

Newspaper

R. N. 11549/57

THE  
INDUSTRIAL  
COURT REPORTER

Started in January 1948, the *Industrial Court Reporter*, issued monthly, contains important orders and awards of the Industrial Court and Tribunals in Maharashtra State, as well as the selected decisions of the High Court and the Supreme Court of India. The *Reporter* serves employers, employees, trade unions and lawyers in finding at one place the case law on industrial and labour matters.

\*Annual Subscription: Rs. 50.

\*Back Copies: If in stock supplied at Rs. 18 per yearly set upto 1983 and Rs. 60 for the year 1984 onwards.

\*Advertisement Rates: Can be had on request.

\*All amounts are payable in advance in Bombay, in full, either by M. O. or Cheques/Drafts drawn on Bombay Banks.

All correspondence and remittances should be addressed to—

THE COMMISSIONER OF  
LABOUR

"Commerce Centre", Tardeo  
Bombay 400 034

Tel. No. 4937322

PRINTED AT THE GOVERNMENT CENTRAL PRESS, BOMBAY

Regd. No. BYW-10

Licence No. I  
Licensed to Post  
Without Pre-Payment



# LABOUR GAZETTE

359

VOL. LXVI

No. 9

MAY 1987

SINGLE COPY RS. 9-25

ANNUAL SUBSCRIPTION Rs. 100 00

ISSUED MONTHLY BY  
THE OFFICE OF THE COMMISSIONER OF LABOUR  
GOVERNMENT OF MAHARASHTRA

18. NOV. 1987

## 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.

Annual subscription for the year Sept. 1986—Aug. 1987 is being accepted at Rs. 100.

All amounts are payable in advance in Bombay, in full, either by M.O. or Cheques/Drafts drawn on Bombay Branches of any Bank.

ALL CORRESPONDENCE AND REMITTANCES SHOULD BE ADDRESSED TO:

The Commissioner of Labour,  
"Commerce Centre", Tardeo, Bombay 400 034

Tel. No. 4937322

## LABOUR GAZETTE

### Advertisement Rates

Position	Full Page		Half Page	
	Per one insertion	Per twelve insertions	Per one insertion	Per twelve insertions
Inside page	Rs. P. 75.00	Rs. P. 750.00	Rs. P. 40.00	Rs. P. 480.00
2nd Cover	85.00	960.00	•	•
3rd Cover	80.00	900.00	•	•
4th Cover	90.00	1000.00	•	•

\*Advertisements for 1/2 pages in the 2nd, 3rd and 4th covers are not accepted.

Advertisements, which are restricted to commercial and business products and services, banking, printing, publishing, etc. are accepted direct or through recognised advertising agents.

## EDITORIAL BOARD

Editor

Shri K. D. Chari,  
Deputy Commissioner of Labour,  
Maharashtra State, Bombay (*Ex-Officio*).

### Members of The Editorial Board

1. Registrar, Industrial Court,  
Bombay.
2. Shri N. V. Palve, B. Sc. (Hons.), D. L. L. & L.W.,  
Assistant Commissioner of Labour, Bombay.

# LABOUR GAZETTE

The "Labour Gazette" is a journal for the use of all interested in promoting and information on matters specially affecting and concerning labour

VOL. LXVI

MAY 1987

No. 9

## CONTENTS

	PAGE
<b>THE MONTH IN BRIEF</b>	429
<b>CURRENT NOTES—</b>	
(1) Urges Malaysia to conform to International standards	430
(2) Major changes in labour laws on the anvil	430
(3) Fresh look at minimum wages on the cards	432
(4) Voluntary bodies may help identify bonded labour	433
(5) Discrimination against women ruled out—	434
<b>ARTICLES, REPORTERS, ENQUIRIES, ETC.</b>	
(1) Strategy for full employment Part I and II by L. K. Jha	436
(2) Its Emergence as a Dynamic Force in Social and Economic Directions— Part I & II— by Rabindranath Mukherjee.	444
<b>LABOUR LEGISLATION</b>	
The Coal Mines Nationalisation Laws (Amendment) Ordinance, 1986 No. 7 of 1986.	456
<b>GIST OF IMPORTANT NOTIFICATIONS UNDER VARIOUS LABOUR LAWS</b>	463
<b>CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS IN MAHARASHTRA STATE</b>	
Bombay	472
Solapur	473
Nagpur	474
Pune	475
Jalgaon	476
Nanded	477
Aurangabad	478
<b>ALL INDIA AVERAGE CONSUMER PRICE INDEX NUMBERS FOR INDUSTRIAL WORKERS</b>	479
<b>STATEMENT SHOWING THE CONSUMER PRICE INDEX NUMBER FOR WORKING CLASS BY GROUPS FOR SEVEN CENTRES OF MAHARASHTRA STATE.</b>	480
<b>LABOUR INTELLIGENCE</b>	
Industrial Relation in Maharashtra State	481
Industrial Disputes in Maharashtra State	484
Benefits under Employees State Insurance Scheme	486

## The Month in Brief

### Consumer Price Index Numbers for Working Class

The Solapur and Nagpur Consumer Price Index Numbers for Working Class for the month of March 1987, with average for the year ended December 1986 equal to 100 were 738.710 and 710.000 respectively. The Pune, Nanded and Aurangabad Consumer Price Index Numbers for Working Class for the month of March 1987 with the average for the year ended December 1986 equal to 100 were 881.654, 734.000 and 710.000 respectively.

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

The All India Average Consumer Price Index Numbers for Industrial Workers (Controlled) base 1949=100 for March 1987 was 834.000 as compared to 834.000 for February 1987. On base 1949=100 derived from 1981 based index it was 834 as against 834 for February 1987.

### Industrial Disputes in Maharashtra State

During the month of February 1987 there were 71 disputes involving 13,752 workmen and time loss of 290,040 Mandays as compared to 63 disputes involving 14,346 workmen and time loss 308,986 Mandays.

### Benefits under the Employees State Insurance Scheme

During the month of March 1987, 72,563 workers were paid Rs. 76,13,162.90 on account of Sickness and Rs. 5,37,828.30 were paid for the long term diseases, e.g. T.B., Cancer, Hemiplegia, Paraplegia, Psychosis, etc. 21,940 workers were paid Rs. 53,90,078.80 on account of accidents as employment injury which included 9,083 cases for the permanent disablement and 2,882 for pension to the dependents/families due to death of the workers in the accidents.

## Current Notes

### ILO urges Malaysia to conform to international standards

The International Labour Organisation (ILO) has urged the Government of Malaysia to conform to international standards on trade union rights.

This was in response to a complaint by the International Metal Workers' Federation on behalf of one of its Malaysian affiliates.

With enhanced Malaysian Government's holding in the unit of Ericson one of Sweden's leading companies efforts to prevent independent trade unionism in the electronic sector have been increasing. The Swedish multinational, Ericson, had recognised the Electrical Industry Workers' Union (EIWU) since 1974. The company was restructured in 1982 with a higher stake for the Malaysian Government and the company was renamed as Perwira Ericson.

Though the terms and conditions of employment of workers remained the same, the new company refused to recognise the EIWU. Repeated appeal to the Government Registrar and various courts were dismissed on the ground that the official policy was to promote company unions in the electronic sector. Despite ample evidence revealing that the workers preferred to continue their membership of the EIWU and wanted to be represented by the union, the Government is dead set against the union organising the electronics workers.

The ILO's Committee on Freedom of Association has categorically told the Malaysian Government that "the free choice of unions to which workers wish to belong should be that of the workers themselves". In a forthright verdict, endorsing the arguments of the EIWU and the IMF, the ILO has asked the Malaysian Government to organise a vote of the workers to ascertain their choice of the union. The ILO's final recommendation also stresses "the principle that workers should have the right to establish, and subject themselves only to the rules of the organisation concerned to join the organisations of their own choosing".

*(Indian Worker, dated 6th April 1987)*

### Major changes in labour laws on the anvil

Labour situation in the country registered a "significant improvement" during 1986-87 as reflected in the decline in industrial disputes to 1560 in the previous year.

The loss in mandays due to strikes and lock-outs during the period from January to September, 1986 had also gone down to 17.81 million from 22.89 million during the corresponding period last year. This was, according to the annual report of the Union Labour Ministry for 1986-87 is expected to be the lowest in the past 10 years.

Continued monitoring of the information regarding industrial relations as to result in timely action for preventing or resolving disputes through mediation, conciliation and arbitration was one such step taken by the ministry.

The Government plans comprehensive amendments to the Minimum Wages Act to ensure speedier disposal of complaints and stringent punishment for violation. In the meantime, to reduce disparity in minimum wages and to avoid flight of industry or business from one state to another, certain guidelines to set up regional minimum wages advisory boards have been framed.

According to the annual report it is the endeavour of the Government not only to ensure workers welfare but to provide safe and hygienic working conditions that the workers give out their best.

There will be compulsory insurance of emigrants against death and permanent, disability. Premium will be payable at the time of departure. A special rate has been fixed by LIC for group insurance of this nature and necessary steps are being initiated. The emigrants who are employed by the project exporters in Libya and Iraq are being insured for Rs. 1 lakh, according to the report.

The report further says that the minimum compensation, under the Workman's Compensation Act, for death is Rs. 20,000 and for permanent disablement Rs. 24,000. The maximum amount for permanent disablement can go up to Rs. 1,14,000 while that for death can go up to Rs. 91,000 depending on the wages and age of the workman at the time of his death. In case of temporary disablement, compensation at the rate of 50 per cent, of wages is payable for a maximum period of five years.

According to the report, there are proposals to amend the Maternity Benefit Act to widen the coverage, improvement in certain benefits, making the existing penal provisions more stringent. There will be amendments in the Employees' Provident Fund Act for simplifying the procedure for assessment of dues, removing loopholes in the existing legal and penal provisions, setting up one or more tribunals for hearing appeals against the orders of the provident fund authorities increasing the rates of provident fund contribution.

Again, consensus was arrived at amongst the central trade union organisations regarding improved procedure for general verification of membership strength. Sanction of prosecution under the Minimum Wages Act has been delegated concurrently to joint labour commissioners and under the Equal Remuneration Act to regional labour commissioners.

During 1986-87, the number of bonded labour rehabilitated was 15,335 and an amount of Rs. 152 lakhs was released to the State governments for this. The matter of involvement of voluntary agencies for rehabilitation of bonded labourers has been identified as a scheme in the Seventh Plan and forms a part of the new 20-Point Programme, according to the report.

The report indicates that a legislation to regulate the health and safety of workers in the building and construction industry is under consideration.

*(Indian Worker, dated 6th April 1987)*

### Fresh look at minimum wages on the cards

The Labour Minister Shri P. A. Sangma on March 30 indicated in the Lok Sabha that the government will take a fresh look at the concept of minimum wages vis-a-vis the poverty line.

Replying to the two-day debate on the demand for grants of his ministry, Shri Sangma said barring a few amendments including the Industrial Disputes Act, the Trade Unions Act and Equal Remuneration Act, he has decided to devote 1987 to the implementation of all the existing legislations.

He said pursuant to this decision his ministry has launched prosecution against 14 persons in the jute industry who had not made their contribution to the provident fund. They thought they could not be touched. But with the co-operation of the government of West Bengal the Centre was able to proceed against them, he added.

Shri Sangma said that the most important law which needs to be implemented in letter and spirit is the Minimum Wages Act which would go a long way in changing the plight of the working class. I hope that the state governments will cooperate with the Centre in this respect, he said. Referring to the suggestions of the opposition that the minimum wages in the country was in fact lower than the income under the poverty line definition, Shri Sangma said minimum wages were only a component of the incomes as defined under poverty line. However, we must have a look at this. It requires a reexamination by the Government, he said.

The minister said that the state governments are being asked to enforce vigorously the existing laws. Set up a cycle of review at the Apex level-state labour minister's conference state labour secretaries conference—of all labour legislations in three to four years cycle.

In regard to industrial relations give meaning and force to tripartism by meaningful discussion of industry specific problems in the industrial committees of the labour ministry, maintain constant dialogue with the trade unions and Organisation of Managements for evolving a modern work culture.

Shri Sangma said in the unorganised labour sector, the efforts of the ministry, will be to disseminate information about minimum-wage/contract labour/inter-state migrant workmen through a well planned publicity programme, hold regional state labour minister's meetings on minimum wages, etc. so that unorganised labour is brought to the forefront of state government's notice.

Also propose to set up labour welfare measures for bonded labour, beedi workers; workers covered under labour welfare funds, etc. and involve voluntary agencies wherever they are well established and effective at ground level.

Shri Sangma said that the concern for the unorganised labour has moved to the forefront of the ministries priorities. The Prime Minister has recently announced that a National Commission of Rural Workers will be set up. The National Commission will go in depth into the conceptual and definite problems, the economic aspects of rural labour where the bulk of unorganised labour is.

He said that the mandays lost dropped to 22.12 million in 1986 from 56.03 million in 1984 and 28.37 million in 1985. This is the lowest for the last 10 years. Likewise the loss of wages at Rs. 21.42 crores during 1986 is also the lowest for the last 10 years. The number of workers involved in strikes and lockouts is the lowest in the last 10 years. As such the industrial relations situation in the country is improving steadily. The number of disputes has also come down by half as compared to 1977, 1978 and 1979, he said.

Shri Sangma said that the government in keeping with the sentiments of the House will examine the question of paying a higher interest for the provident fund.

(*Indian Worker*, dated 13th April 1987).

### Voluntary bodies may help identify bonded labour

The scheme prepared by the Union Ministry of Labour for the involvement of voluntary agencies in the identification and rehabilitation of bonded labour is expected to be commissioned soon.

The figures supplied by the State Government show that, until the end of last year 214,842 bonded labourers have been identified and released. Of these 175,608 have been rehabilitated.

Independent agencies have reported that the number of bonded labourers is far more than the States have reported. Even in the matter of rehabilitation, reviews by the Planning Commission have shown a number of loopholes.

Against the States' total identification of 214,682 bonded labourers, the Gandhi Peace Foundation has estimated the number to be 261,700 and the National Sample Survey Organization put the figure at 345,000. The Government has not accepted the Gandhi Peace Foundation's estimate since according to it, the foundation's approach was not scientific.

