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# LABOUR GAZETTE

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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

### Index Numbers for Working Class

Solapur and Nagpur Consumer Price Index Numbers for the month of February 1987 with average price for the year 1967 equal to 100 were 718, 704 and 718 respectively. Nanded and Aurangabad Consumer Price Index Numbers for the month of February 1987 with the average price for the year 1967 equal to 100 were 648, 688, 730 and 730 respectively.

### All India Average Consumer Price Index Numbers for Industrial Workers

All India Average Consumer Price Index Numbers for Industrial Workers for the month of February 1987 with 1960 = 100 compared to 688 in December 1986 are 718, 704 and 718 respectively. The index worked out to be 836 against 836 for December 1986.

### Disputes in Maharashtra State

During the month of February 1987 there were 63 disputes involving 14,446 workmen and time loss of 3,08,86 mandays as compared to 58 disputes in December 1986 involving 15,412 workmen and time loss of 3,15,112 mandays.

Further particulars of Industrial Disputes are given at pages 426 and 427 of this issue.

### Payments under Maharashtra State Insurance Scheme

During the month of February 1987, 64,520 workers were paid Rs. 65,89,968.80 on account of sickness and Rs. 4,95,496.55 were paid for the long term diseases, T.B. Cancer, Hemiplegia, Paraplegia Psychosis etc. etc. 20,519 workers were paid Rs. 53,25,897.55 on account of accidents as employment injury. It included 8,558 cases for the permanent disablement and 2,945 for pension to the dependents families due to death of the workers in the accidents.

## Current Notes

### hike in interest on EPF deposits likely

Subscribers to Employees Provident Fund are likely to get an interest of 11.50 per cent on their deposits during the next financial year 1987-88 as against the 11 per cent they were sanctioned for 1986-87.

This raise in the rate of interest, recommended by the EPF Central Board of Trustees, is for the second consecutive year. The rate for the current financial year was raised from a little over 10 per cent.

The meeting of the Board of Trustees held in the first week of February recommended the rate of 11 per cent which is even higher than the rate of 11.30 per cent proposed by the Board's finance and investment committee. The Board is of the view that the increased rate of interest is possible by improving the investment pattern of the finances available with the EPF organisation.

According to available figures, with the declaration of 11 per cent interest for the current financial year, the Provident Fund Organisation is expected to suffer a deficit of Rs. 1.97 crore. If the rate of interest for the next financial year is at the rate of 11.30 per cent as suggested by the finance and investment committee, the shortfall is likely to be Rs. 8.56 crore.

The number of workers covered by the Employees Provident Scheme as at the end of September 1986 was over 1.35 crore employed in over 1,60,000 establishments. By the beginning of the next financial year on April 1, the workers' deposits with the organisation are likely to reach Rs. 6,766 crore.

It was found during a review of the organisation's performance by the Board that the arrears of contributions were mounting in respect of both exempted and unexempted establishments. While the units covered are to transfer both the employers' and employees' contributions to the EPF organisation, the exempted units are expected to transfer the deposits to their respective trusts.

The arrears in respect of the establishments covered stood at Rs. 68.70 crore at the end of September last year, over 70 per cent of which were concentrated in the states of Madhya Pradesh, Uttar Pradesh, West Bengal, Maharashtra and Tamil Nadu.

Eleven major industries account for nearly 80 per cent of the total arrears, with the textile and engineering industry accounting for over 53 per cent. The other industries that are in default are sugar, tea, trading units, newspaper, heavy and fine chemicals, iron and steel and beedi. In the textile industry, the major defaulters are those sick units taken over by the National Textile Corporation.

By September end last year, an amount of Rs. 103.76 crore was not transferred to their trustee board by the exempted units. West Bengal and Bihar together accounted for 94.19 per cent of the default.

A major reason for the inability of the inspectors to maintain the targeted average rate of inspections was stated to be their preoccupation with the court work. The inspectors are also to attend to administrative work.

The review further revealed that Maharashtra had given the best performance of 48 inspections per month per inspector, as against the all India targeted average of 45 inspections.

(*Indian Worker*, dated March 1987).

### Budget with thrust on anti-poverty plans and public sector A pragmatic budget G.R.

Higher imposts on the affluent in the society larger funds for rural development, emphasis on the public sector, decision to appoint the National Commission on Rural Labour, penalising defaulting employers in provident fund and ESIC deposits, taking away the terminal benefits of the workers from the tax net, enhanced provision for education and a pledge to curb deficit financing are the highlights of Prime Minister Rajiv Gandhi's maiden budget, presented to Parliament on February 28.

INTUC President G. Ramanujam has described it as a "pragmatic budget". Commenting on the Rs. 62,492 crore budget, Shri Ramanujam said that there was great expectation from the Prime Minister's budget, including a substantial increase in the floor-level of personal income tax. By deciding against any changes in the rate structure for personal and corporate taxes in his budget proposals, "the Prime Minister has proved himself to be a hard realist rather than a populist", he has observed.

The INTUC President has further pointed out that the self-proclaimed defenders of public sector, who have been carrying on a baseless propaganda against the Government, have been silenced by the Prime Minister's assertion that the public sector is "the core of our economy" with a commitment to give the public sector undertakings greater autonomy with accountability.

"The decision to appoint the National Commission on Labour, while meeting the INTUC's demand raised in its General Council meeting at Bhubaneswar last year, is of historic significance," he asserted.

Shri Ramanujam is happy that the budget proposals provide for exemption from tax the terminal benefits, received by the employees, incentives for house building and an increase in minimum pension. Penalising "delinquent" employers will undoubtedly check default in the provident fund and state insurance fund contributions.

"Increased provision for education is to be welcomed and the increase in defence expenditure is need based," he has pointed out.

Shri Ramanujam is of the view that this year's budget on the whole is directed towards development.

### The 1987-88 Budget

The budget for 1987-88 envisages raising Rs. 322 crore by new taxes, leaving an uncovered deficit of Rs. 5,688 crore. The Prime Minister, while pointing out that this deficit is significantly lower than that of the current year, has assured that this shall not be exceeded and has set in motion measures to implement the decision.

Calling cigarette smokers as "the dependable friends of finance ministers and the certified enemies of the health ministers, Shri Gandhi has made them bear the brunt of the new tax proposals by adding Rs. 200 crore to the exchequer.

The Prime Minister has left the personal income tax and the corporate tax untouched.

In his budget proposals Shri Rajiv Gandhi has reinforced his Government's commitment to wage a battle against poverty. At the same time has not indulged in the populist gimmickry of distributing charity. He has placed poverty alleviation plans in the overall framework of accelerating growth and taking the country forward towards strengthening the foundation of an independent economy. More than 3.2 million families will benefit from a further strengthening of the Rural Development Programme for which an outlay of Rs. 310 crore has been provided. Total plan outlay for the Department of Rural Development will exceed Rs. 2,000 crore during the ensuing financial year.

Voicing concern about the situation of agriculture labour subjected to exploitation, the Prime Minister announced the decision to appoint a National Commission on Rural Labour. The Commission will be charged with the responsibility of looking into the working conditions of this vulnerable section of our society and the implementation of social legislation for their protection.

The critics of the Government for its apprehended reversal of the established policy on public sector, have been proved false by Shri Gandhi's acknowledgement of the public sector as "the core of our economy". He made a firm commitment to enhance the autonomy of the public sector enterprises and make them accountable for results. He also said that the Government would soon bring before parliament a white paper on the public sector.

The charge that Shri Rajiv Gandhi's Government is not concerned about the poor has been proved baseless. By increasing imposts on foreign travel, stay in five-star hotels, colour television, cigarettes and soft drinks and the tax on "Zero-profit" companies are all enunciation of the principle that the affluent should pay for financing the programmes aimed at improving the lot of the poor.

Shri Gandhi also announced a number of measures for the welfare of workers, members of the armed forces and the handicapped. To prevent the anti-labour practice of a large number of employers who do not credit their own contributions nor those of their employees to the provident fund and the state insurance fund Shri Gandhi has proposed penalising such delinquent employers by taxing the contributions of the employees to these funds as the income of the employer and allowing deduction only when they are made over to the separate accounts relating to these funds.

All terminal payments, like compensation and gratuity, made to the employees are exempted from tax and similar exemption is being extended to payments under voluntary retirement schemes for public sector employees.

Assistance to widows of armed personnel killed in action as also disabled soldiers given from the Regimental Funds or Non-public funds will enjoy similar tax concessions as other funds of national importance like the National Defence Fund. The special deduction allowed to the physically handicapped and totally blind has been increased from Rs. 10,000 to Rs. 15,000.

An enhanced protection to the capital goods industry has been proposed as it is "central to our efforts for achieving self-reliance". The import duty of 101 per cent on general machinery and of 55 per cent on machinery for new projects have been equalised at 85 per cent to discourage unnecessary imports and remove the discrimination against modernisation of the existing units which favours sickness.

However, the rates of import duty on capital goods, such as fertilisers, power and electronics are being adjusted upwards. While the duty on electronic equipment has been raised from 25 per cent to 30 per cent, that on fertiliser plants has been hiked from zero to 15 per cent. In case of power, plants of above 50 MN capacity will continue to be imported at 25 per cent whereas plants of 50 MN and below will attract a higher duty of 35 per cent.

Cigarettes, tobacco, soft drinks, colour television, five-star hotel culture and foreign travel would cost more, while stationery, woollens, woollen synthetics, life-saving equipment for hospitals and clinics, fluorescent tubes, cheap shoes, soaps and sarees would cost less according to the budget.

A lot of effort and labour appears to have gone into systemic improvements in order to streamline procedures, rationalise structures which would help in effecting the modern management approach of Shri Gandhi. Accordingly, MODVAT has been extended to all areas barring textiles, tobacco and the petroleum sectors, the concept of minimum corporate tax has been modified to ensure better compliance, simplification in house tax laws, and rationalisations on direct taxes have been carried out.

The thrust of the budget has been on education, for which the allocation has been increased from Rs. 352 crore to Rs. 800 crore, housing for which spendings up to Rs. 10,000 has been made eligible for income tax deduction under Section 80C, and industrial technological up gradation in general, and electronics, computers and capital goods industry, in particular.

In order to boost the capital market, the existing provision of allowing deduction in respect of investment in equity shares of certain categories of new companies has been extended by three years. Furthermore, the holding period of these shares has been reduced from five to three years. Holding period of other shares have been reduced from 36 to 12 months for the purposes of capital gains and tax exemption.

The Plan expenditure in the budget for 1987-88 is expected at Rs. 23,677 crore, out of which the revenue expenditure is envisaged at Rs. 9,621 crore and capital expenditure at Rs. 14,056 crore. The assistance to States and Union Territories is envisaged at Rs. 8,754 crore. Adding the budgetary support

of Rs. 14,923 crore of the Central Plan to resources of public enterprises worth Rs. 9,699 crore, the total Central Plan allocation comes to Rs. 24,622 crore.

Against this, the non-Plan expenditure envisaged to the budget is to the tune of Rs. 39,266 crore, marking an increase of Rs. 1,870 crore over the previous year. The largest component under this head is that of defence, Rs. 12,512 crore, while interest payment accounts for Rs. 10,650 crore.

In view of the rising uncovered budgetary deficit and growing non-Plan spendings the budget proposes to exercise strict control over expenditure. Shri Gandhi said: "The situation requires a thorough-going review of our expenditure policy. Mere scratching the surface will not help.... There is no room for waste, ostentation or unproductive expenditure. We have to pull together and work harder than ever before to realise national goals."

Computers and peripherals have been brought into the tax net for the first time. They will be charged an excise duty of 10 per cent. On the customs side, duty on electronic sub-assemblies has been reduced from 308 to 150 per cent. Import duty on specified data communication equipment and computer systems imported under OGI has been reduced, while the duty on specified electronic parts of computers has been increased from 25 to 75 per cent in order to give appropriate protection for indigenous production.

Colour televisions, costing more than Rs. 7,500 in retail will now cost Rs. 1,750 more per set. Maruti cars and vans will cost more since excise duty on fuel-efficient cars with engine capacity not exceeding 1000 cc has been hiked from 20 to 25 per cent.

For the first time in nearly two decades, viscose staple fibre and viscose filament yarn a major product of the house of Birlas, has attracted a higher duty. Excise duty on staple fibre has been increased by two rupees per kg. and on filament yarn by 12.5 per cent.

Cement producing units that have commenced production on or after April 1, 1986, have been given an excise relief of Rs. 50 per metric tonne for a three-year period. The levy quota of such units has been reduced from 30 to 15 per cent.

To enforce better tax compliance on the part of professionals provision has been made for deduction at source at specified rates in respect of all payments beyond certain prescribed amounts of fees.

In a year of acute resource crunch, the large increase in poverty alleviation programmes and a doubling of the outlay on education is indeed a welcome surprise. The underprivileged have not been relegated to the background.

