, 1963 the same having been published as required by Section 115 of the said Act namely—

1. These rules may be called the Maharashtra Factories (Second Amendment), Rules 1986.

2. In rule 12 of the Maharashtra Factories Rules, 1963 (hereinafter referred to as "the principal rules") in sub-rule (1) for the figures, words and brackets "XXXII-Miscellaneous Social and Development Organisations (in the section "Social and Development Services") Fees realised under the Factories Act, 1948, the following shall be substituted, namely—

"087. Labour and Employment fees realised under the Factories Act."

3. In rule 114 of the principal rules,—

(a) in Schedule XII, after paragraph 8, the following paragraph shall be inserted namely :—

"8A. Prevention of splashing of corrosive substance leaking. All flange joints on lines carrying corrosive substances under pressure shall be provided with guards to prevent splashing of corrosive substance leaking through the joints due to gasket

(c) in Schedule XX, in paragraph 3, after sub-paragraph (a)..... the following sub-paragraph shall be inserted, namely:—

“(a-1) Use of benzene and substances containing benzene is prohibited in the following processes, namely:—

- (i) manufacture of varnishes, paints and thinners;
- (ii) cleaning and degreasing operations”.

(Vide Government Notification, I.E. & L. Deptt. No. FAC. 2085/(9686)/Lab-4 dated 17th December 1986 published in *M.G.G.*, Part I-L, dated 15th January 1987 at page No. 402)

#### 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 suspended the operation of the provisions of Sections 13, 14, 17 and 18 of the said Act, from 21st December, 1986 to 17th January, 1987 (both days inclusive) in respect of the Zonal, Divisional and Branch Offices of the Life Insurance Corporation of India in the State of Maharashtra subject to the conditions specified in the schedule appended hereto.

#### Schedule

(1) Every Employee on account of loss of prescribed holidays on Sundays the 21st December 1986, 28th December 1986, 4th January 1987 and the 11th January 1987 be granted compensatory holidays before the week ending 28th February 1987 and no deductions shall be made from the wages of the employees on account thereof.

(2) The employees shall in respect of the work done on Sundays the 21st December 1986, 28th December 1986, 4th January 1987 and in 11th January 1987 be entitled to overtime wages at the rates not less than those specified in section 63 of the said Act.

(3) The Employees shall be granted overtime wages at the rates not less than those specified in section 63 of the said Act, in respect of the work done in excess of their normal hours of work on the working days

(Vide Govt. Notification I.E. & L. Deptt. No. 7386/231835/2389/Lab-9, dated 5th December 1986, published in *M.G.G.*, Part I-L, dated 29th January 1987, at page No. 465).

(B) *Amendment to Schedule II of the Act*—(1) The Government of Maharashtra, I.E. & L. Deptt. 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:—

355 Establishment of the Sandoz India Section 13 subject to the condition that no Limited, Sandoz House, Dr. Annie employee should be required or allowed Besant Road, Worli, Bombay 400 018. to work before 7-00 a.m. or after 11-00 p.m.

(Vide Govt. Notification, I.E. & L. Deptt. No. BSE. 1486/CR. 2291/Lab-9, dated 5th December 1986, published in *M.G.G.*, Part I-L, dated 29th January 1987, at page No. 465).

2. The Govt. 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 of the said Act as follows namely:—

In the said Schedule II to the said Act, after entry No 353, the following entry shall be added namely:—

354 Establishment of the Kirloskar Consult- Section 13(1) subject to the condition that ants Limited situated at Saarobh Nagari the establishment shall not be opened

#### EMPLOYEES' PROVIDENT FUNDS AND MISCELLANEOUS PROVISIONS ACT, 1952

(4) *Amendment to Scheme.*—(1) The Govt. of Maharashtra Industries Energy and Labour Department has in exercise of the powers conferred by Section 5, read with sub-section (i) of section 7 of this said Act, the Central Government made the following Scheme further to amend the Employees' Provident Funds Scheme, 1952, namely

1. (1) This Scheme may be called the Employees' Provident Funds (Fourth Amendment) Scheme, 1985.

(2) It shall come into force on the 1st September 1985.

2. In the Employees' Provident Funds Scheme, 1952, in sub-section (ii) of clause (f) of paragraph 2, in sub-paragraph (6) of paragraph 26 and in the proviso to sub-paragraph (2) of paragraph 26A, for the words, “one thousand six hundred rupees” wherever they occur, the words, “two thousand and five hundred rupees”, shall be substituted.

(Vide Govt. Notification, I.E. & L. Deptt. No. EPF. 1086/343/Lab-4, dated 5th September, 1986 published in *M.G.G.*, Part I-L, dated 29th January, 1987 at page No. 467).

