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LABOUR GAZETTE

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

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LABOUR GAZETTE

on matters specially

1987-88

AUGUST 1987

No. 12

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The Month in Brief

Consumer Price Index Numbers for Working Class

The Ranbhat, Solapur and Nagpur Consumer Price Index Numbers for working class for the month of June 1987, with average price for the year ended December 1961 to 100 were 773, 738, 701, respectively. The Pune, Kolhapur, Nanded and Aurangabad Consumer Price Index Numbers for working class for the month of June 1987 with the average prices for the year ended December 1961 to 100 were 683, 685, 736 and 776, respectively.

All India Average Consumer Price Index Numbers for Industrial Workers

All India Average Consumer Price Index Numbers for Industrial Workers (General base 1960=100 for June 1987 was 715 as compared to 703 in May 1987. On base 1949=100 derived from 1960 based Index worked out to 869 as against 854 for May 1987.

Industrial Disputes in Maharashtra State

During the month of May 1987 there were 63 disputes involving 13,213 workmen and time loss of 2,96,649 mandays as compared to 71 disputes in April 1987 involving 14,771 workmen and time loss of 3,06,723 mandays.

Further particulars of Industrial Disputes are given at pages 649-650 of this issue.

Benefits under the Employees State Insurance Scheme

During the month of June 1987, 79,725 workers were paid Rs. 84,20,313.40 on account of sickness and Rs. 5,51,206.90 were paid for the long term diseases, e.g. T.B., Cancer, Hemiplegia, Paraplegia, Psychosis etc.etc. 22,807 workers were paid Rs. 58,91,111.50 on account of accidents as employment injury which included 8,990 cases for the permanent disablement and 3,134 for pension to the dependents/families due to death of the workers in the accidents.

Current Notes

30 per cent membership must for TU recognition

The Central Government is framing a new law to make it mandatory for trade unions to have a membership of atleast 30 per cent of the total workforce in order to obtain recognition. Union Minister of Labour P. A. Sangma said here on July 6.

The laws forming a part of the proposed amendments to the Industrial Disputes and Trade Unions Act also provides for fixing the number of 'outsiders' and non-workmen within trade union committees.

Other amendments being proposed, according to him, would make it compulsory for trade unions to go on a strike only after obtaining consent from all workers through a secret ballot.

Shri Sangma said that some of the public sector trade unions have decided to go on strike on July 21, if the Government does not accept their demand of granting 20 per cent interim relief with effect from January 1, 1986.

According to the minister, public sector workers should not go on strike when the Government has agreed to hold negotiations regarding their demands at the highest level.

In an informal chat with newsmen, the minister said that the Government had given certain proposals to the leaders of the Central trade unions at a meeting on June 29. Another meeting to discuss the proposal, he added, would be held on July 14 in New Delhi.

The minister indicated that under the changed laws it would also be difficult for managements to declare lockouts.

Shri Sangma said that industrial relations in the country were becoming worse and felt that this was due to mutual suspicion between managements and trade unions.

Criticising managements for blaming workers for all their ills he said that no number of amendments in laws can bring about industrial harm only and this had to come about from changes in both the management and work cultures.

Later addressing the meeting of the Karnataka Chambers of Commerce and Industry (FKCCI) the Union Labour Minister Shri Sangma sought to allay fears of trade unions that the proposed changes in the labour laws were pro-management. On the other hand they were aimed at safeguarding the interests of the workers, the minister said. Multiplicity of trade unions had weakened the trade union movement and reduced the workers bargaining power.

Shri Sangma said that no amount of change in the labour laws would yield the desired results unless the management and workforce gave up their attitude of mutual suspicion while the management called for a new work culture, it should realise that a new management culture was also necessary.

If no action was taken to remove mutual suspicion and conflict of interests between the workers and managements the industry would face difficult days in future, he said.

Shri Sangma further said that industrial relations were basically management of human relations and they could not be governed by the Government and laws.

(Indian Worker, dated 13th July 1987)

73rd ILO Conference : Prepares New Standards on Jobs and Social Security and on Safety in Construction.

New international standards designed to strengthen the link between national employment policy and social security and to improve occupational safety and health in the construction industry were prepared by the 73rd session of the International Labour Conference which ended here on June 23. Texts of proposed Conventions and Recommendations in these fields were approved, paving the way for the adoption of new instruments at next year's session.

Some 1,800 Government, employer and worker delegates and advisers from 138 member States of the International Labour Organisation took part in the session, which also discussed the ILO's technical co-operation programme, called for a strengthening of international sanction in the fight against apartheid, and monitored the application of ILO standards around the world.

In reply to the Conference debate, ILO Director General Francis Blanchard said it was legitimate to link the application of labour standards in developing countries with a greater disposition on the part of industrialised countries to respond favourably to the Third World's social and economic development needs. A genuine trade off was needed between countries whose long democratic tradition brought them to a relentless defence of human rights, and those whose prime objective was to satisfy the basic needs of their growing populations.

Stressing that international co-operation was vital for long-term worldwide growth, he called for accelerated efforts of adaptation and adjustment and for trade liberalisation. Far more jobs, would be created than loss if protectionist barriers were lowered and markets were opened up.

The session adopted the Organisation's programme and budget for the two years 1988-89 amounting the US \$324.86 million, and elected members of the ILO Governing Body for a three year term.

Special sittings of the Conference were addressed by, President, Raul Alfonsin of Argentina and President Mario Soares of Portugal.

Employment and social security

The co-ordination of employment policy with national social security systems in particular with measures for unemployment benefits, and the guarantee of essential elements of benefit to the unemployed are the main objectives of conclusions approved by the Conference with a view to the adoption next year of new standards on this theme. At this intermediate stage in their preparation.

the proposed instruments—which will be examined in detail over the coming year—take the form of a Convention supplemented by a Recommendation.

States ratifying the Convention would undertake to ensure that measures for the provision of unemployment benefits contribute to the promotion of full productive and freely chosen employment and are not such as to discourage employers from offering and workers from seeking productive employment.

Persons protected, for whom equality of treatment would be guaranteed, should comprise 85 per cent of the labour force; public employees benefitting from security of employment may be excluded from protection.

The contingencies covered should include full unemployment—defined as the loss of earnings due to inability to obtain suitable employment in the case of a person capable of working available for work and actually seeking work—and also as far as possible partial unemployment (temporary reduction in hours of work or temporary suspension of work without any break in the employment relationship).

In the case of full unemployment, the duration of payment of benefit may be limited to 26 weeks in each spell of unemployment or to 39 weeks over any period of 24 months.

Social security schemes should be adjusted to the occupational circumstances of part-time workers, the draft states.

A special section focusing on the promotion of productive employment sets out steps to be taken to provide additional job opportunities to identified categories of disadvantaged persons, among them workers affected by structural change.

Special provisions are included for new applicants for employment.

The proposed Recommendation deals, among other matters, with benefits payable in case of partial unemployment and part-time work performed by an unemployed person, criteria for determining the concept of suitable employment, the possible extension of the duration of payment of benefit and occupational and geographical mobility incentives.

It sets out measures for the promotion of productive employment and steps to be taken in cases where systems of protection against unemployment are not yet sufficiently developed.

Safety in construction

Nothing that occupational safety and health in the construction industry had been a matter of great concern for many years, the Conference began the process of updating international standards adopted 50 years ago by preparing a draft Convention and Recommendation for adoption next year.

The proposed Convention would cover all construction activities, from the preparation of the site to the completed project, and would also apply to self-employed persons as specified by national laws, ratifying countries would undertake, after consultation with employers' and workers' organisations, to adopt laws or regulations to ensure the application of a wide range of preventive and protective measures covering the safety of work places and the use of

scaffolds and ladders, lifting appliances and gear, transport, earthmoving and materials handling equipment and plant and machinery. Other provisions would cover such operations as work at high-structure levels, excavations and underground work, the use of cofferdams, work in compressed air and over water, demolition, and the use of electricity and explosives. Measures would also be required to prevent exposure to chemical, physical or biological hazards dangerous to health. Other provisions cover the fire precautions, protective equipment and clothing, first aid and welfare.

Workers should be adequately informed of potential safety and health hazards, the draft instrument states, and be instructed and trained in the preventive and protective measures available.

The draft Convention would require countries to take measures, including penalties and remedial action and provision of inspection services, to ensure its enforcement.

The proposed Convention would be supplemented by a detailed Recommendation which would extend coverage to the fabrication and erection of oil rigs and of offshore installations while under construction onshore, and also include stringent safeguards against radioactive hazards. The draft instrument emphasises the importance of organised co-operation between employers and workers to promote safety and health at construction sites.

Technical co-operation

After a period of ten years, the Conference reviewed the technical co-operation programme which has formed a major part of the ILO's activities since the Second World War. A resolution reaffirmed the role of operational activities as a means of complementing and reinforcing the ILO's standard-setting work.

A major focus of the programme should be on increasing national capabilities and self-reliance and on promoting sustainable development, said the Conference. In order to do "fewer things better", employment promotion and human resource development should be in the forefront of ILO concerns. More specifically, programmes such as labour intensive works, skill training and co-operatives development should be further expanded. There was a need for adopting the target group approach with a focus on the urban and rural poor and on women, youth, migrant workers and the disabled.

As areas of priority action in human resources development, the Conference singled out training for productivity and quality improvement, self-employment, small and medium enterprises, vocational skills and management training. It stressed that, in all areas, the full integration of women in development should be a basic concern.

The Conference highlighted the active role that workers' and employers' organisations must play in defining and implementing ILO technical co-operation projects, and asked for further assistance that would strengthen their institutional framework and managerial capacity.

There was a continuing need to enhance the impact, relevance and cost-effectiveness of the programme. To achieve this, it was essential to ensure the active involvement of the population concerned, and to improve needs assessment and project design.

Application of standards

Forty-five Governments provided information and entered into dialogue with the Conference Committee on the Application of Standards concerning the discharge of their obligations in respect to international labour standards or compliance with Conventions they have ratified. The Conference regretted that, despite repeated invitations, the Governments of Sao Tome and Principe and of Trinidad and Tobago had failed to take part in the discussions, and noted with regret that six countries (Chad, Dominica, Fiji, Paraguay, St. Lucia and Seychelles) did not participate because they were absent from the Conference.

Progress in a number of countries in meeting their obligation to submit newly adopted ILO standards to their legislatures was welcomed, but the Conference regretted failure to submit by five countries. Failure by 16 countries to supply requested information concerning ratified Conventions was also regretted.

The Conference welcomed steps taken in 40 cases to ensure compliance with ratified Conventions as "tangible proof of the effectiveness of the supervisory system" and expressed satisfaction at recent changes in law and practice made by Guatemala, Panama and Uruguay.

Four countries (Bangladesh, Dominican Republic, Ecuador and Pakistan) were reported in "special cases" paragraphs relating to the application of ratified Conventions. The Conference noted with grave concern the continued failure over several years to eliminate serious discrepancies in the application by the Islamic Republic of Iran of the Discrimination (Employment and Occupation) Convention (No. 111).

Reviewing the application of standards on the guarding of machinery and the working environment, the Conference found it regrettable that little of the co-ordinated nature had been done in many countries to implement these instruments. Recent disasters showed that safety and health at work concerned not only workers but the entire world. It was hoped that the ILO and member States, with the collaboration of employers and workers, would be able to move forward in this field.

In a time of crisis, the Conference concluded, when there was temptation to give priority to political, economical, financial, monetary or commercial realities over the demands of justice and of dignity, it was upto the ILO to affirm the primacy of these demands and ensure they are recognised. On the occasion of the 60th anniversary of the Committee of Experts on the application of standards, there was unanimity on the need for a supervisory machinery to ensure that standards adopted by the Conference were translated into national law and practice.

Resolutions

In a resolution, the Conference invited Government—in consultation with employers' and workers' organisations—to intensify efforts to achieve the objectives of the International Year of Shelter for the Homeless, in particular by increasing housing allocations and giving priority to improving housing conditions for the poor and disadvantaged. Governments should encourage employers' and workers' organisations, co-operatives and similar organisation to contribute to the drive for low-cost housing, and adopt further legislation regulating house rents and security of tenure. The ILO was asked to pay special attention in its programmes to activities that would contribute to the objectives of the Year, and to urge Governments to embark on a vigorous campaign for the creation of adequate and affordable housing in the context of the Organisations' work in the employment and basic needs fields.

Marking next year's 40th anniversary of the adoption of ILO Convention No. 87 on freedom of association and protection of the right to organise, a second resolution stated that the principles of freedom of association must be universally applied irrespective of national social and economic systems. It reaffirmed the necessity for strict implementation of those principles in law and practice and the obligation for all Governments to co-operate fully with the ILO's supervisory bodies. The resolution urged Governments of all States which have not yet ratified the Convention to do their utmost to ratify during 1988, and to seek ILO assistance rapidly when problems relating to the implementation of the principles of freedom of association were experienced or anticipated.