Though the thrust for growth through concessions to industry is not so clear, the liberalisation is more selective. While there are no undue concessions to the industrial sector as a whole there are no undue cuts either. The resources scarcity to meet the promised development and rural outlays continues to be a constraint. Increase in non plan expenditure has been the villain. There can, however, be no complaint against in defence expenditure. It is to be pointed that in his efforts towards resource mobilisation, Shri Gandhi has left the agricultural rich untouched.

Shri Gandhi's speech, presenting the budget for 1987-88, was replete with quotations of Nehru. It acknowledged the challenges on the economic front and revealed an attempt to respond to them with the utmost seriousness. He concluded his speech thus:

I am conscious of the enormous challenges that confront our economy. Some are inherent in the process of planned development in a democracy. But some are in the nature of a price that we have to pay for pursuing an independent foreign policy. The people of India have assented their independence and willingly accepted these burdens. Their heroic exertions, their sacrifices, and their unshakable confidence in their capacity to build the India of their dreams are a source of strength, inspiration and direction to me. Let us move forward with determination.

(*Indian Worker*, dated 9th March 1987)

#### Tripartite talks on new 1982 series of price index—T.U.s. oppose introduction.

In pursuance of the assurance given at a meeting with the users of the consumer price index, held on January 8 under the chairmanship of the Union Labour Minister, Shri P. A. Sangma, the Labour Bureau has set in motion the process of tripartite consultations, at the regional level on the introduction of new series of consumer price index with the calendar year 1982 as its base year.

The meeting held at Kanpur on February 20 covered three States—Uttar Pradesh, Bihar and Madhya Pradesh. Similar consultations were scheduled to be held at Madras, Bombay and Delhi on March, 3, 6 and 10 respectively. The date of the meeting for the eastern sector to be held at Calcutta is yet to be announced. After the conclusion of the regional level consultations other tripartite meeting will be convened at the national level.

At the meeting of January 9 almost all the central trade union organisation had opposed the introduction of the new consumer price index for industrial workers with 1982—100. Dr. S. T. Sawant, Director of the Ambekar Institute for Labour Studies who represented the INTUC at the meeting argued, that the dual price system of many consumer goods as a result of the black economy should have been taken into account. He also pointed out that the Maharashtra Government was following the practice of consulting the worker's and employers' before releasing the index for a particular month and wanted such a practice to be followed at over the country.

Dr. Sawant also drew attention to the fact that some trade union centres had developed competence in the field of data collection, analysis and studies at many industrial centres and stressed the need for utilising such competence at suitable stages. He contended that the linking of 1982 series to 1960 series should be made after suitable modifications in the 1960 series in line with the recommendations of the Nilakantha Rath Committee. He was also of the view that since the price sector was related with the quantity matrix the time lag between the base price collection, which was 1982 calendar year, and the

consumption price collection, which was the financial year 1981-82, called for some adjustment factor in base price data.

Another point made by Dr. Sawant was that since the house rent index was to be compiled for the period of six months, it should be possible to take into account new houses for compiling the index without much difficulty.

#### TU's opposition

All the trade union centres hold the view that the introduction of the new series should have been preceded tripartite consultations and rectification of the shortcomings.

The new series is expected to cover about 50 million white and blue collar workers, whose dearness allowance is dependant on the new series.

The complaint about the faulty price indices is not new. The first effort to resolve the dispute over the faulty compilation of the price index was initiated in 1977 with setting up of a tripartite committee headed by Dr. Nilakantha Rath. The Rath Committee had given some unanimous recommendations, one of which was the need for setting up a tripartite committee to supervise the compilation of the index at each stage. The government seems to be of the view that since the subject being of a technical nature, the constitution of a tripartite committee is not feasible.

Ignoring the report of the Rath Committee, the government sought to revise the series by the appointment of another committee of only officials headed by Dr. K. C. Deal and it is the recommendations of this Dr. Seal Committee that constitute the basis for the new 1982 based consumer price index series.

The trade unions are at a loss to know why the recommendation of the Rath Committee, pertaining to the rectification of faulty price index numbers, is being set aside. The correction would have given to the workers an advantage of seven points. They also ask why was organised labour not associated with the sample survey of family budget. Why had the weightage diagram been arbitrarily modified?

According to the trade unions on a rough calculation the workers will lose 16 points with the introduction of the proposed 1982 series, which will mean a loss of crores of rupees in absolute terms to the workers. By the ushering in of some items like TV on the plea of their being "durables" and giving the higher weightage, the rise in the consumer price index is being sought to be artificially depressed. The weightage of "food group" has been reduced from 60.92 in the 1960 series to 57 and likewise the weightage of pan, supari and tobacco has been reduced from 4.9 to 3.15.

During the course of the discussions of January 8, Dr. Seal said that he had included one important recommendation of the Rath Committee—all states should have accepted a tripartite machinery on the Maharashtra pattern to supervise data collection. All states are expected to inform the Union Labour Ministry if such a machinery has been set up and if so, whether they are functioning as desired.

#### Wider coverage

These 1960 series of the index covers the industrial workers in only three sectors—factories, mines and plantations. Four more sectors, Railways, motor transport, electricity generation and distribution and ports and docks, have been added for coverage under the 1982 series, the 1982 series includes 70 centres. 7 of the series have been deleted and 27 new centres have been added. 43 centres are common with 1960 series and 9 with 1961-65 and 66 series.

The number of markets surveyed is also increased to 226 from the earlier 142 and so is the number of items to 260 as against 175.

The trade unions are not convinced of the differing weightage given to different items in different centres. The rationale behind the lower and higher weightage diagram in respect of clothing for Calcutta and Howrah respectively, is beyond their understanding.

Yet another point, where difference persists, is regarding the non-inclusion of black market prices while collecting prices for computing the index. The Labour Bureau had itself mentioned earlier that the black market prices should be taken into account. This was also the recommendation of the ILO. However, the Labour Bureau dropped its own proposal while publishing the weightage diagram subsequently.

In justification of this reversal, the Union Labour Ministry has quoted from a memorandum by the Government of West Bengal in 1978.

*The Government of West Bengal, in its memo, had said that in the statutory rationing area, black market price should not be taken into account. The Labour Ministry says he has accepted the West Bengal Government's recommendation.*

In the selection of the base year, the Seal Committee is said to have kept three criteria before it—(i) the base year should preferably synchronise with the period of the survey and should not be very distant from the actual period of the survey; (ii) reliable data should be available for the period chosen as the base year; and (iii) the base year should be a normal—a year free from development of a serious year like war, etc., affecting the economy.

The following is the all India weightage pattern of 1960 and 1982 series of the consumer price index :

*All India Weightage Pattern*

Groups	1960	1982
1. Food	60.92	57.00
2. Pan, supari, tobacco and intoxicants	4.79	3.15
3. Fuel and light	5.77	6.28
4. Housing	6.26	8.67
5. Clothing, bedding and footwear	8.54	8.54
6. Miscellaneous—medical care, education, transport, personal care, services, etc.	13.72	16.36
	100.00	100.00

*(Indian Worker, date 16th March 1987)*

### Implementation of labour laws

Implementation of the existing labour laws will be the area in which the Labour Ministry will devote its attention this year, rather than seek to legislate new laws, the Rajya Sabha was told during Question Hour on March 11 by Shri P. A. Sangma, Minister of State for Labour.

Strict action of the child labour law will be taken, he said. Already something had been achieved in Firozabad, notorious for the manner in which children toiled in the glass works. About 4,000 children had been rescued, he said.

Now the task was to rehabilitate them, in fact that was the major hurdle which presented itself. Preventing children from being employed was not an end in itself. In fact, Shri Sangma said, fears were being expressed about the economic impact on the families whose children would no longer get any sort of income.

In reply to the question from a member of the House, Shri Sangma said it was difficult to assess the quantum of unorganised labour in the country. The International Labour Organisation's classification that people who did not have collective bargaining were unorganised, could not be strictly applied to Indian conditions.

Regarding giving agricultural labour some benefits he said that at a meeting of State Labour Ministers it was felt that the matter should be handled by the States and not the Centre. However, so far only Kerala had moved in this regard.

He drew attention to the National Commission on Rural Labour, announced by the Prime Minister while presenting the Budget, and said its recommendations and findings would help to remedy the situation. It must also be remembered, he said, that agricultural labour was receiving some benefits from the various poverty alleviation programmes now being undertaken.

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

### Bill to amend Gratuity Act moved

A bill to amend further the Payment of Gratuity Act, enlarging coverage, fixing a monetary ceiling of Rs. 50,000 and making the penalties more stringent, was introduced in the Rajya Sabha on March 18 by the Minister of State for Labour, Shri P. A. Sangma.

Some of the important amendments are :

The coverage of the Act is being extended to persons drawing wages upto Rs. 2,500 per month and an enabling provision is being made for raising the wage limit for coverage from time to time.

The existing ceiling of 20 months' wages for payment of gratuity is being replaced by a monetary ceiling of Rs. 50,000.

A provision is also being made for depositing the amount of gratuity payable to a minor with the controlling authority who shall invest the money in a bank or a financial institution for the benefit of minor.

A provision is also being made for compulsory insurance of employer's liability to pay gratuity fund under the Act or in the alternative for the setting up of a gratuity fund under the provisions of the Act in relation to establishments employing 500 or more employees.

Moreover, a provision is being made for payment of simple interest at a specified rate, if the amount of gratuity is not paid within 30 days from the date it becomes payable. Penalties prescribed under the Act are being made more stringent.

Clause 4 of the Bill seeks to amend section 4 of the Act to empower the Central Government to frame rules for the purpose of prescribing the bank or any other financial institution and the manner in which the gratuity payable to the minor shall be invested for the benefit of the minor till he attains the majority.

Clause 5 of the bill inserts a new Section 4A in the Act. It empowers the Central Government to make rules for prescribing the insurers, other than the Life Insurance Corporation of India, and the manner in which the employer shall get the insurance cover. Under the amending Act the Gratuity Trust Fund shall be established, the conditions subject to which the exemption from taking compulsory insurance shall be granted, the composition of the Board of Trustees of the Gratuity Trust Fund and the time and manner in which the establishments shall be registered with the controlling authority.

The Act, at present, provides for payment of gratuity to persons employed in factories, mines, oil-fields, plantations, ports, railway companies, shops and certain other establishments employing 10 or more persons.

The Labour Ministers' conference held in 1980 and 1982 had recommended *inter alia* that the time limit for payment of gratuity might be prescribed in the Act itself and that there should be a suitable provisions for recovery of interest in cases where the payment of gratuity is delayed. The Indian Labour Conference held in November 1985, had recommended that a provisions for compulsory insurance of employers' liability and setting up of a gratuity fund for payment of gratuity be incorporated in the Act.

(*Indian Worker*, dated 23rd March 1987)

### Most recommendations of pay panel on pension accepted

The Government has accepted 'most' of the major recommendations pertaining to pensionary benefits of the Fourth Pay Commission, the Minister of State for Personnel, Public Grievances and Pension, Shri P. Chidambaram announced in Parliament on March 13, aimed cheers from members on the Treasury benches.

The revised benefits will take effect retrospectively from January 1, 1986, he said.

Pension being a long-term benefit, it will be related only to basic pension and will be calculated at the rate of 50 per cent of the average emoluments replacing the existing slab formula :

The following are the other decisions announced by Shri Chidambaram

—acceptance of the rationalised pension structure.

—the family pension will be subject to a minimum of Rs. 375 and maximum of Rs. 1,250 per month as against Rs. 300 and Rs. 1,000 recommended by the pay commission.

—acceptance of the recommendations to introduce death gratuity for Government servants dying in harness.

The rate of retiring gratuity at half month's pay for such completed year of service subject to a maximum of sixteen and a half months pay will continue to operate, Shri Chidambaram said adding that the ceiling on gratuity which operated at Rs. 50,000 has been increased to Rs. 1 lakh.

The Government has further decided that weightage of five years may be added to the actual qualifying service rendered by armed forces personnel for determining death gratuity and retirement gratuity subject to the condition that total qualifying service plus weightage will not exceed 33 years.

The Government has substantially improved the rates of disability pension for the armed forces personnel. For 100 per cent disability the improved rates will be as under :—

Rs. 750 for officers and honorary commissioned officers.

Rs. 550 for junior commissioned officers, and Rs. 450 for other ranks and non-commissioned officers (E).

The War injury pay for 100 per cent disability will now be equal to last pay drawn, but shall not be less than 60 per cent of the last pay drawn for officers and 80 per cent for personnel below officer rank even where the disability is lower than 100 per cent.

Shri Chidambaram said Government employees who were governed by the Central Provident Fund (CPF) scheme and who were in service as on January 1, 1986, would be deemed to have come over to pension scheme from that date unless they specifically opt to continue under the CPF scheme.