(2) The Govt. of Maharashtra, Industries Energy and Labour Department in exercise of the powers conferred by 6A read with sub-section (i) of section 7 of the said Act, the Central Government made the following Scheme further to amend the Employees' Provident Funds Scheme, 1971, namely:—

1. (1) This Scheme may be called the Employees' Family Pension (Amendment) Scheme 1985.

(2) It shall come into force on the 1st September 1985.

2. In the Employees' Family Pension Scheme, 1971, in paragraph 9, in the proviso to sub-paragraph (3), for the words, “rupees one thousand six hundred”, wherever they occur, the words, “two thousand and five hundred rupees”, shall be substituted.

(Vide Govt. Notification, I.E. and L. Deptt. No. EPF. 1086/343(i)/Lab-4, dated 4th September, 1987 published in *M.G.G.*, Part I-L, dated 29th January 1987 at pages Nos. 467 to 468).

(3) The Government of Maharashtra Industries, Energy and Labour Department has in exercise of the powers conferred by section 6c read with sub-section (1) of section 7 of the said Act, the Central Government made the following Scheme further to amend the employees' Deposit linked Insurance Scheme, 1976 namely

1. (1) This Scheme may be called the Employees' Deposit Linked Insurance (Amendment) Scheme, 1985.

(2) It shall come into force on the 1st September 1985.

2. In the Employees' Deposit Linked Insurance Scheme, 1976, in the proviso to paragraph 7, for the words “one thousand and six hundred rupees”, wherever they occur, the words, “two thousand and five hundred rupees”, shall be substituted.

(Vide Govt. Notification Industries, Energy and Labour Department, No. EPF. 1086/343(2)/Lab-4, dated 4th September 1986, published in *M.G.G.*, Part I-L, dated 29th January 1987 at page no. 466).

ANNUAL REPORT OF THE CONSUMER PRICE INDEX NUMBERS  
FOR THE WORKING CLASS FOR THE STATE OF MAHARASHTRA  
FOR THE YEAR 1986

## BOMBAY

The Consumer Price Index Number for Industrial Workers (1960=100) for the Bombay Centre varied between 668 to 728 during the year under review. The average of the index numbers for the whole year, came to 701 which is about 7.0 times higher than that of base period (1960=100). The following table gives the monthly Consumer Price Index Numbers during the year 1986.

Year and Month	Consumer Price Index Number	Variation in points as compared to previous month
1986 :		
January	668	-10
February	672	+4
March	678	+6
April	692	+14
May	701	+9
June	708	+7
July	713	+5
August	709	-4
September	706	-3
October	709	+3
November	726	+17
December	728	+2
Average	701	

The following table shows the groupwise index numbers for the Bombay Centre for each month of the year :—

Month and Year	Food	Pan, Supari, Tobacco, etc.	Fuel and Light	Housing	Clothing Bedding and Footwear	Miscellaneous
January	732	764	864	195	622	534
February	735	784	891	195	627	535
March	746	790	890	195	626	535
April	769	800	890	195	624	537
May	779	809	890	195	636	543
June	789	818	892	195	639	548
July	796	816	891	197	646	549
August	787	800	903	197	651	553
September	781	801	905	197	654	554
October	784	806	907	197	661	556
November	809	817	918	197	662	559
December	810	827	922	197	666	564
Average	776	803	897	196	643	547

The average of the index numbers was higher than that of the base year for the food group by about 7.8 times, the pan, supari tobacco etc. group by about 8.0 times, the fuel and light group by about 9.0 times, the housing group by about 2.0 times, the clothing, bedding and footwear group by about 6.4 times and the miscellaneous group by about 5.5 times.

The Consumer Price Index Number for Industrial Workers (1960=100) for the Solapur Centre varied between 662 to 710 during the year under review. The average of the index numbers for the whole year, came to 688 which was 6.9 times higher than that of base period (1960=100). The following table gives the monthly Consumer Price Index Numbers during the year 1986.

Year and Month	Consumer Price Index Number	Variation in points as compared to previous month
January	672	+9
February	677	+5
March	674	-3
April	662	-2
May	665	+3
June	680	+15
July	685	+5
August	702	+17
September	710	+8
October	705	-5
November	710	+5
December	710	Steady
Average	688	

The following table shows the groupwise index number for Solapur Centre for each month of the year.

Year and Month	Food	Pan, Supari, tobacco etc.	Fuel and Light	Housing	Clothing, bedding and Footwear	Miscellaneous
January	725	648	740	286	646	555
February	732	648	745	286	646	555
March	725	648	748	286	652	555
April	706	656	748	286	653	554
May	711	656	748	286	653	554
June	730	722	748	286	655	556
July	738	722	748	292	655	558
August	765	694	748	292	663	558
September	778	681	746	292	663	558
October	770	686	748	292	658	559
November	779	691	748	292	658	559
December	779	692	748	292	657	559
Average	745	679	747	289	655	557

The average of the index numbers was higher than that of the base year for the food group by about 7.4 times, the pan, supari, tobacco etc. group by about 8.0 times, the fuel and light group by about 7.5 times, the housing group by about 2.9 times, the clothing bedding and footwear group by about 6.6 times and the miscellaneous group by about 5.6 times.