In order to make the whole process of identification, release and rehabilitation more effective voluntary agencies are now sought to be associated with the programme. On paper the bonded labour system stood abolished from October 25, 1975 with the enactment of the Bonded Labour System (Abolition) Act. The legislation envisaged release of all bonded labourers and simultaneous liquidation of their debts.

Under the Centrally sponsored scheme for rehabilitation of bonded labourers, States are given financial assistance upto Rs. 6,250 for a bonded labourer 50 per cent of which is to be borne by the Central Government and the rest by the State. Under the scheme, in operation since 1978-79, Rs. 23.18 crores have been given to the States.

**Bonded Labour**

To ensure that the bonded labourers do not slip back into bondage the State Government have been told to integrate the centrally sponsored scheme for rehabilitation of bonded labour with other anti-poverty programmes so that the total amount available for rehabilitation of bonded labour is sufficient to rehabilitate the labourers effectively and on a permanent basis. Detailed blue-prints of framing rehabilitation schemes and ways to integrate bonded labour with other programmes have been sent to the State by the Centre.

The Act provides for imprisonment up to three years and a fine of up to Rs. 2,000 for compelling a person to be bonded labourer or for advancing bonded debt after the commencement of the Act.

So far 6,937 cases of violations have been registered in which convictions were obtained in 673 cases and a total of Rs. 1,13,702 realized as fines. As many as 3,606 were acquitted.

*(Indian Worker, dated 20th April 1987).*

**Discrimination against women ruled out****Equal pay for equal work, says SC**

The Supreme Court has ruled that men and women doing the same or similar kind of work should be paid the same amount of remuneration.

Discrimination arises only if they are paid differently, a division bench comprising Justice E. S. Venkataramiah and Justice M. M. Dutt said while dismissing an appeal by Mackinnon Mackenzis and Company Ltd. against a judgement of the Bombay High Court.

On November 24, 1986, High Court had held that the work performed by the female stenographers and their male counterparts in the company was identical and that the female stenographers were being paid less than their male counterparts who were in service for an equal number of years.

The question which arose for the consideration of the court was whether the company had violated the provision of Section 4 of the Equal Remuneration Act, 1965.

Ms Audrey D'Costa, respondent before the Supreme Court, was one of the employees of the company till June 13, 1977, when her service were terminated. During the period of her employment, she was working as a confidential lady stenographer.

After her services were terminated, she filled a petition claiming that during the period of her employment, after the Act came into force, she was being paid less remuneration than male stenographers performing the same or similar work.

She contended that she was entitled recover from the company the amount equivalent to the difference between the remuneration which she was being paid and the remuneration which was being paid to the male stenographers, who had put in the same length of service during the period of operation of the Act. The High Court had ruled in her favour resulting in the appeal before the Supreme Court.

The Supreme Court agreed that there was practically no difference between the work which the confidential lady stenographers were doing and the work of their male counterparts.

"We do not find any ground to take a view different from the view taken by the High Court", Justice Venkataramiah and Justice Dutt observed.

The Court said the respondent was getting every month Rs. 730 less than the remuneration which her male counterpart was getting.

*(Indian Worker, dated 20th April 1987)*

## Articles, Reports, Enquiries, etc.

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

### Strategy for full Employment-I

BY L. K. JHA

When after Independence we embarked on planned development, there was widespread consensus that the low level of industrialisation was primarily responsible for the economic backwardness of the country and the poverty of the people.

Special priority, therefore, began to be given in our five-year Plans to industrial development. The main hurdle to overcome was the paucity of capital. With low per capita incomes, saving was less than 10 per cent of the GNP, which was the main limiting factor in raising the level of investment. Tough measures of taxation were imposed to curb consumption and mobilise resources for industrial development. The rate of industrial growth which had been stagnating at 2 per cent per annum, since the advent of the 20th century, perked upto 7.6 per cent during the first three Plans.

However, at the end of it, there was a growing feeling of discontent because here had been no significant dent in the poverty of the people. The affluent life-styles, and conspicuous consumption, of the new entrants to industry aggravated the contrast between the rich and the poor. There was growing criticism of the development strategy. In Parliamentary debates and outside, the comment was often made that the rich were getting richer, the poor poorer.

It was against this background that after winning the 1967 elections, Indira Gandhi took many radical steps to curb the growing disparity in income levels. At the same time, she was well aware that it was not enough to rely merely on restraints on the rich to achieve a more equitable distribution of incomes. The aim surely could not be to achieve egalitarianism by making everyone poor. The basic assault had to be not on wealth but on poverty. Accordingly, when in 1970, she was her own Finance Minister and presenting the budget of 1970-71, she gave a call for growth with social justice. She then went on to emphasise the importance of creating adequate employment opportunities.

*An abbreviated version of the Michael John Lecture given on March 2 by the author at Michael John Centre for Human Resource Development of the INTUC-led Tata Workers Union, Jamshedpur.*

### Concrete schemes

Beginning from the fourth Plan there has been, in every Plan, a chapter focussing on employment generation and poverty alleviation. Many concrete schemes have been launched under the 20-Point Programme by the Central Government. State Government too have initiated various schemes like the Employment Guarantee Scheme of Maharashtra, the Land Army Scheme of Madhya Pradesh, 'one job one family' scheme of Tamil Nadu.

It would be no exaggeration to say that if we compare the living standards of the Indian people today with what they used to be around the time we became independent, the improvement is something of which we can be justly proud. The consumption package of Industrial labour today includes a vast range of products, which in the 50s only the middle income groups could afford to buy, such as transistors, radios, electric fans, bicycles and watches. There is also clear evidence of higher levels of consumption in the countryside, where exploitative tenurial relations have come to an end and commercialised agriculture has replaced subsistence farming. Yet, it is also a fact that millions of people are still living in poverty.

The question we must face is what can be done to make poverty disappear? The answer does not lie in expanding the philanthropic role of Government, for no one who lives on what looks like charity can feel that he is no longer poor. The real answer lies in pursuing policies for fuller employment.

### Gainful employment

Employment can be the meeting point of growth and social justice, provided it is both productive and gainful. I add this provision deliberately. There are a lot of people who are employed but produce nothing and fulfil no felt need. They are in industry as well as in offices, particularly Government offices. In effect they are receiving a dole, not a wage or a salary. At the other extreme there is the indentured labour which is made to work hard but gets little in return. There are also people who walk miles just to fetch the drinking water they must have. Such ungainful employment is not the answer to our problem. What we must strive for is productive and gainful work for all with rising levels of productivity and wages. What can be done to have the kind of full employment I am talking about?

One calculation by a highly competent team, which I have seen, is that if we can attain an annual growth rate of 5.5 per cent in the Eighth Plan, we should be able to achieve full employment. The calculation has been done by people who are far more knowledgeable than I am. I shall nevertheless make some comment and observations, not to criticise their finding but to draw attention to some limitations and obstacles which must be borne in mind.

First of all, there is no such unique relationship between growth and employment generation that one can argue that with a certain step-up in the rate of growth, the problem of unemployment will disappear. Growth in different sectors of the economy has a different impact on employment. Agriculture and the service sector have a much higher employment potential than industry. Even among industries some are capital intensive; others are labour intensive. If, out of concern for the unemployed, we saddle capital-intensive industries with surplus manpower, we are not really creating employment, as I defined it, but just raising costs and making inefficient use of our most-scarce resource, capital. Lighter industries, consumer goods industries have a much higher employment potential.

We cannot have full employment merely by raising the rate of growth to 5.5 per cent. It will be necessary to ensure that the sectors contributing to it are those which will create the requisite number of new jobs. An equally important part of the strategy of promoting fuller employment must be a massive increase in the availability of the things on which the wage earners would spend their income, the so-called wage goods. Any shortage in their availability would result either in higher prices and inflation, necessitating higher dearness allowances, or if the gap between demand and supply is met by imports, there would be a worsening of the balance of trade.

We need a strategy for full employment which must grade against these two dangers. At the same time, we cannot count on the possibilities of additional resource mobilisation. As it is, we are facing a resource crunch because of the compelling new claims from the non-Plan sector. The pattern of resource allocation, and not a step up in outlays, will be the principal factor in making the development process more labour intensive.

#### Public sector

Much will have to be done to step up public sector outlays in health and education, forestry and wasteland reclamation and in improving the quality of life in the rural hinterland by developing the infrastructure. All these will entail greater involvement of manpower. On the other hand, there are many fields which are highly capital intensive, in which, too, increased public sector outlays would be inescapable. So, a substantial part of the investment in the production of wage goods will have to be done by the private sector. The point is often made that the private sector is only catering to the consumption needs of the upper income groups. What can be done to make private investment flow in the production of goods and services which the lower income groups need?

We cannot rely on industrial licensing for the purpose. Anyhow, the small-scale sector, which will have to contribute much in this, is outside the pale of licensing. The real instrument for making consumer investment flow towards the needs of the poor is to give them the purchasing power, so that their needs become an effective demand in the market. In his classic work, "Problems

of Capital Formation in Under developed Countries" Ragnar Nurske had pointed out that in the poorer countries, with low levels of income, not only there an inadequate supply of capital but there was also a lack of demand for capital because the potential consumers lacked the purchasing power to buy the products which would come out of the investment.

#### Internal demand

The keyrole of demand in influencing investment is borne out by our own experience. During the days of British rule, the people of India were too poor to sustain viable industries with domestic demand. It was the external demand for products which India was in the best position to supply, such as indigo, jute, tea and manganese ore, which attracted investment and British capital. The main consumer items for which there was ample internal demand were clothing and sugar. So, Indian industrialists set up the cotton textile and sugar industries. A far-sighted industrialist like Jamshedji Tata could also think of setting up the steel industry because he could foresee a rising demand for steel in the country.

When, after Independence, the planning exercise generated new demands both for capital goods and consumer goods, a more diversified pattern of investment in industry emerged. In recent years, with the substantial increase in the size of middle income groups, in which I would include large sections of industrial labour, there has been a significant spurt in investment interest in a whole range of new products for their consumption. Unfortunately, these are beyond the reach of the lower income groups.

To stimulate the production of the kind of things which they need, we must first give them the income with which they can afford to buy them. More jobs must be created in the rural hinterland. Agricultural labour must get better wages through constructive trade unionism. To try to restrain the production of things like consumer electronics would be a mistake. They do create a lot of employment not only when they are manufactured but also in their servicing and repairs which our manufacturers usually leave the maximum scope. What is more, industrial labour is among their consumers and, therefore, so far as I am concerned, they come within the purview of wage goods. If special steps are taken to provide jobs to the poor, their demand will provide a powerful stimulus to the production of the relatively simple things which they need, which in turn will create more employment.

(*Indian Worker* dated 23rd March 1987)

## STRATEGY FOR FULL EMPLOYMENT-II

BY L. K. JHA

THE lead role for creating more jobs in the rural areas, which will also reverse the trend towards over congestion in the larger cities will have to be played by the public sector. While there is no dearth of political will and support for this, the inhibiting factor is the paucity of resources as reflected in the size of the budgetary deficit. As the view which I take of the situation is different from that of many economists, I must fortify myself by a reference to the ideas which Keynes had propounded more than half-a-century ago in the days of the great depression, when the problem of un-employment was getting graver every day. The classical economists maintained that if wages fell enough, it would become economic for industries to take on more workers. Keynes argued the reverse, pointing out that industries were facing inadequacy of demand relative to their productive capacity. As their machines were working below capacity, they started retrenching. As workers lost their wages their purchasing power declined and the level of demand fell further. More machines were rendered idle, more men were thrown out of work. It was this vicious circle which had to be broken.

So Keynes advocated that the state should have recourse to deficit financing to augment demand and embark on public work programmes to create more jobs. The newly-employed will create new demand for industrial goods. Idle machines will become productive, more workers will get employed, who will create more demand. Thus, the vicious circle will be broken and a new upward spiral will be set in motion. The creation of more jobs will create more jobs. Eventually, full employment will be achieved.

In my view the time is opportune for a similar approach being adopted in India today. In the past when, there were abounding shortages all-round such an approach would have been unthinkable. Raising the level of demand, by creating more jobs, whether through deficit-financing or otherwise, would have meant an increase in prices or an increase in imports.

Conditions today are different. The tide really turned after the green revolution. When, in the second half of the 70s, we began to have a surplus of foodgrains, I had publicly put forward a plea for launching a 'food for work programme'. More jobs could be created, I had argued, by constructing roads and other public works, the workers being paid not in cash, which would have meant enlarging the budgetary deficit and also creating demand for other products then in short supply, but only with foodgrains.

Though fortunately the food for work programme did get launched, there were some weaknesses in its implementation. Often, roads were constructed which got washed away in the next monsoon: Since, apart from wages, some other outlays also had to be made on the project taken up, the tightness of budgetary resources continued to be a constraint. Also, to receive only food-grains as wages did not appeal to most of the workers, except those who were very poor and hungry. Still, the programme has survived and continues.

Today, a bolder, bigger initiative is necessary and possible. In the economy, there is growing evidence of a slack in demand for a wide range of products. Not only is there a mounting surplus of foodgrains, the textile industry is working below capacity. Cement which used to be chronically short is in abundance, its open market price has been falling. Something similar is true of a wide range of industrial products. In fact, but for the restraints on retrenchment, which have been imposed by the authorities, many industries would be laying off labour. Quite a number of sick industrial units have had to be taken over by the State merely to prevent the worker losing their jobs

The economy today is not facing an excess of demand overall. While the price index has undoubtedly been showing disturbing upward trend, if we analyse its main component, we find that in most instances, the rise in price has been due to policy measures and not account of an upsurge in demand. The price of the whole petroleum family were hiked up last year, with a view to mobilise resources and curb their consumption. Vegetable oil price rose in 1986, pushing up the consumer price index, because of a deliberate decision to encourage the production of oil seeds by giving a better return to the grower.

Recently an attempt has been made to raise the prices of pulse on a similar consideration. Not so long ago an agitation had been mounted because the price of cotton was considered to be too low, and measures of price support were introduced. Many other administered prices were deliberately raised on somewhat similar consideration. Increase in direct taxation also raises costs and prices. It is only those who have been brainwashed by monetarists who agree that the uptrend in prices is due to an excess of demand generated by budgetary deficits. I feel strongly that policies to generate productive, gainful employment should not be deferred merely because the size of the budgetary deficit seems to be so uncomfortably large and the fear that policies designed to generate more employment would aggravate the inflationary trends which are no doubt there.