He said a resolution announcing the Government's decisions on the recommendations of the Fourth Pay Commission would be tabled in Parliament separately.

Shri Chidambaram said the existing pension policy had created numerous anomalies and difficulties in its administration.

Pension was, therefore, identified as one of the modules for reform in the structure of the civil service. Accordingly, the terms of reference of the pay commission was amended to include the examination of the pension structure.

Shri Chidambaram said effective from April 1, 1987, the heads of offices and departments have been made accountable for ensuring issue of pension payment and gratuity orders on or before the date of retirement of a Government servant.

(*Indian Worker*, dated 23rd March 1987)

### House approves Factory Act amendments

Lok Sabha on March 20, passed the Bill amending the Factories Act, incorporating modifications to ensure the health, safety and welfare of workers in factories.

When the Bill was introduced in the House a day earlier, Union Minister of State for Labour A. Sangma, said that substantial modernisation and innovation in the country's industrial scene had necessitated drastic changes in the Factories Act, which was last amended in 1976 to strengthen the provisions relating to safety and health at work. Several chemical industries, which dealt with hazardous and toxic substance, going on stream had brought with them problems of industrial safety and occupational hazards, he pointed out.

The Factories (Amendment) Bill, 1987, as approved by the Lok Sabha, provides specially for safeguards to be adopted against use and handling of hazardous toxic substances by the occupiers of factories and lays down emergency standards and measures. It stipulates procedures for locating hazardous industries, ensuring that toxic and pollution substances do cause adverse effects on the environment and people. The legislation includes provision for workers participation in safety management.

Taking into account the growing sophistication in industries, the Bill seeks to prescribe enhanced qualifications and training of factory inspectors. The "occupier" has been expanded to bring under its ambit more persons related to the working conditions in a factory.

Penalties have been fixed for obstructing inspection of premises and use of false certification of physical fitness of worker. Enhanced penalties are envisaged for those with a record of previous offences. No adolescents below the age of 17 years would be allowed to be employed or permitted to work in any factory at night between 10 p.m. and 7 a.m. No female child below the age of 17 shall be required or allowed to work in any factory except between 8 a.m. and 7 p.m. No female or male adolescent who has not attained the age of 17 years, but been granted a certificate of fitness to work in a factory as an adult, shall be required or allowed to work in any factory except between 6 a.m. and 7 p.m.

The amendments also provide protections regarding the use of portable electric lights, over-crowding, ventilation and proper temperature in work places.

During the debate on the Bill several members complained that factory owners deliberately ignored safety measures since paying the penalty imposed was more gainful to them than implementing the safety rules.

Quoting figures for the year 1980-83 that revealed increasing rate of accidents in factories, they were convinced that there existed a collusion between such factory owners and inspectors. The publication of the ILO's study of the safety situation in Indian industry was urged.

Responding to the points raised in the debate, Shri Sangma asserted that the inspectors were doing a good job considering the workload allocated to them. But in States like Tripura and West Bengal about 40 per cent of the factory premises were inspected, while elsewhere the inspecting personnel were able to

visit and ascertain conditions in 90 per cent of industrial premises under charge. Even if the number of inspectors deployed was increased, the question was whether they were properly qualified and trained to effectively carry out their responsibility. In recognition of this need, 27 inspectors were sent to Australia for specialised training.

According to him, the managerial personnel too needed to acquire knowledge in safety requirements and make their workers safety conscious. The legislation empowered the workers to bring safety problems to the attention of employers and factory inspectors.

Shri Sangma further told the House that the Central Board of Technical Education would conduct courses on safety regulations and their implementation, while adding that the 47 regional centres of the Board would emphasise safety consciousness in their training syllabous.

The Minister emphasised the need to know which factories in the country were hazardous. There were 18 industrial hygiene laboratories in the country that were completely funded by the Central Government. The year's outlay for them was Rs. 106 lakhs besides assistance under the United Nations Development Programme for safety of workers.

He also pointed out that the legislation empowered the Union Government to appoint an inquiry committee, in the event of an occurrence of an extraordinary situation, to investigate the health and safety standards prevalent in the factory and ascertain causes of any failure or neglect in the adoption of stipulated regulations.

Shri Sangma stated that the Child Labour Act provided protection for children up to the age of 14 and hence it was necessary to stipulate now that the gap between 14 and 15 years too would not be required to work at odd hours except between 8 a.m. and 5 p.m.

(Indian Worker dated 30th March 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.

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### QUALITY, MAINTENANCE AND PRODUCTIVITY--IMPROVEMENT IN BANKING INDUSTRY

BY

Debabrata Roychaudhuri

General Secretary, West Bengal Unit of INBOC

With the nationalisation of 14 major scheduled commercial banks in 1969 and the other banks eleven years later, the Indian banking industry has undergone drastic changes in its profile. As of today, about 92 per cent of the commercial banking business is under government ownership and control. Hardly 7 per cent of the business is in the private sector. Besides there are about 100,000 cooperative banks and primary agricultural cooperative societies operating in the system.

#### The Growth

Over the years, the country has been witnessing tremendous expansion of the banking industry in terms of offices, deposits, advances, priority sector lending and employment.

During the period from June 1969 to December 1985, the total number of commercial bank offices rose from 8,262 to 52,398. In 1986 additional 2,524 branches were envisaged to be opened, taking the total number of branch offices to 54,922. Nearly 60 per cent of the branch offices are located in the rural centre with a population below 1,000. The average population served by a bank office was brought down from 65,000 in 1969 to 13,000 in 1958. With the opening of additional branches, the average population covered by a branch has further come down to 12,000 by the end of 1986.

The aggregate of deposits went up from Rs. 4,646 crore in June 1969 to Rs. 93,013 crore in September 1986 and with the current rate of growth, the deposits are bound to cross the hundred thousand crore mark by the end of 1986, indicating the banking industry's stupendous contribution to savings for the country's resource mobilisation for development.

Total bank credit recorded a jump from Rs. 3,599 crore in June 1969 to Rs. 56,665 crore in September 1986 and the ratio of priority sector advances to gross bank credit rose from 14 per cent in June 1969 to more than 43 per cent in September 1986 as against the targeted 40 per cent.

Likewise, the number of employees, including the officers, in the banking sector rose from approximately 1,25,000 in July 1969 to 800,000 in September 1986.

It is thus clear that banking is no longer class based confined to the more affluent section of the population. It has since emerged a massbased servicing industry as also an affective instrument for the development of the rural sector. Since nationalisation the thrust has been to take banking to the masses.

#### Productivity in Banks

All these years it has been the contention that in banks it is not possible to spell out work-norms to project the fallacious argument that there could be no bench-mark for productivity norms in the banking industry. The result is that the performance of the banks is being measured in terms of deposits, priority sector, lending, etc. 'Efficiency-attributes' in the functioning of the banks has all along been ignored.

The present climate is conducive to improving productivity in the banking industry in the context of the official emphasis to enhanced productivity. The Seventh Five Year Plan in operation has "Food, Work and Productivity" as its main thrust. There is also the endeavour to equip the country for the 21st century with some positive steps taken in the socio-economic system. Banking industry has also started talking in terms of higher productivity.

Productivity should not be considered as merely, the ratio of output and input. It is to be viewed in a much wider sense in terms of optimum utilisation of resources—men, money and material—to maximise the benefit to the society in a manner that would generate adequate surplus. Productivity in a manufacturing industry, influenced by the combined input of labour, money, material and technology, can be measured in terms of quantity. But it is difficult to do so in a service industry like banking, which besides the above factors barring raw material, is also influenced by the trends and inter-relationship in key economic, commercial, political and social factors. However, it is to be recognised that efficiency in banks in the post-nationalisation period has been steadily deteriorating and so has productivity. There is an urgent and imperative need for improvement not only because the banking industry to a major extent holds the key to economic development, but has also to fulfil the aspirations of the people whom they are meant to serve. Therefore, productivity in banking, besides being more out-put per unit of capital and labour, has to be viewed in terms of more 'efficient out-put'. This acquires primary importance in a service industry like banking where qualitative aspect of the work is as important as the quality of work.

#### Parameters

The banking operations are primarily governed by the official policies, directives from the Reserve Bank of India and various other socio-economic compulsions not necessarily all of them moving in the same direction. It is, therefore very difficult to set fixed parameters for productivity in banks. Only a broader consideration based on planning, performance, and action points can provide a general clue to such variables. Being dominated by several large public sector undertakings, profitability of the banking industry has been a very unreliable indicator. Secondly, it is a service industry. Productivity could be measured if a product is made and supplied, whereas in a service industry its efficiency or productivity is dependant on quality rather than quantity.

Thirdly, banking is an industry with many-fold services. The productivity of a bank which records an increase in deposits cannot be rated with the one that has increased its advances. Fourthly, the industry is with a wide variance in the size of the banks with even greater variance in the size of the branch offices. This makes the industry-wise productivity norms more untenable. Fifthly, the raw materials are men and money, both amenable to be stretched infinitely unlike in a manufacturing industry where the best of out-put could be achieved out of the inputs with given machinery. Further, the performance of banking industry is dependant on the performance of the entire economy. For instance the growth in deposits varies with the extent of inflation. Lastly, the industry is to function under highly controlled environment. The Reserve Bank of India is the deciding authority for the number of branches and their locations. The Government of India decides the banking institutions that can operate overseas. The Union Finance Ministry lay down the target of achievement under specified credit parameters.

This measurement of productivity is a complex issue because of the complex nature of the banking business. The evaluation of performance cannot be realistic in the absence of free competition.

#### Twin Criteria

The financial institutions are normally judged by the twin criteria—allocational efficiency and operational efficiency. Allocational efficiency is the manner in which the available resources or the financial intermediaries are distributed. From 1969 onwards the concern has been primarily with the allocational efficiency, which is not dominated by the market forces, but the one considered desirable on several other considerations. That was the time when the banking industry had begun expanding and going into the remote rural areas and constantly trying to concentrate and utilise its funds to promote certain desired policies.

The time has, however, come to pay attention to the operational efficiency. The extent to which the banking system will be in a position to undertake responsibilities, which are socially oriented, will depend upon the extent of its generation of surpluses for other development activities. In the absence of any improvement in the operational efficiency, the industry will be in no position to provide the much needed additional resources. There will be no room to cater to the needs of the weaker sections of the population at a lower rate of interest. Unless the operational efficiency is improved even the allocational efficiency will become difficult to be sustained. There is, therefore the need to concentrate more on operational efficiency. This does not mean to infer that expansion should be replaced by consolidation. Having run a long distance with the expected momentum, the banks are now at a stage of consolidation or introspection. The watch word for the banking industry during the coming few years should be consolidation and internal efficiency, to be looked at from different levels of aggregation— at the level of activities and also at the level of branches. The central office should look not only to the matters of immediate concern but also to things such as technology, in terms of the total system as also in terms of the human involvement that is necessary.

### Three Vital Areas

There are three vital areas to be taken care of for improving the total efficiency of the banking system, which are distinct from the efficiency or productivity of each activity of the industry.

(i) The first is the systems and procedures. The enormous expansion of the banking industry may not continue for long as in the past. The procedures need to be changed so as to be able to get things done with least delay. Then there is the question of the management information system, which is essential for the decision making process. Taking into account the complexity and diversity of the banking units the information system should be such as to facilitate arriving at right decisions. Next is the long-range planning. At the instance of the Reserve Bank of India, each bank has chalked out a two-year action plan to be implemented by December 1987. A precise national banking policy would greatly facilitate the formulation of LRP at the individual bank level, which is emerging as the focal point of the banks' decision making process.

(ii) The second area is technology. The country is in a very unenviable situation. It can afford to ignore technology at its own peril. Neither is it in a position to go full hog because of its immediate impact on employment. In the banking sector, the quantum of work that has been reached does not allow the utilisation of manpower in the same manner as in the past. Let us take the case of the clearing house of banking where time is the most essential factor for meeting the demands of a large number of people. It is really a dark spot on our banking industry that it takes two or three weeks to clear outstation cheques. If the credibility of the system is to be protected, there is the need to improve the situation and it is here that technology comes in. Since the banking system is operating in a society, a section of which entertains a bias against the introduction of certain kinds of technology, there is the need to embark upon a massive campaign of persuasion to convince the people about the unavoidable recourse to a certain types of new technology if prompt and efficient service is to be expected from the banking system. Besides, recourse to new technology will result in labour productivity.

(iii) The third area is the involvement of the employees in the industry. The vital resource in the banking industry is the staff. While asking the employees to work harder, it should be recognised that necessary conducive atmosphere needs to be provided for the employees to put in their best. In this context, it will be worthwhile to consider the creation of a cell under HRD in each bank for evolving some broad parameters to gauge the performance of the employees as well as to judge the extent of fulfilment of the objectives of the bank. This will also help in evolving a performance appraisal system, suitable motivational strategies and training programmes. Even within the given constraints because of which there is no scope for regards in terms of monetary benefits it may be possible to introduce regards in terms of accelerated promotions which would have to be based on certain predesigned performance indicators. A punishment system may also be introduced.