## NAGPUR

The Consumer Price Index Number for Industrial Workers (1960=100) for the Nagpur Centre varied between 632 to 681 during the year under review. The average of the index Number for the whole year, came to 663 which was about 6.6 times higher than that of baseperiod (1960=100). The following table gives the monthly Consumer Price Index Number during the year 1986

Year and Month	Consumer Price Index Number	Variation in points as compared to previous month
1986 :		
January .. .. .	632	- 8
February .. .. .	635	+ 3
March .. .. .	648	+ 13
April .. .. .	654	+ 6
May .. .. .	656	+ 2
June .. .. .	667	+ 11
July .. .. .	676	+ 9
August .. .. .	681	+ 5
September .. .. .	676	- 5
October .. .. .	680	+ 4
November .. .. .	678	- 2
December .. .. .	676	- 2
Average	663	

The following table shows the groupwise index numbers for Nagpur Centre for each month of the year.

Year and Month	Food	Pan. Supari Tobacco etc.	Fuel and Light	Housing	Clothing, bedding and Footwear	Miscellaneous
1	2	3	4	5	6	7
1986 :						
January .. .. .	663	710	931	347	633	508
February .. .. .	667	710	935	347	633	513
March .. .. .	686	738	946	347	633	515
April .. .. .	690	774	946	347	634	533
May .. .. .	689	829	946	347	634	533
June .. .. .	703	870	946	347	640	539
July .. .. .	718	858	946	355	643	540
August .. .. .	723	833	995	355	643	540
September .. .. .	714	840	980	355	650	545
October .. .. .	720	843	975	355	649	545
November .. .. .	716	843	975	355	649	545
December .. .. .	706	843	975	355	649	572
Average	700	808	958	351	641	536

The average of the index numbers was higher than that of the base year for the food group by about 7.0 times, the pan. supari tobacco etc., group by about 8.1 times the fuel and light group by about 9.5 times, the housing group by about 3.5 times, the clothing bedding and footwear group by about 6.4 times and the miscellaneous group by about 5.4 times.

## PUNE

The Consumer Price Index Number for Industrial Workers 1961=100 for the Pune Centre varied between 616 and 650 during the year under review. The average of the Index number for the whole year came to 631 which was about 6.3 times higher than that of the base period(1961=100).

The following table gives the monthly Consumer Price Index number (New Series) during the year 1986

Year and Month	Consumer Price Index Number	Variation in points as compared to that of the various month
1986 :		
January .. .. .	616	+ 4
February .. .. .	618	+ 2
March .. .. .	621	+ 3
April .. .. .	626	+ 5
May .. .. .	637	+ 11
June .. .. .	633	- 4
July .. .. .	637	+ 4
August .. .. .	634	- 3
September .. .. .	627	- 7
October .. .. .	625	- 2
November .. .. .	650	+ 25
December .. .. .	649	- 1
Average	631	

The following table shows group wise index number for the Pune Centre for each month of the year, 1986 :

Year and Month	Food	Fuel and Light	Housing	Clothing and Footwear	Miscellaneous
1	2	3	4	5	6
1986 :					
January .. .. .	684	818	153	619	511
February .. .. .	685	830	153	620	514
March .. .. .	690	827	153	619	515
April .. .. .	700	824	153	619	515
May .. .. .	719	824	153	620	515
June .. .. .	712	825	153	621	515
July .. .. .	716	826	157	621	523
August .. .. .	709	828	157	621	523
September .. .. .	696	828	157	621	524
October .. .. .	693	823	157	625	525
November .. .. .	738	807	157	625	529
December .. .. .	735	807	157	625	535
Average	706	822	155	621	520

The average of the index number was higher than that of the base year for the Food 7.1 times, Fuel and Light 8.2 times, for Housing by about 1.5 time for the Clothing and Footwear 6.2 times and the Miscellaneous group by about 5.2 times.

## JALGAON

The Consumer Price Index Number for Industrial Workers (New Series) for Jalgaon Centre varied between 628 and 687 during the year under review. The average of the Index Numbers for the whole year comes to 656 which was about 6.6 times higher than that of the base period (1961=100).

The following table gives the monthly Consumer Price Index Number (New Series) during the year 1986.