A third resolution asked Governments and employers' and workers' organisations to promote national policies for guidance and services needed to prevent, reduce and eventually eradicate the abuse of drugs and alcohol in the work and elsewhere and to support programmes at the work place level in that respect. The social partners, each within its own competence, should respect the dignity of the worker by ensuring confidentiality, and protect the workers' security of employment and income during medical rehabilitation to the same extent as for those workers suffering from other health or social problems. The ILO was urged to give priority to activities relating to the control of drug and alcohol abuse, and give special attention to youth.

[Jordan's Minister of Labour and Social Development, Mr. Khaled Haj-Hassan, presided over the session. Vice-Presidents were Mr. Valentin N. Lipatov (Ukrainian SSR, Government), Mr. Wolf-Dieter Lindner (Federal Republic of Germany, employer) and Mr. Heribert Maier (Austria worker).]

(*Indian Worker*, dated 13th July 1987)

Towards more Economic and Social Progress

The following is the text of speech delivered by Shri P. A. Sangma, Union Minister of State for Labour, at the 73rd Session of the International Labour Conference held at Geneva (Switzerland) on June 5.

Mr. President, Excellencies, Ladies and Gentlemen.

May I first of all join with previous speakers in extending to you, Mr. President the good wishes and congratulations of my delegation upon your election to the

Presidency of the 73rd International Labour Conference? We are confident that you will fulfil the difficult task assigned to you with great distinction, and your wisdom and experience will guide our deliberations to a successful conclusion.

Mr. President, last year we had shared with the Director General our concern about the world of work. Since then we have taken several significant steps. For example, we have decided to set up a Commission on Rural Labour primarily for analysing the causes and consequences of the present condition of rural unorganised labour, and for recommending a policy framework and an action plan for the future.

In India ninety per cent of the work force is unorganised and we, therefore feel that the problems of the unorganised sector. We are trying to extend social security to cover unorganised workers as far as possible. We are also seeking to expand the awareness and knowledge of unorganised workers about legal protection available to them by launching a well directed mass media campaign to educate them and raise the general level of consciousness in society about these problems. Side by side, we are making efforts to reduce regional disparity in minimum wages. The problems faced by working children and women workers are receiving special attention. Efforts are being made to eliminate discrimination against women workers as also to organise them so that they have adequate bargaining power.

Stated briefly, our aim is to ultimately bring about full social emancipation of our people to match their political emancipation. This is sought to be done through our planning process which places as its main goals—food, work and productivity. Our ultimate target is to secure work for all. "Bekari Hatao" which literally means the removal of unemployment, would be a major thrust of our efforts in the coming years.

In this context, we endorse the Director General's suggestion that special attention be given to the problems of unemployment and poverty, and in particular to the unorganised sector. We note with satisfaction that in this area programme is proposed to be formulated in the Medium Term Plan and would be submitted to next year's Governing Body session.

We are fully aware that any country's efforts made in isolation would not, by themselves, be sufficient to achieve a world based on social justice. It would undoubtedly need to be supplemented by global efforts by means of multilateral co-operation. The Director General's report to this Conference which reflects on the future of multilateral co-operation provides in fact a useful framework for such an effort. ILO's perspective on the future of multilateral co-operation *per se* cannot differ from the perspective of the U.N. development system in general. Yet, ILO has a distinctly unique perspective. Among international organisations it is in the unique position of bringing together not only Governments but also employers and workers, the social partners of development. This sharing and this interaction could and do give new perceptions and lead to new solutions. This special quality of tripartism is also the *Sine non* of multilateral co-operation where unity has to be found in diversity.

Mr. President, we are convinced that the fight against poverty, unemployment and under-employment should lie at the centre of all multilateral co-operation. Ultimately our perception of multilateral co-operation would pivot on our view of the development process. In fact development goes beyond and mere increase in per capita income. An increase in per capita income reflecting an increase in production, is merely the end product of factors or forces which cause economic development. Questions relating to the use and distribution of this income are equally important dimensions of concern to development policies, as its increase. Indeed, an important question raised by the study of development concerns ultimate aims and objectives. Furthermore, the development process cannot ignore ecological, cultural and ethnic factors. Development implies not only economic but also socio-political change. The justification of specific policies may be sought, not in the application of narrow cost-benefit economic criteria, but rather on the basis of a socio-political consensus which defines the objectives of national development policy.

While the physical environments of the developing countries differ widely, it is possible to identify a more or less common set of economic processes and relationships which prevent a full utilisation of their resources. Lack of expansion of per capita production due to high rate of population growth, and non-generation of a sizable investable surplus are characteristics of these processes and relationships. Typically, in the poor developing countries nearly half the population is under fifteen and almost two-thirds is under twentyfive. This means that the poor countries have to devote much more of their resources to the task of raising a new generation of producers, besides providing services of a given standard to a rapidly enlarging population. The problems of entrepreneurship and employment thus become central to the concept of development. With a socio-economic infrastructure well below its optimum level the gap between different income classes further widens. There are also a few structural bottlenecks in evolving and using a technology which caters to its own resource endowments and resource potential. The great scientific and technological upsurge that the world has seen since the turn of the century has almost completely by passed the poor countries.

Unfortunately, Mr. President, the world economy continue to pass through a period of deep crisis. Stagnation in economic growth continues to seriously affect economic and social progress in many countries. The world economic crisis has had a particularly negative effect on the developing world. At the same time the developed countries too have been faced with uneven and slow growth as also high unemployment levels. The collapse of commodity prices and deterioration of terms of trade have deprived the developing countries of badly needed export earnings. There has also been a sharp increase in protectionist and distortive measures and policies followed by the industrialised market economy countries who have set up barriers in the path of developing countries exports and impeded those structural adjustment which would have allowed for expansion of exports from the developing world. The debt burden has forced many developing countries to adopt adjustment programmes at great costs and this has necessitated that they seriously curtail their own development efforts. Official Development Assistance has stagnated and this has been accompanied by a considerable reduction of financial flows from commercial

banks. The result of all this has been a net transfer of resources from the developing to the developed countries. The manifestations of the present economic crisis can also be seen in the sharp fluctuations in the exchange rates of the major world currencies; the high interest rates in real terms; and the considerable trade imbalances existing among the major economic powers with the resultant tensions in the international trading system. The world economic crisis which is structural in nature has been aggravated by the long term macro-economic policies of the developed countries. Multilateralism has been on the decline and the weakening of multilateral co-operation for development has led to a growing inequity in burden sharing and adjustment efforts between the developed and developing countries. The developed countries have increasingly displayed a preference for bilateralism in their foreign economic relations, often doing so for political reasons. All this has taken place at a time when the need to enhance global economic co-operation on the basis of equity, inter-dependence and shared responsibility is more important than ever before.

Mr. President, in this context I would like to turn to the subject of standard setting which constitutes an area of ILO activity of interest to us. The setting of standards indicate desirable goals to be achieved. Whereas there can be no compromise on standards relating to human rights, there is a need for infusing more realism into the form and content of technical standards. This is rather a basic requirement of the tripartite projection on the normative status and social structure of most developing countries. Unfortunately, the present external economic environment has not been conducive for developing countries to realise their growth potential. The post war international economic system no longer adequately serves its stated objectives of promoting economic and social progress in the world. The complete lack of movement towards a New International Economic Order, due considerably to the reluctance of the developed world to see economic relations arranged on a just basis, and the resulting continuation of the economic crisis, have made it impossible for most developing countries to achieve a satisfactory level of economic progress. Mr. President, it is only through a harmonious and equitable reconstruction of international economic relations that we can seek to ensure development and employment for all. We must work together to build an international economic system based on the principles of equity and justice. Multilateral co-operation must be strengthened and a fair share of the responsibility in this regard would clearly rest on the shoulders of those who have the strength and wherewithal to do so.

Mr. President, it is widely accepted that human resource development with a technology base is the need of the hour, and in encouraging this multilateral co-operation would undoubtedly have an important role to play. There are on going debates as to whether a consortium approach is more appropriate than a consultative approach, whether project-tied aid is superior to programme-related aid so on. In their own place such debates could have a justification but ultimately it is concrete action in multilateral co-operation which counts in this context, my delegation notes with concern the dwindling of the multilateral resource base available to ILO. I would appeal to the donors to rise above the rhetoric of methodology and give to prospective recipient countries the best they can, and in the process build that bond of mutuality that we euphemistically call "development nexus".

At the same, Mr. President, we are happy to note the great importance ILO attaches to technical cooperation, and that a detailed report on the subject has been submitted to this Conference for consideration by one of its committees. My country, Mr. President, would like to see increasing emphasis placed on the expansion of ILO's technical cooperation programme with significantly more resources allocated to technical cooperation in the ILO Budget. It is through such transfers that ILO could assist developing countries in their struggle against poverty and unemployment.

I would like to conclude, Mr. President, by expressing my conviction that this session of the Conference would contribute significantly to tackling the important problems before us.

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

Productivity for better work ethic

Shri Sunil Guha, Director of the International Labour Organisations India Office, said on 3rd July that labour and managements should force a common front to ensure the introduction of the latest technology and make productivity the major corporate focus in the country.

Inaugurating the first southern regional tripartite conference of the Industrial Relations Association of India, he said labour productivity in the country rose by more than 20 per cent, during 12 years between 1964 and 1976, while in the same period the fixed capital for workers rose by 198 per cent.

The increase in output had not been commensurate with the injection of capital. Employers had neglected productivity and trade unions were more concerned with delinking productivity from wages than arousing productivity-consciousness among workers, he said.

The failure to introduce firmly the concept of linking wages with productivity in Indian Industry has induced many entrepreneurs to substitute capital for labour whenever they can, and thereby retard the growth of employment, Shri Guha said.

Pointing out that human resources development had been neglected for long, he said the country should, instead of borrowing Western or Japanese management culture, utilise India's own rich cultural heritage and traditions to reach the workers hearts and homes.

The Andhra Pradesh Labour Minister, Shri P. Indra Reddy said the State, keen on maintaining industrial harmony and safeguard workers' interests, had amended the Industrial Disputes Act and had introduced a comprehensive Shops and Establishments Act. As a result, he said, workmen could now approach the labour court directly for adjudication with waiting for a reference from the Government.

Shri Indra Reddy said the Government had decided for payment of compensation to workers a precondition for allowing closure of a company and to

enable labour courts and tribunals execute their awards or settlements decrees of the court

He said the conciliation efforts by the State Government had resulted in averting many work-stoppages in the State's industries and resulted in 436 settlements during 1985-86.

Dr. S. Chandra, Chairman of the Industrial Relations Association of India said the association, a professional body comprising industrial relations and personnel officers of industry, labour administrators and trade union activities was working for making tripartism an article of faith.

(Indian Worker, dt.)

ILO study assails concept of job flexibility

The International Labour Organisation (ILO) has charged that a policy of flexibility introduced into job markets of most Western industrialised countries has spawned undesirable results.

According to an ILO study just published, the effects include modifications to labour legislation, changes in workplace rules and regulations and sacrifice of some "hard-won" workers benefits since the early 1980s.

Adopted with "optimism" by most Governments and employers and with "scepticism" by many trade unions, flexibility was seen as a weapon to combat recession and stagnation.

It was also expected to help recover competitiveness, reestablish margins of profits, boost, growth and consequently absorb unemployment.

The ILO study said that new flexibility of human resource management expanded formerly marginal categories of workers—seasonal, temporary and part-time, especially in the fast-growing service sector. The proportion of the active population engaged in part-time work, for example, rose to 28 per cent in Norway and 25 per cent in Sweden.

Besides, temporary work, previously a stop-gap step to replace workers on leave or in training or to meet market fluctuations, took on a more enduring character, the study observed.

Pointing out that the flexibility policy ceased to be a simple method of short-term adjustment.

(Indian Worker, dated 20th July 1987)

Welfare Policies Crumbling : ILO

The solid edifice of welfare policies that many countries built during the early seventies seems to be cracking under the pressure of harsh economic conditions of the eighties, says an ILO report. The oil crisis, inflation, a lingering recession and high unemployment have all taken their toll of the social security systems around the world. In a study covering 30 countries—13 in Western Europe, seven in Africa, two in North America, three in Latin America, three in Eastern

Europe, and one each in Asia and West Asia - The ILO found that schemes related to sickness insurance, unemployment benefits and old age pensions were, particularly affected.

Following the second oil crisis in 1979 unemployment benefits were the first victim of the worsening economic conditions, the report says. Countries such as Austria, France, the United States, Denmark and Spain, which in the early seventies had extended unemployment benefits for additional categories of workers and for longer durations have now tightened the grip.

Benefits have been reduced almost everywhere and allocations diminished in certain categories. For example, in Belgium for unemployed workers who were not heads of households and in Luxembourg for those with a working spouse earning at least 2.5 times the minimum wage.