### Movement for Excellence

Productivity of the operating staff could be linked to efficiency, quality and ~~excellence~~ ~~for~~ bettering customer service, balancing of books reconciliation of accounts, quality of lending to weaker sections. There is also the imperative ~~to~~ to usher in a new work culture to replace the present undesirable one, which may be because of the poor system and procedures or poor tools and ~~elements~~ or due to alienation from work. It should be the responsibility to create the requisite climate for bringing in the new work culture.

The Indian Banking system, with its vast country-wide network and an army of enlightened young men in its staff, is in a position to launch a movement for quality and excellence. The banks instead of being influenced by the social environment could themselves become get humanised in their internal functions with particular emphasis on the development of new work culture and redefining of jobs to give managing to its content and satisfaction and pride to those performing them. Japan has achieved a great deal in building a distinct identity of the organisational culture. Development of the requisite work culture and redesigning of jobs will go a long way in the process of humanisation. Productivity will thus become a way of life and will get integrated without coming into conflict with the human aspect. The organisation then assumes the role of an institution with its own values, culture and social obligations.

(*Indian Worker, dated 2nd March 1987*)

## Labour Legislation

### MAHARASHTRA LEGISLATURE SECRETARIAT

The following Bill which was introduced in the Maharashtra Legislative Council on 28th November 1986 is published under Rule 111 of the Maharashtra Legislative Council Rules :—

#### L. C. BILL No. XXX OF 1986

##### A BILL

*further to amend the Bombay Shops and Establishments Act, 1948.*

WHEREAS, it is expedient further to amend the Bombay Shops and Establishments Act, 1948, (*Bom. LXXIX of 1948*) for the purposes hereinafter appearing : It is hereby enacted in the Thirty-seventh Year of the Republic of India as follows :—

1. *Short title and commencement.*—(1) This Act may be called the Bombay Shops and Establishments (Amendment) Act, 1986.

(2) It shall come into force at once.

2. *Amendment of Schedule II of Bom. LXXIX of 1948.*—In Schedule-II to the Bombay Shops and Establishments Act, 1948, after Serial No. 302 following shall be added, namely :—

“ 303. Dadar Bhagini Samaj, Hindu Colony; All provisions.  
3rd Lane, Dadar, Bombay 400 029. ”

#### STATEMENT OF OBJECTS AND REASONS

Dadar Bhagini Samaj, Bombay a registered organisation is running on no profit no loss basis since the last 30 to 35 years and is rendering yeoman service to working class by providing wholesome, nutritious food at cheaper rates and by providing employment to hundred of women of lower middle class. In 1983 the Bombay Shops and Establishments Act, 1948 was made applicable to this organisation. Subsequently, provisions of Employees State Insurance and other Acts were also made applicable to this organisation. This resulted in the closure of the establishment in August 1985 thereby causing hardship to working class people by depriving them of their daily food at a cheaper rate so also loss of employment to hundred of needy middle class women.

The Bill seeks to exempt this organisation from the provisions of this Act.

(*Vide L. C. Bill No. XXX of 1986, published in M.G.G., Part V, dated 12th February 1987, at pages Nos. 26 to 28.*)

### MAHARASHTRA LEGISLATURE SECRETARIAT

The following Bill was introduced in the Maharashtra Legislative Assembly on 5th December 1986

#### L. A. BILL No. LXXXVII OF 1986

##### A BILL

*further to amend the Maharashtra Mathadi, Hamal and Other Manual Workers (Regulation of Employment and Welfare) Act, 1969.*

WHEREAS, it is expedient to amend the Maharashtra Mathadi, Hamal and other Manual Workers (Regulation of Employment and Welfare) Act, 1969 *Mah. XXX 1969* for the purposes hereinafter appearing : It is hereby enacted in the Thirty seventh Year of the Republic of India as follows

1. *Short title and commencement.*—(1) This Act may be called the Maharashtra Mathadi, Hamal and other Manual Workers (Regulation of Employment and Welfare) (Amendment) Act 1986.

(2) It shall come into force at once.

2. *Amendment of Schedule to Mah. XXX of 1969*—In the schedule to the Maharashtra Mathadi, Hamal and other Manual Workers (Regulation of Employment and Welfare) Act, 1969, after entry 13, the following entries shall be inserted, namely

“ 14. Employment in brick making and in manufacture of bricks at brick kilns.

“ 15. Employment in charcoal making. ”

#### STATEMENT OF OBJECT AND REASONS

In the State of Maharashtra a very large number of employees are engaged in the industries like charcoal making, brick making or the manufacture of bricks at the brick-kilns. Most of them are backward class agricultural workers who migrate to the brick-kilns or charcoal making centres after the harvesting season is over to earn their daily bread. Due to advance payments taken from the employers, these workers are precluded from bargaining for the settlement of the better conditions of work and even for fixation of the rates of wages. Likewise they are forbidden from questioning about the quantum of work put in by them in relation to the amount received by them in lieu of advance payment. This results in defrauding and fleecing of the employees who return to native places as empty handed destitutes.

The plight of the employees is pitiable and the conditions of their work are abominably inhuman in as much as they have to work for more than 12 hours a day for over 7 months without any holiday. The practice of advancing them

money in the rainy season coupled with deceitful and fraudulent accounting and their total inability to bargain for setting their terms and conditions of employment before hand, virtually reduces them to the status of " Bonded Labour " which has perpetuated not only for years but for generation. Coming from different villages and working in alien areas which are invariably dominated by antagonistic elements with vested interest, it has become well nigh impossible for these oppressed people to organise themselves in order to be able to resist their inhuman exploitation and bargain for the betterment of their lot.

In order, therefore, to improve the service conditions of these employees and to extend protection to their services, the Maharashtra Mathadi, Hamal and Other Manual Workers (Regulation of Employment and Welfare) Act, 1969, is proposed to be amended, to bring all these unprotected employees in brick making and charcoal making industry within the purview of that Act.

Hence this Bill.

(*vide* L. A. Bill No. LXXXVII of 1986, published in *M.G.G.*, part V, dated 12th February 1987, at page Nos. 52 to 54).

#### MINISTRY OF LAW AND JUSTICE

(LEGISLATIVE DEPARTMENT)

New Delhi, the 25th March 1986/Chaitra, 4, 1908 (Saka)

The following Act of Parliament received the assent of the President on the 25th March 1986 and is hereby published for general information :—

#### THE CONTRACT LABOUR (REGULATION AND ABOLITION) AMENDMENT ACT, 1986

No. 14 of 1986

[25th March 1986]

*An Act to amend the Contract Labour (Regulation and Abolition)  
Act, 1970*

Be it enacted by Parliament in the Thirty-seventh Year of the Republic of India as follows :—

1. *Short title and commencement.*—(1) This Act may be called the Contract Labour (Regulation and Abolition) Amendment Act, 1986.

(2) It shall be deemed to have come into force on the 28th day of January 1986.

2. *Amendment of Act, 37 of 1970.*—In section 2 of the Contract Labour (Regulation and Abolition) Act, 1970 (hereinafter referred to as the principal Act), in sub-section (1), for clause (a), the following clause shall be substituted, namely—

(a) " appropriate Government " means,—

(i) in relation to an establishment in respect of which the appropriate Government under the Industrial Disputes Act, 1947 (14 of 1947), is the Central Government ;

(ii) in relation to any other establishment, the Government of the State in which that other establishment is situate;

3. *Repeal and saving*—(1) The Contract Labour (Regulation and Abolition) Amendment Ordinance, 1986 (3 of 1986) is hereby repealed.

(2) Notwithstanding such repeal, anything done or any action taken under the principal Act, as amended by the said Ordinance, shall be deemed to have been done or taken under the principal Act, as amended by this Act.

(*Vide* Act No. 14 of 1986, published in *M.G.G.*, Part VI, dated 19th February 1987, at page No. 357).

#### MINISTRY OF LAW AND JUSTICE

(LEGISLATIVE DEPARTMENT)

New Delhi, the 26th May 1986/Jyaistha 5, 1908 (Saka)

The following Acts of Parliament received the assent of the President on the 23rd May 1986 and are hereby published for general information

#### THE COAL MINES LABOUR WELFARE FUND (REPEAL) ACT, 1986 No. 27 OF 1986

[23rd May 1986]

*An Act to repeal the Coal Mines Labour Welfare Fund Act, 1947 and to provide for certain matters incidental thereto*

Be it enacted by Parliament in the Thirty-seventh Year of the Republic of India as follows :—

1. *Short title and commencement.*—(1) This Act may be called the Coal Mines Labour Welfare Fund (Repeal) Act, 1986.

(2) It shall come into force on such date as the Central Government may, by notification in the *Official Gazette*, appoint.

2. *Definitions.*—In this Act, unless the context otherwise requires,—

(a) " the Act " means the Coal Mines Labour Welfare Fund Act, 1947 (32 of 1947) ;

(b) "appointed day" means the date on which this Act comes into force.

(c) "Housing Board" means the Coal Mines Labour Housing Board constituted under section 6 of the Act.

3. *Repeal of Act 32 of 1947 and dissolution of Housing Board.*—On the appointed day, the Coal Mines Labour Welfare, Fund Act, 1947 shall stand repealed, and the Coal Mines Labour Housing Board shall stand dissolved.

4. *Consequential provisions.*—On the dissolution of the Housing Board,—

(a) all rights and privileges of the Housing Board shall become rights and privileges, respectively, of the Central Government ;

(b) all properties, movable and immovable, including cash balances, reserve funds, investments and moneys lying to the credit of the Housing Board and all rights and interests in, or arising out of, such properties were immediately before the appointed day, in the ownership, possession, power or control of the Housing Board, and all books of accounts, registers and records and all other documents of whatever nature relating thereto, shall vest in the Central Government ;

(c) all borrowings, liabilities and obligations of the Housing Board of whatever kind and subsisting immediately before the appointed day, shall be deemed on and from such day to be the borrowings, liabilities and obligations, as the case may be, of the Central Government ;

(d) all contracts entered into, and all matters and things engaged to be done by, with or for, the Housing Board and subsisting immediately before the appointed day shall be deemed, on and from such day to have been entered into or engaged to be done by, with or for, the Central Government ;

(e) all licences and permits granted to the Housing Board and in force immediately before the appointed day shall be deemed on and from such day to have been granted to the Central Government and shall have effect accordingly.

5. *Power of Central Government to direct vesting of rights in a Government company.*—Notwithstanding anything contained in section 4, the Central Government may, if it is satisfied that a Government company is willing to comply, or has complied, with such terms and conditions as that Government may think fit to impose, direct by an order in writing, that the right, title and interest of the Housing Board in relation to any property, shall instead of continuing to vest in it, vest the Government company (hereinafter referred to as the Government company) either on the date of publication of the direction or on such earlier or later date (not being a date earlier than the appointed day) as may be specified in the direction, and on such vesting, the liability or obligation, as the case may be, of the Housing Board, in relation to such property shall, instead of continuing to be the liability or obligation of the Central Government, become the liability or obligation, as the case may be, of the Government company.

*Continuation of suits, etc., against Central Government.*—(1) If, on the appointed day, any suit, appeal or other proceeding of whatever nature in relation to the Housing Board is pending by or against such Board, the suit, appeal or other proceeding shall not abate, be discontinued or be in any way prejudicially affected by reason of the dissolution of the Housing Board ; but the suit, appeal or other proceeding may be continued, prosecuted and enforced by or against the Central Government or the Government company, as the case may be.

(2) Where, before the appointed day, any cause of action for any suit or proceeding or any right to appeal arose in favour of, or against, the Housing Board, and the institution of any suit or proceeding on such cause of action or the filing of such appeal was not barred before the appointed day, such suit or proceeding may be instituted or appeal may be filed by or against the Central Government or the Government company, as the case may be.

7. *Moneys, etc., of the Fund to be credited to the Consolidated Fund of India.*—On the appointed day, all moneys and cash balances lying in the credit of the housing account and the general welfare account of the Coal Mines Labour Housing and General Welfare Fund constituted under section 4 of the Act, shall become part of, and be credited to, the Consolidated Fund of India.

8. *Collection and payment of arrears of duty.*—Notwithstanding the repeal of the Act, the proceeds of duty levied before the appointed day under section 3 of the Act,—

(i) if collected by the collecting agencies but not paid into the Reserve Bank of India ; and

(ii) if not collected by the collecting agencies, shall be paid or, as the case may be, collected and paid, into the Reserve Bank of India for being credited to the Consolidated Fund of India.

(Vide Act No. 27 of 1986, published in M.G.G. Part VI, dated 19th February 1987, at Pages Nos. 450 to 452).

