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LABOUR GAZETTE

Since 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 numbers for working class, industrial disputes, industrial relations, cases under labour laws, labour legislation, etc. Special articles, etc., are published from time to time.

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LABOUR GAZETTE

The "Labour Gazette" is a journal for the use of all interested persons and contains information on matters generally affecting and concerning labour.

Vol. LXVII

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The Month in Brief

Consumer Price Index Numbers for Working Class

The Bombay, Solapur and Nagpur Consumer Price Index Numbers for working class for the month of November 1987 with base price for the year ended December 1960 equal to 100 were 798, 761 and 742 respectively. The Pune, Jalgaon, Nanded and Aurangabad Consumer Price Index Numbers for working class for the month of November 1987, with the average price for the year ended December 1961 equal to 100 were 689, 726, 756 and 792 respectively.

All India Average Consumer Price Index Numbers for Industrial Workers

All India Average Consumer Price Index Numbers for Industrial Workers on base 1960=100 for November 1987 was 755 as compared to 730 in October 1987. On base 1949=100 derived from 196 based Index worked out to 918 as against 912 for October 1987.

Industrial Disputes in Maharashtra State

During the month of October 1987, there were 54 disputes involving 10,763 workmen and time loss of 2,60,637 mandays as compared to 48 disputes in September 1987, involving 9306 workmen and time loss of 2,32,406 mandays.

Further particulars of Industrial Disputes are given at pages 271 to 273 of this issue.

Benefits under the Employees State Insurance Scheme

During the month of October 1987, November 1987 and December 1987 1,91,084 workers were paid Rs. 1,91,95,568.90 on account of sickness and Rs. 14,98,030.40 were paid for the long term diseases, e.g. T.B., Cancer, Hemiplegia, Paraplegia, Psychosis etc. etc. 63,179 workers were paid Rs. 1,63,71,688.79 on account of accidents as employment injury which included 26,944 cases for the permanent disablement and 9,167 for pension to the dependents/families due to death of the workers in the accidents.

Current Notes

Bill to enhance maternity benefits

A Bill seeking amendments to the Maternity Benefits Act so as to provide for enhanced maternity benefits was introduced in the Rajya Sabha on December 1 by the Labour Ministry.

The amending provisions are based on the recommendations of a working group of the Economic Reforms Commission.

Reduction in the qualifying period for the grant of maternity benefit to half of the present 160 days of actual work in the preceding 12 months is one among the several proposals contained in the Bill. When the Bill becomes a statute women workers will be entitled for maternity benefit if they put in 80 days of actual work in the preceding ten months.

The provisions of the Act are being sought to be extended to shops and establishments employing ten or more people.

The rate of maternity benefit payable to women employees for each day of absence due to maternity is proposed to be fixed at the average daily wages or the minimum rate of wages fixed or revised under the Minimum Wages Act or 10 rupees, whichever is higher. The existing rate is average daily wages or one rupee a day, whichever is higher.

The rate of medical bonus to women employees in case the employer does not provide prenatal confinement and postnatal care free of charge is being raised from Rs. 25 to Rs. 250.

Provision is being made for empowering inspectors appointed under the Act to issue suitable direction to the employers in case of wrongful discharge or dismissal of the women employees for absence during maternity.

A provision is being made for filing of complaint with the competent court by the aggrieved woman or an office bearer of a registered trade union of which such woman is a member or a voluntary organisation or an inspector. At present, complaints can be filed only with the previous sanction of the inspector.

Penalties prescribed under the Act are being made more stringent.

(Indian Worker, dated 7 & 14 December 1987)

Sangma urges ILO to check social problems

THE Union Minister of State for labour, Shri P. A. Sangma has called upon the International Labour Organisation (ILO) to take immediate steps towards effectively mobilising the United Nations and other agencies to deal with the acute economic and social problems.

Shri Sangma was speaking at a high-level ILO meeting on Employment and Structural Adjustment which was held here from November 23—25.

Shri Sangma said that insufficient flow of capital to developing countries and the imbalance in trade caused by rising protectionism and non-tariff barriers had affected the rate of growth of employment in developing countries.

The three-day tripartite meeting discussed in detail the present world economic situation and recommended the adoption of "concerted measures to ensure job-creating growth."

In its final text the conference, attended by some 20 nations, including, Japan, France, Canada, Italy, Venezuela and Argentina, noted that unemployment reached alarming proportions and was continuing to grow.

The conference recommended structural adjustment world wide to arrive at dynamic and non-inflationary growth.

It also called on industrialised nations either to co-ordinate their wider economic policies or to actively stimulate demand, encourage investment and create jobs.

They should also utilise more of the labour force by giving people a useful education in the first place and retraining them if necessary, and encouraging workers to move to where work could be found.

The final text also warned that protectionism, in all its forms, will reduce opportunities for growth in the economy.

It appealed to developed nations to open up their domestic markets to products from developing nations.

Developing nations were exhorted to increase production capacity among the poorest sections of their communities to build substantial growth which satisfied basic needs.

The conference urged the developing nations to realise the potential small business had for bolstering the economy and creating jobs.

But it recognised that crippling debt burdens severely restricted many nations ability to create jobs. The Latin American countries present wanted a wider debate on debt.

The United States, Britain and West Germany did not attend, as they did not consider the ILO, a United Nations body, the proper forum for the discussion of debt and unemployment.

(Indian Worker, dated 7th & 14th December 1987)

DA to be paid twice a year

According to the revised formula adopted on the basis of recommendations of the Fourth Pay Commission, Dearness Allowance is to be sanctioned twice a year, payable with the salary for March and September, the Rajya Sabha was informed on November 10.

This would be based on the percentage increase in the 12-monthly average of Consumer Price Index for the periods ending December and June. Every year index average of 608 to which the revised pay scales are linked and is to be given in whole numbers only with fractions carried forward, Minister of State for Finance B. K. Gadhave, said in a written reply.

(Indian Worker, dated 7th & 14th December 1987)

Beedi workers identity cards

Identity cards have been issued to 20.15 lakhs beedi workers in 12 states, with Madhya Pradesh topping the list with 5.65 lakh cards and these cards entitled them to medical facilities in the medical institutions run by the Welfare Fund Organisation, the Union Minister of State for Labour, Shri P. A. Sangma said in a written reply in the Rajya Sabha on November 10.

(Indian Worker dated 7th & 14th December 1987).

Minimum Wages Act

A number of suggestions have been made for amendment of the Minimum Wages Act, 1948, to make it more effective and provide expeditious relief to the employees covered under the Act, Minister of State for Labour P. A. Sangma told Rajya Sabha on November 17.

He informed a member in a written reply that these include, inter-alia, reviewing rates of minimum wages at short intervals unless these have variable component of dearness allowance, enhancement in the compensation amount, payment of interest in case of non-payment and short payment of wages,

(Indian Worker dated 7th & 14th December 1987).

Uniformity in PF contribution urged

Chief executives of various provident fund schemes recommended a uniform rate of contribution at 10 per cent all over the country and 30 working days as a minimum period of service to become eligible for membership to the fund.

At present the contribution range between 6.25 per cent and 8 per cent and, eligibility period covers three months continuous service.

The meeting was called at the instance of the Union Labour Minister, Shri P. A. Sangma, who felt there was need to establish linkages between various schemes, particularly in the areas of retirement benefit, family pension and other benefits of long-term protection and security to the family members in the case of his premature death.

The first joint consultation of the chief executives of Employees Provident Fund, Coal Mines Provident Fund, Assam Tea Plantation Provident Fund and Seamen Provident Fund was held here on Nov. 16 to discuss the various issues relating to streamlining the procedures for payment, recovery of dues, investment pattern, and grant of advances, including tabulation of data.

The meeting, presided over by Shri B. K. Bhattacharya, Chief of Employees Provident Fund, felt that the accumulation of Provident Fund be allowed to be invested in the Unit Trust of India and other higher securities so that they could meet the obligations of higher rate of interest. There is need for inbuilt provision in the law for minimum damage which could atleast meet the expenditure on infrastructure for this purpose.

It was explained that employees provident fund would soon introduce a separate machinery for recovery of dues from defaulters and its mode of recovery would be based on the system adopted by the Central Excise, Customs Income-tax and other tax authorities. The executives of other Provident Fund felt that they would consider introduction of such scheme after finding its impact. If possible, they would consider a unified machinery of recovery of dues for all provident funds.

Under the concept of ideal organisation structure they considered procedures and system being obtained under various funds to provide better and improved service based on the experiences and type of customers.

They would also consider the scheme of pension for all subscribers to the provident fund as has been introduced for Assam Tea Plantation which is related to contribution and period of membership.

They discussed applicability of Act to all workers irrespective of the number of persons engaged in unites and no exemption to any industry from the provision of the Act even for the limited period. They considered the need to amplify the definition of employee so that every person including contractor's employees be covered under the scheme and there might be no scope for ambiguity.

(Indian Worker dated 7th & 14th December 1987).

ILO Flays early retirement schemes

The International Labour Organisation (ILO) has said that though early retirement for workers in western industrialised countries seems a convenient way to improve unemployment statistics on November 8, it stores up trouble for tomorrow.

An ILO report titled "Employment promotion and social security" said a tendency towards flexibility in retirement had been apparent even before the onset of the economic crisis but rising unemployment considerably accentuated this trend, mainly because older workers who lost their jobs found it had to reenter the labour market. Moreover, it was felt that withdrawing the 'old hands' could promote employment of young people, particularly new jobseekers.

As early as 1977, for example, a 'job release scheme' was set up in the United Kingdom to enable older wage earners to retire before the statutory age on condition that the employers give these jobs to unemployed workers.

While the employment situation has not always been the decisive criterion, several countries have lowered the statutory age of entitlement to pension specifically in favour of the long-term unemployed, the report said, Austria, Denmark, the Federal Republic of Germany and Sweden are among the countries that have adopted this approach.

Among countries that have lowered the age of entitlement to pension for all workers, the most striking is France where it fell from 65 to 60 years in 1983.

More than 800,000 French senior employees accepted early retirement in 1982 and 1984. In UK 280,000 persons took advantage of the scheme in eight years. In Belgium some 210,000 older workers withdrew from the labour market.

What yet to be seen is if this relief has brought a reduction in number of jobless workers or whether it has not resulted primarily in reducing volume of work in which departure of older workers had led to reorganisation with a view increasing labour productivity, the report said.

According to the report, steps linking retirement with hiring of another worker have produced tangible results. In France 95 per cent of departing workers have been replaced under solidarity contracts. In Belgium pre-retirement pension schemes have enabled 65,000 young unemployed to find work.

The costs of early retirement have been high. For example, it was estimated that 1,000 million Belgian francs were spent in 1985 on these measures. About these, of course, a part of the outlay would have gone to unemployment benefits as jobless worker stay on the dole.

(*Indian Worker*, dated 7th & 14th December 1987).

Request on Minimum Wages Act sought

The Central Advisory Board on Minimum Wages has been given a fortnight to come up with suggestions for improving the effective implementation of the Minimum Wages Act through amendments to the Law.

Making this suggestion on November 21st, while opening the 13th meeting of the Board, Shri P. A. Sangma, Labour Minister, said the penal provisions should be made stringent since the existing ones were generally considered very liberal.

He suggested that proposals for amendment should include revision of rates of wages at short intervals unless the wages had a variable component of dearness allowance. He also favoured an increase in the compensation amount, payment of interest on delayed payments, restriction on change in the conditions of service during the pendency of claims proceedings, enhancement in the Act and direct access for prosecution to the employees' registered unions and voluntary agencies.

Shri Sangma said since the last meeting of the Board in 1983 a number of employments had been added to the schedule by the Central and State Government and action taken to fix and revise the existing rates of minimum wages for the employments in the schedule Guidelines and had also been formulated for regional minimum wages.

He said the Labour Ministry was monitoring the enforcement of the minimum wages and the State Government had been asked to involve village panchayats and non-official bodies for better implementation of minimum wages and also to educate the workers about their rights under the law.

The Minimum Wages Act, 1949 provides for fixing minimum rates of wages in certain employments. It was last amended in 1970.

(*Indian Worker*, dated 7th & 14th December 1987).