Year and Month	Consumer Price Index Number	Variation in points as compared to that of the previous month
1986		
January	628	-3
February	644	+16
March	629	-15
April	631	+2
May	638	+7
June	644	+6
July	672	+28
August	687	+15
September	685	-2
October	678	-7
November	670	-8
December	667	-3
Average	656	

The following table shows groupwise Index Numbers for the Jalgaon Centre for each month of the year 1986.

Year and Month	Food	Fuel & Light	Housing	Clothing & Footwear	Miscellaneous
1	2	3	4	5	6
1986—					
January	683	746	188	613	541
February	704	801	188	611	540
March	678	801	188	612	545
April	681	801	188	612	545
May	692	801	188	612	544
June	694	855	188	612	555
July	733	909	188	612	555
August	749	909	188	658	556
September	747	909	188	658	556
October	729	959	188	658	556
November	715	975	188	653	556
December	707	975	188	667	556
Average	709	870	188	632	550

The average of the index number was higher than that of the base year for the food group by about 7.1 times for the fuel and light group by about 8.7 times for housing, 1.9 times for clothing and footwear group by about 6.3 times and the miscellaneous group by about 5.5 times.

## NANDED

The Consumer Price Index Number for Industrial Workers for the Nanded Centre varied between 661 and 717 during the year under review. The average of the index number for the whole year came to 693 which was about 6.9 times higher than that of the base period (1961=100).

The following table gives the monthly Consumer Price Index Number (1961=100) during the year 1986.

Year and Month	Consumer Price Index Number	Variation in points as compared to that of the previous month
1986		
January	677	+6
February	677	
March	665	-12
April	661	-4
May	681	+20
June	690	+9
July	698	+8
August	717	+19
September	710	-7
October	707	-3
November	713	+6
December	717	+4
Average	693	

The following table shows groupwise Index Number for the Nanded Centre for each month of the year 1986.

Year and Month	Food	Fuel & Light	Housing	Clothing & Footwear	Miscellaneous
1	2	3	4	5	6
1986					
January	726	801	386	583	600
February	726	801	386	583	600
March	704	801	386	589	600
April	698	801	386	588	599
May	726	852	386	589	599
June	732	927	386	589	607
July	745	927	386	589	607
August	765	927	386	641	610
September	751	927	386	641	617
October	745	931	386	641	618
November	751	931	386	664	620
December	754	931	386	667	620
Average	735	880	386	614	608

The average of the index number was higher than that of base year for the food group by about 7.4 times for the fuel light group by about 8.8 times for housing, 3.9 times for and footwear group by about 6.1 times and the miscellaneous group by about 6.1 times.

## AURANGABAD

The Consumer Price Index Number for Industrial Workers (New Series) for the Aurangabad Centre varied between 694 and 765 during the year under review. The average of the Index Number for the whole year come to 728 which was about 7.3 times higher than that of the base period (1961=100).

The following table gives the monthly Consumer Price Index Number (New Series) during the year 1986.

Year and Month	Consumer Price Index No.	Various in point as compared to that of previous month
1986—		
January	695	+5
February	705	+10
March	698	-7
April	694	-4
May	724	+30
June	734	+10
July	739	+5
August	742	+3
September	742	-3
October	739	-3
November	764	+25
December	765	+1
Average	728	

The following table shows groupwise Index Number for the Aurangabad Centre for each month of the year 1986.

Year and month	Food	Fuel and Light	Housing	Clothing and footwear	Miscellaneous
1	2	3	4	5	6
1986					
January	772	789	328	654	565
February	787	803	328	655	566
March	775	803	328	657	565
April	768	803	328	656	565
May	817	803	328	657	567
June	818	803	328	664	633
July	823	803	330	672	642
August	827	803	330	673	640
September	827	818	330	673	641
October	819	830	330	670	642
November	859	830	330	670	653
December	860	830	330	670	653
Average	813	810	329	664	611

The average of index number was higher than that of the base year for the food group by 8.1 times, for fuel and light group by 8.1 times, for housing by about 3.3 times, for the clothing and footwear group by 6.6 times and the miscellaneous group by about 6.1 times.

## Consumer Price Index Numbers for Industrial Workers for January 1987

## BOMBAY CENTRE\*

738—A rise of 10 points.

In January, 1987 the Consumer Price Index Number for Industrial Workers (1960=100) for the Bombay Centre with base January to December 1960 equal to 100 was 738 being 10 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 17 points to 827 due to a rise in the average prices of Rice, Jawar, Arhardal, Oils and Fats Sub-group, Fish fresh, Ghee, Garlic and Tea leaf.

The index number for the Pan, Supari and Tobacco etc. group decreased by 1 point to 826 due to a fall in the average prices of Panleaf, Supari and Bidi.

The index number for the Fuel and Light group increased by 6 points to 928 due to a rise in the average prices of Firewood and Charcoal.