Actually, in many instances, the additional demand will make better, fuller use of resources which are idle. The so-called surplus of foodgrains, for which we are building storage space, can be more economically accommodated in the empty stomachs which are there. The fuller utilisation of capacity, not only in textiles but many other industries as well, will stimulate growth without

Of course, there are areas where demand is well in excess of supply. One of them is to be found in housing which ranks next only to food and shelter as a basic necessity of life. What can relieve this shortage is changes in certain regulations and policies. The Rent Control Act protects the haves—those who have got rented accommodation and penalises the have nots—those who are in need of rent accommodation. The Urban Land Ceiling Act, instead of making more sites available for urban housing, has been administered in a way to create conditions of scarcity and rising prices to an unimaginable extent. Appropriate policy changes, without any strain on the budget, cannot only relieve the shortage but also generate a lot of employment among those who are engaged in construction work as well as those who supply its basic inputs, cement and steel, glass pane and windowframes, electrical and sanitary fittings as well as furniture and furnishings.

Another area of felt-shortage is the inadequacy and high cost of bus transport in the major cities. Both industrial and office workers have to make extensive use of it. The state transport undertakings are unable to provide enough buses because they lack the resources and make losses. Their costs are high partly because of inefficient working and partly because of the very high levies to which the road transport industry is subjected by the Centre, the States and the municipal authorities themselves. Road transport also has a high employment potential, both direct and indirect. If appropriate policy adjustments are made, there would be no difficulty in attracting additional resources to expand the services, to give more satisfaction to their users and generate a vast number of new jobs.

The contribution of road transport to the development of the backward areas would also be immense. The main reason for their backwardness is isolation. The people who live there get a very small price for what they produce, because transportation to the consuming centres is difficult and costly. They also have to pay too high a price for such products as come to them from the cities, again because transport is costly and scarce. In despair, they migrate to the cities. A major attempt to open them up by constructing roads which are durable but not necessarily black-topped can create a lot of employment and make a radical difference to their standard of living.

Perhaps, the biggest potential for creating more employment of a nature which would contribute to growth as well is to be found in the rural areas. The reclamation of wasteland, better utilisation of the water of the major irrigation works which have been completed, development of minor irrigation works, making double-cropping a countrywide phenomenon, improving the availability of drinking water, development of dairy farming, fisheries and poultry farming, social forestry, repairs to existing public works like roads, school buildings and dispensaries, expansion of veterinary services—all these and many other measures which generate employment and improve the living conditions of the poor, must be pursued and expanded. They will contribute to long-term growth. The outlays they need are not large. They could use in the prevailing conditions in the economy, be stepped up rather than get curtailed on account of fears of deficit financing.

So, let me conclude my tribute to a great leader of the working classes by saying that instead of looking upon employment as a by-product of growth, we should look upon it as the principal agent and the prime mover of growth. The worker is not only the principal creator of wealth but also its ultimate beneficiary. The pursuit of full employment must occupy a central place in our quest for growth with social justice. To quote again from Indira Gandhi's budget speech, "the provision of adequate employment opportunities is not just a welfare measure. It is a necessary part of the strategy of development in a poor country which can ill afford to keep any resources unutilised or under-utilised"

*(Indian Worker, dated 30th March 1987)*

## ILO—ITS EMERGENCE AS A DYNAMIC FORCE IN SOCIAL AND ECONOMIC DIRECTIONS—I

RABINDRANATH MUKHERJEE

1919 will go down in letters of gold in the annals of the world labour movement with the birth of—alongwith the League of Nations—a dynamic and a permanent international labour body known as the International Labour Organisation. It took birth after a century of labour unrest, onerous and scandalous working conditions due to lack of protection from exploitation and moral degradation of labour. Exactly three score and seven years have rolled by since it was created at its first conference held in Washington (USA) on October 29, that year. The first session of the International Labour Conference was historic and unique in many ways and also that for the first time Governments, employers and workers took part in any international conference on an equal footing and this paved the way for the establishment of a tripartite world body for ensuring to the working people human rights and dignity with decent living standards, conditions of work and pay and adequate employment opportunities.

Since its inception the ILO has been striving—as an august autonomous institution and one of the oldest and the largest international institutions the world over—for the last 67 years for the promotion of “social justice and social progress” through its standard setting activities for working people everywhere. It has been working hard to eradicate poverty and unemployment from the face of the world to satisfy the basic needs of the very poor, and to create a new world of work to generate action that will promote social justice and reform. It has been devising measures which will improve the conditions of work and the general welfare of millions of working people all over the world. The ILO in fact, is much older than the United Nations Organisation itself and the only inter-governmental organisation in which the workers are represented on an equal footing to have an equal voice with that of Governments and employers in making the decisions and shaping and formulating the policies of the ILO.

The Standing Committee of the Allied Powers—created under the Versailles Peace Treaty—set up a Labour Commission under the chairmanship of Samuel Gompers, the then President of the American Federation of Labour, which also included other outstanding trade union leaders to draft a constitution for the proposed International Labour Organisation and also to formulate its objectives. The real objectives of the ILO Constitution are thus stated in the following few lines :

“A universal and lasting peace can be established only if it is based upon social justice.

“Conditions of labour exist involving such injustice, hardship and privation to large numbers of people as to produce unrest so great that the peace and harmony of the world are imperilled . . . . an improvement of those conditions is urgently required : as, for example, by the regulation of the hours of work

including the establishment of a maximum working day and week, the regulation of the labour supply, the prevention of unemployment ; the provision of an adequate living wage, the protection of the worker against sickness, disease and injury arising out of his employment, the protection of children, young persons and women, provision for old age and injury, protection of workers when employed in countries other than their own, recognition of the principle of equal remuneration for work of equal value, recognition of the principle of freedom of association, the organisation of vocational and technical education . . . . .”

The Constitution of the ILO, which emerged from their deliberations, for the first time gave official recognition to the term ‘social justice’, which has also come to acquire a place of pride in the Indian Constitution. Inclusion of this concept in the objectives of the ILO was made at the insistence of Gompers. It was he who, in fact, had invited the First Session of the International Labour Conference to meet in Washington DC on October 29, 1919. It was well attended by delegates from 39 countries all over the world. India, Iran, Thailand, Japan and China were the only five countries out of 39 from Asia to attend the Conference.

The first Indian delegation to the Conference was led by an ICS, Sir Atul Chatterjee, the then first Indian Chief Secretary to the Government of United Provinces (now Uttar Pradesh). The first Indian Workers’ delegate was Dewan Chaman Lal. For the purpose of selection of a worker delegate nearly 200 unions, gathered together and created the first national trade union organisation—All India Trade Union Congress (AITUC).

### Growth of ILO

The growth of the ILO in size—from 45 countries in 1919 to 151 countries till today (within a span of 67 years)—has been enormous and remarkable to achieve the maximum possible benefit and protection to the working class. It is an irrefutable fact that inspite of this stupendous progress it has made it is still striving to exceed its achievements. During its infant stage the ILO was associated with the then League of Nations and later, with the establishment of the United Nations in 1945, ILO became the first specialised agency of the UN as a result of an accord reached with the UN Economic and Social Council on May 30, 1946. It was later ratified by the General Conference of the ILO on October 2, 1946. The UN General Assembly also ratified it in the same year. Thus, October 2, 1946 marks yet another important event in its history.

India’s association with the ILO has been long and very close since its inception and is playing one of the leading roles in guiding and moulding in almost all its deliberations. She is among the original members of the organisation. India has been sending delegations to the various ILO conferences and meetings regularly and the INTUC has been privileged to represent the Indian working class in the august body.

The first ILO Conference in 1919 had set up the first Governing Body, consisting of 12 representatives of States, 6 representatives of Employers and 6 representatives of Workers. The Governing Body elected Arthur Fontaine

the first Chairman of the Governing Body and appointed Albert Thomas as the first Director General of the International Labour Office headquartered at Geneva (Switzerland). Today the Governing Body is composed of 56 persons out of which 14 are representing the workers

The INTUC, as the most representative workers national trade union organisation in India, has been very closely and actively associated with the ILO since its inception and has continued by actively participating in various ILO programmes. Since 1948, INTUC had the distinction of being the titular member of the Workers' Group of the ILO Governing Body. The first representative of INTUC to represent was no less a person of a stalwart like Late Harihar Nath Shastri—the founder member of INTUC and also the founder of The Indian Worker. The other INTUC leaders who represented as members of the ILO Governing Body were late K. P. Tripathi, Late G. D. Ambedkar and Late Abid Ali. The former INTUC General Secretary, Shri Kanti Mehta, has been the titular member of the Governing Body of the ILO since 1972 and has the distinction of having got re-elected for four consecutive terms till June, 1984.

#### Philadelphia Declaration

The 26th Session of the International Labour Conference—met in Philadelphia (USA) in April-May, 1944, towards the end of World War II—marks yet another milestone by entering upon a new phase of history. It is considered unique and historic since it reaffirmed and adopted the fundamental principles on which the organisation is built upon and also for its devotion to peace. It further declared that lasting peace can be established only if it is based on social justice. For this reason the ILO was awarded the Nobel Peace Prize in 1969 during its Golden Jubilee anniversary year in recognition of its success and achievements in many parts of the world and also for removing flagrant injustices in many countries. Thus the Declaration of Philadelphia, which redefined the aims and purposes of the Organisation, remains a guiding consideration in all ILO work.

The fundamental principles re-affirmed are as follows :—

- (a) that labour was not merely a commodity ;
- (b) that poverty anywhere constitutes a danger to prosperity everywhere ;
- (c) that the war against want requires to be carried on with unrelenting vigorous within each nation, and by continuous and concerted international effort in which the representatives of workers and employers, enjoying equal status with those of governments, join with them in free discussion and democratic decision with a view to the promotion of common welfare ; and
- (d) that freedom of expression and of association are essential to sustained progress.

The Declaration of Philadelphia further states that : “ all human beings, irrespective of race, creed or sex, have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity

of economic security and equal opportunity”, and, that “ the attainment of the conditions in which this shall be possible must constitute the central aim of national and international policy.

Philadelphia Declaration also affirms that it is the solemn obligation of the International Labour Organisation to further among the nations programmes designated to achieve a series of social objectives which includes the following :—

- (1) full employment and a living wage ;
- (2) extension of social security ;
- (3) recognition of the right of collective bargaining ;
- (4) raising of standards of living ;
- (5) adequate food and housing ;
- (6) equality of opportunity ; and
- (7) adequate health and safety measures.

These were the basic tenets underlining the ILO's main action.

Further, the Preamble to the Constitution of the ILO states that universal peace can be established if it is based upon social justice ; that unjust conditions of labour imperil the peace and harmony of the world and that an improvement in such conditions is required to be brought about by : (1) the regulation of labour policy ; (2) the regulation of hours of work ; (3) the prevention of unemployment ; (4) the provision of an adequate living wage ; (5) the protection of the workers against sickness, disease and injury arising out of his employment ; (6) the protection of children, young persons and women ; (7) the provision for old age and injury ; (8) the recognition of the principle of equal remuneration for work of equal value ; (9) the recognition of the principle of freedom of association ; and (10) the organisation of vocational and technical education, etc.

The Declaration of Philadelphia which is annexed to the ILO Constitution further states that “ Poverty anywhere constitutes a danger to prosperity everywhere. . . .

“ All human beings, irrespective of race, creed or sex, have the right to pursue both their material well being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity. . . .

“ The attainment of the conditions in which this shall be possible must constitute the central aim of national and international policy. . . . ”

Thus ILO has been subscribing to the fundamental principles written in its constitution in promoting social progress with which there can be no harmonious economic and social development in the world. Since the beginning of eighties there has been continuing all-round economic recession in the industrialised nations of the world. There has also been dwindling in the flow of economic aid and technical assistance from the developed countries to the developing countries. It is therefore imperative that the ILO—as an international organisation—has a very strong and sustaining well-knit link between the rich and the poor nations to bridge the ever increasing gap. It is totally committed to the ideals of global development and human harmony in tackling and arresting

effectively the acute problems of poverty, unemployment and all-round economic recession. The ILO has also met with failures, but it has also achieved solid results through its constantly expanding programmes of assistance to its member-States to help fulfil the hopes and aspirations of the millions.

#### Notable Achievements

The ILO, after recovering from the great damage and turmoil from the last War, had attained significant and notable achievement of universal application in the field of development of international labour standards to protect workers against various types of odd working conditions prevailing throughout the world and also to secure basic human rights, such as freedom of association, freedom from forced labour, freedom from discrimination and promotion of many social and economic policies for advancement and achievement in labour management relations. It has really been a dynamic in its efforts and has brought an awakening in the society among all sections of people through its tripartite nature. A great part of the organisation's efforts is now directed towards fighting poverty—particularly in Asia, Africa and Latin America. It has set several employment standards and formulated action for the total elimination of discrimination and the promotion of equality of opportunity in employment. Thus ILO became the first specialised agency associated with the United Nations in 1945—soon after the War had ended. In course of time a number of United Nations agencies have agreed to support of the ILO objectives which link growth to the basic needs of the poor.

*(The Indian Worker, dated 13th April 1987)*

## ILO—ITS EMERGENCE AS A DYNAMIC FORCE IN SOCIAL AND ECONOMIC DIRECTIONS—II

By

RABINDRANATH MUKHERJEE

In the earlier part of this article, that appeared in the last issue of *The Indian Worker*, the author had traced the origin of the ILO and its growth. He had also made particular reference to the Philadelphia Declaration, which emphasised that labour was not merely a commodity, that "poverty anywhere constitutes a danger to prosperity everywhere", and that war against want required to be carried on with unrelenting vigour. The Declaration also affirmed the solemn obligation of the international tripartite UN agency to further among nations programmes designated to achieve a series of social objects, such as full employment and a living wage, social security, recognition of the right of collective bargaining, raising of standards of living, food and housing, equality of opportunity and health and safety.

In this concluding part of the article the structure and the activities of the ILO is discussed.

#### Structure and Functions of ILO

The principal organs of the ILO through which it works or functions are : the 'International Labour Conference the Governing Body' and the International Labour Office' which is headed by a Director-General. The factor which makes the ILO unique among all the other international bodies is its tripartite structure. There are three main groups which decides its policies and working out its programme. One of these group—the Government group, is composed of 151 member-States which actually cooperate in its work and finance the running of its show. Another important group is the Workers Group for whose benefit it was actually established. The third group is the Employers' Group, without whose true cooperation its aims could not be achieved. To accomplish its tasks, the ILO cooperates closely with other organisations of the international community. The main purpose of the ILO is to provide machinery for improving working conditions, raising living standards and promoting social and economic stability, by means of a concerted international action. It has also developed extensive programmes of workers' education to help trade unions especially in the developing countries. To maintain permanent contact with the different areas of the world and with its economic and social developments, it organises numerous conferences and specialised meetings.