## Gist of Important Notifications under the Various Labour Laws

### 1. INDIAN BOILER ACT, 1923.

(A) *Exemptions under the Act.*—(1) In exercise of the powers conferred by sub-section (1) of section 34 of the said Act, the Government of Maharashtra has exempted the boiler bearing No. MR-10005 and belonging to the Ordnance Factory, Bhandara 441 906 the operation of clause (c) of Section 6 of the said Act, for the period of one month from the 16th December 1986 to 15th January 1987 (both days inclusive).

(Vide Govt. Notification I.E. & L.D. No. IBA-1086/234155/2425/Lab-9, dated 17th December, 1986 published in *M.G.G.*, Part I-L, dated 5th February 1987 at page No. 979)

(2) In exercise of the powers conferred by sub-section (2) of section 34 of the said Act the Government of Maharashtra has exempted the boiler bearing No. MR-10021 and belonging to the High Explosive Factory, Khadki, Pune-411 003 from the operation of clause (c) of section 6 of the said Act, for the period of three months from the 1st January 1987 to 31st March 1987 (both days inclusive).

(Vide Govt. Notification I.E. & L.D. No. IBA-1086/234084/2422/Lab-9, dated 17th December, 1986 published in *M.G.G.*, Part I-L, dated 5th February, 1987 at page No. 979).

(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-11207 and belonging to the Maharashtra State Electricity Board Thermal Power Station, Durgapur 442 404, district Chandrapur from the operation of clause (c) of section 6 of the said Act, for the period of six months from the 19th December, 1986 to 18th June 1987 (both days inclusive).

(Vide Govt. Notification I.E. & L.D. No. IBA-1086/234103-2477/Lab-9, dated 18th December, 1986 published in *M.G.G.*, Part I-L, dated 5th February 1987 at page No. 979).

(4) In exercise of the powers conferred by sub-section (3) of section 34 of the said Act, the Government of Maharashtra has exempted second-hand Cochran the boiler No. E-518 manufactured by Messrs. Hitachi Ship and Engineering Co; Japan and installed at Messrs. Ameya Paper Mills Private Limited Hingnd, District Nagpur from the operation of all the provisions of the said Act, subject to the following conditions and restrictions.—

(1) The Steam Boiler shall be inspected by Maharashtra Steam Boiler Inspectorate once in a period of twelve months of such lesser period as may be decided by the Chief Inspector, on payment of fees ordinarily payable for this class of boilers. The boiler shall be worked only after obtaining permission in writing from the Chief Inspector of Steam Boiler and Smoke Nuisances, Bombay. The boiler shall not be worked at a pressure higher than 7.03 kg/cm<sup>2</sup> or in emergencies at such pressure as may be permitted by the Chief Inspector. Effective measures shall be taken by the user party to prevent the pressure of steam from exceeding the pressure permitted by the Chief Inspector.

(2) All accidents and break-downs, if any, in the boiler shall be reported immediately to the Chief Inspector. The permission granted to work the boiler shall cease to be valid if any accident accrue to the boiler or any repairs, alterations or additions are carried out and the boilers without obtaining prior permission from the Chief Inspector.

(3) Steam and feed pipes shall be offered for inspection and hydraulic test before erection according to the plan approved by the Chief Inspector. No alterations, additions or repairs to the steam pipes and connected fittings shall be carried out except with the previous permission of the Chief Inspector.

(4) The permission granted by the Chief Inspector may be withdrawn at any time if found necessary.

(5) This exemption can be withdrawn or modified, if considered necessary by the Government.

(6) The boiler shall be in charge of fit and competent persons holding certificate of Boiler Attendant issue under Maharashtra Boiler Rules, 1962.

(7) Exemption Registry No. allotted by the Chief Inspector, Bombay should be engraved on the boiler.

(Vide Govt. Notification I.E. & L.D. No. BSE-1086/21822-2138/Lab-9, dated 17th December, 1986 published in *M.G.G.*, Part I-L, dated 5th February 1987 at page No. 980).

(5) In exercise of the powers conferred by sub-section (1) of section 34 of the said Act, the Government of Maharashtra has exempted the boiler bearing No. MR-11088 and belonging to the M. S. E. B., Chandrapur Thermal Power Station, Chandrapur-442404 from the operation of clause (c) of section 6 of the said Act, for the period of six months from the 26th November, 1986 to 25th May, 1987 (both days inclusive)

(Vide Govt. Notification I.E. & L.D. No. IBA-1086/231647/(2371)/Lab-9, dated 25th November, 1987 published in *M.G.G.*, Part I-L, dated 19th February, 1987 at page No. 1556)

(6) In exercise of the powers conferred by sub-section (2) of section 34 of the said Act, the Government of Maharashtra has exempted the boiler No. MR-9103 and MR-10439 and Economiser No. MRE/365 all belonging to the Indian Dyestuff Industries Ltd., Kalyan from the operation of clause (c) of section 6 of the said Act, for the period of two months from the 30th November, 1986 to 1st February 1987 (both days inclusive)

(Vide Govt. Notification I.E. & L.D. No. IBA-1086 230970/2375/Lab-9, dated 28th November, 1986 published in *M.G.G.*, Part I-L, dated 19th February, 1987 at page No. 1556)

(7) In exercise of the powers conferred by sub-section (2) of section 34 of the said Act, the Government of Maharashtra has exempted the boiler bearing No. MR-10985 and belonging to the Ordnance Factory, Varangan-425308, district Jalgaon 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 231591/2334/Lab-9, dated 28th November, 1986 published in *M.G.G.*, Part I-L, dated 19th February, 1987 at page No. 1556).

(8) In exercise of the powers conferred by sub-section (2) of section 34 of the said Act, the Government of Maharashtra has exempted the boiler bearing No. MR-10583 and belonging to the Tarapur Acid and Alkali Pvt. Ltd., 15, Amrit Keshav Nayak Marg, 3rd floor, New Empire Cinema Fort, Bombay 400 001, from the operation of clause (c) of section 6 of the said Act, for the period from the 4th December, 1986 to 28th February, 1987 (both days inclusive).

(Vide Government Notification, Industries Energy and Labour Department No. IBA-1086/CR-232078/2381/Lab-9, dated 3rd December, 1986 published in *Maharashtra Government Gazette Part I-L*, dated 19th February, 1987 at page No. 1557).

(9) 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/E/373 and belonging to the Tarapur Acid and Alkali Pvt. Ltd., 15 Amrit Keshav Nayak Marg, 3rd floor, Near New Empire Cinema Fort Bombay 400 001, from the operation of clause (c) of section 6 of the said Act, for the period from 16th February, 1987 to 28th February 1987 (Both days inclusive).

(Vide Government Notification, Industries, Energy and Labour Department, No. IBA-1086/232079/2380/Lab-9, dated 3rd December, 1986 Published in *Maharashtra Government Gazette Part I-L*, dated 19th February 1987 at page No. 1557)

(10) 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-9838 and belonging to the Jaslok Hospital and Research Centre, 15th Dr. Deshmukh Marg, Bombay 400 026, from the operation of clause (c) of Section 6 of the said Act, for the period of six weeks from the 6th December 1986 to 16th January, 1987 (both days inclusive).

(Vide Government Notification, Industries, Energy and Labour Department, No. IBA-1086/232079/2380/Lab-9, dated 3rd December, 1986 published in *Maharashtra Government Gazette*, Part I-L, dated 19th February, 1987 at page No. 1557).

(11) 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-7885 and belonging to the Tata Power company Ltd., Trombay Generating Station, Bombay 400 074 from the operation of clause (c) of section 6 of the said Act, for the period of six months from the 13th January, 1987 to 12th July, 1987 (both days inclusive).

(Vide Government Notification Industries Energy and Labour Department, No. IBA-1086/234318/2438/Lab-9, dated 30th December, 1986 published in *Maharashtra Government Gazette*, Part I-L, dated 26th February, 1987 at page No. 1628).

(12) 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-11086 and MR-11087 and both belonging to the Bharat Petroleum Corporation Ltd., Mahul, Bombay 400 074 the operation of clause (c) of section 6 of the said Act, for the period of five months from the 10th January 1987 to 9th June, 1987 (both days inclusive).

(Vide Government Notification, Industries, Energy and Labour Department, No. IBA-1087/235000 2446/Lab-9, dated 5th January, 1987 published in *Maharashtra Government Gazette*, Part I-L, dated 26th February, 1987 at page No. 1628).

(13) 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-10325 and belonging to the Maharashtra State Electricity Board Koradi Thermal Power Station, Koradi District Nagpur from the operation of clause (c) of Section 6 of the said Act, for the period of six months from the 10th January, 1987 to 15th July 1987 (both days inclusive).

(Vide Government Notification, Industries, Energy and Labour Department No. IBA 1087 400416/2464/Lab-9, dated 13th January 1987 published in *Maharashtra Government Gazette*, Part I-L, dated 26th February, 1987 at page No. 1628).

(14) 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-10098 and belonging to the Maharashtra State Electricity Board, Koradi Thermal Power Station, Koradi, District Nagpur from the operation of clause (c) of Section 6 of the said Act, for the period of six months from the 11th January, 1987 to 10th July, 1987 (both days inclusive).

(Vide Government Notification, Industries, Energy and Labour Department, No. IBA-1087 400132/2458/Lab-9; dated 8th June, 1987 published in *Maharashtra Government Gazette*, Part I-L, dated 26th February, 1987 at page No. 1629).

(15) In exercise of the powers conferred by sub-section (2) of section 34 of the said Act, the Government of Maharashtra exempted the boiler bearing No. MR-9646 and belonging to the United Carbon India Ltd., MIDC Plot No. 3, Trans Thane Creek Area Thane Belapur Road, Post Ghansoli, District Thane 400 701, from the operation of clause (c) of section 6 of the said Act, for the period of one year from the 13th January 1987 to 12th January 1988 (both days inclusive).

(Vide Government Notification, Industries, Energy and Labour Department, No. IBA-1087/400130/2397/Lab-9, dated 13th January 1987 published in *Maharashtra Government*

(16) 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-7847 and belonging to the Tata Power Co., Ltd., Bombay 400 074, from the operation of clause (c) of section 6 of the said Act, for the period of six months from the 31st January, 1987 to 30th July, 1987 (both days inclusive)

(Vide Government Notification, Industries, Energy and Labour Department, No. IBA-1087/400131/2459/Lab-9, dated 14th January 1987 published in *Maharashtra Government Gazette*, Part I-L, dated 26th February, 1987 at page No. 1629)

(17) 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-8479 and belonging to the Hindustan Petroleum Corporation Ltd., Refinery, Corridor Road, Mahul, Bombay 400 074 from the operation of clause (c) of section 6 of the said Act, for the further period of fifteen days upto and inclusive of 4th February, 1987.

(Vide Government Notification, Industries, Energy and Labour Department, No. IBA-1087/402206/2489/Lab-9, dated 23rd January, 1987 published in *Maharashtra Government Gazette*, Part I-L, dated 26th February, 1987 at page No. 1630).

(18) 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-10296 and belonging to the Hindustan Petroleum Corporation Ltd., Refinery, Corridor Road, Mahul, Bombay 400 074 from the operation of clause (c) of section 6 of the said Act, for the period of five months from the 23rd January, 1987 to 22nd June, 1987 (both days inclusive).

(Vide Government Notification, Industries, Energy and Labour Department, No. IBA-1087/402265/2490/Lab-9, dated 24th January 1987 published in *Maharashtra Government Gazette* Part I-L, dated 26th February, 1987 at page No. 1630).

(B) *Corrigendum.* (1) In Government Order, Industries, Energy and Labour Department, No. IBA-1086/214203/2100/Lab-9, dated the 23rd June 1986, for the words and figures "31st July 1987" the words and figures "31st July 1986" shall be substituted.

(Vide Government Notification, Industries, Energy and Labour Department, No. 1086/230144/2347/Lab-9, dated 21st November 1986, published in *M.G.G.*, Part I-L, dated 19th February 1987 at page No. 1558).

(2) In Government Order, Industries, Energy and Labour Department No. IBA. 1086/233110/2410/Lab-9, dated the 12th December 1986, for the words and figures "15th March 1987" the words and figures "15th April 1987" shall be substituted.

(Vide Government Notification, Industries, Energy and Labour Department, No. IBA-1086.234999/2445/Lab-9, dated 5th January 1987, published in *M.G.G.*, Part I-L, dated 26th February 1987, at page No. 1630).

(3) In Government Order, Industries, Energy and Labour Department No. IBA-1086/218103/2142/Lab-9, dated the 15th July 1986, for the words and figures "21st July 1986 to 20th January 1987" appearing in the last line of the said order, the words and figures "20th July 1986 to 19th January 1987" shall be substituted.