Closely related to rising unemployment in western industrialised countries was a trend towards early retirement. Health protection has also become harder to maintain. Most countries have modified the health insurance benefits. Changes include introduction of flat-rate rebate system, lowering proportional payments, and revising the list of reimbursable medicines.

The report says social security may have only gone through the first phase of a much wider, more complex international storm. It is likely to encounter new demographic, financial and monetary challenges in the years to come.

(EFI Bulletin dated 15th July 1987).

Articles, Reports, Enquires, etc.

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

PRODUCTIVITY : A CHALLENGE TO TRADE UNIONS

BY

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Indian economy is popularly termed as mixed economy. Ours is an economy in which socialistic planning is mingled with democratic values. Naturally we have accepted trade union as an instrument of democratic self Government. For our pattern of economy a trade union has not only the role of militant fighter for workers rights and demands but also to act as a participative force in institutional development, corporate management and reconstruction and modernization of an economy. In this view a trade union is vitally important for a free and democratic society. In this context a trade union has a permanent function, and justifiable reason for perpetual existence.

We are trying the planning experiment in our own way. Our late Prime Minister Pt. Jawaharlal Nehru had gifted vision to look into the future. This great architect of modern India has given the concrete and well designed structure of Five Year Plans Planning means deliberate act of economic change and higher productivity. It has peculiar fronts and difficulties. Naturally so it requires control of further and expansion in some cases and an urgent encouragement of expansions in others. Since trade union is associated with one indispensable factor of production i.e. labour its role in productivity needs no emphasis. The defects and activities of a T.U. should be such as to direct the cause of Indian's development. This social and economic institution has to be judged in relation to its role in national development. It should act only as an organised force for negotiations with the authority but as a powerful tool of economic change a catalyst of growth and development.

Productivity : a watch word.—In the developing economics the major problems are socio-economic and not merely social or economic. In our economy we want to increase production without excessive automation—as it would mean increase in unemployment, we want to improve quantity of production and control or reduce the cost by using as much as possible labour force. Thus in our planning labour has to play a central role. Here the only solution to this dilemma is to improve productivity of the labour force.

Productivity is the quality and quantum of output obtained at any given standard measure. Productivity can be evaluated in terms of money. Increased productivity would naturally mean greater output for the given expenditure and vice versa.

But mere money measure of productivity is not a justifying criteria. As it should also consider changes in labour cost i.e. wages paid to the labour force, Here it can be explained like this. If a labour demands for more wages, or curtails the working hours and gives more output it would not give any positive effect or he may nullify the additional increment in production due to more wages or less working hours. This is extraneous and erroneous. Hence real measure of productivity is not the mere output criteria but the parameter of output per man day or man hour. That is output linked with labour capacity and cost one more fact that may also be cleared here is that productivity is a very much relative concept. It depends upon variety of factors, like efficiency of management, attitude of labour class, extent of training and industrial relations in the corporation or unit.

Trade Union : The third dimension of productivity.—The traditional concept of productivity has only two dimensions i.e. the labour and the management. Labour being the actual work force involved in production aspect of business. It must be properly motivated to do a set of functions jobs or tasks in the most efficient way. Managements thought that by providing some financial incentives like bonus, fringe benefits and other allowances it could mould workers into human robots—and a sort of worker who will do as directed. But workers like other human beings too have emotions, feelings and natural instincts. They too desire that their acts, and achievement's should be properly guided and directed by a predesigned machinery, and a well defined leadership. In most of the cases this leadership comes from workers themselves as what we term group or collective leadership. Social and industrial psychology has also admitted that workers too have a faith in their own colleague as a leader than the manager of the unit. Hence the third dimension of the productivity emerges, very clearly i.e. the trade union leadership, as catalysist of boosting up the moral, motivating the work force and improving the productivity.

Productivity : A challenge before trade unions.—During the last few decades times have changed. Top management's have realised trade union has a fair part in the sound development of the institution, workers and the society as a whole. The trade union movement has also been responsible for activating the Government machinery to intervene in labour management relations. As a result the organised industrial workers were largely benefited in financial matters like wages, bonus, other benefits and working conditions.

Once it is admitted that the role and existence of a trade union cannot be neglected while dealing with productivity matters, the management whether in public sector, in Government machinery or in private sector has to accept its co-operation. Trade union is not and can never be hurdle in improving labour management relations. On the contrary it is a bridge to maintain, smooth and amicable relations between the two factors of production viz. the labour force and the management. A trade union can contribute to enhance the productivity in various ways. Here a few practical programmes a TU. can easily implement either independently or in collaboration with management are enlisted. Trade unions exercise direct as well as indirect influence over workers. So they can easily undertake campaigns, or conduct mass awareness programmes amongs the workers regarding how to improve productivity. They can develop a philosophy of work, in order to faster a spirit of co-operation, diffuse education

and develop a strong band of committed workers to enhance productivity. They can curb antiproduktivity activity by controlling the group of workers who are always engaged in go-slow practices, strikes and following work-to-rule policies.

A strong and ideal trade union can undertake numerous other programmes in consultation with the management. A practice of arranging regular meetings at shop floor level amongst workers and managers to understand problems in production process and how to overcome difficulties involved in boosting up production, savings time, materials and labour, etc., will be certainly very usefuf. It can also arrange for training and effective programmes for the improvement of efficiency of skilled and semiskilled workers.

Electronic equipments and computers are now indispensable in every activity and department in every factory or institution. Computarisation has now gathered good momentum. So instead of mere opposition to coming computer revolution it is in the interest of workers and trade union that they should understand and master this technique. A trade union should arrange awareness and training programme to give understanding to computer technology to its members. This will be in the interest of the union, and the management as well.

Productivity year: A symbol of trust.—The Government of India and our beloved Prime Minister has declared 1987 as the quality year. The sole objective behind this declaration is to create an overall awareness regarding the basic problem of quality and productivity. As in this fastly growing and competitive world our survival in International market depends only on two things productivity and quality. Considering this 1987—the productivity year appears to be a "Symbol of trust" entrusted upon all sections of industrial society *viz.*, management, labour and the trading machinery. The organised labour should try its best to increase efficiency and productivity keeping the national interest above all considerations. Once having achieved a fair wage level they should not proceed pushing up wages at a rate faster than the increase in output, and that they should be prepared to accept measures enforced to prevent inflation which eats up productivity. They should not go on using their undoubted power as the pushing up process, once started is difficult to stop. Much has already been done to endure a more positive approach to Industrial relations. But the fear is that the overwhelming of it may endanger the entire fabric of productivity. The approach is socially and ethically desirable. But it is equally desirable on practical grounds. At the same time the management's role should also change in relation to the workers' right. It should be ensured that trade union movement should flourish in this country well. But it is the most effective instrument to improve national product. Increased product means good wages and working conditions. Good wages and working conditions further stimulate productivity. And so on a cumulative rise.

(Indian Worker dated 27th July 1987)

Labour Legislation

MINISTRY OF LAW AND JUSTICE

(LEGISLATIVE DEPARTMENT)

New Delhi, the 19th December 1985/Agrahayana 28, 1907 (Saka)

The following Act of Parliament received the assent of the President on the 18th December, 1985, and is hereby published for general information :—

THE PAYMENT OF BONUS (SECOND AMENDMENT) ACT, 1985 No 67 OF 1985

[18th December 1985]

An Act further to amend the Payment of Bonus Act, 1965.

BE it enacted by Parliament in the Thirty-sixth Year of the Republic of India as follows

1. *Short title, commencement and application.*—(1) This Act may be called the Payment of Bonus (Second Amendment) Act, 1985.

(2) It shall be deemed to have come into force on the 7th day of November, 1985.

(3) The amendments made by this Act in the Payment of Bonus Act, 1965 (21 of 1965) hereinafter referred to as the principal Act) shall, in relation to a factory or other establishment to which the principal Act applies, have effect and be deemed always to have had effect in respect of the accounting year commencing on any day in the year 1984 and in respect of every subsequent accounting year.

Explanation.—The words and expressions which are used in this sub-section and which are defined in the principal Act shall have the meanings respectively assigned to them in the principal Act.

2. *Amendment of section 2.*—In section 2 of the principal Act, in clause (13) for the words "one thousand and six hundred rupees", the words "two thousand and five hundred rupees" shall be substituted.

3. *Insertion of new section 12.*—In the principal Act, after section 11, the following section shall be inserted, namely

"12. *Calculation of bonus with respect to certain employees.*—Where the salary or wage of an employee exceeds one thousand and six hundred rupees per mensem, the bonus payable to such employee under section 10 or, as the case may be, under section 11, shall be calculated as if his salary or wage were one thousand and six hundred rupees per mensem."

4. *Repeal and saving*—(1) The Payment of Bonus (Amendment) Ordinance, 1985 (6 of 1985), and the Payment of Bonus (Second Amendment) Ordinance, 1985 (8 of 1985), are hereby repealed.

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

(Vide Act No. 67 of 1985, published in *Maharashtra Government Gazette* Part VI, dated 18th June 1987 at page No. 622).

MINISTRY OF LAW AND JUSTICE

(LEGISLATIVE DEPARTMENT)

New Delhi, the 24th December, 1985/Pausa 3, 1907 (Saka)

The following Act of Parliament received the assent of the President on the 24th December, 1985, and is hereby published for general information :—

THE BONDED LABOUR SYSTEM (ABOLITION) (AMENDMENT) ACT, 1985

No. 73 OF 1985

(24th December, 1985)

An Act to amend the Bonded Labour System (Abolition) Act, 1976.

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

1. *Short title*.—This Act may be called the Bonded Labour System (Abolition) Amendment Act, 1985.

2. *Amendment of section 2*.—In the Bonded Labour System (Abolition) Act, 1976 (19 of 1976), in section 2, in clause (g), the following *Explanation* shall be added at the end, namely :—

Explanation.—For the removal of doubts, it is hereby declared that any system of forced, or partly forced labour under which any workman being contract labour as defined in clause (b) of sub-section (1) of section 2 of the Contract Labour (Regulation and Abolition) Act, 1970 (37 of 1970), or an inter-State migrant workman as defined in clause (e) of sub-section (1) of section 2 of the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 (30 of 1979), is required to render labour or service in circumstances of the nature mentioned in sub-clause (1) of this clause or is subjected to all or any of the disabilities referred to in sub-clause (2) to (4), is “bonded labour system” within the meaning of this clause.

(Vide Act No. 73 of 1985, published in *Maharashtra Government Gazette* Part VI, dated 18th June 1987 at page No. 627).

Gist of Important Notifications under Various Labour Laws

(I) MINIMUM WAGES ACT.

1. Corrigendum

CORRIGENDUM

In Government Notification, by the Deputy Commissioner of Labour and Competent Authority under Minimum Wages Act, No. MWA/SPL/Cinema Exhibition Industry, dated 4th February, 1987 published in *Maharashtra Government Gazette*, Extra Ordinary, Part I-L, dated the 9th April, 1987 at Page 2265, the following correction is to be made :—

At page 2265, in first line for the words and figures “three months commencing on the 1st day of July, 1986” the words and figure, “three months commencing on 1st day of January, 1987”.

(Vide Government Notification No. MWA/SPL/Cinema Exhibition Industry, dated 1st June 1987, published in *Maharashtra Government Gazette* Part-I-L, dated 4th June 1987, at page No. 2973).

II. BOMBAY SHOPS AND ESTABLISHMENT ACT, 1948

(A) *Suspension as the provisions of the Act*.—(1) 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 Sections	Period
Rangnath Swami Pilgrimage	Section 10(1), 11(1)(a), 14, 16, 18, 20, 21, 23 and 24.	15th March 1987 to 15th April 1987 (both days inclusive).

(Vide Government Notification, Industries, Energy and Labour Department, No. P.7387/CR CR-2540/Lab-9, dated 20th February 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 25th June 1987, at pages Nos. 3310 to 3311).

(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 festivals shown in Column 1 of the said Schedule for the periods mentioned in Column 3 of the said Schedule.

Schedule

Festival	Provisions of sections	Period
Mahakali Pilgrimage.	Sections 10(1), 11(1)(a), 14, 16, 18, 20, 21, 23, and 24.	1st April 1987 to 1st May 1987 (both days inclusive).

(Vide Government Notification, Industries, Energy and Labour Department, No. P. 7387/CR-2542/Lab-9, dated 19th February, 1987 published in *Maharashtra Government Gazette*, Part I-L, dated 25th June 1987 at pages Nos. 3311 to 3312.)

(3) 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 Sections	Periods
Hanuman pilgrimage	Sections 10(1), 11(1)(a), 14, 16, 18, 20, 21, 23 and 24.	10th April 1987 to 10th May 1987 (both days inclusive).

(Vide Government Notification, Industries, Energy and Labour Department, No. P. 7387/CR-2545/Lab-9, dated 25th June 1987, at pages Nos. 3313 to 3314).