#### International Labour Conference

Normally during the month of June every year the ILO has been bringing workers, employers and Government representatives together to meet for three weeks at the annual International Labour Conference—an international forum for social and labour problems—to devise measures which will improve the conditions of work and the general welfare of working people all over



## ILO BASIC HUMAN RIGHTS CONVENTIONS ASIAN RATIFICATIONS CHART (1982)

Name of Countries	Member of ILO since	Freedom of Associations Conventions					Forced Labour Conventions			Equality of Opportunity Conventions					Total	
		11	87	98	135	141	84	110	29	105	100	111	156	82		117
Malaysia	..	R														1
—Sabah	..	R														..
—Sarawak	..															1
Nepal	1966									R	R					2
New Zealand	1919													R		5
Pakistan	1947									R						5
Papua New Guinea	1976									R						4
Philippines	1948									R	R					7
Singapore	1965									R	D					3
Sri Lanka	1948									R						4
Syrian Arab Rep.	1947									R	R					9
Thailand	1919									R	R					2
Turkey	1932									R	R					5
United Arab Emirates	1972															..
Vietnam <sup>2</sup>	1950-1976															..
Yemen	1965															4
Total	..	16	11	20	5	5	1	1	1	26	20	15	19	..	1	6 147

(1) R= Ratification

(2) DDe=Dunciation

1. Conventions have been ratified before November 16, 1971 when ILO Governing Body decided to recognise the Government of the Peoples' Republic of China.

2. Convention No. 27 was ratified in 1953. The remaining were registered after 1954 in respect of the territory of the former Republic of South Viet-Nam.

## ILO BASIC HUMAN RIGHTS CONVENTIONS

## A. Freedom of Association

- 11 Right of Association (Agriculture)—1621
- 87 Freedom of Association and Protection of the Right to Organise—1948
- 98 Right to Organise and Collective Bargaining—1949
- 135 Worker's Representatives—1971.
- 141 Tripartite Consultation (International Labour Standards)—1978.
- 151 Labour Relations (Public Service)—1978
- 84 Right of Association (Non-Metropolitan Territories)—1947.
- 110 Plantations—1958.

## B. Forced Labour

- 2 Forced Labour—1930.
- 105 Abolition of Forced Labour—1957.

## C. Equality of Opportunity

- 100 Equal Remuneration—1951.
- 111 Discrimination (Employment and Occupation)—1958
- 156 Workers and Family Responsibilities—1981.
- 82 Social Policy (Non-Metropolitan Territories)—1947.
- 117 Social Policy (Basic Aims and Standards)—1962.

Employers groups respectively. The later two groups are elected from the larger bodies of Workers and Employers groups at the International Labour Conference. Out of 28 Government seats allotted, 10 of the member-States of the chief industrial importance of major industrial countries have permanent seats in the Governing Body. India is one of the 10 countries considered as members of chief industrial importance. The 18 other member-countries are elected by secret ballot by Government delegates at the annual Conference. The 1986 annual Conference, however, adopted an amendment to the Constitution—meet ratified by governments—which will substantially increase the size of the Governing Body, and remove the permanent seats. The Governing Body has sole authority to appoint the Director General of the ILO. It also supervises the ILO Office, proposes the ILO Budget to the Conference and performs other functions delegated to it by the ILO Constitution.

## International Labour Office

The third organ is the International Labour Office based at Geneva (Switzerland) and is the permanent secretariat of the International Labour Organisation for all sorts of operational works, research centre, publishing house and an administrative centre in other words, an administrative centre headed by a Director

General to supervise and administer all its works. The office prepares all sorts of documents and reports which are the essential background material for the annual and various other conferences and specialised meetings of the Organisation. Besides this, it also recruits and guides the ILO's technical co-operation experts; issues a broad range of specialised publications and periodicals; and works closely with labour and social affairs ministries; employers' organisations and union bodies throughout the world.

About 2,000 ILO staff members of some 100 nationalities are stationed at its headquarters in Geneva and around the world. Operations are decentralised into regional, area and branch offices in more than 40 countries. Some 700 ILO experts, recruited from many lands, are at work on about 500 technical cooperation programmes in more than 100 countries to help promote national economic and social development in ILO member-countries. At Geneva headquarters there are various branches and departments divided to look after multi-farious ILO works. The most important branches among others are considered to be: Workers' Education and Workers' Relations. The later branch is one of the oldest and the smallest of all the ILO branches.

#### International Institutes

The ILO has two autonomous international institutes—the International Institute for Labour Studies in Geneva and the International Centre for Advanced Technical and Vocational Training in Turin—to impart advance research, technical and vocational education and training to the workers.

The ILO'S International Institute for Labour Studies (IILS), established by the ILO in 1960 in Geneva, specialises in advanced education and research concerning social and labour policy. It brings together for group study experienced persons from all parts of the world—Government administrators, trade union officials, industrial experts and management; university and other specialists. The IILS has two broad aims: (a) the development of leadership responsibility in the labour and social policy sphere; and (b) international comparative research into the dynamic forces shaping the future in this sphere.

The ILO's International Centre for Advanced Technical and Vocational Training in Turin (Italy) provides residential programmes designed for directors in charge of technical and vocational activities, senior and middlelevel managers in private and public enterprises, trade union leaders, vocational training instructors and technicians. These programmes are geared to the needs of developing countries. This institute was established in 1965 with multinational staff of instructors to train people.

#### Conclusion

Thus the broader fields of ILO activities are summed up as follows:—

- (a) improvement of living and working conditions, a practical method to humanise work and raise living standards;
- (b) promotion of employment, the condition for collective prosperity and individual well-being;

(c) the development of human resources, since training and use of these resources are the key to economic expansion and social progress; and

(d) development of social institutions, that is the establishment and strengthening of the administrative bodies, professional organisations, and the channels of participation and communication which are the framework of modern society.

The tripartite structure of the ILO results from the realisation that the work of the Organisation can only be effective with the full participation and cooperation of workers and employers. Thus ILO exists to help the nations put into practice the fundamental principles of social justice, freedom, economic security and equal opportunity for all. Its action is directly related to the daily realities of the working world. The only mission in the life of the Organisation, so to say, is to contribute to balanced economic and social progress in each and every nation, and to the well-being and fulfilment of the individual. The present tilt of the ILO has been witnessed increasingly devoting its attention to the ever-increasing problems of industrialising countries towards development issues and abject poverty by giving increasing emphasis on more technical assistance and workers education in the Third World countries.

Before concluding it would be worth recalling a principle from paragraph 58 thus: "In periods of acute political tension the ILO has a two-fold responsibility—to uphold the values of human freedom and dignity enshrined in its Constitution, and to circumscribe rather than extend the area of international tension by ensuring the fullest possible degree of continued cooperation in pursuit of the objectives of the ILO....."

*(Indian Worker, dated 20th April 1987)*

## Labour Legislation

No. 6931/B—The following Ordinance promulgated by the President is republished for general information :—

### MINISTRY OF LAW AND JUSTICE

(LEGISLATIVE DEPARTMENT)

New Delhi, the 7th October, 1986 Asvina 15, 1908 (Saka)

### THE COAL MINES NATIONALISATION LAWS (AMENDMENT) ORDINANCE, 1986

No. 7 of 1986

Promulgated by the President in the Thirty-seventh Year of the Republic of India.

*An Ordinance further to amend the Coking Coal Mines (Nationalisation) Act, 1972 and the Coal Mines (Nationalisation) Act, 1973.*

WHEREAS Parliament is not in session and the President is satisfied that circumstances exist which render it necessary for him to take immediate action;

NOW, THEREFORE, in exercise of the powers conferred by clause (1) of article 123 of the Constitution, the President is pleased to promulgate the following Ordinance:—

1. *Short title and commencement.*—(1) This Ordinance may be called the Coal Mines Nationalisation Laws (Amendment) Ordinance, 1986.

(2) Save as otherwise expressly provided, the amendments to the Coking Coal Mines (Nationalisation) Act, 1972 (36 of 1972), shall be deemed to have come into force on the 1st day of May, 1972, and the amendments to the Coal Mines (Nationalisation) Act, 1973 (26 of 1973), shall be deemed to have come into force on the 1st day of May, 1973, and the remaining provisions of this Ordinance shall come into force at once.

2. *Amendment of section 4.*—(1) In section 4 of the Coking Coal Mines (Nationalisation) Act, 1972 (hereinafter referred to as the Coking Coal Act) (36 of 1972), sub-section (2) shall be omitted and shall be deemed to have been omitted with effect from the 29th day of April, 1976.

(2) The omission of sub-section (2) of section 4 of the Coking Coal Act by sub-section (1) of this section shall not affect the previous operation of the provisions of the said sub-section (2) or anything duly done or suffered thereunder.

3. *Amendment of section 6.*—In section 6 of the Coking Coal Act,—

(a) in sub-section (1),—

(i) for the words “ as if a mining lease ”, the words “ as if a fresh mining lease ” shall be substituted;

(ii) for the words “ being the entire period ”, the words “ shall be the maximum period ” shall be substituted;

(b) in sub-section (2), the words “ on the same terms and conditions on which the lease was held on the appointed day ”, shall be omitted.

4. *Amendment of section 10.*—Section 10 of the Coking Coal Act shall be renumbered as sub-section (1) thereof, and after sub-section (1) as so renumbered, the following sub-section shall be inserted, namely:—

(2) For the removal of doubts, it is hereby declared that the amount specified in the fifth column of the First Schedule against any coking coal mine or group of coking coal mines specified in the second column of the said Schedule and required to be given by the Central Government to its owner under sub-section (1) shall be deemed to include, and deemed always to have included, the amounts required to be paid to such owner in respect of the stock of coal or other assets referred to in clause (j) of section 3 on the date immediately before the appointed day and no further amount shall be payable to the owner in respect of such coal or other assets.

5. *Substitution of new section for section 17.*—For section 17 of the Coking Coal Act, the following section shall be substituted, namely:—

17. *Liability of officer or other employee of a coking coal mine or coke oven plant for transfer to any other coking coal mine or coke oven plant.*—Notwithstanding anything contained in the Industrial Dispute Act, 1947 (14 of 1947), or in any other law for the time being in force the services of any other officer or other employee employed in a coking coal mine or coke oven plant shall be liable to be transferred to any other coking coal mine or coke oven plant and such transfer shall not entitle such officer or other employee to any compensation under this Act or any other law for the time being in force and no such claim shall be entertained by any court, tribunal or other authority.

6. *Amendment of section 21.*—In section 21 of the Coking Coal Act, in sub-section (2), the words, figures and letters “ and simple interest at the rate of four per cent per annum on such amount shall also be payable by the Central Government to the said owner for the period commencing on the 1st day of May, 1972 and ending on the date of payment of such amount to the Commissioner ” shall be inserted at the end.

7. *Amendment of section 22.*—In section 22 of the Coking Coal Act,—

(a) for sub-section (4), the following sub-section shall be substituted namely:—

“(4) The liabilities of the coking coal mine or the coke oven plant (not being liabilities arising out of advances made by the Central Government or Government company), which could not be discharged by the appointed day, may be discharged by the Central Government or the Government company up to the specified date out of the

realisations effected before or after the appointed day or out of advances or borrowings made after the specified date and every payment so made shall be included in the statement of accounts as on the date immediately before the appointed day indicating therein the period in relation to which the payments were made and the payments so made shall not be called in question in any court :—

Provided that the liabilities in relation to the period prior to the appointed day which have not been discharged on or before the specified date, shall be the liabilities of the owner of the coking coal mine or the coke oven plant, as the case may be.”;

(b) after sub-section (7), the following sub-section and *Explanation* shall be inserted, namely —

“(8) The statement of accounts audited under sub-section (6) shall, unless the contrary is proved, be conclusive proof in respect of every matter entered therein.

*Explanation*—For the purposes of this section, “statement of accounts” means a statement in the form of receipts and payments, and does not include any statement that may be prepared as a result of the closing and balancing of the books for the preparation of the profit and loss account and balance sheet or any statement prepared in accordance with normal commercial practice’.

8. *Substitution of new section for section 25.*—For section 25 of the Coking Coal Act, the following section shall be substituted, namely —

‘25. *Recovery of excess payments made by the Central Government or Custodian.*—Any amount in excess of payments over receipts in the statement of accounts prepared under section 22 shall be deemed to be an amount advanced by the Central Government or the Custodian, as the case may be for the management of a coking coal mine or coke oven plant during the period in which the management of such mine or plant remained vested in the Central Government and the Central Government may make a claim to the Commissioner for such excess payment and such claim shall have priority over the claims of all other unsecured creditors of the coking coal mine or coke oven plant.

*Explanation.*—In this section, “Custodian” means the Custodian appointed under the Coking Coal Mines (Emergency Provisions) Act, 1971 (64 of 1971).’

9. *Amendment of section 26.*—In section 26 of the Coking Coal Act, after sub-section (2) and before the *Explanation*, the following sub-section shall be inserted, namely —

“(3) Where the amount specified in the fifth column of the first Schedule is relatable to a group of coking coal mines, the Commissioner shall apportion such amount among the owners of such group, and in making such apportionment, the Commissioner shall have regard to the highest annual production in the coking coal mine during the three years immediately preceding the appointed day.

10. *Amendment of section 3.*—(1) In section 3 of the Coal Mines (Nationalisation) Act, 1973 (26 of 1973) (hereinafter referred to as the Coal Mines Act),—

(a) sub-section (2) shall be omitted and shall be deemed to have been omitted with effect from the 29th day of April 1976;

(b) in sub-section (4), the words, brackets and figures, “notwithstanding anything contained in sub-section (2), or in the proviso to sub-section (2) of section 3 of the Coal Mines (Taking Over of Management) Act, 1973,” shall be omitted;

(c) after sub-section (4), the following sub-section shall be inserted namely —

“(5) If, after the appointed day, the Central Government is satisfied, whether from any information received by it or otherwise, that there has been any error, omission or misdescription in relation to the particulars of coal mine included in the Schedule or the name and address of the owner of any such coal mine it may, by notification, correct such error, omission or misdescription and on the issue of such notification, the relevant entries in the Schedule shall be, and shall be deemed to have always been, corrected accordingly :

Provided that no such correction in relation to the ownership of a coal mine shall be made where such ownership is in dispute.”.