12 ESI hospitals built in 1986-87

The Employees' State Insurance Corporation has constructed 12 hospitals and 25 dispensaries during 1986-87 while 16 hospitals are under construction.

This was revealed at the Corporation meeting here on December 4 presided over by Shri P. A. Sangma, Minister for Labour, convened to consider the progress report of the Corporation.

It was explained at the meeting that out of over Rs. 75 crores of arrears, recovery certificates for arrears of more than Rs. 4 crores were pending with the collectors. While the increases of sickness benefit had shown a slight decrease, the number of cash benefit payments increased from Rs. 66.50 lakhs in 1985-86 to Rs. 69 lakhs during 1986-87.

The all-India incidence of sickness benefit decreased from 4.99 days per employee per annum in the last year to 4.95 days during 1986-87. The incidence was high in Andhra Pradesh, Bihar, Karnataka, Kerala, Madhya Pradesh, Nagpur, Pondicherry, Tamil Nadu and West Bengal. A continuous watch over the incidence of sickness benefit claims at various centres had been kept and various measures were being taken to control lax certification and misuse of cash benefits.

(*Indian Worker*, dated 7th & 14th December 1987).

Plea for wider ESI jurisdiction

Worker's representatives at the Employees' State Insurance Corporation (ESIC) have made a strong plea before its governing body to take over the responsibility of medical services from the State Governments.

At a closed-door meeting of ESIC, presided over by the Union Minister of State for Labour recently, most members argued against the present system of dual control over ESI medical services.

If the government accepts the plea, the Act has to be amended to keep the states out of the control of ESI. Presently, of the total fund requirement, seven-eighths are contributed by the Corporation and only one-eighth come from the respective State Governments. Employers and employees make contribution to the ESIC fund.

Inside sources say that the ESIC met to consider a position paper on the working of the ESI schemes. It was stated that there was no system of inspection or auditing of the ESI schemes.

The position paper revealed chaos in administration of ESI schemes. ESIC which is responsible for funding the scheme, has practically no control over the manner in which these funds are spent.

The Corporation makes on account payments every quarter for running ESI services, but it does not even know whether all this money has been spent for the purpose it is sanctioned.

Some of the states have almost given up the submission of accounts. The sources say that the Bihar Government has not been submitting any account

to the Corporation since 1980-81, Karnataka since 1977-78, Madhya Pradesh since 1978-79, West Bengal since 1979-80, Maharashtra and Uttar Pradesh since 1981-82, and Punjab and Rajasthan since 1979-80.

(*Indian Worker, dated 21st December 1987*)

New series of CPI to be discussed with TUs

Union Labour Minister P. A. Sangma told the Lok Sabha recently that the new series of consumer price index (CPI) for industrial workers with 1982 as the base year would be discussed with the trade unions, employers and State Governments at a national meeting to be held shortly.

According to him, the new series has been compiled on the basis of a fresh family income and expenditure survey conducted by the Labour Bureau

The new series, following the Labour Bureau Survey in 1980-81, was discussed earlier at the national level tripartite meeting in New Delhi on January 8 and at five regional level tripartite meetings between February and July this year. It has also been discussed at a national workshop in New Delhi on October 30 this year.

Replying to a question if the trade unions' proposal for the new series based on the family budget survey of 1970 had been considered, Shri Sangma said that the present CPI series with 1960=100 was introduced in August 1968 and there had been demands for the revision of the 1960 series.

He said that the Labour Bureau had conducted a family budget survey in 1971 but the 1971 series could not be realised.

Primary responsibility of the management to ensure the safety of workers.

As regards the unorganised sector, the Directorate General of Mines Safety should be assigned the responsibility, for which it should suitably be strengthened.

Shri Sangma denied that the decision to wind up the Council was due to any tussle between the Ministry of Labour and the Ministry of Energy. He said that as far as possible, the employees would be absorbed in the Directorate General of Mines Safety and other mines organisations. If any employee is left out, he would be compensated as per the law.

(*Indian Worker, dated 28th December 1987*).

Landless workers' plight dismal Panel for Succour to farm labour

Condition of agricultural workers in the country is dismal and the Government's anti-poverty schemes have made no major impact on them. Besides, there was no uniformity in the minimum wages which varied from as low as Rs. 3 to Rs. 17 per day in some parts of the country and in irrigated areas work is available only for 60 to 70 days in a year. In regard to the irrigated areas, the workers had employment for not more than 120 days in a year. What is more surprising is that most of these workers were landless.

These are some of the findings of the sub-committee of the Parliamentary Consultative Committee appointed by the Ministry of Labour to study the problems of unorganised workers in the agricultural sector which was spread over a year covering eight states and over 100 villages. The sub-committee, comprised of six members of Parliament, presented its report to the Union Minister of State of Labour, Shri P. A. Sangma here on December 12.

The sub-committee has called for an immediate introduction of a comprehensive Central Legislation workers to provide a basic framework for their working conditions, wages and social security.

Maintaining that the agricultural labour force (Presently numbering 70 million) was swelling beyond any proportion due to "pauperisation of peasantry does not acquire reasonable bargaining to strike a better deal with the employers.

The utter dependence and the unorganised character of the agricultural labour force are also the underlying reasons for wages being low, the committee said.

The report quotes a women organisation leader in Alleppey district who told the committee that there were instances of women workers taking to prostitution because of inadequate employment. The Labour Minister of Kerala told the committee that the agricultural workers in his state did not have work for a considerable part of the year.

The anti-poverty programme has not made much difference because the sum allocated is too meagre to meet the requirement. In Rajpur district where 7.14 crore mandays of work was required to provide 100 days of employment 7.14 lakh persons, the funds made available under NREP/RLEGP/Plan work in 1986-87 were only enough to generate employment to the tune of 1.36 crore mandays.

The sub-committee also found that the progress in land reform has been poor, the wages of women are generally lower than those of men, and social security arrangements are inadequate.

The committee has taken the view that the minimum wage cannot be enforced effectively unless the workers are organised and the central trade union take interest in the matter.

The enforcement machinery for minimum wages was found to be inadequate. Though Bihar has an elaborate infrastructure the largest number of complaints concerning violation of minimum wage, notifications was in Bihar.

The sub-committee found in a number of cases the state Governments had made inordinate delays in revising the minimum wage in time. In one instance, the notification of a State Government on revision of minimum wages dated October 17, 1986 did not reach the district headquarters till July of the following year.

In most cases, agricultural workers were found to be ignorant of minimum wage notifications. The sub-committee found that the best organised agricultural labour were in West Bengal which had the highest minimum wage, but here too, this was not paid all year round.

While addressing the press conference, Shri P. A. Sangma, Minister of State for Labour, said that this sub-committee was formed before the National Commission on Rural Labour which will now study all aspects of rural labour.

He said the Centre had no reservations on enacting a comprehensive legislation on agricultural labour but there would have to be unanimity among State Government in this regard.

Other recommendations of his sub-committee are the revision of agricultural minimum wages every two years or on a rise of 50 points in the consumer price index number, a scientific basis for the fixing of minimum wages which now vary from Rs. 7 to Rs. 17 in different states, and equal wages for both men and women.

The sub-committee has recommended prosecution of those found guilty of keeping bonded labour. The members have also stressed the extreme importance of early distribution of surplus land to landless persons.

The report said that the minimum wages should be fixed on a rational basis taking into account factors like poverty line, requirements of nutrition, shelter, clothing, fuel, medical and educational expenses etc. The minimum wages should also be fixed on a realistic assumption of the consumption units in a family and the number of workers in a family.

The report has called for a much higher allocation of funds for the anti-poverty programmes accompanied with regular monitoring mechanism. It is said that most of the agricultural workers lived with much below the poverty line, systematic programme for development of agro-industries in the rural areas was needed to be pursued, to ensure that the workers benefit in terms of higher employment opportunities and better wages.

It also called for immediate implementation of land reforms and early distribution of surplus land from out of the ceilings as also that of the Government to the agricultural workers.

The committee has also recommended strict enforcement of the Child Labour (Prohibition and Regulation) Act, 1986 and suitable rehabilitation, educational and welfare of the children involved.

The sub-committee consisted of Shri Madan Pandey, Shri K. Ramamurthy Shri P. Penchalaiah, Shri Manik Sanyal, all MPs Lok Sabha, and Palaniyandi MP, Rajya Sabha, with Shri Gurdas Das Gupta as convenor.

(Indian Worker, dated 28th December 1987).

ILO's Projects on Child Labour Rehabilitation and others

The International Labour Organisation (ILO), has signed an agreement with the Ministry of Labour, Government of India to take up three specific projects for the rehabilitation of child labour, involving Central assistance of Rs. 11 crores besides allocation from the state budgets. The three projects to be implemented are in the precious stone polishing industry in Jaipur and two districts in Madhya Pradesh, and will provide the conceptual frame work for the

introduction of this programme in seven other areas in a phased manner over the next five years. These areas will cover an estimated 30,000 children in the lock industry in Aligarh, the match industry in Sivakasi and the glass industry in Uttar Pradesh besides others.

The projects will involve removing children, who have not attained the stipulated ILO working age norm of 15 years from work and providing them with schooling and a regular stipend while nutrition and health facilities would also be provided. Eventually placement facilities would be extended to them. At present surveys of the child labour scenario all over the country were being conducted and the project implementation was likely to begin by January 1988. The ILO has provided a technical consultant from the Tata School of Social Sciences, Bombay to oversee the projects. " Among the other projects that the ILO had taken up in India, a programme which was operational now and would be in full swing by early 1988, was the introduction of a hazard control alert system for industry. While the Ministry of Labour would coordinate the entire programme, the technical aspect would be supervised by the Directorate General of Factory Inspection under the Central Labour Institute (C.L.I.), Bombay. An information system would be set up linking the CLI with the Ministry of Labour and other connected organisations to provide instant information in the event of any disaster. The system is proposed to be introduced in 10 States in the country. To pave the way for implementation, senior State Government officials from different States would be shortly proceeding on a three month tour of countries where the hazard system was already in operation. " The ILO has also exhorted all the employers organisations to lend their support to worthwhile rural development work through the rural workers trust which had been registered earlier this year. The trust had been the outcome of deliberations at the ' all-India consultations on rural development ' supported by ILO since the past four years. It had been formed to raise resources to support the activities of a network of voluntary organisations at the grass roots level and trade union organisations engaged in educational and welfare work for workers in the unorganised sector. Employers organisations were urged to offer some imaginative and worthwhile ideas for the mutual benefit of labour and management, for which the ILO would readily provide the necessary catalytic support of the implementation of any such idea.

(EFI Bulletin, 1st December 1987)

Maternity Benefit Bill introduced

The Minister of State for Information and Broadcasting, Mr. Ajit Panja, introduced in the Rajya Sabha on December 10, 1987, the Maternity Benefit (Amendment) Bill, 1987. The Bill seeks to bring about some minor changes including the extension of its purview to shops or establishments employing ten or more persons, and to reduce the qualifying period for grant of Maternity Benefit from 16 days of actual work in the preceding 12 months to 80 days

of actual work. The Bill further proposes to fix the average daily wages or the minimum rate of wages under the Minimum Wages Act, or Rs. 10 whichever is higher or the rate of Maternity benefit payable to women employees for each day of absence due to maternity.

(*EFI, Bulletin, 15th December 1987*).

Bill for equal wages passed

Parliament passed on December 9, 1987, the Bill to amend the Equal Remuneration Act of 1976, providing for a maximum penalty of Rs. 10,000 and imprisonment up to one month for employers discriminating against women in matters of remuneration and other service conditions.

(*EFI Bulletin, dated 15th December 1987*)

Articles, Reports, Enquiries, etc.

(The views expressed in signed Articles appearing in this section carry weight in as much as they are expressed by the persons who know their subjects well.

They, however, do not necessarily reflect the views of Government.