(4) 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 festival shown in column 1 of the said Schedule for the periods mentioned in column 3 of the said Schedule.

Schedule

Festival	Provisions of Sections	Period
On account of (Assembly).	Sub-Section (1b) of Section 18	23rd March 1987

(Vide Government Notification, Industries, Energy and Labour Department, No. P. 7387/405042/2549/Lab-9, dated 9th March 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 25th June 1987, at page No. 3323).

5. 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 Sections	Period
Nath Shasthi Utsav	Sections 10(1), 11(1)(a), 14, 16, 18, 20, 21, 23 and 24.	19th March 1987 to 23rd March 1987 (both days inclusive).

(Vide Government Notification, Industries, Energy and Labour Department, No. P-7387/CR-2581/Lab-9, dated 12th March 1987 published in *Maharashtra Government Gazette* Part I-L, dated 25th June 1987 at page No. 3325).

6. 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 Sections	Period
Shree Ram Navami Utsav.	Sections 10(1), 11(1)(a), 14, 16, 18, 20, 21, 23 and 24.	2nd April 1987 to 7th April 1987 (both days inclusive)

(Vide Government Notification, Industries, Energy and Labour Department, No. P. 7387/CR-2603/Lab-9, dated 31st March 1987, published in *Maharashtra Government Gazette* Part I-L, dated 25th June 1987, at pages Nos. 3329 to 3331.)

(7) 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 festival shown in Column 1 of the said Schedule for the periods mentioned in Column 3 of the said Schedule.

SCHEDULE

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

(Vide Government Notification, Industries, Energy and Labour Department, No. P-7387/CR-2604/Lab-9, dated 1st April 1987, published in *Maharashtra Government Gazette*, Part-I-L, dated 25th June 1987 at page Nos. 3334 to 3335).

(8) The Government of Maharashtra, Industries, Energy and Labour Department had 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 festival shown in Column 1 of the said Schedule for the periods mentioned in Column 3 of the said Schedule :—

SCHEDULE

Festival	Provisions of sections	Period
Hanuman Jayanti	Sections 10(1), 11(1)(a) 14, 16, 18, 20, 21, 23 and 24.	13th April 1987 to 15th April 1987 (both days inclusive).

(Vide Government Notification Industries, Energy and Labour Department, No. P-7387/CR-2605/Lab-9, dated 1st April 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 25th June 1987, at pages Nos. 3335 to 3336).

(9) 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 festival shown in Column 1 of the said Schedule for the periods mentioned in Column 3 of the said Schedule :—

SCHEDULE

Festival	Provisions of sections	Period
Baramati Stanik Utsav	Sections 10(1), 11(1)(a), 14, 16, 18, 20, 21, 23 and 24.	16th April 1987 to 18th April 1987 (both days inclusive).

(Vide Government Notification, Industries, Energy and Labour Department, No. P-7387/CR-2606/Lab-9, dated 3rd April 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 25th June 1987 at pages Nos. 3339 to 3340).

(10) 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 Festival shown in Column 1 of the said Schedule for the periods mentioned in Column 3 of the said Schedule :—

SCHEDULE

Festival	Provisions of sections	Period
Ramzan Utsav.	Sections 10(1), 11(1) (a) 14, 16, 18, 20, 21, 23, and 24,	1st May 1987 to 31st May 1987 (both days inclusive)

(Vide Government Notification, Industries, Energy and Labour Department, No. P-3077/CR-2677 Lab-9, dated 23rd April 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 25th June 1987 at page Nos. 3345 to 3346).

(11) 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 festival shown in Column 1 of the said Schedule for the periods mentioned in Column 3 of the said Schedule :—

SCHEDULE

Festival	Provisions of sections	Period
Books Shops	Sections 10(1), 11(1)(a), 14, 16, 18, 20, 21, 23 and 24.	1st June 1987 to 31st July 1987 (both days inclusive).

(Vide Government Notification, Industries, Energy and Labour Department, No. P-7387/CR-2676 Lab-9, dated 23rd April 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 25th June 1987 at page No. 3347 to 3348.

(B) *Delegation of powers of appointments under the Act.*—(1) The Government of Maharashtra Industries, Energy and Labour Department has in exercise of the powers conferred by sub-section (2) of section 48 of the said Act delegated to the Commissioner of Labour in accordance with the Commissioner of Labour, in accordance with the provisions of sub-section (3) of section 48 of the said Act, Shri C. B. Dingare, Commissioner of Labour, Bombay, appointed Shri K. D. Khare, Deputy Commissioner of Labour (Shops) and Shri N. V. Palve, Assistant Commissioner of Labour (Shops) Bombay as Inspector for the purposes of implementation of the provisions of the said Act, in the local areas where they are not enforced by the local authorities as well as for the purposes of supervision over the enforcement of the provisions of the said Act, by the local authorities, in the entire State of Maharashtra.

(Vide Government Notification, Industries, Energy and Labour Department, No. CL/BSE 2187/Insp/H.O.-XII, dated 18th March 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 25th June 1987 at page No. 3329).

(2) The Government of Maharashtra Industries, Energy and Labour Department has in exercise of the powers conferred by sub-section (2) of section 48 of the said Act, delegated to the Commissioner of Labour, in accordance with the provisions of sub-section (3) of section 48 of the said Act, Shri C. B. Dingare, Commissioner of Labour, Bombay appointed Shri R. A. Panchal to be Inspector for the purpose of implementation of the provisions of the said Act, in all the local areas (which are not subject to the jurisdiction of any Local Authority for the enforcement of the Act) falling in the districts specified herein below:

(1) Aurangabad, (2) Jalna, (3) Beed, (4) Parbhani, (5) Nanded, (6) Osmanabad, (7) Latur.

(Vide Government Notification, Industries, Energy and Labour Department, No. CL/BSE 2187/SI/H.O.XII, dated 27th May 1987 published in *Maharashtra Government Gazette*, Part I-L, dated 25th June 1987 at page No. 3364).

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

(4) *Constitution of one man Board.*—(1) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by section 6A of the said Act constituted a Board to be known by the name of the "Railway Goods Clearing and Forwarding Establishment Labour Board for Greater Bombay and appointed Shri B. R. Rangari to hold office and to exercise all the powers and perform all the duties and functions of the said Board until a Board is duly constituted under Section 6 of the said Act, for the said schedule employments.

(Vide Government Notification, Industries, Energy and Labour Department, No. UWA/387/(11366)/Lab-5, dated 4th March 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 25th June 1987, at pages Nos. 3315 to 3316).

(2) The Government of Maharashtra Industries, Energy and Labour Department has in exercise of the powers conferred by section 6A of the said Act, constituted a Board to be known by the name of the Goods Transport Labour Board for Greater Bombay and appointed Shri B. R. Rangari, Assistant Commissioner of Labour to hold office and to exercise all the powers and perform all the duties and functions of the said Board until a Board is duly constituted under Section 6 of the said Act, for the said schedule employments. -

(Vide Government Notification, Industries, Energy and Labour Department, No. UWA-1387/(11367)/Lab-5, dated 4th March 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 25th June 1987 at page No. 3316).

(3) The Government of Maharashtra Industries, Energy and Labour Department has in exercise of the powers conferred by section 6A of the said Act constituted a Board to be known by the name of the Grocery Markets and Shops Board for Greater Bombay and appointed Shri D. P. Pagar, Assistant Commissioner of Labour to hold office and to exercise all the powers and perform all the duties and functions of the said Board until a Board is duly constituted under Section 6 of the said Act.

(Vide Government Notification, Industries, Energy and Labour, Department, No. UWA-1387/(11373)/Lab-5, dated 4th March 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 25th June 1987, at page No. 3317).

(4) The Government of Maharashtra Industries, Energy and Labour Department has in exercise of the powers conferred by section 6A of the said Act, constituted a Board to be known by the name of the Bombay Iron and Steel Labour Board and appointed Shri M. K. Ambole, Assistant Commissioner of Labour to hold office and to exercise all the powers and perform all the duties and functions of the said Board until a Board is duly constituted under section 6 of the said Act.

(Vide Government Notification, Industries and Energy and Labour Department, No. UWA-1386/(11376)/Lab-5, dated 4th March 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 25th June 1986, at page Nos. 3317 to 3318).

(5) The Government of Maharashtra Industries, Energy and Labour Department has in exercise of the powers conferred by section 6A of the said Act, constituted a Board to be known by the name of the Khoka Making and Timber Market Labour Board and appointed Shri M. K. Ambole, Assistant Commissioner of Labour, to hold office and to exercise all the powers and perform all the duties and functions of the said Board until a Board is duly constituted under section 6 of the said Act.

(Vide Government Notification, Industries, Energy and Labour Department, No. UWA-1386/(11377)/Lab-5, dated 4th March 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 25th June 1987 at page No. 3318).

(6) The Government of Maharashtra Industries, Energy and Labour Department has in exercise of the powers conferred by section 6(A) of the said Act, constituted a Board to be known the name of the Cotton Markets Labour Board for Greater Bombay and appointed Shri S. T. Jadhav Assistant Commissioner of Labour to hold office and to exercise all the powers and perform all the duties and functions of the said Board until a Board is duly constituted under Section 6 of the said Act.

[Vide Government Notification, Industries, Energy and Labour Department No. UWA-1387/(11351)/Lab-5, dated 5th March 1987, published in *Maharashtra Government Gazette* Part I-L, dated 25th June 1987, at page No. 3322].

(B) *Notification under the Act.*—(1) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by section 11 read with sub-sections (3) and (6) of section 6 of the said Act, nominated Shri Ramgonda Basgonda Santhi, Joint Secretary C/o Sangli Zilla Talasidar Sabha, 1092, Revani Road, Sangli.

[Vide Government Notification, Industries, Energy and Labour Department No. UWA-1387/CR(11429)/Lab-5 10th June 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 25th June 1987 at page No. 3365].

V. INDUSTRIAL DISPUTES ACT, 1947

(A) *Constitution and appointments under the Act.*—(1) The Government of Maharashtra Industries, Energy and Labour Department has in exercise of the powers conferred by section 8 of the said Act, appointed Shri N. P. Muragali, Civil Judge (Senior Division), Ratnagiri in place of Shri P. V. Dunang.

[Vide Government Notification Industries, Energy and Labour Department No. IDA-0287/(7033)/Lab-2, dated 4th March 1987, published in *Maharashtra Government Gazette* Part I-L, dated 25th June 1987 at pages Nos. 3318 to 3319].

(2) The Government of Maharashtra Industries, Energy and Labour Department has in exercise of the powers conferred by section 8 of the said Act, appointed Shri S. L. Bhagat, Civil Judge (Junior Division) and Judicial Magistrate, First Class, Sangamner to be the Presiding Officer of the Labour Court, Solapur in place of Shri P. A. Deshmukh.

[Vide Government Notification, Industries, Energy and Labour Department, No. IDA-0287 (7036)/Lab-2, dated 4th March 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 25th June 1987, at page No. 3320].

(3) The Government of Maharashtra Industries, Energy and Labour Department has in exercise of the powers conferred by Section 8 of the said Act, appointed Shri V. L. Sawale Shwarkar, Chief Judicial Magistrate, Latur to be the Presiding Officer of the Tenth Court Bombay in place of Shri H. M. Mohite.

[Vide Government Notification Industries, Energy and Labour Department, No. IDA-487 (7095)/Lab-2, dated 5th May 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 25th June 1987, at page No. 3353].

(4) The Government of Maharashtra Industries, Energy and Labour Department has in exercise of the powers conferred by section 8 of the said Act, appointed Shri D. U. Khan, joint District Judge and Additional Sessions Judge, Nagpur to be Presiding Officer of the Industrial Tribunal, Nagpur in place of Shri S. S. H. Kazi.

[Vide Government Notification, Industries, Energy and Labour Department, No. IDA-487 (7098)/Lab-2, dated 5th May 1987 published in *Maharashtra Government Gazette*, Part I-L, dated 25th June 1987, at page No. 3354].

(5) The Government of Maharashtra Industries, Energy and Labour Department has in exercise of the powers conferred by section 7 of the said Act.

(1) Constituted the 3rd Labour Court, Pune, for the adjudication of Industrial Disputes relating to any matter specified in the Second Schedule to the said Act, and for performing such other functions as may be assigned to them under the said Act ; and

(2) Appointed from the date of taking over charge, Shri S. S. Beedkar, Chief Judicial Magistrate, Beed, the Presiding Officer thereof, being person who is qualified the appointment as Presiding Officer of a Labour Court, Pune.

[Vide Government Notification, Industries, Energy and Labour Department, No. IDA. 587/(7108)/Lab-2, dated 7th May 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 25th June 1987 at page No. 3356].

(6) The Government of Maharashtra Industries, Energy and Labour Department has in exercise of the powers conferred by section 7 of the said Act.