(2) The omission of sub-section (2) of section 3 of the Coal Mines Act by clause (a) of sub-section (1) of this section shall not affect the previous operation of the provisions of the said sub-section (2) or anything duly done or suffered thereunder.

11. *Amendment of section 4.*—In section 4 of the Coal Mines Act,—

(a) in sub-section (1),—

(i) for the words “as if a mining lease”, the words “as if a fresh mining lease” shall be substituted;

(ii) for the words “the entire period”, the words “the maximum period” shall be substituted;

(b) in sub-section (2), the words “on the same terms and conditions on which the lease was held, immediately before the appointed day,” shall be omitted.

12. *Amendment of section 8.*—Section 8 of the Coal Mines Act shall be renumbered as sub-section (1) thereof, and after sub-section (1) as so renumbered, the following sub-section shall be inserted, namely —

“(2) For the removal of doubts, it is hereby declared that the amount specified in the fifth column of the Schedule against any coal mine or group of coal mines specified in the second column of the Schedule and required to be given by the Central Government to its owner under sub-section (1) shall be deemed to include, and deemed always to have included, any amount required to be paid to such owner in respect of the

stock of coal or other assets referred to in clause (h) of section 2 on the date immediately before the appointed day and no further amount shall be payable to the owner in respect of such coal or other assets.

13. *Substitution of new section for section 14.*—For section 14 of the Coal Mines Act, the following section shall be substituted, namely :—

“14. *Liability of officer or other employee of a coal mine for transfer to any other coal mine.*—Notwithstanding anything contained in the Industrial Disputes Act, 1947 (14 of 1947), or in any other law for the time being in force, the services of any officer or other employee employed in the coal mine shall be liable to be transferred to any other coal mine and such transfer shall not entitle such officer or other employee to any compensation under this Act or any other law for the time being in force and no such claim shall be entertained by any court, tribunal or other authority”.

14. *Amendment of section 18.*—In section 18 of the Coal Mines Act, in sub-section (2), the words figures and letters “ and simple interest at the rate of four per cent. per annum on such amount shall also be payable by the Central Government to the said owner for the period commencing on the 1st day of May, 1973 and ending on the date of payment of such amount to the Commissioner ” shall be inserted at the end.

15. *Amendment of section 19.*—In section 19 of the Coal Mines Act,—

(a) for sub-section (4), the following sub-section shall be substituted, namely :—

“(4) The liabilities of the coal mine (not being liabilities arising out of advances made by the Central Government or the Government company), which could not be discharged by the appointed day, may be discharged by the Central Government or the Government company up to the specified date out of the realisations affected before or after the appointed day or out of advances or borrowings made after the specified date and every payment so made shall be included in the statement of accounts as on the date immediately before the appointed day indicating therein the period in relation to which the payments were made and the payments so made shall not be called in question in any court :

Provided that the liabilities in relation to the period prior to the appointed day, which have not been discharged on or before the specified date, shall be the liabilities of the owner of the coal mine.” ;

(b) after sub-section (7), the following sub-section and *Explanation* shall be inserted, namely :—

“(8) The statement of accounts audited under sub-section (6) shall be conclusive proof in respect of every matter entered therein unless the contrary is proved.

*Explanation.*—For the purposes of this section, “ statement of accounts ” means a statement in the form of receipts and payments, and does not include any statement that may be prepared as a result of the

closing and balancing of the books for the preparation of the profit and loss account and balance sheet or any statement prepared in accordance with normal commercial practice.’.

16. *Substitution of new section for section 25.*—For section 25 of the Coal Mines Act, the following section shall be substituted, namely :—

‘25. *Recovery of excess payments made by the Central Government or Custodian.*—Any amount in excess of payments over receipts in the statement of accounts prepared under section 19 shall be deemed to be an amount advanced by the Central Government or the Custodian, as the case may be, for the management of a coal mine during the period in which the management of such coal mine remained vested in the Central Government and the Central Government may make a claim to the Commissioner for such excess payment and such claim shall have priority over the claims of all other unsecured creditors of the coal mine, including those referred to in sub-section (2) of section 22.

*Explanation.*—In this section, “ Custodian ” means the Custodian appointed under the Coal Mines (Taking Over of Management) Act, 1973 (15, of 1973) ’.

17. *Amendment of section 26.*—In section 26 of the Coal Mines Act, after sub-section (5) and before the *Explanation*, the following sub-section shall be inserted namely :—

“(6) Where the amount specified in the fifth column of the Schedule is relatable to a group of coal mines, the Commissioner shall have power to apportion such amount among the owners of such group and in making such apportionment, the Commissioner shall have regard to the highest annual production in the coal mine during the three years immediately preceding the appointed day.”.

18. *Validation.*—Notwithstanding any judgment, decree, order or direction of any court,—

(a) every amount paid to the owner of every coking coal mine or group of coking mines (hereafter in this section referred to as the owner) under section 10 of the Coking Coal Act or under section 8 of the Coal Mines Act, shall be deemed to include, and deemed always to have included, the cost of stock or other assets referred to in clause (j) of section 3 of the Coking Coal Act or clause (h) of section 2 of the Coal Mines Act, on the date immediately before the appointed day as if the provisions of section 10 of the Coking Coal Act or, as the case may be, section 8 of the Coal Mines Act as amended by this Ordinance had been in force at all material times and no such payment shall be called in question in any court on the ground that it had not included the cost of such stock or other assets ;

(b) every statement of accounts or supplementary statement of account prepared by the Central Government or the Government company under section 22 of the Coking Coal Act or under section 19 of the Coal Mines Act shall be deemed to have been validly prepared as if the provisions

of section 22 of the Coking Coal Act or, as the case may be, section 19 of the Coal Mines Act, as amended by this Ordinance had been in force at all material times, and no such statement of accounts or supplementary statement of accounts shall be called in question in any court on the ground that it had not been prepared in accordance with normal commercial practice or that any item has or has not been included in the statement, and accordingly, no suit or other legal proceeding shall be maintained or continued in any court,—

(i) for the recovery of any sum on the ground that the amount paid to the owner under section 10 of the Coking Coal Act or under section 8 of the Coal Mines Act does not include the cost of stock or other assets referred to in clause (a) ; or

(ii) for the recovery of any sum as being the excess of realisations over expenditure on the ground that the statement of accounts or supplementary statement of accounts required to be prepared under section 22 of the Coking Coal Act or, as the case may be, section 19 of the Coal Mines Act had not been prepared in accordance with the normal commercial practice or that any item has or has not been included.

*Explanation.*—In this section,—

(1) “appointed day” means,—

(a) in relation to the Coking Coal Act, the 1st day of May, 1972 ; and

(b) in relation to the Coal Mines Act, the 1st day of May, 1973 ;

(2) “realisations” and “liabilities” shall have the same meanings as in section 22 of the Coking Coal-Act or section 19 of the Coal Mines Act, as the case may be.

(Vide Legislative Department, Ordinance No. 7 of 1986, published in *Maharashtra Government Gazette* Part VI, dated 5th March 1986, at pages No. 482-488).

## Gist of Important Notifications under Various Labour Laws

### I. FACTORIES ACT, 1948

#### CORRIGENDUM

In the Government Notification, Industries, Energy and Labour Department of even number, dated the 18th April 1985 published in the *Maharashtra Government Gazette*, Part I-L, at pages 168 to 183, the following corrections shall be made

Page No.	Rule No.	Corrections to be carried out
170	102(ii)(d)	The Word “on” should be substituted by the word “one”
171	Rule 102, Schedule, Category No. 1, Column No. 3.	The figure and bracket “64(3)” shall be substituted by the figure and bracket “64(2).”
172	Rule 102, Schedule, Category No. 1, Column No. 6, 15th line.	The figure and word “25 hours”, appearing in 15th line, shall be substituted by the figure and word “24 hours”.
173	Rule 102, Schedule, Category No. VI, Column No. 3, Preparatory Complementary.	After the word “preparatory” and before the word “Complementary” the word “or” shall be inserted.
174	Rule 102, Schedule, Category No. IX, Column No. 3.	The figures, brackets and letter “64(2)(b)” shall be substituted by the figures brackets and letter “64(2)(d)”.
178	Rule 102, Schedule, Category No. X, Serial No. 15, Column No. 3.	The figures, brackets and letter- “64(2)(e)” shall be substituted by the figures, brackets and letter “64(2)(d)”.
180	Rule 102, Schedule, Category No. X, Serial No. 31, Column No. 3.	(i) The words “All work” appearing in column 3 shall be deleted. (ii) The words “All work” shall be inserted in column 4.

(Vide Government Notification, Industries, Energy and Labour Department No. FAC/1680/6604/Lab-4, dated 30th September, 1986, published in *Maharashtra Government Gazette*, Part I-L, dated 5th March 1987, at page No. 1676).

### II. BOMBAY SHOPS AND ESTABLISHMENT ACT, 1948.

#### (A) CORRIGENDUM

*Reference.*—Government Notification, Industries, Energy and Labour Department No. BSE-1485/87008/1360/Lab-9, dated the 8th October 1986.

#### Corrigendum

In Government Notification, Industries, Energy and Labour Department, No. BSE-1485/87008/1360/Lab-9, dated the 8th October 1986, published in the *Maharashtra Government Gazette*, Part I-L, at page 5043, for the words and figures,—

“Establishment of the Maharashtra Housing and Area Development Authority, Griha Nirman Bhavan, Bandra (East), Bombay 400 051.”

appearing in column 2 against entry No. 353 of the Schedule II of the Bombay Shops and Establishments Act, 1948, the words,—

“Establishments of the Maharashtra Housing and Area Development Authority” shall be substituted.

(Vide Govt. Notification I.E. & L.D. No. BSE-1486/230771/2360/Lab-9, dated 17th December, 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 5th March 1987, at page 1677).

## (B) Amendment to Schedule II

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

In the said Schedule II to the said Act, after entry No. 355 the following entry shall be added namely :—

<p>“356 Computer Department of the Banque Nationale De Paris, French Bank Building, Honji Street, P. O. Box 45, Bombay-400 001.</p>	<p>Section 13, subject to the conditions that (i) No female employee allowed or required to work in the Computer Department after 8-30 p.m. (ii) No employee shall be given without his consent night duty continuously for more than fifteen days. (iii) The employee shall be entitled to overtime wages in accordance with section 63 of the Act ”</p>
---	---

(Vide Government Notification, I.E. & L.D. No. BSE/1486/CR-2069/Lab-9, dated 23rd January 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 5th March 1987, at page 1705).

## (C) Suspension under the Act

(1) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by section 6 of the said Act, suspended 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 Section	Period
Birbalnath Maharaj Pilgrimage	Sections 10(I) 11(I) (a), 14, 16, 18, 20, 21, 23 and 24.	16th February 1987 to 23rd February, 1987 (both days inclusive).

(Vide Government Notification, I.E. & L.D. No. P-7387/CR-2508/Lab-9, dated 6th February 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 12th March 1987, at pages 1746 to 1748).

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

## SCHEDULE

Festival	Provisions of section	Period
Shri Nrusinha Maharaj Janmoutsav	Sections 10(I), 11(I) (a), 14, 16, 18, 20, 21, 23 and 24.	9th February 1987 to 14th February 1987.

(Vide Government Notification, Industries, Energy and Labour Department No. P-7387/CR-2509/Lab-9, dated 4th February 1987, published in *Maharashtra Government Gazette*,

## III BOMBAY SMOKE NUISANCES ACT, 1912

## (A) Addendum—

Reference.—(1) Notification, Industries, Energy and Labour Department, No. BSN-1382/CR-335/Lab-9, dated the 4th June 1983.

(2) Corrigendum, Industries, Energy and Labour Department, No. BSN. 1385/77518/1361/Lab-9, dated the 13th August 1986.

## ADDENDUM

In Government Notification, Industries, Energy and Labour Department, No. BSN. 1382/CR-335/Lab-9, dated the 4th June 1983, published in the *Maharashtra Government Gazette*, Extraordinary, dated the 4th June 1983 at pages 162 to 164 and as corrected by Corrigendum, Industries, Energy and Labour Department, No. BSN. 1385/77518/1361/Lab-9, dated the 13th August 1986, for the words and figures “ of three years commencing the date of the first meeting of the Commission ” appearing at the end the words and figures “ upto and inclusive of 30th June 1987 ” shall be substituted.

(i) Government Notification, Industries, Energy and Labour Department, No. BSN/225096/2302/Lab-9, dated 14th January 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 5th March 1987 at page No. 1677).

## IV. EMPLOYEES STATE INSURANCE ACT, 1948

(A) Exemptions under the Act.— (1) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by section 87 read with Section 91-A of the said Act, exempted the factories located in the M.I.D.C. area of Chandrapur District, Chandrapur, from the operation of the said Act, retrospectively from 1st July 1986 to 30th June 1987 (both days inclusive) or till the adequate medical arrangements are made available in the said area whichever is earlier.

(Vide Government Notification, Industries, Energy and Labour Department, No. SIA-1086/CR-456/Lab-4, dated 13th January 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 5th March 1987, at page 1704).

(2) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by section 88, read with section 91-A of the said Act, exempted Shri R. D. Patil, Insurance Code No. 31-1686/99 employee of Messers. Indian Plastics Ltd., Poiser Bridge, Kandivali, Bombay 400 067 (ESIC Code No. 31-2109-57) from the operation of the said Act, retrospectively from 2nd July 1979 upto 30th November 1985 (both days inclusive).

(Vide Government Notification, Industries, Energy and Labour Department No. SIA-1086/CR-218/Lab-4, dated 21st January 1987, published in *Maharashtra Government Gazette* Part I-L, dated 26th March 1987 at page 2149).

(3) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by section 87 read with section 91-A of the said Act, exempted Messers. Indira Community Kitchen Society, 558, Rasta Peth, Pune 411 011, from the operation of the said Act retrospectively with effect from 1st October 1985 till the date of issue of this Notification and prospectively upto and inclusive of 30th September 1987.