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ECONOMIC DEVELOPMENT VERSUS ENVIRONMENTAL PROTECTION : THE INDIAN SCENE

By

RAJA KULKARNI

Secretary, INTUC

The phenomenon of increasing awareness and deepening consciousness about health and safety horizon after Bhopal industrial world disaster in December 1984 has brought into focus during the current year—1987 the interacting relationship between economic developmental efforts and the natural calamities such as drought, floods and famine. At the time of this meeting of ILO, India is witnessing unprecedented calamitous drought that has affected a major part of the country. It is going to make its presence felt over the next couple of years on the development efforts of India. Such critical challenging situation, has revealed the enhancing scope of the environmental protection problems, from the areas of air and water pollution outside and work-environment inside industrial locations, into the coverage of issues such as development of land resources and water resources and afforestation. This has brought in, as immediate economic need for policy-making and management, the questions of land reforms and use of land, national river-water-grid and social forestry, such others, for health and safety of the public. This is a recognition of the fact that natural calamities are not solely attributable to nature. Partly, they are also man-made since they are caused by socio-economic development programme.

Activities in 1985 and 1986

Earlier, in 1985 and 1986, India was concentrating on statutory and non-statutory measures for revision of industrial location policies, identification of potentially hazardous chemical and other industrial plants and products, and management of pollution control systems as well as prevention of occupational diseases at work places.

India is actually in the midst of hot controversy over the adequacy and efficacy of the policies and measures, enactments, structural forms of agencies to execute and their working methods and practices intended to achieve post-Bhopal-disaster objectives of health and safety. Some of them have been mentioned here below at a later stage.

Situations—Post-Bhopal and Post-Drought and Floods

In the face of such a situation of incomplete transformation of post-Bhopal stage of health and safety movement, it is confronted with the task of taking a leap into a wider horizon wherein the movement has to tackle and resolve additional problems arising out of drought and floods as man-made calamities which can be avoided or prevented, if not eliminated. These problems relate to prevent any further degradation and depletion of the country's basic natural resources and life-support systems of land and water.

Thus, the *post-drought floods disaster situation of 1987, has opened a new dimension in the inter-relationship of Health and Safety movement with the process of national economic growth.*

There is no doubt, that this is a big challenge. But history has shown that a big challenge is also potentially a big opportunity to change and to make progress. It appears that the health and safety movement will have to play the role of a catalytic agent in the process of convergence, assimilation and simulation of different sectarian mechanical/technological, economic and social approaches, synchronising to produce a synthetic socio-economic approach, with the human being as the focal point of all-round development. This is not an impossible task if there is proper use of the modern technology of information.

Modern Technology does not go Hand in Hand with Traditional Social Thoughts of Health and Safety

In India, the current national policy is to encourage increasing but regulated use of modern technology of micro-electronics in all socio-economic activities to resolve the unresolved problems of poverty and unemployment. These problems though measured in terms of economic criteria, their solution i.e. their non-existence is not the end-product the input of economic growth alone. Information technology when applied to the problems of health and safety, provide nourishment to the social soil wherein the roots of the sapling of national economy, find required scope to go deeper and deeper for the sustenance of the economic growth process. All measures of health and safety based upon information and knowledge, create an environment for bringing about a fusion of economic development perspective with its appropriate social thoughts, values, institutions and practices. Poverty-eradication programme and modern technologies, if backed by out-dated and traditional social philosophy of health and safety, the former will not produce the desirable results. High-level of medical benefits and treatment alongwith upto-date good hospital, equipped with all modern facilities for diagnosis and treatment, though necessary, will not by themselves, reduce the incidents of sickness, death and accidents, if work-environment inside and outside the plants and service establishments, are allowed to carry carcinogens and pollutants in process-stocks, air and water. Under such circumstances, hospitals and medical benefits, remain charitable activities yielding higher philanthropical reputation to the employers. Other welfare activities of educational sports and cultural nature are intended and run more to earn high social status and to generate political influence, facilitating accumulation of economic power in the hands of the top persons of business organisations, than allowing these activities to lead towards community's social development and progress based on information and knowledge.

Government, on its part, also undertake such social welfare activities in industrial undertakings with an intention to enhance social progress of the society. But they are based on a philosophy of social obligations or social responsibilities of industries. As welfare activities, they are looked upon as necessary burden increasing the cost of production and thus extraneous to the concept of industrial development.

Post-Bhopal disaster-awareness has still not made remarkable dent into this traditional, antiquated social approach or philosophy of economic growth. Policies and programmes which are supposed to be economically and politically progressive and radical but are administered and utilised through socially reactionary approach and strategy, do not produce intended desirable results. They invariably benefit other than those for whom the programmes were introduced.

Therefore, *change in the approach to the social cost of health and safety, has become an economic necessity, with the complexity of new horizon of health and safety. Social cost must become an integral part of project cost of production cost. Health and safety measures have to become an ingredient of the concept of industrial development.*

If infrastructural activities such as supply of energy, communication and transportation, could become an integral part of industrial development, why human resource development like health and safety activity should remain outside the concept of industrial development. Economic development cannot be visualised at the cost of health and safety of workers and public. To fight unemployment and to give work to a worker, must mean to put labour on healthy, safe and productive job. Employment guarantee programmes should not treat workers as "destitutes" who are only to be sustained through charity of one kind or the other. In India, workers are getting exposed to job, income and health insecurities. Information and knowledge-based health and safety measures, can help in keeping the doors open for advancing job and income securities. The task of assimilating health and safety work into public policy on health at national level, is not yet undertaken. It is expected that the formulation of the VIIIth Five Year Plan of national economic development, which would be ready within next two years, would take care of this unfinished task.

Recent Activities—Environment (Protection) Act, 1986

These changes are overdue, if the health and safety movement has to play its historical role. The economic necessity for the same can be seen to have appeared if we look into the nature and character of the issues involved in the recent developmental programmes and activities on the health and safety front in India.

Environment (Protection) Act of 1986 and the Factories Act (Amendment) are two significant enactments intended to expand and strengthen the scope of health and safety in industries. Public debate advocating both positive and negative responses of the functions and possible results of them has focussed the attention to the *question of management of environmental measures and of the preventive measures of occupational diseases at work places.*

The same issue of effective and purposeful management of environmental measures has arisen out of the not-so satisfactory functioning of the National Committee for Environmental Planning and Co-ordination, all national level and State-level Pollution Control Boards and various Safety Directorates functioning under various departmental ministries. They have experienced lack of infrastructural facilities, non-attainment of required maturity, lack of committed personnel, non-availability of basic information and poor communication between the hazardous manufacturing plants, the public and the local authorities. The crux of effective management is in information and knowledge available to the management at the right time.

The *Department of Chemicals of the Indian Government*, recently set a group to study safety in Chemical and Petrochemical industries. It has recommended to set up a National Board on Industrial Safety and Hazards, in the industries under the Department concerned. The group has emphasized the need for collection of information related to safety and handling of all commercially used chemicals. According to this group, Environment Protection Agency of USA, has named 403 substances and 58 lakhs commercial chemicals, manufactured or imported that pose an immediate threat to life and health in the event of an accident. The Board is to keep a register with updating information facility. All this, inevitably lead to the conclusion that the concept of *environmental and safety management should be and has to be inducted and incorporated into the concept of industrial management.*

Disaster Plans

Another significant measure of health and safety in India, is a recent decision in July last to have *national level guidelines and monitoring agencies for "Disaster/Emergency" plans of permanent nature.* In the Western part of India, State Government of Maharashtra, has already prepared plans for industrial zones in some districts such as Bombay, Pune, Thane and Raigad to meet the emergency situations.

Health and Safety Measures : No Constraint on Economic Development

On the working of Environment Protection Act of 1986, Prime Minister of India, clearly stated that the measures suggested in the Act for environmental clearance certification, need not cause any delay in industrial projects which are sanctioned. It was further stated that economic development tempo need not be slowed down because of environment constraints. In fact when it was pointed out that industries are violating the provisions of this Act, without any fear of consequences or penalty, Indian Government brought an amendment to it recently making it more stringent in respect of penalties and authorisation to any aggrieved person to directly file criminal complaints with the authorities under the Act.

As a reaction, all industries in India, are organising their opposition to the amendment of Environment Protection Act. They have roundly criticised the standards of emission or discharge of pollutants in respect of eleven industries viz. Caustic Soda, man-made (Synthetic) Fibres, Oil Refineries, Sugar Mills, thermal Power Plants, Cotton Textiles, composite Woollen Mills, Dyes and Dye intermediates, Electro-plating Industries, Cement Plants and Stone-crushing units. Industries have opposed the standards under this Act. They have openly raised the issue that anti-pollution environmental protection measures, are economically prohibitive.

ILO Report on India

ILO Report on industrial mishaps, has come at a right time, when India is facing dilemma over the issue of "environmental protection *versus* economic development." According to ILO Report, during last three decades, starting from 1950, nearly 36,000 workers were killed in India and 6.5 million were injured in accidents at work in factories, in Public Sector Undertakings like railways, mines, docks and ports alone. The number of workers killed or crippled in private unorganised sector, cannot be estimated. The number of persons disabled by occupational diseases, are not included in these figures from India.

Indian working class expects that this meeting of ILO will uphold the Indian Amending Act of Environment Protection and should caution India Government from diluting the standards of emission and pollution as are incorporated in the said Act.

Another area of health and safety which has not received the attention of the Indian Government is the health and safety aspect of the growth of modern technology of micro-electronics. So far, health and safety has been talked of only in the context of manufacturing plants, storage and handling facilities. But the new technology involving modern computer network through micro-processors and linked to information/communication space-technology, has brought the issue of health and safety to offices and organised services.

How to improve health under conditions of office-automation, has become a new activity in the movement of health and safety measures related to this activity has come to be known as "ergonomics" which means fitting work to people. Working conditions and work-environment should be adopted to human physical and mental aptitudes and comforts. With a thrust towards office-automation as a result of computer network and information technology, the study of hazards of visual display units, work-postures and movements, psychological effects of mental stresses and strains, monotony of work, physical factors of environment such as sound, light, air and layout of equipments in the offices, acquire increasing relevance as is the case of various aspects of production technology and work organisation in operating plants.

It is expected that the holistic approach advocated by joint efforts of ILO-UNEP programmes will take to cover the science of "ergonomics" along with the other branches of "ecology" and "toxicology". UNEP's industry and environmental office in Paris, with its computerised data-bank covering anti-pollution technologies, will extend its activities of collection and dissemination of information on the basis of good ergonomics. There is a necessity to provide ergonomic analysis of the machines before they are purchased by the users. There is a necessity to have approved designs of controls and tools and knowledge of signal displays and panels. Such programmes will help in exploding the myth of economic non-availability of health and safety measures in all industries and commercial activities.

In this respect, trade unions in India, especially those in chemical and energy industrial sector, have agreed to associate with and are cooperating in the work of dissemination of information started by Asia Monitor Resource Centre (AMRC) of trade unions. It is an information, research and communication centre (at Hong-Kong) structured to meet the needs of trade unions, the labour movement relating to health and safety. If the work of this centre, integrated with other international organisation, it will, then facilitate the development and co-operation of health and safety programme in the Asian countries.

Trade Unions are realising as a result of centralised planning of economic and industrial development, changes in industrial structure in respect of ownership, management and operational inter-dependence, traditional collective bargaining based on plan-level decision-making, is becoming ineffective in protecting workers from economic and job risk and from social hazards of their worker-members. Once and above all these factors, the most dominant factor that is facilitating the change in the old method of decision-making in fighting against social and human injustice and in adopting different methods for resolving disputes and in securing better service conditions for their members, is the technological advance in communication.

There appears to be increasing realisation of the imperative need for information base in the decision making of the trade union functionaries. The function of protecting workmen from job risks and health hazards, has made trade unions aware that their social service will not have social value, appreciation, support and recognition by workmen themselves and by the society, if their decisionmaking is not based on information and knowledge.

There was a time when trade unions' strategic decision-making was based on muscle-power. Charismatic over-powering personal leadership demanding blind faith and mystic, ideological loyalty from the followers, also played its role in various critical decisions of the trade unions. In many Asian countries, the progress of economic development, the growth of nationalistic political structures, generated forces based on money-power and political authority, dominated the power-struggle in various socio-economic institutions. In this power-struggles, policies and programmes, pronounced and launched under the laudable objectives of national growth and public interest, resulted in reality, into interest, benefits of those individuals, and groups who are controlling money and political power. These newly generated aggressive forces of money and

political power in the society under transformation, extended and percolated into organisational patterns of trade union movement in some of the Asian countries. These forces became the base of decision-making in the trade unions.