(1) Constituted the 11th Labour Court, Bombay for the adjudication of Industrial Disputes relating to any matter specified in the Second Schedule to the said Act, and for performing such other functions as may be assigned to them under the said Act ; and

(2) appointed from the date of taking over charge, Shri A. U. Purandare, Civil Judge (Junior Division) and Judicial Magistrate (First Class), Ulhasnagar, the Presiding Officer thereof, being person who is qualified the appointment as Presiding Officer of a Labour Court, Bombay.

[Vide Government Notification, Industries, Energy and Labour Department, No. IDA. 487/(7103)/Lab-2, dated 8th May 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 25th June 1987, at page No. 3357].

(B) *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 (iv) of clause (n) of Section 2 of the said Act, declared "the Employment of workmen in the Fire Brigade, Department of Brihan Mumbai Mahangarpalika and Employment of workmen in Fire Brigade in General in the Maharashtra State to be a public utility service for the purpose of the Act for a further period of six months from 11th May 1987.

[Vide Government Notification, Industries, Energy and Labour Department, No., IDA. 487/(7106)/Lab-2, dated 11th May 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 25th June 1987 at page No. 3359].

(2) The Government of Maharashtra Industries, Energy and Labour Department has in exercise of the powers conferred by sub-clause (vi) of clause (n) of section 2 of the said Act, declared "Oxygen and Acetylene Industry" to be a public utility service for the purpose of the Act for a further period of six months from the 15th May 1987.

[Vide Government Notification, Industries, Energy and Labour Department, No. IND. 487/7091/Lab-2, dated 15th May 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 25th June 1987 at page No. 3359 to 3360].

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

(A) *Appointments under the Act.*—(1) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by section 6 of the said Act appointed Shri N. P. Muragali, Civil Judge (Senior Division) Ratnagiri to preside over as Presiding Officer, Labour Court, Sangli in place of Shri P. V. Dunang.

[Vide Government Notification, Industries, Energy and Labour Department, No. ULP. 0287/(7034)/Lab-2, dated 4th March 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 25th June 1987 at page No. 3319].

(2) The Government of Maharashtra Industries, Energy and Labour Department in exercise of the powers conferred by section 6 of the said Act, appointed Shri S. L. Bhagat, Civil Judge (Junior Division) and Judicial Magistrate, First Class, Sangamner, to preside over as a Presiding Officer of the Labour Court, Solapur.

[*Vide* Government Notification, Industries, Energy and Labour Department, No. ULP, 028/7087 Lab-2, dated 4th March 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 25th June 1987 at page No. 3321].

(3) The Government of Maharashtra Industries, Energy and Labour Department in exercise of the powers conferred by section 6 of the said Act, appointed Shri V. L. Keshwarkar, Chief Judicial Magistrate, Latur in place of Shri H. M. Mohite, to preside over as a Presiding Officer of the Tenth Labour Court, Bombay.

[*Vide* Government Notification Industries, Energy and Labour Department No. UPL 43/7087 Lab-2, dated 5th May 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 25th June 1987 at page No. 3354].

(4) The Government of Maharashtra Industries, Energy and Labour Department in exercise of the powers conferred by section 4 of the said Act, appointed Shri D. U. Khan, Joint District Judge and Additional Session Judge, Nagpur in place of Shri S. S. H. Kazi to be a Member of the Industrial Court.

[*Vide* Government Notification, Industries, Energy and Labour Department No. ULP, 43/7087 Lab-2, dated 5th May 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 25th June 1987, at page No. 3355].

(5) The Government of Maharashtra Industries, Energy and Labour Department has in exercise of the powers conferred by section 6 of the said Act.

(1) Constituted 3rd Labour Court at Pune having jurisdiction in the local areas of Pune District; and

(2) Appointed from the date of taking over charge, Shri S. S. Beedkar, Chief Judicial Magistrate, Beed (having the prescribed qualification laid down in the said section) to preside over the said Court.

[*Vide* Government Notification Industries, Energy and Labour Department No. ULP, 58/7087 Lab-2, dated 7th May 1987 published in *Maharashtra Government Gazette*, Part I-L, dated 25th June 1987 at page No. 3357].

(6) The Government of Maharashtra Industries, Energy and Labour Department has in exercise of the powers conferred by section 6 of the said Act.

(1) Constituted the 11th Labour Court at Bombay having local areas of Bombay; and

(2) appointed from the date of taking over charge, Shri A. U. Purandare, Civil Judge (Junior Division) and Judicial Magistrate (First Class), Ulhasnagar (having the prescribed qualification laid down in the said section) to preside over the said Court.

[*Vide* Government Notification Industries, Energy and Labour Department No. UPL 49/7087 Lab-2, dated 5th May 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 25th June 1987 at page No. 3358].

VI. BOMBAY INDUSTRIAL RELATIONS ACT, 1946.

(A) *Appointment under the Act.*—(1) The Government of Maharashtra Industries, Energy and Labour Department has in exercise of the powers conferred by section 9 of the said Act, appointed Shri N. P. Muragali, Civil Judge, Senior Division, Ratnagiri, to preside over to preside over the Sangh.

[*Vide* Government Notification, Industries, Energy and Labour Department No. BIR, 028/7087 Lab-2, dated 4th March 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 25th June 1987 at pages Nos. 3319 to 3320].

(2) The Government of Maharashtra Industries, Energy and Labour Department has in exercise of the powers conferred by section 9 of the said Act, appointed Shri S. L. Bhagat, Civil Judge (Junior Division) and Judicial Magistrate, First Class, Sangamner to preside over the Labour Court, Solapur.

[*Vide* Government Notification Industries, Energy and Labour Department No. BIR, 028/7087 Lab-2, dated 4th March 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 25th June 1987, at page No. 3321].

(3) The Government of Maharashtra Industries, Energy and Labour Department has in exercise of the powers conferred by Section 9 of the said Act, appointed Shri V. L. Keshwarkar, Chief Judicial Magistrate, Latur, in place of Shri H. M. Mohite, to be the Presiding Officer of the Tenth Labour Court, Bombay.

[*Vide* Government Notification Industries, Energy and Labour Department No. BIR, 487/7087 Lab-2, dated 5th May 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 25th June 1987, at page No. 3353].

(4) The Government of Maharashtra Industries, Energy and Labour Department has in exercise of the powers conferred by section 10 of the said Act, appointed Shri D. U. Khan, Joint District Judge and Additional Session Judge, Nagpur, in place of Shri S. S. H. Kazi to be a Member of the Court, Industrial Arbitration.

[*Vide* Government Notification Industries, Energy and Labour Department No. BIR, 487/7087 Lab-2, dated 5th May 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 25th June 1987, at page No. 3355].

(5) The Government of Maharashtra Industries, Energy and Labour Department has in exercise of the powers conferred by Section 9 of the said Act.

(1) Constituted 3rd Labour Court at Pune having jurisdiction in the local areas of Pune District; and

(2) Appointed from the date of taking over charge Shri S. S. Beedkar, Chief Judicial Magistrate, Beed (having the prescribed qualification laid down in the said section) to preside over the said labour Court.

[*Vide* Government Notification Industries, Energy and Labour Department No. BIR, 587/7107 Lab-2, dated 7th May 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 25th June 1987, at page No. 3356].

(6) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by section 9 of the said Act,—

(1) Constituted the 11th Labour Court at Bombay having jurisdiction in the local areas of Bombay; and

(2) appointed from the date of taking over charge, Shri A. U. Purandare, Civil Judge (Junior Division) and Judicial Magistrate (First Class), Ulhasnagar (having the prescribed qualification laid down in the said section) to preside over the said Labour Court.

[*Vide* Government Notification, Industries, Energy and Labour Department No. BIR, 487/7104 Lab-2, dated 8th May 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 25th June 1987, at page No. 3358].

VII. BONDED LABOUR SYSTEM (ABOLITION) AC, 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 Parbhani Consisting of the chairman and the following Members namely :—

Chairman

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

Members

- (2) Shri Jairam Egande, Parbhani, District Parbhani. Nominated under clause (b) of sub-section (2) of section 13.
- (3) Shri S. S. Nandapurkar, Parbhani, District Parbhani. Nominated under clause (b) of sub-section (2) of section 13.
- (4) Shri Amrutrao Dukre, R/o. Bothi, Taluka Kalmanuri, District Parbhani. Nominated under clause (b) of sub-section (2) of section 13.
- (5) Shri Uttamrao Dajisaheb Kadam, R/o, Poorna, Taluka Parbhani, District Parbhani. Nominated under clause (c) of sub-section (2) of Section 13.
- (6) Shri Rasoahab Deshmukh, R/o. Hatta, Taluka Basmat, District Parbhani. Nominated under clause (c) of sub-section (2) of section 13.
- (7) The Chief Executive Officer, Zilla Parishad, Parbhani, District Parbhani. Nominated under clause (d) of sub-section (2) of section 13.
- (8) The Government Labour Officer, Parbhani, District Parbhani. Nominated under clause (d) of sub-section (2) of section 13.
- (9) The Project Director, D. R. D. A., Parbhani, District Parbhani. Nominated under clause (d) of sub-section (2) of section 13.
- (10) The Senior Officer, State Bank of India, Parbhani, District Parbhani. Nominated under clause (e) of sub-section (2) of section 13.

(Vide Government Notification Industries, Energy and Labour Department No. BLA. 1586, (1044) Lab-1, dated 11th March 1987, published in *Maharashtra Government Gazette*, Part 1-L) dated 25th June 1987 at page No. 3324).

(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 (1) of section 21 of the said Act, conferred on all the District Magistrates, Additional District Magistrates, and Sub-Divisional Magistrates in the Latur and Gadchiroli Districts, the powers of a Judicial Magistrate of the first class to try offences under the said Act within their respective jurisdiction.

(Vide Government Notification Industries, Energy and Labour Department No. BLA-1787/ (1198) ab-1, dated 10th June 1987, published in *Maharashtra Government Gazette* Part 1-L, dated 25th June 1987, at page No. 3364).

VIII. MAHARASHTRA BOILER RULES, 1962.

(A) *Constitution of Board.*—(1) The Government of Maharashtra Industries, Energy and Labour Department has in exercise of the powers conferred by Sub-rule (1) of Rule 74 of the said Rule, constituted for the State of Maharashtra on and from 1st May 1987 the Board of Examiners consisting of the Chief Inspector of steam Boilers and Smoke Nuisances Deputy Chief Inspector of Steam Boilers and Smoke Nuisances or an Inspector of Steam, Boilers and Smoke Nuisances nominated by the Chief Inspector and the following Members being persons having theoretical and practical knowledge of prime movers and modern boilers practices, namely :—

MEMBERS

- (1) Shri Y. P. Pundol, B.E. (Mech. Elec.), Director, Research and Development, Indian Hotels Co. Ltd., Taj Mahal Hotel, Appollo Bunder, Colaba, Bombay 400 039.
- (2) Shri F. S. Dastur, B.E. (Mech. and Elect.), M.I.E.F., A.M.B.J. (London), Naizir House, 139-B, Cumballa Hill, Bombay 400 026.
- (3) Shri M. V. Gupte, L.M.E., L.E.E., F.I.E., Chartered Engineer, M-3, "Sharda Shram" Bhawani Shankar Road, Dadar, Bombay 400 028
- (4) Shri H. M. Desai, L.M.E., L.E.E., E.E.E., Vaibhav Building, Flat No. 53, Veer Savarka, Marg, Bombay 400 016.
- (5) Shri M. N. Narakesari, B.Sc., B.E. (Mech.), General Superintendent, 500 MW Station 'B', Trombay Thermal Power Station, Tata Power Co. Ltd., Trombay, Bombay 400074.
- (6) Prof. Shri M. Achuthan, Ph. D., M. Tech. & B.E., B-24, Staff Quarters, I.I.T., Bombay 400019.
- (7) Shri A. M. Kladhwani, B. E. (Mech.), M. E. (Mech—Au-10), Lecturer, D-3, V. J. T. I. Hostel. Campus, Bombay-400 019
- (8) Shri J. P. Jain, B.Sc. (Engg.) Mechanical, Operations Manager, Rashtriya Chemicals and fertilizers Ltd., Trombay Unit, Chembur, Bombay 400 074.
- (9) Dr. Shri J. N. Hate, Shashi Kutir, 9th Road, Chembur, Bombay 400 071.
- (10) Shri V. C. Karhadkar, L.M.E., L.E.E., 4, Akash Deep Society, Ram Maruti Road, Naupada, At Post and District Thane.
- (11) Shri K. F. Antia, L.E.E., L.M.E. (Hons.), Chief Engineer, Raymond Woollen, Mills Limited, Pokharan Road, Thane.
- (12) Omprakash Daga, B.E., M.I.E., D.B.M., Chief Engineer, Century Spg. Wvg. & Mfg. Co. Ltd., Pandurang Budhakar Marg, Worli, Bombay 400 018.
- (13) Shri C. V. Nanavelwala, B. E. (Mech. & Elect.), Chief Engineer, Podar Mills (U.C.), N. M. Joshi, Marg, Bombay 400 011.
- (14) Shri S. F. Dadyburjor, L.M.E., L.E.E., A.M.I.E.E., Coover Villa, 801, Parsi Colony Dadar, Bombay 400 014.
- (15) Shri J. M. Naik, L.M.E., L.E.E., Chief Engineer, Standard Mills Co. Ltd., Prabhadevi Unit, New Prabhadevi Road, Bombay 400 025.
- (16) Shri T. R. Patil, D.M.E., D.E.E., Works Manager, Pravara Sahakari Sakhar Karkhana Ltd., Post Pravaranagar, Taluka Shirampur, District Ahmednagar.
- (17) Shri J. S. Buchia, D.M.E., D.E.E., Empress Building, Nassurvanji Petit Lane, Baram Street, Grant Road, Bombay 400007.
- (18) Shri R. K. Sirdeshmukh, M.I.E., (India), L.M.E., L.E.E., Consulting Engineer "Malhar", C-18, Swanad Society, Pune 411 009.
- (19) Shri D. C. Sorte, B.E. (Mech.), Deputy Chief Engineer, Rashtriya Chemical and Fertilizer, Thal, District Raigad.
- (20) Shri Keki P. Mobjedjina, Chief Engineer, Mafatlal Fine Spg. & Wvg. Co. Ltd., Unit No. 3, N. M. Joshi Marg, Bombay 400 013.
- (21) Shri Y. G. Bhat, B.E. (Mech.) M.I.E., Chief Engineer, Hindustan Organic Chemicals Limited, Rasayani, District Raigad.
- (22) Shri Ramesh Kumar Purey, D.M.E., Head Energy and Engineering, Maintenance Audit, Bombay Textile Research Association, L.B.S. Marg, Ghatkopar (West), Bombay 400086