Six monthly house rent index compiled by the chain method on the basis of the house rent survey, conducted by N.S.S.O. The index number for the housing increased by 6 points to 203.

The index number for the clothing, bedding and footwear group decreased by 2 points to 664 due to a fall in the average prices of Dhoti, Mulmul, Markin and Bush-shirt.

The index number for the miscellaneous group decreased by 1 point to 563 due to a fall in the average prices of Cinema show and Hair oil.

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

(Average prices for the calendar year 1960 = 100)

Groups	Weight proportional to the total expenditure	Group Index Numbers	
		December 1986	January 1987
I-A. Food	57.1	80	827
I-B. Pan, Supari, Tobacco, etc.	4.9	827	826
II. Fuel and Light	5.0	922	928
III. Housing	4.6	197	203
IV. Clothing, Bedding and Foot-Wear	9.4	666	664
V. Miscellaneous	19.0	564	563
Total ..	100.0	728	738
Consumer Price Index Number			

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

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

## SOLAPUR CENTRE\*

720—A rise of 10 points.

In January, 1987 the Consumer Price Index Number for working Class (New Series) for Solapur Centre with base January to December 1960 equal to 100 was 720 being 10 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Solapur Centre.

The index number for the food group increased by 10 points to 789 due to a rise in the average prices of rice edible oil, Sub-group, Garlic Sugar and tea ready made.

The index number for the Pan, Supari and Tobacco etc. group remained steady at 692.

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

Six monthly house rent index compiled by the chain method on the basis of the house rent survey, conducted by N.S.S.O. The index number for the housing increased by 29 points to 321.

The index number for clothing, bedding and footwear group increased by 1 point to 658 due to a rise in the average price of trouser Cloth.

The index number for the miscellaneous group increased by 16 points to 575 due to a rise in the average price of tailoring Charges.

## 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	
		December 1986	January 1987
I-A. Food	63.0	779	789
I-B. Pan, Supari, Tobacco etc.	3.4	692	692
II. Fuel and Light	7.1	748	748
III. Housing	5.2	292	321
IV. Clothing, Bedding and Footwear	9.0	657	658
V. Miscellaneous	12.3	559	575
Total	....	....	....
Consumer Price Index Number	100.00	710	720

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

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

## NAGPUR CENTRE\*

2-1 rise of 678 Points.

In January 1987 the Consumer Price Index Number for Working Class (New Series) for Nagpur Centre with base January to December 1960 equal to 100 was 678 being 2 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Nagpur Centre.

The index number for the food group decreased by 1 point to 705 due to a fall in the average prices of rice wheat, Chilies dry, Onions, and vegetable 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.

Six monthly house rent index compiled by the chain method on the basis of the house rent survey, conducted by N.S.S.O. The index number for the housing increased by 27 points to 382.

The index number for clothing, bedding and footwear group increased by 1 point to 650 due to a rise in the average price on shirting only.

The index number for the miscellaneous group remained steady at 572.

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

(Average prices for the calendar year 1960=100)

Groups	Weights proportional to the total expenditure	Group Index Numbers	
		December 1986	January 1987
I-A. Food	57.2	706	705
I-B. Pan, Supari, Tobacco, etc.	3.8	843	843
II. Fuel and Light	5.7	975	975
III. Housing	6.6	355	382
IV. Clothing, Bedding and Footwear	10.9	649	650
V. Miscellaneous	15.8	572	572
Total	100.0	....	....
Consumer Price Index Number	....	676	678

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

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

## PUNE CENTRE\*

## 647—A fall of 2 Points

In January 1987 the Consumer Price Index Number for Industrial workers (1961=100) for the Pune Centre with base January to December 1961 equal to 100 was 647 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 the Pune Centre.

The index number for the Food group decreased by 7 points to 728 due to a fall in the average prices of rice, gramdal and vegetables.

The index number for the Fuel and Light group remained steady at 807.

Six monthly house rent survey was conducted by the office of the Commissioner of Labour, Bombay, in the month of January 1987. Accordingly the index number for housing has increased by 10 points to 167.

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

The index number for the miscellaneous group remained steady at 535.

## 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	
		December 1986	January 1987
I. Food ..	55.85	735	728
II. Fuel and Light ..	6.89	807	807
III. Housing ..	6.65	157	167
IV. Clothing and Footwear ..	10.31	625	625
V. Miscellaneous ..	20.30	535	535
Total	100.00	....	....
Consumer Price Index Number		649	647

\*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\*

## Rise of 2 points

In January 1987 the Consumer Price Index Number for Industrial Workers (1961=100) for the Jalgaon Centre with base January to December 1961 equal to 100 was 669 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 Jalgaon Centre.

The index number for the Food group increased by 4 points to 711 due to a rise in the average prices of Rice, Jowar, Turdal, Groundnut oil, Garlic and Banana.