However, in 1980s, with the advance of modern information technology, internalisation of national economics, the new world economy penetrating into all aspect of socio-economic national development efforts, national independence getting its meaning and substance in terms of regional inter-dependence, there has been a realisation everywhere in every nation that the only reliable source of decision-making for sustenance and strength is information and knowledge.

Health and safety movement establishes standards of clean, safe working and protect workers from work-hazards and job-risks. These health standards are universally applicable in all countries irrespective of their different levels of economic development, different ownership patterns and different sizes, plants and operational facilities. This has made the trade unions realise that there is a need to change the base of their traditional decision-making processes and replacing the same by the new technology of information and knowledge. Trade unions, therefore, welcome modern technology. But, they would like that it should not be utilised for further concentration of economic power. It should not increase the control of owners and management over workers and consumers. Modern technology through health and safety programmes, should infuse confidence that it will improve the quality of life of workers and the people, reduce all types of social and man-made risks and will make a thrust towards humanisation of working conditions.

Modern Technology must as an instrument of socio-economic change of the society as a whole and as such, it must serve the interest of the people.

(Indian Worker, dated 7th and 14th December 1987)

Gist of Important Notifications under Various Labour Laws

A. INDIAN BOILER ACT, 1923.

(1) Exemptions under the Act.—(1) In exercise of the powers conferred by sub-section (2) of section 34 of the said Act, the Government of Maharashtra has exempted the boiler bearing No. MR-10426 and belonging to the Hindustan Insulators Ltd., Post Rasayani, District Raigad 410 207 from the operation of clause (c) of section 6 of the said Act, for the period of one month from 5th September 1987 to 4th October 1987 (both days inclusive).

(Vide Government Notification, Industries, Energy and Labour Department No. IBA. 1087/424028/CR-2929/Lab-9, dated 3rd September 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 5th November 1987 at page No. 5541).

(2) In exercise of the powers conferred by sub-section (2) of section 34 of the said Act, the Government of Maharashtra has exempted the boiler bearing No. MB-8934 and belonging to the Maharashtra State Electricity Board Thermal Power Station, Khaperkheda, P.O. via Nagpur, Maharashtra from the operation of clause (c) of section 6 of the said Act, for the period of one month from 7th September 1987 to 6th October 1987 (both days inclusive).

(Vide Government Notification, Industries, Energy and Labour Department No. IBA. 1087/422405/(2917)/Lab-9, dated 31st August 1987 published in *Maharashtra Government Gazette*, Part I-L, dated 5th November 1987, at page No. 5541).

(3) In exercise of the powers conferred by sub-section (2) of section 34 of the said Act, the Government of Maharashtra has exempted the boiler bearing No. MR-10713 and belonging to the Maharashtra State Electricity Board, Koradi Thermal Power Station, Koradi, District Nagpur (M.S.) from the operation of clause (c) of section 6 of the said Act, for the period of six months from the 9th September 1987 to 8th March 1988 (both days inclusive).

(Vide Government Notification, Industries, Energy and Labour Department No. IBA. 1087/424026/2930/Lab-9, dated 8th September 1987 published in *Maharashtra Government Gazette*, Part I-L, dated 5th November 1987 at page No. 5542).

(4) In exercise of the powers conferred by sub-section (2) of section 34 of the said Act, the Government of Maharashtra has exempted the boiler bearing No. MR-1114 and belonging to Nippon Denro Ispat Ltd., Nagpur from the operation of clause (c) of section 6 of the said Act, for the period of two months from 14th September 1987 to 18th November 1987 (both days inclusive).

(Vide Government Notification, Industries, Energy and Labour Department No. IBA. 1087/424984/2944/Lab-9, dated 10th September 1987 published in *Maharashtra Government Gazette*, Part I-L, dated 5th November 1987 at page No. 5542).

(5) In exercise of the powers conferred by sub-section (2) of section 34 of the said Act, the Government of Maharashtra has exempted the boiler bearing No. MR-10094, and belonging to the Indian Ordnance Factories, High Explosive Factory, Kirkee, Poona 411 003, from the operation of clause (c) of section 6 of the said Act, for the period of three months from 23rd September 1987 to 22nd December 1987 (both days inclusive).

(Vide Government Notification, Industries, Energy and Labour Department No. IBA. 1087/425090/2946/Lab-9, dated 10th September 1987 published in *Maharashtra Government Gazette*, Part I-L, dated 5th November 1987 at page No. 5543).

(6) In exercise of the powers conferred by sub-section (2) of section 34 of the said Act, the Government of Maharashtra has exempted the boiler bearing No. MR-9594 and belonging to the Maharashtra State Electricity Board, Nashik Thermal Station, Eklahare, District Nashik from the operation of clause (c) of section 6 of the said Act, for the period of six months from 14th September 1987 to 13th March 1988 (both days inclusive).

(Vide Government Notification, Industries, Energy and Labour Department No. IBA. 1087/424503/(2939)/Lab-9, dated 11th September 1987 published in *Maharashtra Government Gazette*, Part I-L, dated 19th November 1987 at page No. 5560).

(7) In exercise of the powers conferred by sub-section (2) of section 34 of the said Act, the Government of Maharashtra has exempted the boiler bearing No. MR-11156 and belonging to the Hindustan Petroleum Corporation Ltd., Mahul, Bombay 400 074 from the operation of clause (c) of section 6 of the said Act, for the period of six months from 12th September 1987 to 11th March 1988 (both days inclusive).

(Vide Government Notification, Industries, Energy and Labour Department No. IBA. 1087/424983/(2943)/Lab-9, dated 11th September 1987 published in *Maharashtra Government Gazette*, Part I-L, dated 12th November 1987 at page No. 5560).

(8) In exercise of the powers conferred by sub-section (2) of section 34 of the said Act, the Government of Maharashtra has exempted the boiler bearing No. MR-1044 and belonging to the Maharashtra State, Electricity Board, Thermal Power Station, Parli Vaijnath from the operation of clause (c) of section 6 of the said Act, for the period of three months from 17th September 1987 to 16th December 1987 (both days inclusive).

(Vide Government Notification, Industries, Energy and Labour Department No. IBA. 1087/42450/2941/Lab-9, dated 16th September 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 12th November 1987 at page No. 5560).

II. PAYMENT OF BONUS ACT, 1965.

(A) *Exemption under the Act.*—(1) The Government of Maharashtra Industries, Energy and Labour Department has in exercise of the powers conferred by section 36 of the said Act, exempted the Yeshwant Sahakari Soot Gini Niyamit, Bhore Unit, Bhore District, Pune from the provisions of section 19 of the said Act, upto the 30th day of June 1987.

(Vide Government Notification, Industries, Energy and Labour Department No. PBA. 1087/(2725)/Lab-9, dated 8th September 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 5th November 1987, at page Nos. 5541 to 5542).

III BOMBAY SHOPS AND ESTABLISHMENT ACT, 1948.

(A) *Amendment to the Schedule II.*—(1) The Government of Maharashtra Industries, Energy & Labour Department has in exercise of the powers conferred by the proviso to Section 4 of the said Act, amended Schedule II to the said Act, namely —

In the said Schedule II to the said Act, after entry No. 361, the following entry shall be added namely —

362-Computer Department of the Section 13(1), subject to the Gammon India Limited, Gammon conditions that—
House, Veer Savarkar Marg
Post Box No. 9129, Prabhadevi,
Bombay 400 025.

(1) No female employee is allowed or required to work after 8-30 p.m.

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

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

(4) The Establishment shall not be opened earlier than 6-30 a.m. on any day and it shall not be closed later than 10-30 p.m.

(Vide Government Notification, Industries, Energy & Labour Department No. BSE-1487/CR-2775/Lab-9, dated 7th September 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 5th November 1987 at page No. 5543).

(2) The Government of Maharashtra, Industries, Energy & Labour Department has in exercise of the powers conferred by the proviso to section 4 of the said Act, amended Schedule II to the said Act, namely —

In Section II to the said Act, Act in entry 316, in column (3), in paragraph (ii) the following shall be added at the end, namely —

“ Provided that its Main and Service Branches connected with Clearing House of Reserve Bank of India may be opened at 7-00 a.m. and closed at 11-00 p.m.”

(Vide Government Notification, Industries, Energy & Labour Department, No. BSE-1587/420396/2566/Lab-4, dated 7th August 1987, published in *the Maharashtra Government Gazette*, Part I-L, dated 5th November 1987, at page No. 5544

IV. MAHARASHTRA RECOGNITION OF TRADE UNIONS AND PREVENTION OF UNFAIR LABOUR PRACTICE ACT, 1971 AND MAHARASHTRA ACT NO. I OF 1972.

(A) *Notification under the Act.*—(1) The Government of Maharashtra, Industries, Energy & Labour Department has in exercise of the powers conferred by proviso to Clause (15) of section 3 of the said Act, notified the group concerns owned by Messrs. Skefko India Bearing Co. Ltd., in the State of Maharashtra as specified in the Schedule hereto, to the one undertaking for the purpose of Chapter III of the said Act.

SCHEDULE

1. Messrs. Skefko India Bearing Co. Ltd., Registered Office Mabatma Gandhi Memorial Building, Netaji Subhah Road, Bombay 400 002.

2. Messrs. Skefko India Bearing Co. Ltd., Bombay, Sibco Centre, 250-D, Udyog Bhavan, Dr. Annie Besant Road, Bombay 400 025.

3. Messrs. Skefko India Bearing Co. Ltd., Godown, Hansraj Pragi Building, 83-C, Dr. E. Moses Road, Worli, Bombay 400 018.

(Vide Government Notification, Industries, Energy & Labour Department, No. TUA-1186/6879/Lab-2, dated 19th August 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 5th November 1987, at page No.5544).

V. EMPLOYEES STATE INSURANCE ACT, 1948.

(A) *Exemption under the Act.*— (1) The Government of Maharashtra, Industries, Energy & Labour Department has in exercise of the powers conferred by Section 88 read with section 91-A. of the said Act, exempted permanent

employees of Transport and Divisional work shop, Solapur Municipal Transport Undertaking, 41, Budhwar Peth, Solapur-2 from the operation of provisions of the said Act, retrospectively from 8th November 1981.

(Vide Government Notification, Industries, Energy & Labour Department No. SIA-1086/220/Lab-4, dated 17th September 1987, published in *Maharashtra Government Gazette*, Part 1-L, dated 12th November 1987 at page No. 5561).

(2) The Government of Maharashtra, Industries, Energy & Labour Department has in exercise of the powers conferred by section 87 read with section 91-A, of the said Act, exempted the Press Trust of India Limited, 357, Dr. Dada-bhai Naroji Road, Bombay 400 001, from the operation of provisions of said Act, from 1st September 1987 upto and inclusive of the 31st August 1988.

(Vide Government Notification, Industries, Energy & Labour Department No. SIA-1187 CR-54 Lab-4, dated 17th September 1987, Published in *Maharashtra Government Gazette*, Part 1-L, dated 12th November 1987, at page No. 5561).

VI. THE EMPLOYEES PROVIDENT FUNDS AND MISCELLANEOUS PROVISIONS ACT, 1952.

(1) The Government of Maharashtra, Industries, Energy & Labour Department has in exercise of the powers conferred by clause (a) of sub-section (1) of section 17 of the said Act, subject to the conditions laid down in the Schedule annexed, exempted Messrs. Maharashtra State Co-operative Cotton Growers Marketing Federation Ltd., from the operation of all the provisions of the Employees Provident Fund Scheme, 1952, for a period of three years with effect from 1st August 1987.

(Vide Government Notification, Industries, Energy & Labour Department No. EPF-1087/CR-630/Lab-4, dated 13th August 1987, published in *Maharashtra Government Gazette*, Part 1-L, dated 12th November 1987, at page Nos. 5557 to 5559).

VII. WORKING JOURNALISTS AND OTHER NEWSPAPER EMPLOYEES (CONDITIONS OF SERVICE) AND MISCELLANEOUS PROVISIONS ACT, 1955.

1 (A) *Appointments under the Act.*—The Government of Maharashtra, Industries, Energy & Labour Department has in exercise of the powers conferred by sub-section (1) of section 17-B, of the said act, and in supersession of all previous notifications issued in this regard, appointed the officers mentioned in column 2 of the Schedule hereto to be Inspectors for the purpose of sub-section (1) of section 17-B of the said Act, and defines their local limits

specified in column 3 of the Schedule hereto, within which they shall exercise their functions and to which the authority of such Inspectors shall respectively extend.