(23) Shri Ahmed Mohammed Shaikh, B.E. (Mech.), Manager, Engineering & Development, Nirlon Synthetic Fibres and Chemicals Ltd., Goregaon (East), Bombay 400 063.

(24) Shri C. G. Nazare, B.E., D.I.M., Chief Engineer, Borax Morarji Limited, Mahatma Gandhi Road, Ambernath 421 501, District Thane.

(25) Shri S. S. Seth, B.E. (Elec.), B.E. (Mech.), Engineering Manager, Khatau Makarji Spinning and Weaving Co. Ltd., Bapurao Jagtap Marg, Byculla, Bombay 400 027.

(26) Shri C. S. Gandhi, Graduation in Chemical Engineering, Vice President (Engg.), Sudarshan Chemical Industries Ltd., 162, Wellesley Road, Pune 411 001.

(27) Shri C. G. Joshi, B.E. (Mech.), Utilities and Services Manager, Godrej Soaps Pvt. Ltd. Eastern Express Highway, Vikhroli (East), Bombay 400 079.

(28) Shri H. B. Belorkar, B.E. (Mech.), Chief Engineer, Empress Mills, Unit of Maharashtra State Textile Corporation Limited, Sir Beronji Mehta Road, Nagpur 440 018.

(29) Shri P. L. Mohta, B.E. (Elect.), Administrative Manager, Akola Oil Industries Limited Vanasdapeth, Akola-444 005.

(30) Shri G. K. Chaturvedi, D.M.E., D.E.E., Managing Partner, Ushakiran Enterprises 238, Small Factory Area, Bhandara Road, Nagpur 440 008.

(31) Shri S. K. Jakhotia, B.E. (Electrical), Senior Vice President, Prabhu Steel Industries Limited, Old Motor Stand, Irwari, Nagpur 440 008.

(32) Shri A. N. Pathak, Chief Engineer, Ballarpur Industries Limited, P.O., Ballarpur Paper Mills, 442 901, District Chandrapur.

(33) Shri P. B. Bowade, Chief Engineer (Gen. O. & M.) Maharashtra State Electricity Board (MSEB), Koradi Thermal Power Station, Koradi, District Nagpur.

(34) Shri C. N. Swamy, Chief Engineer, Maharashtra State Electricity Board, "Prakashgad", Bandra (East), Bombay 400 051.

(Vide Government Notification Industries, Energy and Labour Department No. IBA-1487 406738 2578 ab-9, dated 12th March 1987, published in *Maharashtra Government Gazette* Part I-L, dated 25th June 1987, at pages Nos. 3326 to 3328).

IX. EMPLOYEES STATE INSURANCE ACT, 1948—

(A) *Notifications under the Act.*—(1) The Government of Maharashtra Industries, Energy and Labour Department has in exercise of the powers conferred by section 74 of the said Act and sub-rule (1) of rule 9 of the Bombay Employees' Insurance Courts Rules, 1959 and in supersession of all the previous notifications issued in this behalf the Government of Maharashtra hereby—

(1) constituted the Employees' Insurance Courts as specified in column 2 of the Schedule annexed hereto, each consisting of a single judge, for the local areas respectively specified against them in column 3 of the said schedule; and

(2) appointed persons (being qualified under section 74 of the said Act) specified in column 4 of the said schedule to be the judges of the said Courts respectively specified against them in column 2 thereof

SCHEDULE

Serial No. (1)	Employees' Insurance Courts (2)	Local Areas (3)	Persons (4)
1	Employees' Insurance Court, Bombay.	Municipal Corporation of Greater Bombay (excluding 'T' and 'N' Wards) and the Bassein Taluka of the Thane District.	Shri K. M. Desai, Member, Industrial Court, Bombay.

(1)	(2)	(3)	(4)
2	Employees' Insurance Court, Thane.	Thane District (excluding Bassein Taluka) and 'T' and 'N' Wards of Municipal Corporation of Greater Bombay.	Smt. N. A. Kadam Member, Industrial Court, Thane.
3	Employees' Insurance Court, Pune.	Pune District	Shri N. L. Bhalchandra, Member, Industrial Court, Pune.
4	Employees' Insurance Court, Nagpur.	Nagpur District	Shri S. V. Vaze, Member, Industrial Court, Nagpur.
5	Employees' Insurance Court, Aurangabad.	Aurangabad District	Shri R. V. Amrutwar, Member Industrial Court, Aurangabad.
6	Employees' Insurance Court, Nashik.	Nashik District	Shri R. A. Gadekar Member, Industrial Court, Nashik.
7	Employees' Insurance Court, Kolhapur.	Kolhapur District	Shri S. V. Kotnis, Member, Industrial Court, Kolhapur.
8	Employees' Insurance Court, Solapur.	Solapur District	Shri R. R. Deshpande, Member, Industrial Court, Solapur.
9	Employees' Insurance Court, Sangli.	Sangli District	Shri N. P. Murgali, Judge, Labour Court, Sangli.
10	Employees' Insurance Court, Akola.	Akola District	Shri B. S. Jaiwar, Judge, Labour Court, Akola.
11	Employees' Insurance Court, Dhule.	Dhule District	Shri D. R. Kale, Judge, Labour Court, Dhule.
12	Employees' Insurance Court, Jalgaon.	Jalgaon District.	Shri J. A. Gaikward Judge, Labour Court, Jalgaon.
13	Employees' Insurance Court, Wardha.	Wardha District	Shri Prakash M. Joshi Civil Judge, Senior Division, Wardha.
14	Employees' Insurance Court, Satara.	Satara District	Shri K. R. Pawar' Civil Judge, Senior Division, Satara.
15	Employees' Insurance Court, Nanded.	Nanded District	Shri H. M. Salve, Civil Judge, Senior Division, Nanded.
16	Employees' Insurance Court, Chandrapur.	Chandrapur District	Shri H. R. Bulani, Civil Judge, Senior Division, Chandrapur.

(Vide Govt. Notification Industries, Energy and Labour Department No. SIA-2486/442/ Lab-4, dated 1st April 1987 published in *Maharashtra Government Gazette*, Part I-L, dated 25th June 1987, at pages Nos. 3331 to 3333).

X. BOMBAY RELIEF UNDERTAKING (SPECIAL PROVISIONS) ACT, 1958.

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

(a) declared that the Industrial Undertaking called the Ogale Glass Works Limited, Ogale wadi, District Satara, shall for a further period of twelve months commencing on the 8th day of April 1987 and ending on the 7th day of April 1988 (both days inclusive) be conducted to serve as a measure of unemployment relief, and

(b) directs that in relation to the said relief undertaking and in respect of the said further period of twelve months for which the said relief undertaking continues as such, any right, privilege, obligation, or liability (excepting the obligation accrued towards or liabilities incurred in favour of workmen of the said relief undertaking who have retired prior to the 8th day of March, 1979) the industrial units which are registered as small scale industrial units with the Directorate of Industries of the Government of Maharashtra and the Ogalewadi Kamgar Sahakari Society Limited, Ogalewadi prior to the 8th day of March, 1979) accrued or incurred before the 8th day of March, 1979 and any remedy in the enforcement thereof shall be suspended and all proceedings relative thereto pending before any court, tribunal officer or authority shall be stayed.

(Vide Government Notification Industries, Energy and Labour Department No. BRU-1987 (529) IND-10, dated 25th June 1987, published in the *Maharashtra Government Gazette*, Part I-L, dated 25th June 1987, at pages Nos. 3337 to 3338).

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

(a) declared that the industries undertaking called the "Messrs Swastik Rubber Product Limited, Kirkee, Pune 411 003, shall for a further period of one year commencing on the 20th day of April 1987 and ending on the 19th day of April 1988 (both days inclusive) be conducted to serve as a measure of unemployment relief, and

(b) directs that in relation to the said relief undertaking and in respect of the said period for which the said relief undertaking continues as such, any right, privilege, obligations or liability (excepting the obligations or liabilities incurred in favour of workmen of the said relief undertaking or in favour of the Maharashtra State Electricity Board, Bank of Maharashtra, Bank of India, the Sangli Bank Limited, the United Western Bank Limited, the Industrial Credit and Investment Corporation of India Limited and the Industrial Finance Corporation of India, the Industrial Reconstruction Bank of India, and the dues of the Employees' State Insurance Corporation, and any liability incurred under the Bombay Sales Tax Act, 1959 (Bom. LI of 1959), the Maharashtra State Tax on Professions, Trades, callings and Employments Act, 1975 (Mah. XVI of 1975) and the Employees' Provident Fund and Miscellaneous Provisions Act, 1952 (19 of 1952), accrued or incurred before the 20th day of April 1982 and any remedy for the enforcement thereof shall be suspended and all proceedings relative thereto pending before any court, tribunal, officer or authority shall be stayed.

(Vide Government Notification Industries, Energy and Labour Department No. BRU-1087/ (532) IND-10, dated 16th April 1987, published in the *Maharashtra Government Gazette*, Part I-L, dated 25th June 1987 at pages Nos. 3341 to 3342).

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

(a) declared that the industrial undertaking called "Messrs Chougule and Company (Hind) Private Limited, Bombay, shall for a period of six months commencing on the 20th Day of April 1987 and ending on the 28th day of October 1987 (both days inclusive) be conducted to serve as a measure of unemployment relief, and

(b) directs that in relation to the said relief undertaking and in respect of the said 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 workmen of the said relief undertaking, or in favour of the industrial units which are registered as small scale

industrial units with the Directorate of Industries of the Government of Maharashtra Bank of Baroda, Bank of Maharashtra and the dues of the Employees' State Insurance Corporation and Maharashtra State Electricity Board and liability incurred under the Bombay Sales Tax Act, 1959 (Bom. LI of 1959), the Maharashtra State Tax on Professions, Trades Callings and Employments Act, 1975 (Mah. XVI of 1975) and the Employees' Provident Fund and Miscellaneous Provisions Act, 1952 (19 of 1952) accrued or incurred before the 29th day of April, 1985 and any remedy for the enforcement thereof shall be suspended and all proceedings relative thereto pending before any court, tribunal, officer or authority shall be stayed.

(Vide Government Notification Industries, Energy and Labour Department No. BRU, 1087(483)/IND-10, dated 28th April 1987, published in the *Maharashtra Government Gazette*, Part I-L, dated 25th June 1987, at pages Nos. 3349 to 3350).

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

(a) Declared that the industrial undertaking called the Phonicx Mills Limited, Bombay, shall for a further period of one year commencing on the 4th day of May 1987 and ending on the 3rd day of May 1988 (both days inclusive), be conducted to serve as a measure of unemployment relief, subject to fulfilling the conditions specified in the Schedule hereto, and

(b) Directs that, in relation to the said relief undertaking and in respect of the said further period of one year commencing on the 4th day of May 1987 and ending on the 3rd day of May 1988 (both days inclusive), for which the said relief undertaking continues as such, unless the aforesaid declaration is withdrawn at an early date for breach of any of the conditions specified in the said Schedule, any right, privilege, obligation or liability (excepting the obligation accrued towards, or liabilities incurred in favour of workmen of the said relief undertaking and the liabilities accrued towards or incurred in favour of the industrial units which are registered as small scale industrial units with the Directorate of Industries of the Government of Maharashtra, Bank of India and Dena Bank accrued or incurred before the 4th day of January 1979 and any remedy for the enforcement thereof shall be suspended and all proceedings relative thereto pending before any court, tribunal, officer or authority shall be stayed.