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

Six monthly House Rent Survey was conducted by the Price Supervisor of the Office of the Assistant Commissioner of Labour, Jalgaon in the month of December 1986. The Housing Index for January 1987 works out at 187.90 which remains unchanged as compared to the Housing Index in previous half yearly period ending December 1986. The Housing Index Number has been calculated by the chain method.

The index number for the clothing and footwear group remained steady at 667.

The index number for the miscellaneous group increased by 2 points to 558 due to a rise in the average prices of Supari Manglori, Jarda and Hair oil.

## 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	
		December 1986	January 1987
I. Food ..	60.79	707	711
II. Fuel and Light ..	7.20	975	975
III. Housing ..	6.11	188	188
IV. Clothing and Footwear ..	10.29	667	667
V. Miscellaneous ..	15.61	556	558
Total	100.00	667	669
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 22 Points.

In January, 1987 the Consumer Price Index Number for Industrial Workers (1961=100) for the Nanded Centre with base January to December 1986 equal to 100 was 739 being 22 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 34 points to 788 due to a rise in the average prices of Jowar turdal, fresh fish, garlic and vegetables.

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

The six monthly house rent survey was conducted by Price Supervisor of the Office of the Assistant Commissioner of Labour, Jalgaon in the month of January 1987 works out at 386.26 which remained unchanged as compared to the housing Index in previous half yearly period ending December 1986.

The housing Index Number has been calculated by the chain method.

The index number for the clothing and footwear group remained steady at 677.

The index number for the miscellaneous group increased by 4 points to 624 due to a rise in the average prices of utensils Brass and Medical care (Zinda Tehemath).

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

(Average prices for the calendar year 1961=100)

Group	Weight Proportional to total expenditure	Group Index Numbers	
		December 1986	January 1987
I. Food	61.46	754	788
II. Fuel and Light	5.88	931	931
III. Housing	4.62	386	386
IV. Clothing, and Footwear	12.22	677	677
V. Miscellaneous	15.82	620	624
Total ..	100.00	717	739
Consumer Price Index Number ..			

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

Note—To obtain the equivalent old index number on base August 1943 to July 1944=100 the index number on base 1961=100 should be multiplied by the linking factor 1.12.

## AURANGABAD CENTRE\*

## Index remained steady

In January 1987 the Consumer Price Index Number for Industrial Workers (1961=100) for the Aurangabad Centre with base January to December 1986 equal to 100 was 765 which was steady as in the previous month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at the Aurangabad Centre.

The index number for the Food group decreased by 1 point to 859 due to a fall in the average prices of moongdal and Chillies dry.

The index number for the Fuel and Light group remained steady at 830.

Six monthly house rent survey was conducted by the office of the Commissioner of Labour, Bombay in the month of January 1987. Accordingly the index number for housing has increased by 3 points to 333.

The index number for the clothing and footwear group increased by 3 points to 673 due to a rise in the prices of Coloured fabrics only.

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	
		December 1986	January 1987
I. Food	60.72	860	859
II. Fuel and Light	7.50	830	830
III. Housing	8.87	330	333
IV. Clothing and Footwear	9.29	670	673
V. Miscellaneous	13.62	653	653
Total ..	100.00		...
Consumer Price Index Number ..	....	765	765

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

Note—To obtain the equivalent old index number on base August 1943 to July 1944=100 the index number on base 1961=100 should be multiplied by the linking factor 1.12.

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

The statistics for the last 12 calendar months from February 1986 to January 1987 are given in the following table :—

TABLE

Month	Base	*Base
	1960=100	1949=100
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
January 1987 .. .. .	688	836

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

THE STATEMENT SHOWING THE CONSUMER PRICE INDEX NUMBER FOR INDUSTRIAL WORKERS GROUPS FOR SEVEN CENTRES OF MAHARASHTRA STATE FOR THE MONTH OF JANUARY 1987

Centre	Base	Food	Pan, Supari, Tobacco etc	Fuel and Light	Housing	Clothing, Bedding and Footwear	Miscellaneous	Consumption of Price Index Number	Consum- Equiva- of Price lent Old Index		
									Jan, 1987	Dec, 1986	
1	2	3	4	5	6	7	8	9	10	11	12
Bombay ..	1960=100	827	826	928	203	664	563	738	3,277	728	3,232
Solapur ..	1960=100	789	692	748	321	658	575	720	2,750	710	2,712
Nagpur ..	1960=100	705	843	975	382	650	572	678	3,539	676	3,529
Pune ..	1961=100	728	....	807	167	625	535	647	....	649	....
Jalgaon ..	1961=100	711	....	975	188	667	558	669	3,539	667	3,528
Nanded ..	1961=100	788	....	931	386	677	624	739	1,811	717	1,757
Aurangabad ..	1961=100	859	....	830	333	673	653	765	1,698	765	1,698