SCHEDULE

Serial No.	Designation of the Officer	Area
1	2	3
1	The Commissioner of Labour, Bombay	State of Maharashtra.
2	The Deputy Commissioner of Labour (Rural Wing and Enforcement).	State of Maharashtra.

II. Bombay (Konkan) Division

3	Additional Commissioner of Labour, Bombay.	Bombay (Konkan) Division comprising of Greater Bombay, Thane, Raigad, Ratnagiri and Sindhudurg Districts.
4	Deputy Commissioner of Labour, (Enforcement), Bombay, District Bombay.	
5	Deputy Commissioner of Labour, Thane	
6	Assistant Commissioner of Labour, Bombay.	
7	Assistant Commissioner of Labour, Kalyan.	
8	Assistant Commissioner of Labour, Raigad at Panvel.	
9	Assistant Commissioner of Labour, Ratnagiri.	
10	Government Labour Officer, Bombay	
11	Government Labour Officer, Thane	
12	Government Labour Officer, Bhiwandi	
13	Government Labour Officer, Kalyan	
14	Government Labour Officer, Panvel	
15	Government Labour Officer, Ratnagiri	
16	Government Labour Officer, Sindhudurg at Kudal.	

III. Pune Division

1	Additional Commissioner of Labour, Pune	Pune Division comprising of Pune, Solapur, Kolhapur, Sangli and Satara Districts.
2	Deputy Commissioner of Labour, Pune Division, Pune.	
3	Assistant Commissioner of Labour, Pune Division, Pune.	

Serial No.	Designation of the Officer	Area	
1	2	3	
III. Pune Division—contd.			
4	Assistant Commissioner of Labour, Pune District, Pune.	Pune Division comprising of Pune, Solapur, Kolhapur, Sangli and Satara Districts.	
5	Assistant Commissioner of Labour, Sangli		
6	Assistant Commissioner of Labour, Solapur		
7	Assistant Commissioner of Labour, Satara		
8	Government Labour Officer, Pune		
9	Government Labour Officer, Satara ..		
10	Government Labour Officer, Sangli ..		
11	Government Labour Officer, Solapur ..		
12	Government Labour Officer, Kolhapur ..		
13	Government Labour Officer, Ichalkaranji		
IV. Nagpur and Amravati Divisions			
1	Deputy Commissioner of Labour, Nagpur Division, Nagpur.		Nagpur and Amravati Divisions comprising of Nagpur, Amravati, Akola, Buldhana, Yavatmal, Wardha, Chandrapur, Gadchiroli and Bhandara Districts.
2	Assistant Commissioner of Labour, Nagpur Division, Nagpur.		
3	Assistant Commissioner of Labour, Nagpur District, Nagpur.		
4	Assistant Commissioner of Labour, Akola		
5	Assistant Commissioner of Labour, Chandrapur.		
6	Assistant Commissioner of Labour, Amravati.		
7	Assistant Commissioner of Labour, Gondia.		
8	Assistant Commissioner of Labour, Bhandara.		
9	Government Labour Officer, Nagpur. ..		
10	Government Labour Officer, Buldhana ..		
11	Government Labour Officer, Akola. ..		
12	Government Labour Officer, Amravati ..		
13	Government Labour Officer, Yavatmal ..		
14	Government Labour Officer, Wardha ..		
15	Government Labour Officer, Bhandara ..		
16	Government Labour Officer, Chandrapur		
17	Government Labour Officer, Gondia ..		
18	Government Labour Officer, Tumsar ..		
19	Government Labour Officer, Tirora ..		

Serial No.	Designation of the Officer	Area
1	2	3
V. Aurangabad Division		
1	Deputy Commissioner of Labour, Aurangabad Division, Aurangabad.	Aurangabad Division comprising of Aurangabad, Beed, Parabhani, Nanded, Latur and Osmanabad Districts.
2	Assistant Commissioner of Labour, Aurangabad.	
3	Assistant Commissioner of Labour, Aurangabad District, Aurangabad.	
4	Assistant Commissioner of Labour, Nanded.	
5	Government Labour Officer, Aurangabad.	
6	Government Labour Officer, Parabhani ..	
7	Government Labour Officer, Beed. ..	
8	Government Labour Officer, Nanded ..	
9	Government Labour Officer, Latur. ..	
10	Government Labour Officer, Jalna ..	

VI. Nashik Division

1	Deputy Commissioner of Labour, Nashik Division, Nashik.	Nashik Division comprising of Nashik, Jalgaon, Ahmednagar and Dhule Districts).
2	Assistant Commissioner of Labour, Nashik	
3	Assistant Commissioner of Labour, Jalgaon.	
4	Assistant Commissioner of Labour, Ahmednagar.	
5	Government Labour Officer, Nashik ..	
6	Government Labour Officer, Malgaon.	
7	Government Labour Officer, Jalgaon	
8	Government Labour Officer, Dhule	
9	Government Labour Officer, Ahmednagar	

(Vide Government Notification, Industries, Energy and Labour Department No. WJA-1087/CR-677/Lab-4, dated 19th August 1987, published in Maharashtra Government Gazette, Part I-L, dated 19th November 1987, at pages Nos. 5575 to 5577).

VIII MINIMUM WAGES ACT, 1948—DECLARATION OF SPECIAL ALLOWANCE UNDER THE—

(1) *Tanneries and Leather Manufactory*.—The Deputy Commissioner of Labour (Rural Wing & Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special Allowance (Cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of July 1987 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zones	Amount of Special Allowance (cost of living allowance payable)
(2)	(2)	(3)
1	I	.. Rs. 256.70 per month.
2	II	.. Rs. 181.20 per month.
3	III	.. Rs. 143.45 per month.
4	IV	.. Rs. 105.70 per month.

Explanation.—For the purpose of this Notification, Zones I, II, III, and IV shall respectively mean Zones I, II, III and IV formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA/2182/4914/Lab-7, dated 9th August 1982.

(Notification No. MWA/SPL/Tanneries and Leather Manufactory, dated 4th August 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 19th November 1987 at pages No. 5584 to 5586).

(2) *Wooden Furniture*.—The Deputy Commissioner of Labour (Rural Wing & Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special Allowance (Cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of July 1987 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE

Serial No.	Zones	Amount of special allowance (cost of living allowance payable)
(1)	(2)	(3)
1	I	.. Rs. 9.09 per day.
2	I	.. Rs. 6.06 per day.
3	III	.. Rs. 4.54 per day.

Explanation.—For the purpose of this notification, Zones I, II and III shall respectively mean Zones I, II and III formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA/6283/9695/5546-(R)/Lab-7, dated the 7th September 1983.

(Notification No. MWA/SPL/Wooden Furniture, dated 4th August 1987, published in *Maharashtra Government Gazette*, Part I-L, at ted 19th November 1987 at pages No. 5587 to 5589).

(3) *Wooden Photo*.—The Deputy Commissioner of Labour (Rural Wing & Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special Allowance (Cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of July 1987 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zones	Amount of Special Allowance (cost of living allowance payable)
1	2	3
1	I	Rs. 278.00
2	II	Rs. 208.50
3	III	Rs. 139.00

Explanation.—For the purpose of this notification, Zones I, II and III shall respectively mean Zones I, II and III formed for the purpose and shown in the Notifications, Industries, Energy and Labour Department, No. MWA/6683/5281/Lab-7, dated 7th September 1983.

(Notification No. MWA/SPL/Wooden Photo, Dated 4th August 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 19th November 1987, at page Nos. 5590 to 5592).

(4) *Hospital (Greater Bombay)*.—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the Powers conferred, on it, has declared the Special Allowance (Cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of July 1987, at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zone	Amount of Special Allowance (cost of living allowance payable)
(1)	(2)	(3)
1	Areas within the limits of Municipal Corporation of Greater Bombay.	Rs. 586.00 per month.

Explanation.—For the purpose of this Notification, Zones I respectively mean Zone I formed for the purpose and shown in Notification, Industries, Energy and Labour Department, No. MWA/5877/130283/Lab-III-A, dated 19th July 1972.

[Notification No. MWA/SPL/Hospital (Greater Bombay), dated 4th February 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 19th September 1987, at pages 5593 to 5595].

(6) *Hospital (Pune).* The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special Allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of July 1987 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of Special Allowance (Cost of living allowance payable) (3)
		Rs. per month
1	I	339.00
2	II	339.00
3	III	339.00

Explanation.—For the purpose of this notification, Zones I, II and III shall respectively mean Zones I, II and III formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA/5275/330-I-A(i)/Lab-7, dated 26th September 1975.

[Notification No. MWA/SPL/Hospital (Pune), dated 4th August 1987, published in *Maharashtra Government Gazette*, dated 19th November 1987, at page No. 5596 to 5598].

(6) *Plastics.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the Powers, conferred on it, had declared the Special Allowance (Cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of July 1987 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of Special Allowance (cost of living allowance payable) (3)
1	I	Rs. 13.64 per day
2	II	Rs. 13.64 per day

Explanation.—For the purpose of this Notification, Zones I and II shall respectively mean Zones I and II formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA. 5284/330-I-A(i)/Lab-7, dated the 12th April 1984.

[Notification No. MWA/SPL/Plastics, dated 4th August 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 19th November 1987, at page Nos. 5599 to 5601.)

(7) *Manufacturing Readymade Garments.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the powers conferred on it, has declared the Special Allowance (Cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of July 1987 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of special allowance (cost of living allowance payable) (3)
1	I	Rs. 505.70 per month.
2	II	Rs. 505.70 per month.
3	III	Rs. 505.70 per month.

Explanation.—For the purpose of this Notification, Zones I, II and III, shall respectively mean Zones I, II and III formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA./4282/4722/Lab-7, dated 12th November 1982.

[Notification No. MWA./SPL/Manufacturing Readymade Garments, dated 4th August 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 19th November 1987 at pages Nos. 5602 to 5604).

(8) *Card Board and Straw Board.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special Allowance (Cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of July 1987 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amounts of special allowance (cost of living allowance payable) (3)
1	I	Rs. 742.50 per month.
2	II	Rs. 742.50 per month.
3	III	Rs. 495.00 per month.

Explanation.—For the purpose of this notification, Zones I, II and III shall respectively mean Zones I, II and III formed for the purpose and shown in the Notification, Industries, Energy and Labour Department No. MWA./5271 (306)/Lab-7, dated 10th August 1977.

[Notification No. MWA/SPL/Card Board and Straw Board, dated 4th August 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 19th November 1987 at page Nos. 5605 to 5607).

The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special Allowance (Cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto for six months commencing on the 1st day of July 1987 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zones	Amount of Special Allowance (cost of living allowance payable)
(1)	(2)	(3)
1	I	Rs. 12.65 per day.
2	II	Rs. 12.65 per day.

—For the purpose of this notification, Zones I and II, shall respectively mean Zones I and II formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA. 2485/1987, dated 4th October 1985.

No. MWA/SPL/Fountain Pens, dated 4th August 1987, published in Maharashtra Government Gazette, Part I L, dated 19th November 1987 at page Nos. 5608 to 5610).

Frames.—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special Allowance (Cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto for six months commencing on the 1st day of July 1987 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zones	Amount of special allowance (cost of living allowance payable)
(1)	(2)	(3)
1	I	Rs. 16.67 per day.
2	II	Rs. 16.67 per day.

Explanation.—For the purpose of this notification, Zones I and II shall respectively mean Zones I and II, formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA. 6282/4721, Lab 7, dated the 9th August 1982.

(Notification No. MWA/SPL/Optical Frames, dated 4th August 1987 published in Maharashtra Government Gazette, Part I L, dated 19th November 1987 at pages Nos. 5611 to 5613).

(11) Cinema Exhibition Industry.—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the powers conferred on it, has declared the Special Allowance (Cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to three months commencing on the 1st day of July 1987 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zones	Amount of Special Allowance (cost of living allowance payable).
(1)	(2)	(3)
1	I	Rs. 442.00 per month.
2	II	Rs. 442.00 per month.
3	III	Rs. 442.00 per month.
4	IV	Rs. 287.36 per month.
5	V	Rs. 287.30 per month.