## II. CINE WORKERS WELFARE FUND ACT, 1981.

(A) Notification under the Act.—The Government of India, Ministry of Labour, Notification No. S/22025/3/86, W. IV, dated the 6th November 1986, is hereby republished

## GOVERNMENT OF INDIA/BHARAT SARKAR

MINISTRY OF LABOUR/SHRAM MANTRALAYA

New Delhi, dated the 6th November 1986

## NOTIFICATION

No. S.O.—In exercise of the powers conferred by sub-section (1) of section 8 of the Cine-workers Welfare Fund Act, 1981 (33 of 1981) (hereafter mentioned as the said Act), and in supersession of Ministry of Information and Broadcasting Notification No. 106/5/85-F(I) dated the 18th November 1985, the Central Government hereby appoints Welfare Commissioner, Nagpur with the jurisdiction of the State of Maharashtra and Union Territory of Goa, Daman and Diu for the purpose of the said Act and the Cine-Workers Welfare Cess Act, 1981 (30 of 1981), with immediate effect. The Welfare Commissioner, Nagpur will also act as Head of the Department to exercise administrative and financial powers for the implementation of welfare schemes under the said Act and rules made thereunder in respect of his respective jurisdiction.

(Vide Government Notification, Industries, Energy and Labour Department, No. MSC. 1086/233287/2412/Lab-9, dated 17th December 1986, published in M.G.G., Part I-L, date 5th February 1987 at page No. 981).

## III. MINIMUM WAGES ACT, 1948.

(A) Fixation and Revision of Minimum Rates of Wages under the Act.—(1) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with sub-section (2) of section 5 of the said Act, after considering the advice of the Committee which was appointed to hold enquiries into the conditions prevailing in the employment in the Rubber Manufacturing Industry revised the Minimum Rates of wages as fixed in the Government of Maharashtra, Industries and Labour Department, Notification No. MWA-5674/197887/Lab-III-A, dated the 15th November 1974 in respect of employees in the said scheduled employment and with effect from the 23rd December 1986, re-fixed the Minimum rates of wages consisting of,—

(i) the basic rates of wages as set out in column 3 of the First Schedule hereto, as the basic rate payable by the day to the classes of employees in the State of Maharashtra mentioned against in column 2 thereof; and

(ii) a special allowance, the rate of special allowance being adjusted as provided in Appendix hereto.

## First Schedule

Serial No	Category	Rates per day		
		Zone-I	Zone-II	Zone-III
1	2	Rs.	Rs.	Rs.
	<b>I. Skilled—</b>	24.00	23.00	22.00
1	Boiler Attendant			
2	Wireman			
3	Electrician			
4	Fitter			
5	Laboratory Tester			
6	Machinist			
7	Maintenance Fitter			
8	Employees by whatever name called doing the work of the nature done by any one of the foregoing classes of employees.			

	2		3	
	Rs.	Rs.	Rs.	Rs.
<b>II. Semi-skilled—</b>	23.00	22.00		21.00
1 Operators of Milling, Calendar Extruder, Moulding Press (hand or hydraulic).				
2 Vulcaniser				
3 Tank Liner				
4 Employees engaged in Tyre Building, House Building, Belting, Cycle tube operations, dipping in latex goods except in ballon industry, footwear stitching, footwear hand building.				
5 Employees engaged in testing with mechanical device or instruments.				
6 Employees by whatever name called doing the work of the nature done by way one of the foregoing classes of employees.				
<b>III. Un-skilled—</b>	22.00	21.00		20.00
Mazdoor				
Sweeper				
Canteen-boy				
Peon				
Helper to Operator				
Visver				
Sorter				
8 Employees engaged in bead rolling, drying, dipping, stripping, testing, printing, operations of ballon industry, finishing (including punching by hand or shears or automatic), counting and packing.				
9 Employees by whatever name called doing work of the nature done by any case of the foregoing classes of employees.				
10 Apprentices	70 per cent. of the rate fixed for in respect of the categories I and II mentioned above.	70 per cent. of the rate fixed for in respect of the categories I and II mentioned above.	70 per cent. of the rate fixed for in respect of the categories I and II mentioned above.	

Explanation.—For the purpose of this notification,—

- Zone-I shall comprise of the areas within the limits of Municipal Corporation of Greater Bombay, Thane, Kalyan, Pune, Pimpri-Chinchwad, Nashik, Solapur, Kolhapur, Nagpur, Ra 4128—3a

Amravati, Aurangabad and New Bombay (as designated the area *vide* Government Notification, Urban Development and Public Health Department, No. RPB-1171-18124-I.W, dated the 20th March 1971 and amended from time to time) and areas within 10 k.m. from the boundry of places mentioned above. Also covers the areas of private Co-operative Industrial Estate and Maharashtra Industrial Development Corporation, those are connected to the places mentioned above.

2. Zone-II shall comprise of the Areas as are not included in Zone-I which fall within the limits of all Municipal Councils and with 5 k.m. from the boundary of the all Municipal Councils. Also covers the areas of private Co-operative Industrial Estate, Maharashtra Industrial Development Corporation (M.I.D.C.) (these are connected to any Municipal Council in the State.

3. Zone-III shall comprise of all other areas in the State of Maharashtra not included in Zone I and II mentioned above.

4. The minimum rates of wages shall consist of and all inclusive rate allowed for the basic rate the cost of living allowance and the cash value of concession if any

5. The minimum rates of wages shall include the payment for the weekly day of rest.

6. The minimum rates of wages in respect of an adolescent or child (as employee who is below 18 and above 12 years of age) shall be paid at the rate of 70 per cent. of the wages prescribed for the category in which he is employed.

APPENDIX

The Competent Authority shall, on declaring the Consumer Price Index Numbers for working class (New Series) (in respect of average of the seven centres in Maharashtra) specified in column 3 of the Second Schedule hereto to be the cost of living index number applicable to the employees employed in the said scheduled employment in pursuance of clause (d) of section 12 of the said Act, calculate the average of the averages of the 7 centres in Maharashtra to be the cost of living index applicable to the employees for every three months in a year (the period the first three months commencing on the 1st day of January) and ascertain the rise of such average in terms of points over the index number mentioned against it in column 3 of the Second Schedule. For every such rise in the number of points specified in column 3 of the said Schedule, the special allowance (hereinafter referred to as "the cost of living allowance") payable to the employees for each of the three months immediately following the period in respect of which such average has been calculated as aforesaid shall be at the rate shown against in them in column 5 of the Second Schedule.

Explanation.—For the purpose of this notification, "Competent Authority" means Competent Authority appointed by Government of Maharashtra, Industries, Energy and Labour Department, Notification No. MWA. 5284/5819/Lab-7, dated the 3rd August 1984.

Second Schedule

Serial No.	Zone	Consumer Price Index number (New Series) (Average of the seven Centres in the State of Maharashtra)	Points	Rate of Special allowance per day
1	2	3	4	5
1	I	610	1	3.5 paise.
2	II	610	1	3.5 paise.
3	III	610	1	3.5 paise.

2. The Competent Authority shall compute the cost of living allowance in accordance with the directions made in paragraph 1 of the Appendix.

3. The cost of living allowance computed as aforesaid shall be declared by the Competent Authority by a notification in the Official Gazette in the month of January, when such allowance is payable for each of the months of January to March, in the month of April, when such allowance is payable for each of the months of April to June; in the month of July, when such allowance is payable for each of the months of July to September; in the month

provided that, the Competent Authority shall declare the cost of living allowance payable in respect of the month of December and onward immediately.

Government Notification, Industries, Energy and Labour Department, No. MWA-5685/6332/Lab-7, dated 23rd December 1986, published in M.G.G., Part I-L, dated 5th February 1987 at pages Nos. 1008 to 1011).

(2) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by section 27 of the said Act, gave notice of its intention to add to Part I of the Schedule to the said Act, with effect from the 1st day of May 1987, the following employment in respect and which it is of the opinion that minimum rates of wages should be fixed under the said Act, namely

"Sr. No. 70 Employment in Charcoal Kilns."

Government Notification, Industries, Energy and Labour Department No. MWA 6986(6616/Lab-7, dated 21st January 1987, published in M.G.G., Part I-L, dated 12th February 1987, at page No. 1049).

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

(A) Re-constitution of Advisory Committee.—(1) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by sub-sections (2), (3) and (4) of section 4 of the said Act read rules 3, 4 and 5 of the Maharashtra Mathadi Hamal and other Manual Workers (Advisory Committee) Rules, 1969, reconstituted the Advisory Committee as follows

(a) appointed (or, as the case may be re-appointed) on and from the 1st January 1987 the following persons to be members of the re-constituted Advisory Committee, representing the State Government, the Legislature of State, Employers and workers, namely:—

Members representing the State Government

Minister of State for Labour	.. .. .	Chairman.
Secretary, Industries, Energy and Labour Department (Labour)	.. .. .	Member.
The Commissioner of Labour	.. .. .	Member.

Members representing the Legislature of State

Smt. Parvatibai Parihar, M.L.A., 1, Varali Uttam Society, St. Anthony Road, Bombay 400 071.

Shri Dina Bama Patil, M.L.A., Sanjay Apartment, Station Road, Bhandup, Bombay 400 078.

Shri Kakasaheb Thorat, M.L.A., 97/3411, Nehru Nagar, Kurla (East) Bombay 400 024.

Shri Baburao Bhapse, M.L.C., Dadabhai Khamkar Niwas, Ground Floor, Hanuman Road, Vilo-Parle (East), Bombay 400 057.

Shri Vinayakrao Patil, M.L.C., Lakshmi Niwas, Varti Colony, Nashik-1.

Shri Avinash Pande, M.L.A., Bhagwagar Lay-out, Dharam Peth, Nagpur.

Shri Ashok Tankir, M.L.A., At/Post Charholi Bk., Taluka Haveli, District Pune.

Shri Prakash Awade, M.L.A., 10/1169, Ichalkaranji, Taluka Hatkanangle, District Kolhapur.

Members representing Employers

Shri V. D. Sancheti, Messrs Devachand Uttamchand Sancheti, 565/570, Market Yard, Gultekdi, Pune 400 014.

Shri A. S. Kasliwal, Messrs. S. Kumar Enterprises Pvt. Ltd., 99, Niranjani Building, Marine Drive, Bombay 400 020.

Shri G. B. Dhole, Messrs. Fruit Vegetables Merchant Association, Mahatma Phule Market, Bombay 400 001.

Shri Ganjalal Ghavghave, Grain Merchant, Near Harihar Temple, Dhanya Gan Market, Itwara, Bhandara Road, Nagpur.

Shri S. P. Arya, Bombay Goods Transport Association, 18, Mehta Chamber, 2nd Floor, Kalyan Street, Bombay 400 009.

Shri S. P. Khosla, Iron and Steel Hardware Merchants, Manufacturers Chamber of India, Loha Bhavan, Masjid, Bombay.

Shri Dhanraj Acharya, Messrs. Vidarbha Industries Association, Bank of Maharashtra Building, Sitabardi, Nagpur.

Shri Narayan Pandurang Channawar, Opposite Bombay Mercantile Co-operative Bank, Old Mondha, Nanded.

*Members representing Workers*

Shri Gulabrao Jagtap, Secretary Maharashtra Rajya Mathadi Transport and General Kamgar Union, Jeevraj Bhanji Shah Mandai, 3rd Floor, Masjid, Bombay 400 002.

Shri Baburao Hari Ramishte, General Secretary, Maharashtra Rajya Mathadi Transport and General Kamgar Union (Registered), Jeevraj Bhanji Shah Mandali, 3rd floor Masjid, Bombay 400 002.

Shri Shivajirao Annasaheb Patil, Joint General Secretary, Maharashtra Rajya Mathadi Transport and General Kamgar Union (Registered), Jeevraj, Bhanji Shah Mandali, 3rd Floor, Masjid, Bombay 400 002.

Dr. Shri Baba Adhav, President, Hamal Panchayat, 73, Nana Peth, Pune 400 002.

Shri Balwantrao Pawar, Joint General Secretary, Maharashtra Rajya Mathadi, Transport and General Kamgar Union, Jeevraj Shah Mandai, 3rd Floor, Masjid Bombay 400 002.

Shri Nair G. S., General Secretary, Mathadi Hamal and Transport Workers Union, Nagpur.

Shri Baburao Shete, Advisor, Maharashtra Mathadi, Transport and General Kamgar Union (Registered), Jeevraj Bhanji Shah Mandai, 3rd Floor, Masjid, Bombay 400 002.

Shri Prataprao Salunke, General Secretary, Mathadi Kamgar Maha Sangh, 106, Sahakar Nagar, Naigaon Cross Road, Wadala, Bombay 400 031.

(b) nominates the Minister of State for Labour to be the Chairman of the reconstituted Advisory Committee.