SCHEDULE

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

(2) The said relief undertaking shall pay every month Rs. 75,000 towards arrears on account of the Employees' Provident Fund and Rs. 25,000 towards past arrears on account of Employees' State Insurance to the appropriate authorities. In case the instalments granted by the Government of India are less than instalments mentioned above, payment shall be continued according to the above instalments only. If the Government of India's instalments are higher than the above instalments, the payment shall be according to the Government of India's Instalments (and not according to the above instalments).

(3) The said relief undertaking shall pay in full the dues including gratuity to the workers retiring on or after the 4th May 1982, immediately on their retirement.

(4) The said relief undertaking shall furnish to the Secretary to the Government of Maharashtra, Industries, Energy and Labour Department, a monthly report about the details of the payments made towards the various items referred to above, by the 15th of each following month.

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

(6) Government reserves the right to intimate directly to the Bankers of the said relief undertaking requiring them to make payment in respect of arrears as well as the current dues of the Provident Fund, Gratuity and other dues of the workers, in the manner as may be specified by Government.

(174e Government Notification Industries, Energy and Labour Department, No. BRU-1087/(4967) IND-10, dated 29th April 1987, published in the *Maharashtra Government Gazette* Part I-L, dated 28th June 1987, at pages Nos. 3351 to 3352).

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

(a) Declared that the industrial undertaking called "Messrs Chemisquip Limited, Bombay, shall for a further period of twelve months commencing on 20th May 1987 and ending on 19th May 1988 (both days inclusive), be conducted to serve as a measure of unemployment relief; and

(b) Directs that in relation to the said relief undertaking and in respect of the said period of twelve months commencing on 20th May 1987 and ending on 19th May 1988 (both days inclusive), for which the said relief undertaking continues as such, any right, privilege, obligation or liability [excepting the obligation of 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, the State Industrial and Investment Corporation of Maharashtra Limited, the Maharashtra State Finance Corporation Limited, Bank of Baroda, Dena Bank, Saraswat Co-operative Bank Limited, and the dues of the Employees' State Insurance Corporation, and any liabilities incurred under the Bombay Sales Tax Act, 1959 (Bom. LI of 1959), the Maharashtra State Tax on Professions Trades, Callings and Employments Act, 1975 (Mah. XVI, 1975) and the Employees' Provident Fund and Miscellaneous Provisions Act, 1952 (19 of 1952) accrued, or incurred before the 13th October 1983 and any remedy for the enforcement thereof shall be suspended and all proceedings relative thereto, pending before any court, tribunal, officer, or authority shall be stayed.

(174e Government Notification Industries, Energy and Labour Department, No. BRU-1087/(543) IND-10, dated 20th May 1987, published in the *Maharashtra Government Gazette*, Part I-L, dated 25th June 1987 at pages Nos. 3360 to 3361).

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

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

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

(174e Government Notification Industries, Energy and Labour Department, No. BRU-1087/(547) IND-10, dated 27th May 1987, published in the *Maharashtra Government Gazette* Part I-L, dated 25th June 1987, at page Nos. 3362 to 3363).

A. BOMBAY LABOUR WELFARE FUND ACT, 1953.

(A) *Appointments 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 4 of the said Act, read with rule 10 of the Bombay Labour Welfare Fund Rules, 1953 directed that with effect from the 20th day of April 1987 the said Board shall consist of the following member, namely

A. *Representatives of Employers*—

- (1) Shri Subhash Agarwal, Executive Director, Ravindra Steel Ltd., 338, M.I.D.C. Nagpur.
- (2) Chairman, Bombay Mill owners Association, Bombay.
- (3) Shri Shivajirao Patil, Vice-Chairman, Maharashtra Rajya Sahakari Sakhar Karkhan Sangh Ltd., Sakhar Bhavan, 11th Floor, Nariman Point, Bombay 400 021.
- (4) Shri Premkumar Bajaj, Kabhiraj Building, Wadala Sewari Road, Bombay 400 031.
- (5) Shri P. C. Nahar, Chief Executive, Bajaj Auto Ltd., Bajaj Nagar, Valunj, Aurangabad.
- (6) Shri P. R. Damani, Jam Mills, Solapur.

B. *Representatives of Employees*—

- (1) Shri Manohar Kotwal, Palm view, Nappu Road, Dadar.
- (2) Shri Vijay Kamble, General Secretary, Shramik Utkarsha Sabha, 3/141, Maharashtra Housing Board Colony, Khernagar, Bandra (East), Bombay 400 051.
- (3) Shri Vijavendra Kabra, Marathwada Rashtriya Mill Mazdoor Sangh, Kabra Niwas Khadkeshwar, Aurangabad.
- (4) Shri Balasaheb Kale, Rameshwari, Nagpur.
- (5) Advocate Murlu Manohar Vyas, Hinganghat, Distret Wardha.
- (6) Shri Babanrao Pawar, Nevase Taluka Rashtriya Sakhar Karkhana, Kamgar Sangh, (Affiliated to Maharashtra Rajya Sakhar Kamgar Pratinidhi Mandal), Shirampur, District Ahmadnagar.

C. *Independent Members*—

- (1) Shri Vilasrao Sawant, M.L.A. 32, Dnyaneshwari, Dnyaneshwar Nagar, R. A. Kidwa Marg, Wadala, Bombay 400 031.
- (2) Dr. B. P. alias Baba Adhav, 73, Nana Peth, Pune 411 002.
- (3) Shri Eknathrao Gaikwad, M.L.A. 219/9557, Kannamwar Nagar, Vikhroli (East), Bombay 400 083.
- (4) Ashok Tapkir, M.L.A., At & Post, Charoli Budruk, Taluka Haveli, District Pune.
- (5) Shri Prakash Yelgulwar, M.L.A., 916, Uttar Sadat Bazar, District Solapur, Solapur.
- (6) Shri Vasant Daukhare, Mayor, Thane Municipal Corporation, Thane.
- (7) Shri Babanrao Naik, Naik Road, Mahal, Nagpur.
- (8) Shri S. B. Hande, Vishrambaug, Padanipura, Aurangabad.

D. *Members representing* —

- (1) Smt. Ahilya Rangnekar, Vyankatesh Niwas, Bhau Daji Road, Matunga, Bombay Bombay 400 019.
- (2) Kum. Sulekha Kumbhare, President, Nagar Parishad, Kamptee Hardas Nagar, Near Buddha Vihar, Kamptee, Distret Nagpur.
- (3) Smt. Shailja Mhatre, 8-D, Mhatre Niwas, H. M. Mhatre Lane, Gamdev Bombay 400 007.

- (4) Smt. Malati Ruikar, Nandanwan Layout Near Sakkardara Police Station, Nagpur.
 (5) Smt. Pushpatai Hire, M.L.A., P. O. Box No. 78, Kidwai Road, Malegaon, District, Nasik.
 (6) Smt. Vasudha Deshmukh, President, Mahila Sahakari Bank, Camp Amravati, Amravati.

(Vide Government Notification Industries, Energy and Labour Department No. MLW-1186/4972/Lab-10, dated 20th April 1987 published in *Maharashtra Government Gazette*, Part I-L, dated 25th June 1987, at pages Nos. 3343 to 3344).

(2) The Government of Maharashtra Industries, Energy and Labour Department has in exercise of the powers conferred by sub-section(2) of Section 1 of the said Act, appointed the 1st day of May 1987, to be the date on which the said Act, shall come into force.

(Vide Government Notification, Industries, Energy and Labour Department No. MLW-1084/4334/Lab-10, dated 28th April 1987, published in the *Maharashtra Government Gazette*, Part I-L, dated 25th June 1987, at page No. 3349).

Consumer Price Index Numbers for Industrial Workers for June 1987

BOMBAY CENTRE*

A fall of 1 point

In June 1987 the Consumer Price Index Number for Industrial Workers (1960 = 100) for the Bombay Centre with base January to December 1960 equal to 100 was 773 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 the Bombay Centre.

The index number for the Food group decreased by 3 points to 868 due to a fall in the average price of Rice only.

The index number for the Pan, Supari and Tobacco etc., group decreased by 17 points to 913 due to a fall in the average prices of Pan leaf and Supari.

The index number for the Fuel and Light group increased by 16 points to 979 due to a rise in the average price of Charcoal only.

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

The index number for the Clothing, Bedding and Footwear group increased by 1 point to 670 due to a rise in the average prices of Saree I and II.

The index number for the Miscellaneous group increased by 1 point to 587 due to a rise in the average prices of Toilet Soap and Umbrella.

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	
		May 1987	June 1987
I-A. Food	57.1	871	868
I-B. Pan, Supari, Tobacco, etc.	4.9	930	913
II. Fuel and Light	5.0	963	979
III. Housing	4.6	203	203
IV. Clothing, Bedding and Foot-Wear	9.4	669	670
V. Miscellaneous	19.0	586	587
Total ..	100.00	....
Consumer Price Index Number ..		774	773

*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 1965 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*

738—A rise of 14 Points

In June, 1987 the Consumer Price Index Number for Working Class (New Series) for Solapur Centre with base January to December 1970 (equal to 100) was 738 being 14 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 increase by 21 points to 800 due to a rise in the average prices of Rice, Jowar, Arhaddal, Gramdal, Groundnut oil, Milk, Onion, Garlic, Vegetable group and Gur.

The index number for the Pan, Supari and Tobacco etc., group increase by 9 points to 758 due to a rise in the average price of Supari only.

The index number for the Fuel and Light group increase by 3 points to 785 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 steady at 653.

The index number for the Miscellaneous group increase by 4 points to 628 due to a rise in the average price of Cinema 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	
		May 1987	June 1987
I-A. Food	63.0	779	800
I-B. Pan, Supari, Tobacco etc.	3.4	749	758
II. Fuel and Light	7.1	782	785
III. Housing	5.2	321	321
IV. Clothing, Bedding and Footwear	9.0	653	653
V. Miscellaneous	12.3	624	628
Total	100.00	688	701
Consumer Price Index Number		724	738

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

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

NAGPUR CENTRE*

701—A rise of 13 Points

In June 1987 the Consumer Price Index Number for Working Class (New Series) for Nagpur Centre with base January to December 1960 equal to 100 was 701 being 13 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Nagpur Centre.

The index number for the Food group increase by 24 points to 735 due to a rise in the average prices of Rice, Wheat, Jowar, Gramdal Oil and Fats sub-group, Chillies dry, Onion, Zeera, and Vegetable group.

The index number for the Pan, Supari and Tobacco etc., group increase by 12 points to 954 due to a rise in the average prices of Katha only.

The index number for the Fuel and Light group increase by 1 point to 976 due to a rise in the average price of coal only.

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

The index number for Clothing, Bedding and Footwear group decrease by 7 points to 644 due to a fall in the average prices of Shirting and Trousers cloth.

The index number for the Miscellaneous group remained steady at 593.

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	
		May 1987	June 1987
I-A. Food	57.2	711	735
I-B. Pan, Supari, Tobacco, etc.	3.8	942	954
II. Fuel and Light	5.7	975	976
III. Housing	6.6	382	382
IV. Clothing, Bedding and Footwear	10.9	651	644
V. Miscellaneous	15.8	593	593
Total	100.00	688	701
Consumer Price Index Number		688	701

*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*

68.2—A rise of 5 points

In June 1987 the Consumer Price Index Number for Industrial Workers (Series) for Pune Centre with base year 1961 equal to 100 was 683 being 5 points higher than that in preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Pune Centre.

The index number for the Food group remained steady at 780.

The index number for the fuel and light group increased by 20 points to 829 due to a rise in the average prices of Firewood raywal and Charcoal.

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

The index number for clothing and footwear increased by 23 points to 649 due to a rise in the average prices of Coloured poplin, Shoes and Chappals.

The index number for the miscellaneous group increased by 6 points to 556 due to a rise in the average prices of panleaf, utensil and washing Soap.

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	
		May 1987	June 1987
I. Food	55.85	780	780
II. Fuel and Light	6.89	809	829
III. Housing	6.65	167	167
IV. Clothing and Footwear	10.31	626	649
V. Miscellaneous	20.30	550	556
Total	100.00	....	....
Consumer Price Index Number	....	678	683

* 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*

68.1—A rise of 6 points

In June 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 685 being 6 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at the Jalgaon Centre.

The index number for the Food group increased by 9 points to 734 due to a rise in the average prices of Rice, Gramdal, Groundnut oil, Vanaspati, Fish dry, Fish fresh, Milk Buffalo, Ghee, Zeera, other Vegetable Sugar and Gur.