Explanation.—For the purpose of this notification, Zones I, II, III, IV and V shall respectively mean Zones I, II, III, IV and V formed for the purpose and shown in the Notification, Industries, Energy and Labour Department No. MWA. 2683/5448/Lab-7, dated 5th September 1983.

(Notification No. MWA/SPL/Cinema Exhibition Industry, dated 4th August 1987, published in Maharashtra Government Gazette, Part I-L, dated 19th November 1987 at page Nos. 5614 to 5616).

(12) Paper and Paper Board Manufacturing.—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the powers conferred on it, has declared the Special Allowance (Cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of July 1987 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zone	Amount of Special Allowance (Cost of living allowance payable).
(1)	(2)	(3)
1	I	Rs. 320.40 per month.
2	II	Rs. 320.40 per month.

Explanation.—For the purpose of this notification, Zones I and II shall respectively mean Zones I and II formed for the purpose and shown in the Notification, Industries, Energy and Labour Department No. MWA. 5683/5570/Lab-7, dated 15th October 1983.

(Notification No. MWA/SPL/Paper and Paper Board Manufacturing, dated 4th August 1987, published in Maharashtra Government Gazette, Part I-L, dated 19th November 1987 at page Nos. 5617 to 5619).

(13) *Engineering*.—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the powers conferred on it, has declared the Special Allowance (Cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to three months commencing on the 1st day of July 1987 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of special Allowance (cost of living allowance payable) (3)
1	I	Rs. 19.05 per day.
2	II	Rs. 19.05 per day.
3	III	Rs. 19.05 per day.
4	IV	Rs. 19.05 per day.

Explanation.—For the purpose of this notification, Zones I, II, III and IV, shall respectively mean Zones I, II, III and IV formed for the purpose and shown in the Notification, Industries, Energy and Labour Department No. MWA. 5274/198006/Lab-III-A, dated 15th November 1974.

(Notification No. MWA/SPL/Engineering, dated 4th August 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 19th November 1987 at page Nos. 5620 to 5622).

(14) *Cloth Dyeing and Cloth Printing*.—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special Allowance (Cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to three months commencing on the 1st day of July 1987 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of Special Allowance (cost of living allowance payable) (3)
1	I	Rs. 542.00 per month.
2	II	Rs. 542.00 per month.

Explanation.—For the purpose of this notification, Zones I and II shall respectively mean Zones I and II formed for the purpose and shown in the Notification, Industries, Energy and Labour Department No. MWA. 6274/904/Lab 7, dated the 4th January 1977.

(Notification No. MWA/SPL/Cloth Dyeing and Cloth Printing, dated 4th August 1987 published in *Maharashtra Government Gazette*, Part I-L, dated 19th November 1987 at page Nos. 5623 to 5625).

(15) *Printing Press*.—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the powers conferred on it, has declared the Special Allowance (Cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said Scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of July 1987 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of special allowance (cost of living allowance payable) (3)
1	I	Rs. 585.00 per month.
2	II	Rs. 514.80 per month.
3	III	Rs. 468.00 per month.
4	IV	Rs. 414.60 per month.

Explanation.—For the purpose of this notification, Zones A, B₁, B₂ and C shall respectively mean Zones A, B₁, B₂ and C formed for the purpose and shown to the Notification, Industries, Energy and Labour Department, No. MWA. 2683/5364/Lab-7, dated the 16th May 1983.

(Notification No. MWA/SPL/Printing Press, dated 4th August 1987 published in *Maharashtra Government Gazette*, Part I-L, dated 19th November 1987 at page Nos. 5626 to 5628).

(16) *Film Production Industry*.—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special Allowance (Cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of July 1987 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of Special Allowance (Cost of living allowance payable) (3)
1	I	Rs. 309.00 per month.

Explanation.—For the purposes of this notification, Zones I, II and III shall respectively mean Zones I, II and III formed for the purpose and shown in the Notification, Industries, Energy and Labour Department No. MWA. 5283/5376/Lab-7, dated 23rd June 1983.

(Notification No. MWA/SPL/Film Production Industry, dated 4th August 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 19th November 1987 at page Nos. 5629 to 5630).

(17) *Film Production Industry*.—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the powers conferred on it, has declared the Special Allowance (Cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of July 1987 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zone (2)	Amount of Special Allowance (Cost of living allowance payable) (3)
1	I	Rs. 408.00 per month.

Explanation.—For the purposes of this notification, Zone I, shall respectively mean Zone I formed for the purpose and shown in the Notification, Industries, Energy and Labour Department No. MWA. 5283/5376/Lab-7, dated 23rd June 1983.

(Notification No. MWA/SPL/Film Production Industry, dated 4th August 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 19th November 1987 at page Nos. 5631 to 5632).

(18) *Advocates or Attorneys*.—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special Allowance (Cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of schedule III appended hereto in relation to six months commencing on the 1st day of July 1987 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of Special Allowance (Cost of living allowance payable) (3)
1	I	Rs. 215.00 per month.
2	II	Rs. 215.00 per month.
3	III	Rs. 215.00 per month.
4	IV	Rs. 215.00 per month.

Explanation—For the purpose of this notification, Zones I, II, III and IV shall respectively mean Zones I, II, III and IV formed for the purpose and shown in the Notification, Industries, Energy and Labour Department No. MWA. 5384/5431/Lab-7, dated 23rd June 1983.

(Notification No. MWA/SPL/Advocates or Attorneys, dated 4th August 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 19th November 1987 at page Nos. 5633 to 5635).

(19) *Canteen and Clubs*.—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the powers conferred on it, has declared the Special Allowance (Cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of July 1987 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of Special Allowance (Cost of living allowance payable) (3)
1	I	Rs. 198.00 per month.
2	II	Rs. 198.00 per month.
3	III	Rs. 198.00 per month.
4	IV	Rs. 198.00 per month.

Explanation.—For the purpose of this notification Zones I, II, III and IV shall respectively mean Zones I, II, III and IV formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA. 6384/5783/Lab-7, dated the 1st August 1984.

(Notification No. MWA/SPL/Canteen and Clubs, dated 4th August 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 19th November 1987 at page Nos. 5636 to 5638).

(20) *Hotels*.—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the powers conferred on it, has declared the Special Allowance (Cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of July 1987 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of Special Allowance (Cost of living allowance payable) (3)
1	I	Rs. 198.00 per month.
2	II	Rs. 198.00 per month.
3	III	Rs. 192.00 per month.
4	IV	Rs. 181.50 per month.
5	V	Rs. 170.60 per month.

Explanation.—For the purpose of this notification, Zones I, II, III, IV and V shall respectively mean Zones I, II, III, IV and V formed for the purpose and shown in the Notification, Industries, Energy and Labour Department No. MWA. 2684/6042/Lab-7, dated 31st October 1985.

(Notification No. MWA/SPL/Hotels, dated 4th August 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 19th November 1987, at page Nos. 5639 to 5641).

(21) *Utensils*.—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay exercise of the powers conferred on it, has declared the Special Allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of July 1987 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of Special Allowance (cost of living allowance payable) (3)
1	I	Rs. 10.65 ps.
2	II	Rs. 10.65 ps.

Explanation.—For the purpose of this notification, Zones I and II, shall respectively mean Zones I and II, formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA. 3885 6168/Lab-7, dated 23rd July 1986.

(Notification No. MWA/SPL/Utensils, dated 4th August 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 19th November 1987 at page Nos. 5642-5644.)

(22) *Hair Cutting Saloon*.—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the powers conferred on it has declared the Special Allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of July 1987 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of Special Allowance (cost of living allowance payable) (3)
1	I	Rs. 339.15 ps.
2	II	Rs. 339.15 ps.
3	III	Rs. 339.15 ps.
4	IV	Rs. 339.15 ps.

Explanation.—For the purpose of this Notification, Zones I, II, III and IV, shall respectively mean Zones I, II, III and IV formed for the purpose and shown in the Notification, Industries, Energy and Labour Department No. MWA. 4272/4632/Lab-7, dated 11th August 1982.

(Notification No. MWA/SPL/Hair Cutting Saloon, dated 4th August 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 19th November 1987 at page Nos. 5645-5647.)

(23) *Powerloom*.—The Deputy Commissioner of Labour (Rural Wing & Enforcement), Bombay in exercise of the powers conferred on it, has declared the Special Allowance (Cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of July 1987 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of Special Allowance (Cost of living allowance payable) (3)
1	I	Rs. 569.00 ps.
2	II	Rs. 569.00 ps.
	III	Rs. 569.00 ps.

Explanation.—For the purpose of this notification, Zones I, II and III shall respectively mean Zones I, II and formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA. 5084/6027/Lab-7, dated 10th January 1986.

(Notification No. MWA/SPL/Powerloom, dated 4th August 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 19th November 1987, at page No. 5648 to 5650.

(24) *Construction or Maintenance of Roads*.—The Deputy Commissioner of Labour (Rural Wing & Enforcement), Bombay in exercise of the powers conferred on it, has declared the Special Allowance (Cost of living allowance, payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of July 1987, at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE

Serial No. (1)	Zone (2)	Amount of Special Allowance (cost of living allowance Payable) (3)
1	I	Rs. 11.75 ps. per day
2	II	Rs. 11.75 ps. per day
3	III	Rs. 11.75 ps. per day

Explanation.—For the purpose of this notification, Zones I, II and III shall respectively mean Zones I, II and III formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA. 1884/5845/Lab-7, dated the 5th October 1984.

(Notification No. MWA/SPL/Construction or Maintenance of Roads, dated 4th August 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 19th November 1987, at page Nos. 5651 to 5653.

Laundry.—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special Allowance (Cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of July 1987 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of special Allowance (cost of living allowance payable) (3)
1	I	Rs. 275.00 per month.
2	II	Rs. 275.00 per month.
3	III	Rs. 275.00 per month.
4	IV	Rs. 275.00 per month.

Explanation.—For the purpose of this Notification Zones I, II, III and IV shall respectively mean Zones I, II, III and IV formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA 5284/5931/Lab-7, dated 21st January 1985.

(Notification No. MWA/SPL/Laundry, dated 21 August 1987, published in *Maharashtra Government Gazette*, Part-I-L, dated 19th November 1987 at page Nos. 5654 to 5656)

(26) Cotton Ginning and Cotton Pressing.—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the powers conferred on it, has declared the special Allowance (Cost of living allowance) payable in addition to the rate of wages to the employee employed in the said scheduled employment in the areas mentioned in column (2) of schedule III appended hereto in relation to six months commencing on the 1st day of July 1987 at the rates mentioned in column (3) of the said schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of Special Allowance (cost of living Allowance payable) (3)
1	I	Rs. 165.75 per month
2	II	Rs. 165.75 per month
3	III	Rs. 165.75 per month

Explanation.—For the purpose of this notification, Zones I, II and III, IV shall respectively mean Zones I, II and III formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA/4284/5968/Lab-7, dated 24th January 1985.

(Notification No. MWA/SPL/Cotton Ginning and Cotton Pressing, dated 4th August 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 19th November 1987, at page Nos. 5657 to 5659).

(27) Dispensary.—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the powers conferred on it, has declared the Special Allowance (Cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of July 1987 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of special Allowance (cost of living allowance payable) (3)
1	I	Rs. 318.00 per month.
2	II	Rs. 265.00 per month.
3	III	Rs. 212.00 per month.

Explanation.—For the purpose of this notification, Zones I, II and III shall respectively mean Zones I, II and III formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA. 5884/5930/Lab-7, dated 1st December 1984.

(Notification No. MWA/SPL/Dispensary, dated 4th August 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 19th November 1987 at page Nos. 5660 to 6662).

(28) Shops.—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the powers conferred on it, has declared the Special Allowance (Cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of July 1987 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of Special Allowance (cost of living allowance payable) (3)
1	I	Rs. 478.80 per month.
2	II	Rs. 399.00 per month.
3	III	Rs. 372.40 per month.
4	IV	Rs. 319.20 per month.

Explanation.—For the purpose of this notification, Zones I, II, III and IV shall respectively mean Zones I, II, III and IV formed for the purpose and shown in the Notification, Industries, Energy and Labour Department No. MWA-4283/5534/Lab-7, dated 12th September 1983.