(c) appoints Shri R. S. Basakhetre, Deputy Commissioner of Labour, (P.M.A.S.), Bombay, to be the Secretary of the reconstituted Advisory Committee, and

(d) publishes the names of all the members of the reconstituted Advisory Committee as follows, viz.—

- Minister State for Labour.
- Secretary, Industries, Energy and Labour Department, (Labour).
- The Commissioner of Labour.
- Smt. Parvatibai Parihar, M.L.A.
- Shri Dina Bama Patil, M.L.A.
- Shri Kakasaheb Thorat, M.L.A.
- Shri Baburao Bhapase, M.L.C.
- Shri Vinayakrao Patil, M.L.C.
- Shri Avinash Pande, P.L.A.
- Shri Ashok Tapkeer, M.L.A.
- Shri Prakash Awade, M.L.A.
- Shri V. D. Sancheti.
- Shri A. S. Kasliwal.
- Shri G. B. Dhole.
- Shri Gendalal Ghavghave.
- Shri S. P. Arya.
- Shri S. P. Khosla.
- Shri Dhanraj Acharya.
- Shri N. P. Channawar.

- Shri Gulabrao Jagtap.
- Shri Baburao H. Ramishte.
- Shri Shivajirao A. Patil.
- Dr. Shri Baba Adhav.
- Shri Balwantrao Pawar.
- Shri Nair G. S.
- Shri Baburao Shete.
- Shri Prataprao Salunke.

(1) Government Notification, Industries, Energy and Labour Department No. UWA. 1285 CR-10717/Lab-5, dated 1st January 1987 published in *M.G.G.* Part I-L, dated 5th January 1987 at page No. 1012 to 1014).

(a) *Appointments under the Act.*—(1) The Government of the Maharashtra Industries, Energy and Labour Department has in exercise of the powers conferred by sub-section (3) (5) and (6) of section 6 and section 11 of the said Act read with proviso to sub-rule (1) of rule 3 of the Maharashtra Mathadi, Hamal and other Manual Workers (Regulation of Employment and Welfare) Rules, 1970, nominated Shri B. R. Rangari Assistant Commissioner, Labour Bombay as a Member of the Goods Transport Labour Board for Greater Bombay representing the State Government and also to be the Chairman of the said board vice Shri K. P. Mejbalmi.

(Vide Government Notification Industries, Energy and Labour Department No. UWA. 1286/CR-11303/Lab-5, dated 5th January 1987 published in *M.G.G.* Part I-L, dated 5th January 1987 at pages No. 1014 to 1015).

V. BOMBAY INDUSTRIAL RELATIONS ACT, 1946.

(A) *Appointments under the Act.*—(1) The Government of Maharashtra Industries, Energy and Labour Department has in exercise of the powers conferred by section 9 of the said Act re-appointed with effect from the date of taking over charge Shri C. S. Yadav, to continue over as Presiding Officer of the 5th Labour Court Bombay constituted under Government Notification, Industries, Energy and Labour Department No. BIR. 1081, 5203 Lab-9, dated the 16th January 1981 as amended from time to time vide entry number (2) in column 2 of that notification.

(Vide Government Notification, Industries, Energy and Labour Department No. BIR. 1081, 5203 Lab-2, dated 8th January 1987, published in *M.G.G.*, Part I-L, dated 8th January 1987, at page No. 1019).

VI. INDUSTRIAL DISPUTES ACT, 1947.

(A) *Appointments under the Act.*—(1) The Government of Maharashtra Industries, Energy and Labour Department has in exercise of the powers conferred by section 8 of the said Act re-appointed Shri C. S. Yadav, to be the Presiding Officer of the fifth Labour Court, Bombay.

(Vide Government Notification, Industries, Energy and Labour Department No. BIR. 1081, 5203 Lab-2, dated 8th January 1987, published in *M.G.G.*, Part I-L, dated 8th January 1987, at pages Nos. 1019 to 1020).

VII. MAHARASHTRA RECOGNITION OF TRADE UNIONS AND PREVENTIONS OF UNLAWFUL PRACTICES ACT, 1971.

(A) *Appointments under the Act.*—(1) The Government of Maharashtra Industries, Energy and Labour Department in exercise of the powers conferred by section 6 of the said Act, re-appointed with effect from the date of taking over charge Shri C. S. Yadav to preside over as Presiding Officer of the Fifth Labour Court, Bombay constituted under Government Notification, Industries Energy and Labour Department No. ULP. 1076, 16:2 dated the 7th January 1977, as amended from time to time vide entry No. 5, in column 3 of that notification.

(Vide Government Notification, Industries, Energy and Labour Department No. ULP. 1076, 16:2 dated 7th January 1977, published in *M.G.G.*, Part I-L, dated 7th January 1977, at page No. 1012).

(2) The Government of Maharashtra Industries, Energy and Labour Department has in exercise of the powers conferred by sub-sections (3), (5) and (6) of section 6 and section 11 of the said Act, read with proviso to sub-rule (1) of rule 3 of the Maharashtra Mathadi, Hamal and Other Manual Workers (Regulation of Employment and Welfare) Rules, 1970, nominated Shri M. B. Gajare, Deputy Commissioner of Labour, Nashik as a member of "the Nashik Mathadi and Unprotected Labour Board, representing the State Government and also to be the Chairman (one Man Board) of the said Board vice Shri G. M. Shaikh

(Vide Government Notification, Industries, Energy and Labour Department No UWA 7386/CR-11312/Lab-5, dated 21st January 1987, published in *M.G.G.*, Part I-L, dated 12th February 1987, at page No. 1051).

### VIII. BOMBAY SHOPS AND ESTABLISHMENTS ACT, 1948.

(a) *Suspension as the provisions of 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, has suspended certain provisions of the said Act, as shown in column 2 of the schedule appended hereto on account of the festivals shown in column 1 of the said schedule for the periods mentioned in column 3 of the said schedule.

#### Schedule

Festival	Provisions of Sections	Period
(1) Maker Sankrant	Sections 10(1), 11(1)(a), 14, 16, 18, 20, 21, 23 and 24.	12th January, 1987 to 16th January, 1987 both days inclusive).

(Vide Government Notification, Industries, Energy and Labour Department, No. P-7387 (400901)/2469/Lab-9, dated 9th January, 1987 published in *Maharashtra Government Gazette*, Part I-L, dated 5th February 1987, at pages Nos. 1020 to 1022).

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

#### Schedule

Festival	Provisions of Sections	Period
Shri Havgi Swami Maharaj Fair.	Sections 11(1)(a), 14, 16, 18, 19, 21, 23 and 24.	13th January 1987 to 16th January 1987 (both days inclusive).

(Vide Government Notification, Industries, Energy and Labour Department, No. P-7387/CR-2470/Lab-9, dated 12th January 1987, published in *Maharashtra Government Gazette* Part I-L, dated 5th February 1987 at pages Nos. 1022 to 1023).

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

#### SCHEDULE

Festival	Provisions of Sections	Period
1	2	3
Maghi Pilgrimage	Sections 10(1), 11(1)(a), 14, 16, 18, 19, 21, 23 and 24.	4th February 1987 to 13th February 1987 both days inclusive).

(Vide Government Notification, Industries, Energy and Labour Department, No. P-7387/CR-2471/Lab-9, dated 12th January 1987, published in *M.G.G.*, Part I-L, dated 5th February 1987 at pages No. 1024-1025).

### IX. 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 "Dyanacraft Machine Company Limited, Bombay", shall for a further period of six months commencing on the 17th day of January, 1987 and ending on the 16th day of July, 1987 (both days inclusive) be conducted to serve as a measure of unemployment relief; and

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

(Vide Government Notification, Industries, Energy and Labour Department, No. BRU-1087 (478)/IND-10, dated 16th January 1987, published in *M.G.G.*, Part I-L, dated 12th February 1987 at page No 1048 to 1049).

## BONDED LABOUR SYSTEM (ABOLITION) ACT, 1976

## (4) Constitution of Vigilance Committee.

(1) The Govt. of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by sub-sections (1) and (2) of section 13 of the said Act constituted the Vigilance Committee for the District of Sangli consisting of the Chairman and the following members, namely:—

*Chairman*

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

*Members*

- (2) Shri Bajirao Gondhale, (Ex.-Chairman), Nominated under clause (b) of sub-section at Post Sangli. (2) of section 13.
- (3) Shri Sankarrao Mahanrao Khandare, Nominated under clause (b) of sub-section at Post Miraj, opp. Miraj Panchayat, Watsala Nagar, Miraj. (2) of section 13.
- (4) Shri Umaji Dnanappa Sanmadikar, M.L.A. Nominated under clause (b) of sub-section At post Sanmadi, taluka Jat, district Sangli (2) of section 13.
- (5) Shri Gulam Khwajasaheb Patel, Nominated under clause (c) of sub-section At, Post Kadegaon, Taluka Khanapur, District Sangli. (2) of section 13.
- (6) Shri J. C. Kambale, Nominated under clause (c) of sub-section At. Post Waloos, Taluka Tasgaon, District Sangli. (2) of section 13.
- (7) Shri Shivajirao Naik, Nominated under clause (d) of sub-section Chairman, Zilla Parishad, Sangli. (2) of section 13.
- (8) Shri Anandrao Mohite, Nominated under clause (d) of Sub-section Chairman, Panchayat Samiti, Tasgaon. (2) of section 13.
- (9) Shyamrao Yashwant Lad, Nominated under clause (d) of sub-section At, Post Kundal, Taluka Tasgaon, District Sangli. (2) of section 13.
- (10) Chairman, Nominated under clause (e) of sub-section District Central Co-op. Bank, Sangli. (2) of section 13.

(Vide Govt. Notification, I.E. & L.D. No. BLA-1085/(947)/Lab-1, dated 21st January 1987, published in M.G.G., Part I-L, dated 12th February 1987, at page No. 1050).

## XI. WORKMEN'S COMPENSATION ACT, 1923.

## (A) Notification under the Act—

The following Notification by Government of India, Ministry of Labour, No. S-37018, 79-HI (SSI), dated the 12th December 1986 is republished:—

S.O. . . . .—In exercise of the powers conferred by sub-section (3) of section 3 of the Workmen's Compensation Act, 1923 (8 of 1923), the Central Government hereby gives notice of its intention to add the diseases and employments, specified in the Schedule annexed hereto, in part C of Schedule III to the said Act.

2. Any suggestions or objection which may be received from any person in respect of the before the expiry of four months from the date of publication of this notification in the Gazette, will be considered by the Central Government.

## "SCHEDULE 29, MAY 1980"

## Occupational Diseases

## Employment

6. Pulmonary Oedema of High All work involving exposure to the risk "State of the concerned."

G.O. Notification, I.E. & L.D. No. WCA-1187/234749/Lab-10, dated 6th January 1987, published in M.G.G., Part I-L, dated 26th February 1987, at page No. 1631).

## XI) EMPLOYEES PROVIDENT FUND AND MISCELLANEOUS PROVISIONS ACT, 1952.

## (A) Amendment to Scheme—

(1) The Government of India, Ministry of Labour, Notification No. S. 35016/1/86/SSII, dated 30th April 1986 is hereby republished —

GOVERNMENT OF INDIA/BHARAT SARKAR

MINISTRY OF LABOUR/SHARAM MANTRALAYA

New Delhi, dated the 30th April 1986.

## NOTIFICATION

. . . . . In exercise of the powers conferred by section 5 read with sub-section (1) of section 7 of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 (19 of 1952), the Central Government hereby makes the following scheme further the Employees' Provident Funds Scheme, 1952, namely —

1. This scheme may be called the Employees' Provident Funds (Amendment) Scheme, 1986.

2. In the Employees' Provident Funds Scheme, 1952, in paragraph 1, in sub-paragraph (3) in clause (b), after item (xcvii) the following item shall be added, namely —

"(xcviii) as respect the cinema theatres employing 5 or more workers as specified in section 24 of the Cine-workers and Cinema Theatres Workers (Regulation of Employment) Act, 1981 (50 of 1981) be deemed to have come into force with effect from the 1st day of, October, 1984".

(Vide Govt. Notification I.E. & L.D. No. EPF/1086/344 Lab-4, dated 3rd September 1986 published in M.G.G., Part I-L, dated 26th February 1987, at page No. 1643).

## Consumer Price Index Numbers For Industrial Workers For February 1987

### BOMBAY CENTRE\*

#### A rise of 1 point

In February, 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 739 being 1 point 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 2 points to 829 due to a rise in the average prices of Rice, Wheat, Fish Fresh and Coconut.

The index number for the Pan, Supari and Tobacco etc. group increased by 2 points to 828 due to a rise in the average price of Panleaf only.

The index number for the Fuel and Light group increased by 2 points to 930 due to a rise in the average prices of Firewood and Charcoal.

The index number for housing remained steady at 203 being a six monthly item.

The index number for the Clothing, Bedding and Footwear group decreased by 7 points to 657 due to a fall in the average prices of Dhoti and Chapple (Ladies).