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

BOMBAY: 4.44, SOLAPUR: 3.82, NAGPUR: 5.29, NANDED: 2.45, AURANGABAD: 2.22

# Labour Intelligence

## INDUSTRIAL RELATIONS IN MAHARASHTRA REVIEW FOR THE MONTH OF DECEMBER 1986

Industrial Courts, Tribunals and Labour Courts  
In all 1,229 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.I.R. Act, 1946	I.D. Act, 1947	Other Acts	
		3	4	5	6
<b>I. Industrial Courts/Tribunals—</b>					
1	Industrial Court, Bombay	12	21	190	223
2	Industrial Tribunal, Bombay	5	6	97	108
3	Industrial Court, Nagpur	..	..	..	..
4	Industrial Tribunal, Nagpur	1	15	59	75
5	Industrial Court, Pune	..	..	..	..
6	Industrial Tribunal, Pune	1	4	45	50
7	Industrial Court, Thane	..	..	..	..
8	Industrial Tribunal, Thane	2	4	22	28
9	Industrial Court, Solapur	..	..	..	..
10	Industrial Tribunal, Kolhapur	..	..	43	43
11	Industrial Court, Amravati	..	..	..	..
12	Industrial Tribunal, Amravati	..	2	114	116
13	Industrial Court, Nashik	..	..	..	..
14	Industrial Tribunal, Nashik	1	25	..	..
15	Industrial Court, Aurangabad	..	..	33	33
16	Industrial Court Solapur	1	..	22	23
17	Industrial Court, Ahmadnagar	..	..	..	..
Total		23	52	650	725
<b>II. Labour Courts—</b>					
1	Labour Court, Bombay	55	301	208	564
2	Labour Court, Pune	2	226	53	281
3	Labour Court, Nagpur	10	67	154	231
4	Labour Court, Thane	6	77	163	246
5	Labour Court, Kolhapur	2	40	44	86
6	Labour Court, Solapur	11	86	75	172
7	Labour Court, Akola	2	16	33	51
8	Labour Court, Nashik	2	8	109	119
9	Labour Court, Aurangabad	2	39	43	86
10	Labour Court, Dhule	4	102	27	133
11	Labour Court, Sangli	2	14	31	47
12	Labour Court, Amravati	..	23	53	76
13	Labour Court, Jalgaon	..	13	19	32
14	Labour Court, Bhandara	..	79	25	104
15	Labour Court, Ahmadnagar	..	39	42	82
16	Labour Court, Latur	..	3	14	17
Total		98	1,133	1,095	2,326

**Wage Boards.**—The following references were received by the Wage Boards during the month under review:—

- (1) Cotton Textile Industry .. 2
- (2) Silk Textile Industry .. 1
- (3) Sugar Industry .. ..
- (4) Co-op. Banks Industry .. 36

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

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

Act	Issues relating to pay, allowances and Bonus	Employment, leave, hours of work and miscellaneous causes	Total
1	26	33	59
2	9	6	15
3	7	9	16
Total	42	48	90

- (1) Industrial Disputes Act, 1947
- (2) Bombay Industrial Relations Act, 1946
- (3) Bombay Industrial Relations (Extensions and Amendment) Act, 1964.

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

Act	Pending at the beginning of the month	No. of cases received during the month	Settled amicably	Withdrawn or not pursued by parties	Closed	Total (4 to 7)	Pending at the end of the month
	2	3	4	6	7	8	9
1	1012	374	103	29	43	341	1,045
2	176	15	..	3	3	19	172
3	41	6	..	1	..	4	45
Total	1,229	395	103	32	46	362	1,262

- I. D. Act, 1947
- B. I. R. Act, 1946
- B. I. R. (Ext. and Amend.) Act, 1964.

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

Act	Cotton Textile	Silk Textile	Chemical	Textile Processing	Hosiery	Banking	Sugar	Misc.	Transport	Total
B.I.R. Act, 1946	2	3	4	5	6	7	8	9	10	11
Act	2	3	4	5	6	7	8	9	10	11
B.I.R. (Extension And Amendment) Act, 1964	4						4		8	16

District-wise analysis is given below :-

Act	Bombay	Pune	Mumbai	Nagpur	Nanded	Aurangabad	Madhaya	Total
B.I.R. Act, 1946	6	9					8	13
Act	6	9					8	13
B.I.R. (Extension and Amendment) Act, 1964			2	3	4	5	6	16

INDUSTRIAL DISPUTES IN MAHARASHTRA STATE DURING DECEMBER 1986

	December 86	November 86	December 85
No. of disputes	58	58	48
No. of Workers involved	13,422	13,754	10,172
No. of Man-days lost	32,222	2,79,294	2,06,054

Industry-wise classification is given below :-

Industry	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
Chemical	33	3	36	9,424	2,14,781
Miscellaneous	8	1	9	776	17,341
December 1986—Total	54	4	58	13,422	3,15,112
(1986—Total)	48	10	58	13,754	2,79,294

Twenty-six of the 58 disputes arose over question of "pay, allowances and retrenchment and grievances about personnel" and the remaining 32 disputes were due to other causes.