(Vide Government Notification, Industries, Energy and Labour Department, No. SIA-1586/323/Lab-4, dated 20th January 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 26th March 1987, at page 2149).

(4) The Govt. of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by section 87 read with section 91-A of the said Act, exempted the Maharashtra, Electros melt Limited, Chand Mul. Road, Chandrapur from the operation of the said Act, retrospectively from 1st October 1986 to 31st March 1987 (both days inclusive) or till the adequate medical facilities are made available in Chandrapur whichever is earlier.

(Vide Government Notification, Industries, Energy and Labour Department No. SIA-1585/339/Lab-4, dated 23rd January 1987, published in *Maharashtra Government Gazette*,

(c) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by section 87 read with section 91-A of the said Act, exempted the Mahila Seva Mandal (Kusumbai Motichand Mahila Seva Gram, 25/20, Karve Road, Pune-411 004), from the operation of the said Act retrospectively with effect from 1st October 1985 to 30th September 1987.

(Vide Government Notification, Industries, Energy and Labour Department No. SIA-108/1987 Lab-4 dated 5th February, 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 26th March, 1987, at page 2150).

#### V. BOMBAY INDUSTRIAL RELATIONS ACT, 1946

##### (A) Notification under the Act—

1. The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by section 73 of the said Act, vide Government Notification, Industries, Energy and Labour Department No. BIR-1085/6377/Lab-2, dated 25th February, 1986, exempted the Industrial Dispute existing between 29 Cotton Textile Mills in Bombay as stated in Annexure to the said Notification and their employees relating to the demands of the employees of the said Mills and the demand of the employers thereof as specified in Part-I and Part-II respectively of the Schedule annexed thereto the said Notification, to the Arbitration of the Industrial Court.

2. And whereas, the Industrial Disputes in the said reference is pending before the Industrial Court of Arbitration.

3. And whereas the Government of Maharashtra is of the opinion that similar Industrial Dispute exists between 28 Cotton Textile Mills in Bombay (as appended hereto) and their employees.

4. And whereas the Government of Maharashtra is of the opinion that this Dispute is of such nature that the above 28 Cotton Textile Mills in Bombay and their employees are likely to be interested or affected by the Dispute in the said reference under Government Notification, Industries, Energy and Labour Department, No. BIR. 1085/6377/Lab-2, dated the 25th February, 1986.

5. Now therefore, in exercise of the powers conferred by section 73AA of the Bombay Industrial Relations Act, 1946 (Bom. XI of 1947), the Government of Maharashtra is pleased to include the undertakings of the Bombay Cotton Textile Mills, as listed in the Annexure appended hereto, in the said reference pending before the Industrial Court of Arbitration, constituted by Government Notification, Industries, Energy and Labour Department, No. BIR-1085(u)/Lab-1, dated the 2nd May 1985.

#### ANNEXURE

I. *Private Mills*.—(1) New Great Eastern Spg. & Wvg. Mills, (2) Prakash Cotton Mills, (3) Simlex Mills.

II. *Mills taken over by Government on 18th October 1983*.—(1) Elphinstone Spg. & Wvg. Mills, (2) Finley Mills, (3) Gold Mohur Mills, (4) Jam Mills, (5) Kohinoor Mills (No. 1 and 2), (6) Kohinoor Mills (No. 3), (7) New City Mills, (8) Podar Mills, (9) Podar Mills (Processors), (10) Shree Madhusudan Mills, (11) Shree Sitaram Mills, (12) Tata Mills.

III. *N.T.C. (North)*.—(1) India United Mills No. 1, (2) India United Mills No. 2, (3) India United Mills No. 3, (4) India United Mills No. 4, (5) India United Mills No. 5, (6) India United Mills No. 6.

IV. *N.T.C. (South)*.—(1) Apollo Textile Mills, (2) Bharat Textile Mills, (3) Digvijay Textile Mills, (4) Jupiter Textile Mills, (5) Mumbai Textile Mills, (6) New Hind Textile Mills.

V. *M.S.T.C.*—(1) Western India Spg. & Mfg. Mills.

Total Mills 28.

#### VI. INDIAN BOILERS ACT, 1925

(1) In exercise of the powers conferred by sub-section (3) of section 34 of the said Act, the Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by sub-section (3) of Section 34 of the said Act, exempted second hand package smoke tube boiler No. 6378 manufactured by Gubiudir Wagner, Stuttgart, West Germany and to be used at Messrs. Toplino and Sons, 6/7 Muttanpure, Yeola, District Nasik from the operation of the provisions of the said Act, subject to the conditions and restrictions laid down in the said notification.

(Vide Government Notification, Industries, Energy and Labour Department No. IBA. 1087/1987 Lab-9 dated 23rd January 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 5th March 1987 at page No. 1706).

(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 Nos. MR-11099 and MR-11100 both belonging to the Bharat Petroleum Corporation Limited, Mahul, Bombay-400074, from the operation of clause (c) of section 6 of the said Act, for the period of three months from the 7th February 1987 to 6th May 1987 (both days inclusive).

(Vide Government Notification, Industries, Energy and Labour Department No. IBA. 1087/1987 Lab-9, dated 5th February 1987 published in *Maharashtra Government Gazette*, Part I-L, dated 26th March 1987 at page No. 2150).

(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-9626 and belonging to the Maharashtra State Electricity Board, Parli Vaijanath Thermal Power Station, Parli, District Solapur, 431520, from the operation of clause (C) of section 6 of the said Act, for the further period of six months from the 9th February 1987 to 8th July 1987 (both days inclusive).

(Vide Government Notification, Industries, Energy and Labour Department No. IBA. 1087/1987 Lab-9, dated 5th February 1987 published in *Maharashtra Government Gazette*, Part I-L, dated 26th March 1987 at page No. 2150).

#### CORRIGENDUM

#### VII. MINIMUM WAGES ACT, 1948

(A) *Corrigendum*.—In Government Notification, Industries, Energy and Labour Department No. MWA. 5685/6332/Lab-7, dated the 23rd December 1986, published in *Government Gazette, Extra-Ordinary*, Part I-L, dated the 23rd December 1986 at pages 256 and 258, the following corrections to be made

(1) In para, 1 at page 256 for the figure "1943" in 2nd line the figure "1948" shall be substituted.

(2) In para, 3 at page 256 for the figure "197887" in 5th line the figure "197807" shall be substituted.

(3) At page 258, in 4th line from the below for the word "these" the word "those" shall be substituted.

(Vide Government Notification, Industry, Energy and Labour Department No. MWA. 5685/6332/Lab-7, dated 2nd February 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 12th March 1987, at page No. 1742).

#### VIII. BOMBAY RELIEF UNDERTAKINGS (SPECIAL PROVISIONS) ACT, 1958,

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

(a) declared that the industrial undertaking called M/s. Vijay Tank and Vessels Pvt. Ltd. Mulund, Bombay, shall for a period of six months commencing on the 14th day of February 1987 and ending on the 13th day of August 1987 (both days inclusive) be conducted to serve

(b) directs that in relation to the said relief undertaking and in respect of the said further period for which the said relief undertaking continues as such, any right, privilege, obligation or liability (excepting the obligations or liabilities incurred in favour of the workmen of the said relief undertaking 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, the Maharashtra State Electricity Board, State Bank of India, the dues of Syndicate Bank, Grindlays Bank, Export Import Bank, Export Credit Guarantee Corporation of India, Dana Bank and other nationalised banks, the dues of the Employee's State Insurance Corporation, and any liability incurred under the Bombay Sales Tax Act, 1959 (Bom. LI of 1959) the Maharashtra State Tax on Profession, Trades, Callings and Employments Act, 1975 (Mah. XIV of 1975), and the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 (19 of 1952) accrued or incurred before the 14th day of February 1985 and any remedy for the enforcement thereof shall be suspended and all proceedings relating thereto pending before any court, tribunal, officer or authority shall be stayed.

(Vide Government Notification, Industries, Energy and Labour Department No. BRU. 1087 (477)/Ind-10, dated 13th February 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 12th March 1987, at page Nos. 1751 to 1752).

#### IX. INDUSTRIAL DISPUTES ACT, 1947

(A) *Declaration of public utility service.*—(1) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by sub-clause (vi) of clause (n) of section 2 of the said Act, declared "Service in Hospitals" to be public utility service for the purpose of the Act for a further period of six months from 13th February 1987.

(Vide Government Notification, Industries, Energy and Labour Department No. IDA. 0287 (6998) Lab-2, dated 13th February 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 12th March 1987, at page No. 1753).

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

(A) *Extension of Jurisdiction under the Act.*—(1) The Government of Maharashtra Industries, Energy and Labour Department has in exercise of the powers conferred by sub-section (1) of Section 6 of the said Act, extended the jurisdiction of each of the Boards established by the State Government by its notification mentioned in column 2 of the Schedule hereto appended and by the specified in column 3 thereof and constituted from time to time in respect of the scheduled employments mentioned in column 4, to the area as shown against each employment in column 5 thereof

#### SCHEDULE

Serial No.	Notification	Name of the Board	Name of the Employment	Area of Jurisdiction of the Board
1	2	3	4	5
1	Government Notification, Industries, Energy and Labour Department No. UWA.1381/CR-6075/Lab-5, dated the 6th September 1983.	Grocery Markets and Shops Board for Bombay.	Employment in Grocery Markets or Shops, in Connection with loading, unloading, stacking, carrying, weighing, measuring, filing, stitching, sorting, cleaning or such other work including work preparatory or incidental to such operations.	Thane and Raigad Districts.

#### Schedule - contd.

3	4	5	
2	Government Notification, Industries, Energy and Labour Department, No. UWA. 1383/CR-10396/LAB-5, dated the 5th July 1984.	Cloth Markets and Shops Boards for Greater Bombay.	Employment in Thane. Cloth and Cotton Markets or Shops in connection with loading, unloading, stacking, carrying, weighing, measuring, filing, stitching, sorting, cleaning or such other work including work preparatory or incidental to such operations.
3	Government Notification, Industries, Energy and Labour Department No. UWA. 1381/CR-10333/Lab-5, dated the 19th October 1983.	Railway Goods Clearing and Forwarding Establishments Labour Board for Greater Bombay.	Employment in Thane District. railway yards and goods sheds in connection with loading, unloading, stacking, carrying, weighing, measuring, or such other work preparatory or incidental to such operations by workers who are not employed by Railway Authorities.
4	Government Notification, Industries, Energy and Labour Department, No. UWA.1882/CR-10162/Lab-5, dated the 13th January 1983.	Bombay Iron and Steel Labour Board.	Employment in Thane District and Panvel and Karjat Talukas of Raigad District. Iron and Steel Market or Shops in connection with loading, unloading, stacking, carrying, weighing, measuring or such other work including work preparatory or incidental to such operations

(Vide Government Notification Industries, Energy and Labour Department No. UWA. 1484/CR-(10535) II/Lab-5, dated 16th February 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 12th March, 1987, at pages Nos. 1753 to 1754.

(B) *Notification Under the Act.*—(1) The Government of Maharashtra Industries, Energy and Labour Department, has in exercise of the powers conferred by Sub-section (4) of Section 1 of the said Act, appointed the 17th day of February, 1987 to be the day on which all the provisions of the said Act shall come into force in the areas mentioned in column 3 of the schedule hereto appended and for the Scheduled employed mentioned in column 2 of the said schedule :—

SCHEDULE		
Serial No.	Name of the Employment	Area
1	2	3
1	Employment in Grocery Markets or Shops, in connection with loading, unloading, stacking, carrying, weighing, measuring, filing, stitching, sorting, cleaning or such other work including work preparatory or incidental to such operations.	Thane and Raigad Districts.
2	Employment in Cloth and Cotton Markets or Shops in connection with loading, unloading, stacking, carrying, weighing, measuring, filing, stitching, sorting, cleaning or such other work including work preparatory or incidental to such operations.	Thane District.
3	Employment in Iron and Steel Market or Shops in connection with loading, unloading, stacking, carrying, weighing, measuring or such other work including work preparatory or incidental to such operations.	Panvel and Karjat Talukas of Raigad District.

(Vide. Government Notification Industries, Energy and Labour Department, No. UWA. 1484/CR.(10535)-II/Lab-5, dated 16th February, 1987, published in *Maharashtra Government Gazette* Part I-L, dated 12th March, 1987, at page No. 1755).

#### XI. BONDED LABOUR SYSTEM (ABOLITION) ACT, 1976

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

CHAIRMAN	
(1) District Magistrate, Raigad ..	Under clause (a) of sub-section (2) of section 13.
MEMBERS	
(2) Shri Arvind Babu Patil, At & Post Shahapur, Taluka Alibag, District Raigad.	Nominated under clause (b) of sub-section (2) of section 13.
(3) Shri Krishna Rajaram Jadhav, At & Post Mangaon, District Raigad.	Nominated under clause (b) of sub-section (2) of section 13.
(4) Shri Posuram Mahadu Patil, Veet Kamgar Sahakari Society, Raigad.	Nominated under clause (b) of sub-section (2) of section 13.
(5) Shri Shankar Namdeo Mokel, At & Post Vaijuli, Taluka Alibag, District Raigad.	Nominated under clause (c) of sub-section (2) of section 13.

#### MEMBERS—contd.

- |   |  |
|---|--|
| (6) Shri Sadanand Baburao Vichare,<br>At & Post Kanjari, Taluka Mhasala, District Raigad. | Nominated under clause (c) of sub-section (2) of section 13. |
| (7) Shri Kamalakar K. Gaikwad,<br>Kalambusare, Taluka Uran, District Raigad.              | Nominated under clause (d) of sub-section (2) of section 13. |
| (8) Shri Gafur Mahamad Darji,<br>Walwati, Taluka Shriwadhan, District Raigad.             | Nominated under clause (d) of sub-section (2) of section 13. |
| (9) The District Social Welfare Officer,<br>Alibag, District Raigad.                      | Nominated under clause (d) of sub-section (2) of section 13. |
| (10) Director, Raigad District Central Co-operative Bank Limited, Alibag, Raigad.         | Nominated under clause (e) of sub-section (2) of section 13. |

Government Notification, Industries, Energy and Labour Department, No. B.L.A. 1585/(1022)/Lab-1, dated 17th February, 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 12th March, 1987, at page No. 1756).