(Notification No. MWA/SPL/Shops, dated 4th August 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 19th November 1987 at page Nos. 5663 to 5665).

29 *Rubber Manufacturing Industry.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the powers conferred it has declared the Special Allowance (Cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of July 1987 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial	Zones	Amount of Special allowance (cost of living allowance payable)
1	2	3
1	I	Rs. 3.78 paise per day
2	II	Rs. 3.78 paise per day
3	III	Rs. 3.78 paise per day

Explanation.—For the purpose of this notification, Zones I, II and III shall respectively mean Zones I, II and III formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA. 5685/6332/LAB-7, dated 23rd December 1986.

(Notification No. MWA/SPL/Rubber Manufacturing Industry, dated 4th August 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 19th November 1987 at pages No. 5666 to 5668.

30. *RFDM.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the powers conferred on it, has declared the Special Allowance (Cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of July 1987 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Area	Amount of special allowances (cost of living allowance) payable per month
(1)	(2)	(3)
		Rs.
1	Areas within the limits of Municipal Corporation of Greater Bombay.	592.80
2	Areas within the limits of the Thane Municipal Council and areas within a distance of eight kilometres from the periphery of such limits of Thane Municipal Council, excluding the areas falling within the limits of Municipal Corporation of Greater Bombay.	494.00

(1)	(2)	(3)
		Rs.
3	Areas within the limits of Municipal Councils of Kalyan, Bhiwandi, Nizampur, Dombivali, Ambarnath, Ulhasnagar, Nashik, Malegaon, Nashik Road, and Deolali.	170.50
4	All other areas in Bombay Revenue Division except those specified at Serial Nos. 1, 2 and 3 areas in Jalgaon and Dhule Districts.	247.00
5	Areas within the limits of Municipal Councils of Dhule, Nandurbar, Jalgaon, Bhusawal and Amalner.	300.00
6	All other areas in Jalgaon and Dhule Districts except those specified at Serial No. 5 above.	200.00
7	Areas within the limits of the Municipal Corporation of Pune and the areas within a distance of ten kilometres from the periphery of such limits.	412.00
8	Areas within the limits of Municipal Council of Ahmadnagar.	309.00
9	Areas within the limits of Cantonments of Pune and Kirkee	309.00
10	All areas in Pune and Ahmadnagar Districts except those specified at Serial Nos. 7, 8 and 9.	206.00
11	Areas within the limits of the Municipal Corporation of Kolhapur and the areas within a distance of ten kilometres from the periphery of such limits.	288.77
12	Areas within the limits of the Municipal Corporation of Solapur and the areas within a distance of ten kilometres from the periphery of such limits.	288.77
13	Areas within the limits of the Municipal Councils of Satara City, Sangli, Miraj, Barshi, Pandharpur and Ichalkaranji.	215.50
14	All other areas in the Pune Revenue Division except areas in Pune and Ahmadnagar Districts and those specified at Serial Nos. 11, 12 and 13 above.	146.54
15	Areas within the limits of Municipal Corporation of Nagpur and areas within a distance of ten kilometres from the periphery of such limits.	407.00
16	Areas within the limits of the Municipal Councils of Khamgaon, Akola, Amravati, Yaotmal, Wardha, Kamptee, Gondia and Chandrapur.	305.25
17	All other areas in the Nagpur Revenue Division except those specified at Serial Nos. 15 and 16 above.	203.50
18	Areas within the limits of the Municipal Councils of Aurangabad, Jalna and Latur.	177.75

SCHEDULE III—*Concd.*

(1)	(2)	(3)
19	Areas within the limits of the Aurangabad Cantonment . .	Rs. 177.75
20	All other areas in Aurangabad, Beed and Osmanabad Districts except those specified at Serial Nos. 18 and 19 above.	118.50
21	Areas within the limits of the Municipal Councils of Parbhani and Nanded.	159.00
22	All other areas in the Nanded and Parbhani Districts except those specified at Serial No. 21 above.	106.00

Consumer Price Index Numbers for Industrial Workers for November 1987

BOMBAY CENTRE

798—A rise of 11 Points

In November 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 being 11 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at the Bombay Centre.

The index number for the Food group increased by 18 points to 895 due, to a rise in the average prices of Rice Arhardal Edible oil, Dry Chillies, Garlic Vegetable and Fruits Sub group and Sugar.

The index number for the Pan, Supari and Tobacco etc., group decreased by 6 points to 847 due to a rise fall in the average prices of Pan leaf, Supari Katha and Bidi.

The index number for the Fuel and Light group increased by 9 points to 1,068 due to a rise in the average prices of Charcoal only.

The index number for housing remained steady at 211 being a six monthly item.

The index number for the clothing, bedding and footwear group increased by 1 point to 677 due to a rise in the average prices of Dhoti-I, Saree I, Mulmul and Chappal Ladies.

The index number for the miscellaneous group increased by 2 points to 624 due to a rise in the average price of Barbar Charges.

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

(Average prices for the calendar year 1960 = 100)

Groups	Weight proportional to the total expenditure	Group Index Numbers	
		October 1987	November 1987
I-A. Food	57.1	877	895
I-B. Pan, Supari, Tobacco, etc.	4.9	853	847
II. Fuel and Light	5.0	1059	1068
III. Housing	4.6	211	211
IV. Clothing, Bedding and Foot-Wear	9.4	676	677
V. Miscellaneous	19.0	622	624
Total ..	100.0	....	....
Consumer Price Index Number ..	....	787	798

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

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

SOLAPUR CENTRE***761—A fall of 5 Points**

In November, 1987 the Consumer Price Index Number for Working Class (New Series) for Solapur Centre with base January to December 1960 equal to 100 was 761 being 5 points Lower than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Solapur Centre.

The index number for the Food group decreased by 15 points to 815 due to a fall in the average prices of Rice, Wheat, Palm Oil, Beef, Ghee, Chillies Green and dry Onions and Tea leaf.

The Index number for the Pan, Supari & Tobacco etc. group decreased by 37 points to 693 due to a fall in the average prices of Supari, Katha and Cigarettes.

The index number for the Fuel and Light group increased by 14 points to 840 due to a rise in the average price of Firewood only.

The index number for Housing remained steady at 331 being a six monthly item.

The index number for Clothing, Bedding and Footwear group decreased by 2 points to 666 due to a fall in the average price of Markin only.

The index number for the Miscellaneous group increased by 43 points to 712 due to a rise in the average prices of Washing Soap and Tailoring Charges.

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

(Average prices for the calendar year 1960=100)

Groups	Weights proportional to the total expenditure	Group Index Numbers	
		October 1987	November 1987
I-A. Food	63.0	830	815
I-B. Pan, Supari, Tobacco, etc.	3.4	730	693
II. Fuel and Light	7.1	826	840
III. Housing	5.2	331	331
IV. Clothing, Bedding and Footwear	9.0	668	666
V. Miscellaneous	12.3	669	712
Total	100.00	.....	.....
Consumer Price Index Number		766	761

*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*. For *Errata* see page 867 of January 1966 issue.

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

NAGPUR CENTRE***742—A fall of 5 Points**

In November 1987, the Consumer Price Index Number for Working Class (New Series) for Nagpur Centre with base January to December 1960, equal to 100 was 742 being 5 points lower than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Nagpur Centre.

The index number for the Food group decreased by 11 points to 794 due to a fall in the average prices of Rice, Wheat, Oils, and Fats Sub group and Onions.

The index number for the Pan, Supari and Tobacco etc. group increased by 7 points to 933 due to a rise in the average price of Supari only.

The index number for the Fuel and Light group Steady at 976.

The index number for Housing remained steady at 469 being a six monthly item.

The index number for Clothing, Bedding and Footwear group Steady at 652.

The index number for the Miscellaneous group Steady at 597.

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

(Average prices for the calendar year 1960=100)

Groups	Weight proportional to the total expenditure	Group Index Numbers	
		October 1987	November 1987
I-A. Food	57.2	805	794
I-B. Pan, Supari, Tobacco etc.	3.8	926	933
II. Fuel and Light	5.7	976	976
III. Housing	6.6	469	469
IV. Clothing, Bedding and Footwear	10.9	652	652
V. Miscellaneous	15.8	597	597
Total	100.00	.....	.....
Consumer Price Index Number		747	742

*Details regarding the scope and method of compilation of the index may be seen on pages 771 to 779 January 86 issue of *Labour Gazette*.

Note.—For arriving at the the old index number 1939=100, the new index number should be multiplied by the linking factor viz. 5.22.

PUNE CENTRE***687—A rise of 2 Points**

In November 1987, the Consumer Price Index Number for Industrial Workers (1961=100) for the Pune Centre with base January to December 1961, equal to 100 was 689 being 4 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at the Pune Centre.

The index number for the Food group increased by 1 point to 774 due to a rise in the average prices of Rice, Wheat, Jowar, Turdal, Moongdal, Oils and Fats, dry fish and fresh fish, dry chillies, Potatoes, Brinjals, Tomatoes, Vegetables and Gur.

The index number for the Fuel and Light group increased by 5 points to 885 due to a rise in the average prices of Charcoal only.

The index number for housing remained steady at 170 being a six monthly item.

The index number for the clothing and footwear group remained steady at 647.

The index number for the miscellaneous group increased by 4 points to 570 due to a rise in the average prices of Pan leaf, Toilet Soap, Daily Sakal and Loksatta.

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	
		October 1987	November 1987
I. Food	55.85	773	774
II. Fuel and Light	6.89	880	885
III. Housing	6.65	170	170
IV. Clothing and Footwear	10.31	647	647
V. Miscellaneous	20.30	566	570
Total	100.00	685	687
Consumer Price Index Number	....	685	687

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

JALGAON CENTRE***A rise of 5 points**

In November 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 726 being 5 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 6 points to 791 due to a rise in the average prices of Turdal, Gramdal, Moongdal, Uriddal, groundnut oil, mutton, fresh fish, other vegetable, potatoes, garlic and sugar.

The index number for the fuel and light group remain steady at 1029.

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 5 points to 687 due to a rise in the average prices of saree and coloured fabrics.

The index number for the miscellaneous group increased by 5 points to 571 due to a rise in the average prices of toilet soap.

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	
		October 1987	November 1987
I. Food	60.79	785	791
II. Fuel and Light	7.20	1029	1029
III. Housing	6.11	188	188
IV. Clothing and Footwear	10.29	682	687
V. Miscellaneous	15.61	563	571
Total	100.00	721	726
Consumer Price Index Number .. .. .	....	....	....

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

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

NANDED CENTRE*

A rise of 7 points

In November 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 756 being 7 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 10 points to 797 due to a rise in the average prices of wheat, turdal, gramdal, groundnut oil, chillies dry, tomatoes, garlic and gur.

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

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

The index number for the clothing and footwear group increased by 2 points to 702 due to a rise in the average prices of dhoti and Bata shoes.

The index number for the miscellaneous group increased by 2 points to 682 due to a rise in the average prices of washing soap and toilet soap.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR NANDED CITY

(Average prices for the calendar year 1961=100)

Group	Weight Proportional to total expenditure	Group Index Numbers	
		October 1987	November 1987
I. Food	61.46	787	797
II. Fuel and Light	5.88	931	931
III. Housing	4.62	386	386
IV. Clothing and Footwear	12.22	700	702
V. Miscellaneous	15.82	680	682
Total ..	100.00	....	....
Consumer Price Index Number ..		749	756

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

Note.—To obtain the equivalent old index number on base August 1943 to July 1944=10) the new index number of base 1961=100 should be multiplied by the linking factor viz. 2.45.

AURANGABAD CENTRE*

792—A rise of 6 points

In November 1987 the Consumer Price Index Number for Industrial Workers (1961=100) for the Aurangabad Centre with base January to December 1961 equal to 100 was 792 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 Aurangabad Centre.

The index number for the Food group increased by 10 points to 898 due to a rise in the average prices of rice, jowar, turdal, garlic and other vegetables.

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

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

The index number for the clothing and footwear group increased by 3 points to 695 due to a rise in the price of saree only.