Out of the 3 disputes that terminated during the course of the month 2 disputes were settled entirely in favour of the workers and 1 unsuccessful.

Note :- The figures given in this table are based on returns furnished under the provisions of Section 12(1) to reporting agencies of the Industrial Disputes Act, 1947 and do not include all the cases where the disputes are still pending.

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

Name of the Concern	Sector	S/L	Reason	Date of Work		No. of Workers Involved	Mandays lost during the month	Mandays lost till the close of the month	Remarks	
				Began	Ended					
2	3	4	5	6	7	8	9	10	11	
<i>Thane</i>										
M/s. Taksen Ltd. Kolshet Road, Thane.	Pvt.	S	Reinstatement	20-4-1981	..	459	11,907	7,87,619	Continued.	
<i>Bombay</i>										
Estreella Batteries Ltd., Plot No 2, Dharavi, Matunga, Bombay 400 019	Pvt	L	Unfair Labour Practice	3-11-1983	..	1,170	20,956	9,74,214	Do.	
<i>Bombay—</i>										
<i>Others</i>										
Bombay Forging Ltd., Vidyanagari Marg, Bombay 400 098.	Pvt	S	Fighting amongst the workmen.	11-7-1984	..	625	16,172	4,78,990	Do.	
<i>Bombay—</i>										
<i>Genl. Demand</i>										
The Indian Smelting Refining Co., Ltd., B.S. Marg, Bhandup, Bombay 400 078.	Pvt.	S.	Wages D. A. etc.	10-12-1984	..	1,007	12,715	4,02,232	Do.	

LABOUR GAZETTE—MARCH 1987

Name of the Concern	Sector	S/L	Reason	Date of Work		No. of Workers Involved	Mandays during the month	Till the close of the month	Remarks	
				Began	Ended					
2	3	4	5	6	7	8	9	10	11	
<i>Bombay</i>										
Bombay Tyres International Ltd., Hay Bunder Road, Sewree, Bombay 400 033.	Pvt.	L	Gherao and Go-slow.	8-10-1986	..	2,316	62,451	1,66,536	Do.	
<i>Bombay</i>										
The Standard Batteries, Ltd., Vakola, Santacruz, Bombay 400 055.	Pvt.	L	Charter of Demands.	2-11-1986	..	1,123	30,321	57,273	Do.	
<i>Aurangabad</i>										
Automobile Products of India Ltd., D 5, MIDC Area, Chiklathana, Aurangabad-431 210.	Pvt.	L	Go-slow.	29-11-1986	..	962	25,299	27,173	Do.	

LABOUR GAZETTE—MARCH 1987

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

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

In Maharashtra 12,55,999 employees were under the coverage of the Scheme in the month of January, 1987. The highlights of the benefits paid to those employees were as follows :—

ESIS has paid Rs. 1.38 Crores as Cash Benefit in January, 1987.—

(i) 71,629 workers were paid Rs. 69,29,834.00 on account of Sickness and Rs. 5,37,421.75 were paid for the long term diseases, e.g. T.B., Cancer, Hemiplegia, Paraplegia, Psychosis, etc. etc.

(ii) 21,813 workers were paid Rs. 55,73,617.78 on account of accidents as employment injury which included 8,333 cases for the permanent disablement and 2,874 for pension to the dependents/families due to death of the workers in the accidents.

(iii) Rs. 8,23,506.00 were paid to the women workers as Maternity Benefit for the period of confinement. In addition to the above, 94 persons were sterilized and they were paid Rs. 25,060.00 as family planning benefit.

(iv) There were 178 cases where legal proceedings were initiated against defaulting employers/Insured Persons for the recovery of arrears of contributions as under :—

(1) Under Section 45B	135 cases.
(2) Under Section 75	19 cases.
(3) Under Section 84	7 cases.
(4) Under Section 85	17 cases.

Sd.—

(Miss. D. J. MIRCHANDANI),  
Deputy Regional Director.

**STATEMENT ABOUT OWNERSHIP AND OTHER PARTICULARS  
ABOUT NEWSPAPER "LABOUR GAZETTE" BOMBAY**

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I, C. B. Dingare, hereby declare that the particulars given above are true to the best of my knowledge and belief.

C. B. DINGARE,  
Signature of Publisher.

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