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

#### BOMBAY CENTRE\*

728 --A fall of 1 point

In March 1987 the Consumer Price Index Number for Working Class (New Series) for Bombay Centre with base January to December 1960 equal to 100 was 738 being 1 point 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 Bombay Centre.

The index number for the Food group decreased by 5 points to 824 due to a fall in the average prices of Wheat, Oils and Fats sub-group, Onions, Garlic, Vegetables and Fruits sub-group.

The index number for the Pan, Supari and Tobacco etc. group increased by 20 points to 848 due to a rise in the average prices of Pan-leaf, Bidi and Cigarette.

The index number for the Fuel and Light group increased by 7 points to 937 due to a rise in the average price of Charcoal.

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

The Index number for Clothing, Bedding and Footwear group increased by 3 points to 660 due to a rise in the average price of Shoes Gents.

The index number for the Miscellaneous group decreased by 2 points to 564 due to a fall in the average prices of Cinema show and Laundry charges.

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

(Average prices for the calendar year 1960 = 100)

Groups	Weight proportional to the total expenditure.	Group Index Numbers	
		February 1987	March 1987
I-A. Food	57.1	829	824
I-B. Pan, Supari, Tobacco, etc.	4.9	828	848
II. Fuel and Light	5.0	930	937
III. Housing	4.6	203	203
IV. Clothing, Bedding and Footwear	9.4	657	660
V. Miscellaneous	19.0	566	564
Total ..	100.00	.....	.....
Consumer Price Index Number ..	.....	739	738

\*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 equivalent old index number on base 1933-34=100, the general Index Number on base 1960=100 should be multiplied by the linking factor viz., 4.44.

#### SOLAPUR CENTRE\*

710—A rise of 6 points

In March 1987 the Consumer Price Index Number for Working Class (New Series) for Solapur Centre with base January to December 1960 equal to 100 was 710 being 6 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Solapur Centre.

The index number for the food group increased by 9 points to 771 due to a rise in the average prices of rice, wheat, arhardal, chillies green and dry.

The index number for the pan, supari and tobacco etc. group increased by 12 points to 714 due to a rise in the average prices of pan-leaf and cigarettes.

The index number for the fuel and light group increased by 1 point to 751 due to a rise in the average price of coal only.

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

The index number for clothing, bedding and footwear group remained steady at 657 only.

The index number for the miscellaneous group decreased by 1 point to 578 due to a fall in the average prices of hair-oil only.

#### 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	
		February 1987	March 1987
I-A. Food	63.0	762	771
I-B. Pan, Supari, Tobacco etc.	3.4	702	714
II. Fuel and Light	7.1	750	751
III. Housing	5.2	321	321
IV. Clothing, Bedding and Footwear	9.0	657	657
V. Miscellaneous	12.3	579	578
Total ..	100.00	.....	.....
Consumer Price Index Number ..	.....	704	710

\*Details regarding the scope and method of compilation of the index may be seen on pages 607 to 613 December 1965 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.

Rs 4167—4

## NAGPUR CENTRE\*

## 673—A fall of 13 points

In March 1987 the Consumer Price Index Number for Working Class (New Series) for Nagpur Centre with base January to December 1960 equal to 100 was 673 being 13 points lower than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Nagpur Centre.

The index number for the food group decreased by 23 points to 695 due to a fall in the average prices of wheat, gramdal, oil and fats sub-group, turmeric, garlic and vegetable sub-group.

The index number for the pan, supari and tobacco etc. group increased by 13 points to 889 due to a rise in the average prices of pan-leaf and supari.

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 NUMBER (NEW SERIES) FOR WORKING CLASS FOR NAGPUR CENTRE

(Average prices for the calendar year 1960=100)

Groups	Weights proportional to total expenditure	Group Index Numbers	
		February 1987	March 1987
I-A Food	57.2	718	695
I-B. Pan, Supari, Tobacco, etc.	3.8	876	889
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		686	673

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

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

## PUNE CENTRE\*

## 650—A rise of 1 point

In March 1987 the Consumer Price Index Number for Industrial Workers (1961=100) for the Pune Centre with base January to December 1961 equal to 100 was 650 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 Pune centre.

The index number for the Food group increased by 1 point to 731 due to a rise in the average prices of rice, wheat, turdal and tomatoes red.

The index number for the fuel and light group increased by 2 points to 809 due to a rise in the average prices of charcoal big.

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

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

The index number for the miscellaneous group increased by 4 points to 545 due to a rise in the average prices of cigarettes 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	
		February 1987	March 1987
I. Food	55.85	731	731
II Fuel and Light	6.89	807	809
III Housing	6.65	167	167
IV Clothing and Footwear	10.31	625	625
V. Miscellaneous	20.30	541	545
Total ..	100.00	...	...
Consumer Price Index Number	...	649	650

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

**JALGAON CENTRE\*****A fall of 14 points**

In March 1987 the Consumer Price Index Number for Industrial Workers (1961—100) for the Jalgaon Centre with base January to December 1961 equal to 100 was 674 being 14 points lower than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at the Jalgaon Centre.

The index number for the Food group decreased by 24 points to 718 due to a fall in the average prices of wheat, gramdal, chillies dry, garlic and other vegetables.

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

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

The index number for the clothing and footwear group increased by 10 points to 677 due to a rfall in the average prices of dhoti only.

The index number for the miscellaneous group decreased by 1 point to 555 due to a fall in the average prices of hairoil only.

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

(Average prices for the calendar year 1961=100)

Groups	Weight proportional to total expenditure.	Group Index Numbers	
		February 1987	March 1987
I. Food .. .. .	60.79	742	718
II. Fuel and Light .. .. .	7.20	975	975
III. Housing .. .. .	6.11	188	188
IV. Clothing and Bedding Footwear ..	10.29	667	677
V. Miscellaneous .. .. .	15.61	556	555
Total .. .. .	100.00	688	674
Consumer Price Index Number .. .. .	....	....	....

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

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

**NANDED CENTRE\*****A fall of 8 points**

In March 1987 the Consumer Price Index Number for Industrial Workers (1961—100) for the Nanded Centre with base January to December 1961 equal to 100 was 722 being 8 points lower than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at the Nanded Centre.

The index number for the food group decreased by 13 points to 760 due to a fall in the average prices of jowar, gramdal, tamarind and garlic.

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

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

The index number for the clothing and footwear group decreased by 1 point to 681 due to a fall in the average prices of saree only.

The index number for the miscellaneous group remained steady at 625.

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

(Average prices for the calendar year 1961=100)

Groups	Weight proportional to total expenditure	Group Index Numbers	
		February 1987	March 1987
I. Food .. .. .	61.46	773	760
II. Fuel and Light .. .. .	5.88	931	931
III. Housing .. .. .	4.62	386	386
IV. Clothing and Bedding Footwear ..	12.22	682	681
V. Miscellaneous .. .. .	15.82	625	625
Total .. .. .	100.00	730	722
Consumer Price Index Number .. .. .	....	....	....

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

Note.— To obtain the equivalent old index number on base August 1943 to July 1944 = 100 the new index number of base 1961 = 100 should be multiplied by the linking factor viz. 2.45.  
(O.C.P.) Ra 4162—5 (535—7-87)

### AURANGABAD CENTRE\*

747—A fall of 14 points

In March 1987 the Consumer Price Index Number for Industrial Workers (1961=100) for the Aurangabad Centre was 830, lower than that in the preceding month, equal to 1981 was 847 being 14 points lower than that in the preceding month. The index relative to the standard of life ascertained during the year 1958-59 family living survey at the Aurangabad centre.

The index number for the Food and Light group decreased by 22 points to 830 due to a fall in the average prices of rice, wheat, pulses, oil, and sugar and garlic.

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

The index number for housing remained steady at 333 being a six monthly high.

The index number for the clothing and footwear group increased by 5 points to 653 due to a rise in the prices of cloth, saree and coloured fabrics.

The index number for the miscellaneous group remained steady at 653.

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

(Average prices for the calendar year 1961=100)

Groups	Weight proportional to total expenditure	Group Index Numbers	
		February 1987	March 1987
I. Food ..	60.72	852	830
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		830	830

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

Note.—To obtain the corresponding old index number on date August 1963 to July 1964 use the new index number on date 1961-1962 should be multiplied by the factor given in 2.15.

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

Statistics for the last 12 calendar months (from April 1986 to March 1987) are given in the following table.

TABLE

Month	Index Number	Base 1949=100	
		1	2
April 1986	643	782	
May 1986	651	791	
June 1986	658	800	
July 1986	668	817	
August 1986	672	817	
September 1986	676	822	
October 1986	685	833	
*November 1986	692	841	
December 1986	688	836	
January 1987	688	836	
February 1987	686	834	
March 1987	686	834	

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

80

Centre	Base	Food	Pan, Supari Tobacco etc.	Fuel and light	Housing	Clothing, bedding and footwear	Miscellaneous	Consumer Price Index No. March 1987	Equivalent Old Index No.	Consumer Price Index No. February 1987	Equivalent Old Index No.
1	2	3	4	5	6	7	8	9	10	11	12
Bombay	.. 1960=100	824	848	937	203	660	564	738	3277	739	3281
Solapur	.. 1960=100	771	714	751	321	657	578	710	2712	704	2689
Nagpur	.. 1960=100	695	889	975	382	650	572	673	3513	686	3581
Pune	.. 1961=100	731	....	809	167	625	545	650	....	649	....
Jalgaon	.. 1961=100	718	....	975	188	677	555	674	3565	688	3640
Nanded	.. 1961=100	760	....	931	386	681	625	722	1769	730	1788
Aurangabad	.. 1961=100	830	....	830	333	678	653	747	1658	761	1689

LABOUR GAZETTE - MAY 1987

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

BOMBAY : 4.44 SHOLAPUR : 3.82 NAGPUR : 5.22

JALGAON : 5.29 NANDED : 2.45 AURANGABAD : 2.22

Labour Intelligence

INDUSTRIAL RELATIONS IN MAHARASHTRA  
REVIEW FOR THE MONTH OF FEBRUARY 1987

Industrial Courts, Tribunal and Labour Courts

In all 2787 applications were received by the Industrial Courts, Tribunal and Labour Court during the month. Their break-up are as under :—

Serial No.	Name of the Industrial Court/Tribunal and Labour Court	No. of applications, etc., received during the month under the—			Total
		B.I.R. Act, 1946	I.D. Act, 1947	Other Acts	
1	2	3	4	5	6
<b>I. Industrial Courts/Tribunals</b>					
1	Industrial Court, Amravati	11	9	135	155
2	Industrial Tribunal, Mumbai	1	..	67	68
3	Industrial Court, Solapur	..	..	..	..
4	Industrial Tribunal, Sangli	..	..	..	..
5	Industrial Court, Pune	8	7	32	47
6	Industrial Tribunal, Pune	..	..	..	..
7	Industrial Court, Thane	..	..	..	..
8	Industrial Tribunal, Thane	..	..	..	..
9	Industrial Court, Kolhapur	9	3	28	40
10	Industrial Tribunal, Kolhapur	..	..	..	..
11	Industrial Court, Amravati	1	..	54	55
12	Industrial Tribunal, Amravati	..	..	..	..
13	Industrial Court, Nashik	..	..	..	..
14	Industrial Tribunal, Nashik	1	..	10	102
15	Industrial Court, Aurangabad	2	..	5	32
16	Industrial Tribunal, Aurangabad	..	..	..	37
17	Industrial Court, Ahmednagar	..	..	..	20
18	Industrial Tribunal, Ahmednagar	..	..	..	..
Total		33	20	519	596
<b>II. Labour Courts—Bombay</b>					
1	Labour Court, Pune	283	328	344	900
2	Labour Court, Nagpur	5	80	22	112
3	Labour Court, Thane	4	5	214	284
4	Labour Court, Kolhapur	..	..	61	106
5	Labour Court, Solapur	1	15	25	40
6	Labour Court, Akola	1	40	106	147
7	Labour Court, Nashik	5	41	36	..
8	Labour Court, Aurangabad	1	2	..	..
9	Labour Court, Dhule	..	23	..	..
10	Labour Court, Sangli	2	4	..	..
11	Labour Court, Amravati	2	5	..	..
12	Labour Court, Jalgaon	..	19	..	..
13	Labour Court, Bhandara	2	9	..	..
14	Labour Court, Ahmednagar	1	171	..	..
15	Labour Court, Latur	2	22	..	..
Total		253	866	1,072	2,191

The following references were received by the Wage Board during the month under review:

- Wage Board for the Cotton Textile Industry—Nil
- Wage Board for the Silk Textile Industry—Nil
- Wage Board for the Sugar Industry—Nil
- Wage Board for the Co-operative Handicraft Industry—5

cases handled by the Conciliation machinery in the State during February 1987 under various Acts is

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
Act, 1947	13	59	72
Relations Act, 1946	2	8	10
Relations (Extensions and Amend-)		..	..
Total	15	67	82

LABOUR GAZETTE—MAY 1987

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	With-drawn 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
1040	328	53	156	65	54	328	1040
169	12	..	46	1	..	53	128
..	..	..	..	..	..	..	..
1209	340	59	202	66	54	381	1168

district-wise analysis of the cases received during the month under Bombay Industrial Relations Act, 1946 and Industrial Relation (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
8	..	..	..	..	2	..	..	..	10

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
..	..	..	..	..	..	..	..	..	..

Analysis is given below :—

Bombay	Pune	Thane	Nagpur	Nashik	Auranga-bad	Amrawati	Total
2	3	4	5	6	7	8	9
..	..	..	..	..	..	..	10

Amravati	Bombay	Wardha	Chanda	Nagpur	Bhandara	Total
2	3	4	5	6	7	8
..	..	..	..	..	..	..

(Amendment) Act, 1964 ..

LABOUR GAZETTE—MAY 1987

### INDUSTRIAL DISPUTES IN MAHARASHTRA STATE DURING THE MONTH OF FEBRUARY 1987

	February 1987	January 1987	February 1986
No. of Disputes	71	63	51
No. of Workers involved	13,752	14,346	11,485
No. of Mandays lost	2,90,040	3,08,986	2,16,630

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		
	2	3	4	5	6
Textile					
Engineering	33	5	38	8,058	1,76,717
Chemical	11	1	12	1,250	24,273
Miscellaneous	16	5	21	4,444	89,050
February 1987 Total	60	11	71	13,752	2,90,040
January 1987	56	7	63	14,346	3,08,986

1) of the 11 disputes arose over question of "pay, allowances and bonus" and 3 related to "Retardation and revivance about personnel" and the remaining 5 were due to other causes.