The index number for the miscellaneous group increased by 3 points to 566 due to a rise in the average prices of Newspaper and Barber Charges.

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

(Average prices for the calendar year 1960=100)

Group	Weight proportional to the total expenditure	Group Index Numbers	
		January 1987	February 1987
I-A. Food	57.1	827	829
I-B. Pan, Supari, Tobacco, etc.	4.9	826	828
II. Fuel and Light	5.0	928	930
III. Housing	4.6	203	203
IV. Clothing, Bedding and Foot-Wear	9.4	664	657
V. Miscellaneous	19.0	563	566
Total	....	....	....
<i>Consumer Price Index Number</i>	100.00	738	739

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

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

### SOLAPUR

#### 704—A fall of 16 points

In February, 1987 the Consumer Price Index Number for Working Class (New Series, for Solapur Centre with base January to December 1960 equal to 100) was 704 being 16 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 Solapur Centre.

The index number for the food group decreased by 27 points to 762 due to a fall in the average prices of Rice, Wheat, Jowar, Chillies dry, Onion, Garlic and Sugar.

The index number for the Pan, Supari and Tobacco etc. Group increased by 10 points to 702 due to a rise in the average price of Panleaf only.

The index number for the Fuel and Light group increased by 2 points to 750 due to a rise in the average price of Coal.

The index number for housing remained steady at 321 being a six monthly item.

The index number for clothing, bedding and footwear group decreased by 1 point to 657 due to a fall in the average prices of Saree and Markin.

The index number for the miscellaneous group increased by 4 points to 579 due to a rise in the average prices of washing soap and Bus fare.

### 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	
		January 1987	February 1987
I-A. Food	63.0	789	762
I-B. Pan, Supari, Tobacco etc.	3.4	692	702
II. Fuel and Light	7.1	748	750
III. Housing	5.2	321	321
IV. Clothing, Bedding and Footwear	9.0	658	657
V. Miscellaneous	12.3	575	579
Total	100.00	....	....
<i>Consumer Price Index Number</i>	....	720	704

\*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.

## CENTRE NAGPUR

## 686 A rise of 8 Points

In February, 1987 the Consume Price Index Number for Working Class (New Series) for Nagpur Centre with base January to December, 1960 equal to 100 was 686 being 8 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Nagpur Centre.

The index number for the food group increased by 13 points to 718 due to a rise in the average prices of Rice, Wheat, Jowar, Arhaldal, Goatmeat, Chillies, dry and Garlic.

The index number for the Pan, Supari and Tobacco etc. group increased by 33 points to 876 due to a rise in the average price of Pan leaf only.

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

The index number for housing remained steady at 382 being a six monthly item.

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

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

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

(Average prices for the calendar year 1960=100)

Group	Weights proportional to the total expenditure	Group Index Numbers	
		January 1987	February 1987
I-A. Food	57.2	705	718
I-B. Pan, Supari, Tobacco, etc.	3.8	843	876
II. Fuel and Light	5.7	975	975
III. Housing	6.6	382	382
IV. Clothing, Bedding and Footwear	10.9	650	650
V. Miscellaneous	15.8	572	572
Total	100.00		....
Consumer Price Index Number		678	686

\*Details regarding the scope and method of compilation of the index may be seen on pages 771 to 779 of January 1986 issue of *Labour Gazette*.

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

## PUNE CENTRE\*

## 649 A rise of 2 points

In February 1987 the Consumer Price Index Number for Industrial Workers (New Series) for Pune Centre with base year 1961 equal to 100 was 649 being 2 points higher than that in preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Pune Centre.

The index number for the food group increased by 2 points to 730 due to rise in the average prices of rice, vanaspati and Vegetables.

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

The index number for housing remains steady at 167 being a six monthly item.

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

The index number for the miscellaneous group increased by 6 points to 541 due to a rise in the average price of barber charges only.

## CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR PUNE CENTRE

(Average prices for the calendar year 1961=100)

Groups	Weight proportional to total expenditure	Group Index Numbers	
		January 1987	February 1987
I. Food	55.85	728	730
II. Fuel and Light	6.89	807	807
III. Housing	6.65	167	167
IV. Clothing and Footwear	10.31	625	625
V. Miscellaneous	20.30	535	541
Total	100.00	....	....
Consumer Price Index Number		647	649

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

## JALGAON CENTRE

## 688—A rise of 19 points

In February 1987 the Consumer Price Index Number for Industrial Work (New Series) for Jalgaon Centre with base year 1961 equal to 100 was being 19 points higher than that in preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Jalgaon Centre.

The index number for the food group increased by 31 points to 742 due to rise in the average prices of rice, wheat, jowar, turdal, fish dry and fresh and vegetables.

The index number for the fuel and light group remained steady at 975

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

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

The index number for the miscellaneous group decreased by 2 points to 556 due to a fall in the average price of hair oil only

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS  
FOR JALGAON CENTRE

(Average prices for the calendar year 1961=100)

Groups	Weight proportional to the total expenditure	Group Index Numbers	
		January 1987	February 1987
Food	60.79	711	742
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	558	556
Total	100.00		
Consumer Price Index Number	.....	669	688

\*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*.

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 5.2).

## CENTRE NANDED

## 730—A fall of 9 points

February, 1987 the Consumer Price Index Number for Industrial Workers (Series) for Nanded Centre with base year 1961 equal to 100 was 730 being 9 points lower than that in preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Nanded Centre.

The index number for the food group decreased by 15 points to 773 due to rise in the average prices of rice, jowar, masurdal, potatoes, onions, garlic and vegetables.

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

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

The index number for clothing and footwear increased by 5 points to 682 due to a rise in the average price of coloured fabrics only.

The index number for the miscellaneous group increased by 1 point to 625 due to a rise in the average price of toilet soap only.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR  
NANDED CITY

(Average price for the calendar year 1961=100)

Groups	Weight proportional to total expenditure	Group Index Numbers	
		January 1987	February 1987
I. Food	61.46	773	773
II. Fuel and Light	5.88	931	931
III. Housing	4.62	386	386
IV. Clothing, and Footwear	12.22	677	682
V. Miscellaneous	15.82	624	625
Total	100.00	739	730
Consumer Price Index Number	.....	.....	.....

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

Note.—To obtain the equivalent old index number on base August 1943 to July 1944=100 the new index number of base 1961=100 should be multiplied by the linking factor viz. 2.15. (a.c.p.) Ra 4128—4 (535—7-87)

## AURANGABAD CENTRE\*

## 761—A fall of 4 points

In February, 1987 the Consumer Price Index Number for Industrial Workers (New Series) for Aurangabad Centre with base year 1961 equal to 100 was 761 being 4 points lower than that in preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Aurangabad Centre.

The index number for the food group decreased by 7 points to 852 due to fall in the average prices of wheat, jowar, oils, vegetables, Banana and Gur.

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

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

The index number for clothing and footwear remained steady at 673.

## CONSUMER PRICE INDEX NUMBER FOR WORKING CLASS FOR AURANGABAD CENTRE

(Average price for the calendar year 1961=100)

Groups	* Weight proportional to total expenditure	Group Index Numbers	
		January 1987	February 1987
I. Food ..	60.72	859	852
II. Fuel and Light ..	7.50	830	830
III. Housing ..	8.87	333	333
IV. Clothing and Footwear ..	9.29	673	673
V. Miscellaneous ..	13.62	653	653
Total ..	100.00		
Consumer Price Index Number		765	761

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

Note.—To obtain the equivalent old index number on base August 1943 to July 1944=100 the new index number on base 1961=100 should be multiplied by the linking factor viz. 2.27

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

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

TABLE

Month	Base	
	1960=100	1949=100
(1)	(2)	(3)
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	844
December 1986	688	836
January 1987	688	836
February 1987	586	824

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



disputes handled by the Conciliation machinery in the State during June 1987 under various Acts is given

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	2	3	4
Industrial Relations Act, 1947	38	77	115
Industrial Relations Act, 1946	5	12	17
Industrial Relations (Extensions and Amendment)	3	8	11
Total ..	46	97	143

wise analysis of the cases dealt with during the month :—

Pending at the beginning of the month	No. of cases received during the month	Settled amicably	Ended in failure	Withdrawn or not pursued by parties	Closed	Total (4 to 7)	Pending at the end of the month
2	3	4	5	6	7	8	9
1,047	374	75	171	48	71	365	1,056
173	17	2	11	8	1	21	169
45	29	1	1	21	1	28	46
1,265	420	78	183	81	72	414	1,271

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

Cotton Textile	Silk Textile	Chemical	Textile Processing	Hosiery	Banking	Sugar	Misc.	Transport	Total
2	3	4	5	6	7	8	9	10	11
2	3	4	5	6	7	8	9	10	11
13	..	..	1	..	2	..	..	..	17

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

wise analysis is given below :—

Act	Bombay	Pune	Nashik	Nagpur	Amrawati	Aurangabad	Total
1	2	3	4	5	6	7	8
16	16	1	..	..	..	..	17

Act	Gadchiroli	Wardha	Bhandara	Chanda	Nagpur	Total
1	2	3	4	5	6	7
..	..	..	..	..	..	11

Industrial Relations (Extension and Amendment) Act, 1964

INDUSTRIAL DISPUTES IN MAHARASHTRA STATE DURING JANUARY 1987

	Jan. 1987	Dec. 1986	1986
No. of Disputes .. .. .	63	88	49
No. of Workers involved .. .	14,346	13,422	1,854
No. of Mandays lost .. .	3,08,986	3,15,112	1,94,030

Industry-wise classification is given below :—

Name of the Industry Group	Number of disputes in progress			Number of work people involved in all disputes.	Aggregate man-days lost in
	Started before beginning of the month i.e. before	Started during the total month i.e.	Total		
1	2	3	4	5	6
Textile		3	3	100	3,685
Engineering ..	35	1	36	1,111	2,09,839
Chemical	9	1	10	1,111	16,325
Miscellaneous	12	2	14	1,111	79,137
January 1987 Total	56	7	63	14,346	3,08,986
December 1986 Total	54	4	58	13,422	3,15,112

30 of the 63 disputes arose over question of "pay, allowances and bonus issues" 4 related to "retrenchment and grievances about personnel" and the remaining 29 were due to other causes.

Of the 63 disputes that terminated during the course of the month, 4 were settled mutually in favour of the workers and 4 were settled in favour of the employers.

The above Table is based on returns received under the Industrial Disputes Act, 1947. In compiling statistics of the industrial disputes, however, persons are included, which

THE FOLLOWING STATEMENT GIVES THE DETAILED INFORMATION OF IMPORTANT INDUSTRIAL DISPUTES CAUSING MORE THAN 10,000 MANDAYS LOST DURING THE MONTH OF JANUARY 1987

Serial No.	Name of the Concern	Sector	S/L	Reason	Date of Strike/ Lockout		No. of workers involved				Remarks
					Began	Ended	8	9	10	11	
1	Thane— M/s. Takser Ltd., Kolsheet Road, Thane.						459	11,456	7,99,095	Cycloned	
2	Bombay— Esirella Batteries Ltd., Plot No. 2, Dargavi, Matunga, Bombay-400 019.	Pvt. S		Discipline (v)	20-4-81		1,170	20,956	9,96,370	Disc.	
3	Bombay— Bombay Fertilizers Ltd., Vidyanagar, Kalyan, Bombay-400 019.	Pvt. S		Others— Discipline (v)	11-7-84		635	16,172	4,96,102	Disc.	
4	Bombay— The Indian Smelting Refining Co. Ltd., L. B. S. Marg, Bhandup, Bombay-400 078.	Pvt. S		Genl. Dem and Advances (v)	19-12-84		1,000	13,060	4,14,296	Disc.	
5	Bombay— Bombay Tyres International Ltd; Pvt. L Hay Bunder Road, Sion, Bombay-400 033.	Pvt. L		Discipline (v)	3-10-86		2,306	56,254	2,22,000	Disc.	
6	Bombay— The Standard Batteries Ltd. Vakola, Santacruz, Bombay- 400 055.	Pvt. L		Discipline (v)	2-10-86		1,000	27,000	1,00,000	Disc.	
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In Maharashtra 12,59,521 employees were under the coverage of the Scheme in the month of February, 1987. The highlights of the benefits paid to those employees were as follows :—

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(II) 20,519 workers were paid Rs. 53,25,897.55 on account of accidents as employment injury which included 8,558 cases for the permanent disablement and 2,945 for pension to the dependents/families due to death of the workers in the accidents.

(III) Rs. 6,18,010.00 were paid to the women workers as Maternity Benefit for the period of confinement. In addition to the above 55 persons were sterilized and they were paid Rs. 14,321.00 as family planning benefit.

(IV) There were 189 cases where legal proceedings were initiated against defaulting employers/Insured Person for the recovery of arrears of contributions as under :—

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