The index number for the miscellaneous group decreased by 1 point to 666 due to a fall in the price of cinema rates 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	
		October 1987	November 1987
I. Food	60.72	888	898
II. Fuel and Light	7.50	830	830
III. Housing	8.87	333	333
IV. Clothing and Footwear	9.29	692	695
V. Miscellaneous	13.62	667	666
Total ..	100.00		
Consumer Price Index Number ..		786	792

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

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

ALL INDIA AVERAGE CONSUMER PRICE INDEX NUMBERS FOR INDUSTRIAL WORKERS

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

TABLE

Month	Base	*Base
	1960=100	1949=100
1	2	3
January 1987	688	836
February 1987	686	834
March 1987	686	834
April 1987	691	840
May 1987	703	854
*June 1987	715	869
July 1987	724	880
August 1987	736	895
September 1987	745	905
October 1987	750	912
November 1987	751	918
December 1987	741	914

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

THE STATEMENT SHOWING THE CONSUMER PRICE INDEX NUMBER FOR INDUSTRIAL WORKERS IN SEVEN CENTRES OF MAHARASHTRA STATE FOR THE MONTH OF NOVEMBER, 1987

Centre	Base	1	2	3	4	5	6	7	8	9	10	11	12	Approximate Equivalent Index, Mumbai
Bombay	1960=100	895	847	1,068	211	677	624	798	3,543	787	3,494			
Solapur	1960=100	815	693	840	331	666	712	761	2,907	766	2,926			
Nagpur	1960=100	794	933	976	469	652	597	742	3,873	747	3,899			
Pune	1961=100	774	..	885	170	647	570	687	..	685	..			
Jalgaon	1961=100	791	..	1,029	188	687	571	726	3,841	721	3,814			
Nanded	1961=100	797	..	931	386	702	682	756	1,852	749	1,835			
Aurangabad	1961=100	898	..	830	333	695	666	792	1,758	786	1,745			

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

BOMBAY 4.44 ; SOLAPUR 3.82 ; NAGPUR 5.22 ; JALGAON 5.29 ; NANDED 2.45 ; AURANGABAD 2.22

Labour Intelligence

INDUSTRIAL RELATIONS IN MAHARASHTRA REVIEW FOR THE MONTH OF JULY 1967

Industrial Courts, Tribunals and Labour Courts
The following references were received by the Industrial Courts, Tribunals and Labour Courts during the month. They are classified as follows—

No. of applications, etc.
received during the month
under the—

No.	Name of 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	Industrial Tribunal— Bombay ..	40	34	10	84
2	Industrial Tribunal— Bombay ..	9	1	..	10
3	Industrial Tribunal— Bombay ..	1	6	2	9
4	Industrial Tribunal— Bombay ..	..	..	..	..
5	Industrial Tribunal— Bombay ..	..	4	..	4
6	Industrial Tribunal, Pune ..	..	..	..	..
7	Industrial Tribunal, Thane ..	..	..	..	..
8	Industrial Tribunal, Thane ..	9	..	3	12
9	Industrial Tribunal, Thane ..	..	..	..	..
10	Industrial Tribunal, Kolhapur ..	..	..	..	..
11	Industrial Tribunal, Aurangabad ..	..	..	..	..
12	Industrial Tribunal, Aurangabad ..	..	..	1	1
13	Industrial Tribunal, Nashik ..	..	..	..	..
14	Industrial Tribunal, Nashik ..	1	..	1	2
15	Industrial Tribunal, Amravati ..	1	..	..	1
16	Industrial Tribunal, Solapur ..	1	1	..	2
17	Industrial Tribunal, Ahmednagar ..	..	..	..	..
	Total ..	62	48	17	127
Labour Courts—					
	Labour Court, Bombay ..	22	258	197	477
	Labour Court, Pune ..	7	35	69	111
	Labour Court, Nagpur ..	3	70	14	87
	Labour Court, Thane ..	2	13	54	69
	Labour Court, Kolhapur ..	..	8	5	13
	Labour Court, Solapur ..	31	59	18	108
	Labour Court, Akola ..	..	6	5	11
	Labour Court, Nashik ..	..	1	10	11
	Labour Court, Aurangabad ..	..	13	..	13
	Labour Court, Dhule ..	1	2	4	7
	Labour Court, Jalgaon ..	..	81	4	85
	Labour Court, Sangli ..	..	35	10	45
	Labour Court, Bhandara ..	..	113	9	122
	Labour Court, Amravati ..	..	5	4	9
	Labour Court, Ahmadnagar ..	..	66	33	99
	Labour Court, Latur ..	..	16	1	17
	Total ..	66	781	437	1,284

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

- (1) Cotton Textile Industry .. 1
- (2) Sugar Industry
- (3)
- (4) Co-operative Banks Industry .. 1

Conciliation

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

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

Act	Issues relating to pay, allowances and Bonus	Employment, leave, hours of work and miscellaneous causes	Total
1	2	3	4
Industrial Disputes Act, 1947	19	18	37
Bombay Industrial Relations Act, 1946	7	7	14
Bombay Industrial Relations (Extensions and Amendment) Act, 1964.	2	7	9
Total ..	28	32	60

(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 (a to g)	Pending at the end of the month
1	2	3	4	5	6	7	8	9
Industrial Disputes Act, 1947	1,099	330	64	123	37	29	253	1,176
Bombay Industrial Relations Act, 1946	84	14	..	3	4	..	7	91
Bombay Industrial Relations (Ext. and Amndt.) Act, 1964.	44	9	4	..	3	..	7	46
Total ..	1,227	353	68	126	44	29	267	1,311

INDUSTRIAL DISPUTES IN MAHARASHTRA STATE

	DURING	October 1987	September 1987	October 1986
No. of Disputes	..	54	48	62
No. of Workers involved	..	10,763	9,306	12,659
No. of Man days lost	..	2,60,637	2,32,406	2,49,018

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	2		2	45	1,205
Engineering ..	27	1	28	6,998	1,79,247
Chemical	4		4	710	16,800
Miscellaneous	18	2	20	3,010	63,385
October 1987 Total ..	51	3	54	10,763	2,60,637
September 1987 Total ..	46	2	48	9,306	2,32,406

254 of the 54 disputes arose over question of " pay, allowances and bonus issues " 1 related to " Retrenchment and grievances about personnel " and the remaining 28 were due to other causes.

Out of the 6 disputes that terminated during the course of the month 2 disputes were settled entirely in favour of the workers and 4 were unsuccessful.

Note :—The figures given in this Table are based on returns received under the Industrial Disputes Act, 1947 in compiling statistics of the Industrial Disputes Act, 1947. Disputes in which 10 or more persons are involved are included.

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

Act	Cotton Textile	Silk Textile	Semi-conductors	Textile Processing	Woolen	Banking	Sugar	Total		
B.I.R. Act, 1946	2	3	4	5	6	7	8	11		
B.I.R. Act, 1946	5	..	..	..	6	1	..	4		
Act	Textiles	Paper Industry	Chemical Industry	Press Industry	Electrical Industry	Banking	Engineering	Local Bodies	Other Misc.	Total
B. I. R. (Extension And Amendment) Act, 1964	2	1	1	1	6	7	8	..	10	11
B. I. R. (Extension And Amendment) Act, 1964	..	12	..	..	..	..	..	..	..	9

District-wise analysis is given below :—

Act	Kokan	Pune	Thane	Nagpur	Nasik	Aurangabad	Amravati	Total
B.I.R. Act, 1946	2	3	4	5	6	7	8	9
B.I.R. Act, 1946	12	..	..	..	..	..	2	14
Act	..	Akola	Gadchiroli	Wardha	Chandrapur	Nagpur	Bhandara	Total
B.I.R. (Extension and Amendment) Act, 1964	..	2	3	4	5	6	7	8
B.I.R. (Extension and Amendment) Act, 1964	1	..	..	..	..	..	..	9

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

Name of the Concern	Sector	S/L	Reason	Date of work-stoppages		No. of Workers Involved	Man-days lost		Remarks
				Began	Ended		During the month	Till the close of the month	
2	3	4	5	6	7	8	9	10	11
<i>Bombay—</i>									
Bombay Tyres International Ltd., Hay Bunder Road, Sewree, Bombay 400 033.	Pvt.	L	Indiscipline	8-10-1986	....	2,316	55,926	7,19,485	Continued
<i>Aurangabad—</i>									
Automobile Products of India Ltd., D-5, MIDC Area Chikalthana, Aurangabad 431 210.	Pvt.	L	Do.	29-11-1986		962	24,208	2,65,212	Do.
<i>Thane—</i>									
The Indian Smelting and Refining Co., Ltd., 1st Pokharan Road, Thane 400 606.	Pvt.	S	Wages and Allowances (I)	10-1-1987	....	491	10,013	1,13,919	Do.

LABOUR GAZETTE—JANUARY 1988

THE FOLLOWING STATEMENT GIVES THE DETAIL INFORMATION OF IMPORTANT INDUSTRIAL DISPUTES CAUSING MORE THAN 10,000 MANDAYS LOST DURING THE MONTH OF OCTOBER 1987—Contd.

Name of the Concern	Sector	S/L	Reason	Date of work stoppages		No. of workers involved	Mandays lost		Remarks
				Began	Ended		During the month	Till the close of the month	
2	3	4	5	6	7	8	9	10	11
<i>Bombay—</i>									
Messrs. W. M. I. Cranes Ltd., Bhandup Village Road, Bhandup, Bombay 400 078.	Pvt.	S	Other— (VIII)	5-2-1987		728	19,656	1,68,896	Do.
<i>Bombay—</i>									
Everest Building Products Ltd., Jatashankar Dass Road, Mulund (West) Bombay 400 080.	Pvt.	S	Wages and Allowances (I)	5-5-1987		624	13,624	53,172	Do.
<i>Thane—</i>									
Sion Garage Pvt. Ltd., E-5, Road No. 27, Wagle Industrial Estate, Thane, Dist. Thane.	Pvt.	L	Indiscipline	28-6-1987		700	18,200	75,600	Do.

Press Note on Establishment in Maharashtra and Goa

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

In Maharashtra 11,45,766; 9,68,761 and 11,46,292 employees were under the coverage of the Scheme in the month October 1987, November 1987 and December 1987 respectively. The high limits of the benefits paid to those employees were as follows :—

ESIC has paid Rs. 3.93 Crores as Cash Benefit from October 1987 to December 1987.

(I) 1,91,084 workers were paid Rs. 1,91,95,568.90 on account of Sickness and Rs. 14,98,030.40 were paid for the long term diseases, e.g. T. B., Cancer, Hemiplegia, Paraplegia, Psychosis etc. etc.

(II) 63,179 workers were paid Rs. 1,63,71,688.79 on account of accidents as employment injury which included 26,944 cases for the permanent disablement and 9,167 for pension to the dependents/families due to death of the workers in the accidents.

(III) Rs. 21,94,602.15 were paid to the women workers as Maternity Benefit for the period of confinement. In addition to the above 36 persons were sterilized and they were paid Rs. 11,670.00 as family planning benefit.

(IV) There were 647 cases where legal proceedings were initiated against defaulting employers, Insured Person for the recovery of arrears of contributions as under

- (1) Under Section 45L .. 453 cases (3) Under Section 84 .. 11 cases
(2) Under Section 75 .. 29 cases (4) Under Section 85 .. 154 cases

List of employers who were found guilty by the Court during the month October, 1987

Serial No.	Name of accused employer and Code No.	Offence u/s	Fine imposed
1	Messrs. V. Pamlays Industrial Co-operative Society Ltd., 31-24375.	85(a)	Rs. 100/-
2	Messrs. C. R. Medisystem Pvt. Ltd., 31-18303	85(a)	Rs. 200/-
3	Messrs. C. R. Medisystem Pvt. Ltd., 31-18303.	85(a)	Rs. 200/-
4	Messrs. Hindustan Textile Engineering, 31-8371.	85(a)	Rs. 200/-
5	Do.	85(g)	Rs. 300/-
6	Messrs. Rukmini Prints, 31-32596	85(g)	Rs. 125/-
7	Messrs. Aluminium Extrusions and Industrial components, 31-12235.	85(g)	Rs. 350/-
8	Messrs. Dhyan Mudra, 31-16355	406-409 of IPC.	One day imprisonment and fine Rs. 500/-

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