One of the 4 disputes that terminated during the course of the month 2 disputes were settled entirely in favour of the workers and 2 Unsuccessful.

The figures given in the above table are based on returns received under the provisions of Section 4 of the Industrial Disputes Act, 1947. In compiling the returns persons are involved are included.

### THE FOLLOWING STATEMENT GIVES THE DETAIL INFORMATION OF IMPORTANT INDUSTRIAL DISPUTES CAUSING MORE THAN 10,000 MAN-DAYS LOST DURING THE MONTH OF FEBRUARY 1987.

Serial No.	Name of the Concern	Sector	S/L	Reason	Date of Strike/Lockout		No. of Workers Involved	Man-days lost	Remarks
					Began	Ended			
1	Thane— M/s. Taksen Ltd., Kolsbet Road, Thane	Pvt.	S	Personnel (V)	20-4-1981	27-2-1987	496	10,143	8,09,228 Un- successful.
2	Bombay— Forging Pvt. Ltd., Vidyanagari Marg, Kalina, Bombay 400 098.	Pvt.	S	Indiscipline (VI)	11-7-1984	..	825	14,928	5,10,090 Continued
3	Bombay— The Indian Smelting Refining Co. Ltd., L. B. S. Marg, Bhandup, Bombay 400 078.	Pvt.	S.	Wages & Allowances (i)	10-12-1984	..	1,041	11,028	4,25,320 Do.
4	Bombay— Tyres Inter- national Ltd., Hay Bunder Road, Sewree, Bombay 400 033.	Pvt.	L	Indiscipline (VI)	8-10-1986	..	2,316	51,624	2,74,424 Do.
5	Bombay— The Siam Paper Ltd., V.V. Road, Santa Cruz, Bombay 400 555.	Pvt.	L	Indiscipline (VI)	2-11-1986	..	1,249	26,760	1,12,028 Do.
6	Aurangabad— Automobile Products of India Ltd., D-5, MIDC Area, Chik- althana, Aurangabad 431 210	Pvt.	L	Indiscipline (VI)	29-11-1986	..	962	22,466	73,064 Do.
7	Pune— David Brown Ltd., Park Works, Chinchwad Pune 411 19.	Pvt.	L	Bonus for 1985-86 (ii)	6-2-1987	..	610	12,200	12,200 Do.

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

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

In Maharashtra 1266131 employees were under the coverage of the Scheme in the month of March, 1987. The highlights of the benefits paid to those employees were as follows :

ESIS has paid Rs. 1.42 Crores as Cash Benefit in March 1987.

(i) 72563 workers were paid Rs. 76,13,162.90 on account of Sickness and Rs. 5,37,828.30 were paid for the long term diseases, e.g. T.B., Cancer, Hemiplegia, Paraplegia, Psychosis etc. etc.

(ii) 21940 workers were paid Rs. 53,90,078.80 on account of accidents as employment injury which included 9083 cases for the permanent disablement and 2882 for pension to the dependents/families due to death of the workers in the accidents.

(iii) Rs. 6,96,405.00 were paid to the women workers as Maternity Benefit for the period of confinement. In addition to the above 44 persons were sterilized and they were paid Rs. 11,854.00 as family planning benefit.

(iv) There were 228 cases where legal proceedings were initiated against defaulting employers/Insured Person for the recovery of arrears of contributions as under :

(1) Under Section 45B	171 cases.
(2) Under Section 75	9 cases.
(3) Under Section 84	1 cases.
(4) Under Section 85	47 cases.

### INDIAN LAW REPORTS

#### INDIAN LAW REPORTS, BOMBAY SERIES 1984

The subscription rates of Indian Law Reports, Bombay Series for the year 1984 have been fixed as given below:—

	Rs.
Annual subscription for Twelve monthly issues and one index issue.	Without postage 42.00 per set.
	Without Inland postage 45.00 per set.
	With foreign postage 60.00 per set.
	Single issue (without postage) 3.00 per copy
	Single issue (inclusive of postage) 3.20 per copy

As limited number of copies are printed, those who wish to subscribe themselves are requested to send in their remittances without delay.

A few complete sets of 13 issues of Indian Law Reports, Bombay Series are also available for sale at the following prices:—

1977 ..	Rs. 42.00 each set with postage.
1978 ..	Rs. 45.00 each set with postage.
1979 ..	Rs. 45.00 each set with postage.
1980 ..	Rs. 45.00 each set with postage.
1983 ..	Rs. 45.00 each set with postage.

Please send your orders to:—

The Manager, Ycravada Prison Press, Pune 411 006.

### INDUSTRIAL CHEMICAL LABORATORY

BOMBAY AND PUNE  
GOVERNMENT OF MAHARASHTRA  
CHEMICAL ANALYSIS OF

Minerals and Ores • Nonferrous Alloys • Inorganic Chemicals  
Oils and Soaps • Paint and Varnishes • Water • Inks • Carbon  
Papers and Allied Products and Several other Products.

Accurate analysis of the above and other Similar Products is undertaken on behalf of private parties. Test Reports and Certificates are issued.

For further details and schedule of charges please contact—

INDUSTRIAL CHEMICAL  
LABORATORY  
V. N. PURAVE MARG  
BEHIND MEHTA MANSION  
CHUNABHATTI  
BOMBAY 400 022.

INDUSTRIAL CHEMICAL  
LABORATORY  
UNIVERSITY COMPOUND  
GANESH KHIND  
Pune 411 007.

Telephone No. 521717

36 years of Service to the Traders

Industrialists, Tax Consultants, Economists

(ESTD) VYAPARI MITRA (1950)

Editor—G. D. SHARMA, Pleader

The most popular magazine of Industrialists and businessmen etc. throughout the States of Maharashtra, Karnataka and Goa.

#### REGULAR FEATURES

- (1) Supreme Court, High Court and Tribunal decisions tax laws.
- (2) Information about Income-tax, Sales-tax, Direct taxes i.e. W.T.G.T. Act, and other acts and rules concerning traders and Industrialists.
- (3) Important circulars on direct taxes laws and other tax-laws etc.
- (4) Important features of the month.

Yearly Subscription:Rs. 30 (Thirty only).

Administration Office :

Vyapari Mitra—106/9, Erandavana,  
Parshuram Kuti, Karve Road,  
Pune 411 004  
Phone—27200, 20355, 31094.

## MAHARASHTRA QUARTERLY BULLETIN OF ECONOMICS AND STATISTICS

PUBLISHED BY THE DIRECTORATE OF ECONOMICS AND STATISTICS,  
D. D. BUILDING, OLD CUSTOM HOUSE, BOMBAY 400 023

The Bulletin publishes the results of Socio Economic Surveys and researches of Statistical or Socio-economic interest, carried out by the Directorate or any other Maharashtra Government Departments. It also gives a digest of State Statistics and miscellaneous Statistical Statements of current interest like monthly receipts and expenditure of the State Government, Prices, Index Numbers, Vital Statistics.

Obtainable from the Maharashtra Government Publications, Sales Branch of the Government Book Depot, Charni Road Gardens, Bombay 400 004 (for orders from the mofussil) or through the High Commissioner for India, India House, Aldwych, London W. C. 2 or through any recognised book-seller.

Postage free (in India)

## TAMILNADU LABOUR JOURNAL

The "Tamilnadu Labour Journal" is a monthly publication aiming to give a brief review of the progress made by the State in the field of industrial relations. It caters to the needs of the employers as well as Labour by supplying statistical and other information on work stoppages, industrial disputes, trade unions, consumer price index number for working class (cost of living index number). Summaries of awards of Industrial Tribunals and Labour Courts, Agreements etc. The publication also includes articles from Specialists in the various subjects relating to Industrial relations.

#### ANNUAL SUBSCRIPTION

Inland .. Rs. 15.00 Foreign .. Rs. 25.00

#### SINGLE COPY

Inland .. Rs., 1.50 Foreign .. Rs. 2.25

The Editor, Tamilnadu Labour Journal, Commissioner of labour  
Teymampet, Madras-6.

#### Year Book of Labour Statistics, 1979

Thirty-ninth issue

1979 xxvii + 711 pp. Trilingual E.F.S.

ISBN . 92-2-00 2250-8 (hard cover)

Price Rs. 418.00.

Since its first appearance in 1935-36, the *Year Book of Labour Statistics* has established itself as the world's foremost statistical reference work for labour questions, bringing together in a systematic and comparable form a mass of data from a vast network of authoritative sources of information in some 180 countries.

The 39th issue incorporates the results of a full year of research, updating and checking by a team of experienced ILO labour statisticians working in co-operation with national statistical offices throughout the world. It presents data for the past ten years and in many cases data are given up to the middle of 1979.

The collection (1935-36 to 1978, 38 volumes) is also available in microfiche form A6 (105 mm x 148 mm; 20 x reduction).

Publications may be obtained through major booksellers, from ILO Publications, International Labour Office, CH-1211 Geneva, 22 Switzerland or from ILO Area Office, 7 Sardar Patel Marg, New Delhi 21.

*Labour Inspection*

A Worker's Education Manual

While labour inspection services differ from country to country, there are many common elements in their organisation and functions and in the ways in which they relate to employers and workers. At a time of profound technological change, this manual can help trade union officials and others, specially those holding responsible position within the labour movement and concerned with monitoring working conditions and environment to consider the basic functions of inspection services and their possible development.

The manual is designed both for use by individual readers and to serve as a basic for workers' education courses. The text itself presents a clear and concise idea of the essential of labour inspection and its role in protecting workers, while the points for consideration at the end of each chapter help user of the manual to apply the material it contains to solving the problems of day-to-day work.

ISBN 92-2-105359-8

17.50 Sw. Frs:

Rs. 96.25

INTERNATIONAL LABOUR OFFICE

ILO Area Office  
7, Sardar Patel Marg,  
Chanakypuri  
New Delhi-110 021

ILO Publications  
CH-1211 Geneva 22  
Switzerland  
Telex 22271-BIT CH

**DIGEST OF CURRENT INDUSTRIAL  
AND LABOUR LAW**

This is a monthly publication and deals with Industrial and Labour Law. This periodical contains

1. Digest of all the cases decided by Supreme Court and High Courts of all the States and selected cases of the Tribunals and Labour Courts.
2. Articles on complicated points of law.
3. Articles on labour problems, such as wage structure, etc.
4. Price Index.
5. Enactments, Ordinances, Regulations and Notifications of both Central and the States.
6. "Your Problem".
7. Annual Digest: At the end of the year, consolidated annual digest of all the cases decided by High Courts and Supreme Court (already given in monthly issues) will be supplied free to the subscribers.

Annual Subscription : Rs. 60.

Mail Your Order to—

**CURRENT LAW PUBLISHERS**

2646, Balliwaran

post Box No. 1268, G.P.O., DELHI-6

**LABOUR BULLETIN**

**MONTHLY PUBLICATION OF THE LABOUR DEPARTMENT  
UTTAR PRADESH, INDIA**

Special features of the Bulletin : (1) Publication of up-to-date Statistical and other information pertaining to Labour ; (2) Special Articles on Labour problems ; (3) Reports on the administration of Labour Acts ; (4) Reports on statistical enquiries conducted by the Department ; (5) Important Decisions of High Court and Supreme Court, State Industrial Tribunal, Adjudications and Conciliation Boards.

**Rates of Subscription**

Annual { Inland Rs. 24.00  
Foreign Rs.                      Single Copy : Rs. 2.00

Copies can be had from the Superintendent, Printing and Stationery U. P., Allahabad, India.

**Advertisements :** For rates please apply to the Editor, Labour Bulletin, P. O. Box No. 220, Kanpur, India.

**THOZHIL RANGAM**

**PUBLISHED MONTHLY**

**BY**

**THE LABOUR COMMISSIONER**

**GOVERNMENT OF KERALA**

**TRIVANDRUM**

Annual Subscription : Rs. 5.00

Single Copy : Re. 0.50

For a wider understanding of questions of labour and social policy and administration throughout the world subscribe to the

### INTERNATIONAL LABOUR REVIEW

The oldest international journal publishing articles, comparative studies and original research reports on employment and unemployment, inflation and living standards, wages and other conditions of work, industrial relations, workers' participation and collective bargaining, occupational safety and health, etc., by scholars and practitioners of outstanding merit from all countries as well as by the international staff of the ILO.

Recent articles include :

- |  |                 |
|--|-----------------|
| Some labour implications of technological change in rail and air transport.                      | A. Gil          |
| Full employment in OECD countries : Why not ?  | W. van Ginneken |
| The impact of industrial robots on the world of work   | K. H. Ebel      |
| Judicial decisions in the field of labour law  |                 |
| Employment, wages and living conditions in a changing industry—Plantations.                      | J. P. Sajhau    |
| Meshing labour flexibility with security. An answer to British unemployment.                     | G. Standing     |
| Recent trends in collective bargaining in Sweden—  |                 |
| An employer's view   | L. G. Alboaga   |
| A trade unionist's reply   | H. Fjallstrom   |
| Indexed and abstracted in the <i>Journal of Economic Literature</i> and the <i>PAIS Bulletin</i> |                 |
| Annual subscription (1986) : Sw. frs. 55; US\$ 31.30; Rs.220                                     |                 |

INTERNATIONAL LABOUR OFFICE  
ILO Publications, CH-1211, GENEVA 22, SWITZERLAND

## ANNOUNCEMENT

Few back volumes, as mentioned below of the  
"INDUSTRIAL COURT REPORTER"  
and

"LABOUR GAZETTE"

are available with the Publication Section of the office  
of the Commissioner of Labour, Bombay

Those who are in need of them may either write to  
that office immediately or contact personally the concerned  
Superintendent, with necessary prices which are—

**Rs. 18 per volume for Industrial Court Reporter  
upto 1983 and Rs. 60 each from 1984 onwards  
(12 issues from January to December)**

and

**Rs. 15 per volume for the Labour Gazette upto August 1983 and  
September 1983 to August 1984 Rs. 62.50 and from  
September 1984 onwards Rs. 125 each volume  
(12 issues from September to August)**

I. C. R. back volumes  
for the years

1980  
1981  
1982  
1984  
1985  
1986

Labour Gazette back  
volumes for the years

1979-80  
1980-81  
1981-82  
1982-83  
1984-85  
1985-86