The index number for the Fuel and Light group remain 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 2 point to 679 due to a rise in the average prices of Bata Shoes only.

The index number for the miscellaneous group remain steady 558.

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	
		May 1987	June 1987
I. Food	60.79	725	734
II. Fuel and Light	7.20	975	975
III. Housing	6.11	188	188
IV. Clothing and Bedding Footwear	10.29	677	679
V. Miscellaneous	15.61	558	558
Total	100.00	679	685
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*

736—A rise of 10 points

In June 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 736 being 10 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at the Nanded Centre.

The index number for the Food group increased by 7 points to 772 due to a rise in the average prices of rice, turdal, gramdal, moongdal, graoundnut oil tamarind, onions, vegetables, gur, long-cloth, pan-leaf and pan finished.

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

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

The index number for the clothing and footwear group increased by 2 points to 683 due to a rise in the average prices of longcloth only.

The index number for the miscellaneous group increased by 31 points to 664 due to a rise in the average prices of Pan-leaf and Pan Finished.

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	
		May 1987	June 1987
I. Food	61.46	765	772
II. Fuel and Light .. .	5.88	931	931
III. Housing .. .	4.62	386	386
IV. Clothing and Bedding Footwear .. .	12.22	681	683
V. Miscellaneous .. .	15.82	633	664
Total .. .	100.00	726	736
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. 2.450

AURANGABAD CENTRE*

776—A rise of 13 points

In June 1987 the Consumer Price Index Number for Industrial Workers (New Series) for Aurangabad Centre with base year 1961 equal to 100 was 776 being 13 points higher than that in preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Aurangabad Centre.

The index number for the food group increased by 20 points to 874 due to rise in the average prices of Wheat, turdal, oils, chillies dry, potatoes, onions, brinjals, tomatoes, garlic, fruits and gur.

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

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

The index number for clothing and footwear increased by 1 point to 682 due to a rise in the price of Cloth for trouser (drill).

The index number for the miscellaneous group increased by 6 points to 656 due to a rise in the average price of pan leaf only.

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	
		May 1987	June 1987
I. Food .. .	60.72	854	874
II. Fuel and Light .. .	7.50	830	830
III. Housing .. .	8.87	333	333
IV. Clothing and Footwear .. .	9.29	681	682
V. Miscellaneous .. .	13.62	659	665
Total .. .	100.00	....	....
Consumer price Index Number .. .	....	763	776

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

Note.—To obtain the equivalent old index number on base August 1943 to July 1944=100 the new index number on base 1961=100 should be multiplied by the linking factor viz. 2.15.

ALL INDIA AVERAGE CONSUMER PRICE INDEX NUMBERS FOR INDUSTRIAL WORKERS

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

TABLE

Month	Base 1960=100	
	1	3
July 1986	668	812
August 1986	672	817
September 1986	676	822
October 1986	685	833
November 1986	692	841
December 1986	688	836
January 1987	688	836
February 1987	686	834
March 1987	686	834
April 1987	691	840
May 1987	703	854
June 1987	715	869

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

Centre	Base	Consumer Price Index Number for July 1987											
		1	2	3	4	5	6	7	8	9	10	11	12
Bombay	1960=100	880	886	011	211	671	591	781	3468	773	3432		
Solapur	1960=100	786	740	789	332	657	627	730	2789	738	2819		
Nagpur	1960=100	762	954	984	469	650	593	724	3779	701	3659		
Pune	1961=100	796	....	861	170	649	559	696	....	683	....	
Jalgaon	1961=100	792	....	975	188	680	557	720	3808	685	3624	
Nanded	1961=100	787	....	931	386	683	664	745	1825	736	1803	
Aurangabad	1961=100	887	....	830	332	683	661	784	1740	776	1723	

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 MAY 1967

Industrial Courts, Tribunal and Labour Courts

In all 1724 applications were received by the Industrial Courts, Tribunals and Labour Courts during the month. Their break-up are as under

Serial No.	Name of the Industrial Court, Tribunal and Labour Court	No. of applications, etc., received during the month under the—			Total
		B.I.R. Act, 1946	I.D. Act, 1947	Other Acts	
1		3	4	5	6
I. Court Tribunals—					
1	Industrial Court, Bombay ..	23	19	75	117
2	Industrial Tribunal, Bombay ..	..	..	..	..
3	Industrial Court, Nagpur ..	..	..	18	18
4	Industrial Tribunal, Nagpur ..	..	..	..	..
5	Industrial Court, Pune ..	2	3	80	85
6	Industrial Tribunal, Pune ..	..	..	..	..
7	Industrial Court, Thane ..	2	2	56	60
8	Industrial Tribunal, Thane ..	..	..	..	..
9	Industrial Court, Kolhapur ..	1	..	14	15
10	Industrial Tribunal, Kolhapur ..	..	..	..	..
11	Industrial Court, Amravati ..	..	..	22	22
12	Industrial Tribunal, Amravati ..	..	..	..	..
13	Industrial Court, Nashik ..	..	1	30	31
14	Industrial Court, Nashik ..	..	..	..	..
15	Industrial Court, Aurangabad ..	1	..	38	39
16	Industrial Tribunal, Aurangabad ..	6	..	19	25
17	Industrial Court, Ahmednagar ..	..	..	48	48
	Total ..	35	25	400	460
II. Labour Courts—					
1	Labour Court, Bombay ..	10	110	163	268
2	Labour Court, Pune ..	2	29	35	64
3	Labour Court, Nagpur ..	9	117	135	271
4	Labour Court, Thane ..	4	13	103	117
5	Labour Court, Kolhapur ..	2	10	22	34
6	Labour Court, Solapur ..	1	25	76	96
7	Labour Court, Akola ..	..	24	27	51
8	Labour Court, Nashik ..	..	4	40	44
9	Labour Court, Aurangabad ..	..	17	14	31
10	Labour Court, Dhule ..	..	4	24	28
11	Labour Court, Sangli ..	..	9	12	21
12	Labour Court, Amravati ..	1	3	40	44
13	Labour Court, Jalgaon ..	..	4	10	14
14	Labour Court, Bhandara ..	..	114	25	139
15	Labour Court, Ahmednagar ..	1	1	15	17
16	Labour Court, Latur ..	..	9	3	12
	Total ..	30	493	741	1,264

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

- (1) Wage Board for the Cotton Textile Industry—Nil
- (2) Wage Board for the Silk Textile Industry—Nil
- (3) Wage Board for the Sugar Industry—Nil
- (4) Wage Board for the Co-op. Banks Industry—Nil

Conciliation

An analysis of disputes handled by the Conciliation machinery in the State during May 1967 under various Acts is given below :—

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

Act	No. of cases received during the month	Settled amicably	Ended in failure	Withdrawn or not pursued by parties	Closed	Total (4 to 7)	Pending at the end of the month	
								1	2	3	4	5	6	7	8	9
(1) Industrial Disputes Act, 1947	..	..	..	..	..	..	..
(2) Bombay Industrial Relations Act, 1946	..	..	..	..	..	..	..
(3) Bombay Industrial Relations (Extensions and Amendment) Act, 1964.	..	..	..	..	..	..	..
Total ..	3	4	5	6	7	8	9	
	248	46	117	71	42	276	964	
	4	1	4	..	11	16	65	
	3	1	1	..	..	2	42
Total ..	255	48	122	71	53	294	1071	

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

Act	Pending at the beginning of the month	No. of cases received during the month	Settled amicably	Ended in failure	Withdrawn or not pursued by parties	Closed	Total (4 to 7)	Pending at the end of the month
(1) Industrial Disputes Act, 1947
(2) Bombay Industrial Relations Act, 1946	..	..	..	..	..	..	..	..
(3) Bombay Industrial Relations (Extensions and Amendment) Act, 1964.	..	..	..	..	..	..	..	..
Total ..	1110	3	4	5	6	7	8	9
	992	248	46	117	71	42	276	964
	77	4	1	4	..	11	16	65
	41	3	1	..	..	..	2	42
Total ..	1110	255	48	122	71	53	294	1071

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

Act	Coiting Yeast	Rub Textile	Chemical	Textile Processing	Hostry	Banking	Sugar	Misc.	Total
1	2	1	4	5	6	7	8	9	11
B. I. R. Act, 1946	2	1	1	1	1	1	1	1	4

Act	Textile Industry	Paper Industry	Chemical Industry	Textile Industry	Electricity	Banking	Chemical Engineering	Local Bodies	Other Misc.	Total
1	2	1	4	7	6	7	8	9	10	11
B. I. R. (Extension and Amendment) Act, 1964	3	1	1	1	1	1	1	1	1	3

District-wise analysis is given below :-

Act	Kolon	Pune	Taane	Nagpur	Nashik	Aurangabad	Amravati	Total
1	2	3	4	5	6	7	8	9
B. I. R. Act, 1946	2	2	1	1	1	1	1	4

Act	Amravati	Gadchiroli	Wardha	Chanda	Nagpur	Bhandara	Total
1	2	3	4	5	6	7	8
B. I. R. (Extension and Amendment) Act, 1964	1	1	1	1	1	1	3

INDUSTRIAL DISPUTES IN MAHARASHTRA STATE DURING THE MONTH OF MAY 1987

	May 1987	April 1987	May 1986
No. of Disputes	63	71	45
No. of Workers involved	13,213	12,777	10,787
No. of Mandays lost	2,96,649	3,06,723	2,22,142

Industry-wise classification is given below :-

Name of the Industry Group	Number of disputes in progress			Number of work people involved in all disputes	Aggregate man-days lost in
	Started before beginning of the month i.e. before	Started during the Total month i.e.	Total		
1	2	3	4	5	6
Textile	1	1	1	1,432	2,864
Engineering	38	1	39	7,699	1,94,442
Chemical	5	2	7	442	8,523
Miscellaneous	16	..	16	3,640	90,820
May 1987 Total	59	4	63	13,213	2,96,649
April 1987	61	10	71	12,777	3,06,723

22 of the 63 disputes arose over question of "pay, allowances and bonus issues", 2 related to "Retrenchment and grievances about personnel", and the remaining 39 were due to other causes.

Out of the 5 disputes that terminated during the course of the month 4 disputes were settled entirely in favour of the workers and 1 Unsuccessful.

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

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

Serial No.	Name of the Concern	Sector	S/L	Reason	Date of When Stoppage		No. of Workers Involved	Mandays		Remarks
					Began	Ended		lost during the month	lost till the close of the month	
1		3	4	5	6	7	8	9	10	11
1	Bombay— Bombay Forging Pvt. Ltd., Vidyanagar Marg, Kallina, Bombay 400 098	Pvt.	S	Indiscipline	11-7-84	..	825	16,172	5,58,606	Continued.
2	Bombay— The India Refining Mang, 400 078.	Pvt.	S	Wages and Allowances (i).	10-12-84	..	1,041	10,766	4,59,666	Do.
	Bombay— International Road, 00 033.	Pvt.	L	Indiscipline	8-10-86	..	2,316	51,624	4,37,704	Do.
	Bombay— The Standard Batteries, Ltd., Vakol Santacruz, Bomb 400 055.	Pvt.	L	Indiscipline	2-11-86	..	1,249	27,319	1,96,121	Do.
	Bombay— The Products of India MIDC Area, Mang, Bomb 431 210.	Pvt.	L	Indiscipline	29-11-86	..	962	24,016	29,352	Do.
6	Thane— The Indian Smelting and Refining Co. Ltd., 1st Pokharan Thane 400 606.	Pvt.	S	Wages and Allowances.	10-1-87	..	491	12,130	56,665	Do.

PRESS NOTE ON ESIS BENEFIT IN MAHARASHTRA AND GOA

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

In Maharashtra 12,73,088 employees were under the coverage of the Scheme in the month of June, 1987. The highlights of the benefits paid to those employees were as follows—

ESIS has paid Rs. 1 55 Crores as Cash Benefit in June, 1987 :—

(i) 7,725 workers were paid Rs. 84,20,313.40 on account of Sickness and Rs. 5,51,006.00 were paid for the long term diseases, e.g. T. B., Cancer, Hemiplegia Paraplegia, Psychosis etc., etc.

(ii) 22,807 workers were paid Rs. 58,91,111.56 on account of accidents as employment injury which included 8,990 cases for the permanent disablement and 3,134 for pension to the dependents/families due to death of the workers in the accidents.

(iii) Rs. 6,49,150.00 were paid to the women workers as Maternity Benefit in addition to the above 17 persons were sterilized and they were paid Rs. 4,700.00 as family planning benefit.

(iv) There were 197 cases where legal proceedings were initiated against employers/Insured Persons for the recovery of arrears of contributions as under

(1) Under Section 45B ..	121 cases.
(2) Under Section 75 ..	34 cases.
(3) Under Section 84 ..	0 cases.
(4) Under Section 85 ..	36 cases.

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