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LABOUR GAZETTE

Since 1971, the Labour Gazette, issued monthly, is a journal for the use of all interested in obtaining prompt and accurate information on matters specially affecting and concerning labour in India and abroad. It contains statistical and other information on consumer price index numbers for working class, industrial disputes, industrial relations, labour legislation etc. Special articles on labour etc., are published from time to time.

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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 the working class for the month of January 1988 with average price for the year ended December 1960 equal to 100 were 811, 764 and 732 respectively. The Pune, Nashik, Nanded and Aurangabad Consumer Price Index Numbers for the working class for the month of January 1988, with the average price for the year ended December 1961 equal to 100 were 702, 741, 783 and 825, respectively.

All India Average Consumer Price Index Numbers for Industrial Workers

All India Average Consumer Price Index Numbers for Industrial Workers (General) 1960 = 100 for Jan. 1988 was 753 as compared to 752 in Dec. 1987. On the base 1949 = 100 derived from 1960 based index worked out to 915 as against 914 for Dec. 1987.

Industrial Disputes in Maharashtra State

During the month of December 1987 there were 55 disputes involving 15,184 workmen and time loss of 3,59,230 mandays as compared to 54 disputes in November 1987 involving 13,814 workmen and time loss of 2,87,189 mandays.

Further particulars of Industrial Disputes are given at pages 395 to 397 of this issue.

Workers under the Employees State Insurance Scheme

During the month of January 1988, 53,056 workers were paid Rs. 50,981.25 on account of sickness and Rs. 4,41,784.75 were paid for the long term diseases, e.g. T. B., Cancer, Hemiplegia, Paraplegia, Psychosis etc., 20,193 workers were paid Rs. 53,21,859.10 on account of accidents as employment injury which included 8,747 cases for the permanent disablement and 3,006 for pension to the dependents/families due to death of the workers in the accidents.

Current Notes

Switch to fast lane forecast for tourism : ILO

By 1990 between 400 million and 600 million of tourists will crisscross the globe, compared with only 25.3 million in 1950. Tourism and related activities are expected to surpass all major economic sectors in business volume.

This forecast emerges from an ILO analysis that says more reduction of working time will lead to more leisure and travel for the working population of industrialized countries. Moreover, there will be a growing number of retired people who will have the time and money to see the world.

The once fledgling tourist industry was propelled by the higher wages and shorter working time of the post-wareconomic boom. By 1985 international tourist arrivals reached 888 million—compared with 25.3 million in 1950—and between 400 million and 600 million are foreseen by 1990.

A high-level and diversity of education will characterize post-industrial society, giving rise to a desire for broader knowledge. Rather than the whirlwind package trip, there will be demands for experience among different cultures and leisure market must respond.

While natural sites will continue to be popular attractions environmental considerations have become and will continue to be vital criteria so that "tourism will not kill tourism." In addition, Disneyland style parks or "supermarkets of leisure," are expected to be built around the world and attract millions of visitors, reaching their peak around 1995 to 2000, the analysis says.

Technological progress will help the industry keep pace with the changing demands of its increasingly sophisticated customers and has already revolutionized sales and marketing of travel and leisure services. Integrated computerized reservation systems offer immediate access to worldwide booking services which will gradually eliminate the industry's traditional promotion and publicity. So far, tourism has adapted fairly well to economic constraints and set-backs, but other pitfalls lie ahead. Unstable political conditions can halt tourism in affected areas. Energy costs and supply will continue to be crucial factors in determining future trends.

One unpredictable element is international terrorism whose sinister influence caused a drop of 30 per cent in the number of US tourists visiting Europe in 1986.

Furthermore, the ILO analysis sees in the growing protectionism, which currently threatens the expansion of world trade, similar potential restrictions being extended to the movement of people and sharply curtailing the development of tourism.

The case of international travel has sparked rising concern over the spread of AIDS and has brought the possibility of health controls at international borders, which had been practically abolished.

The analysis observes that wider access to and intergration of developing countries in the world tourism market are essential aspects in the prospective progress of travel and leisure, already an objective of the ILO Hotel and Tourism Branch.

(Indian Worker, dated 22-2-88)

Wholesale price index up

The official wholesale price index for all commodities stood at 415 (provisional) for the week ended January 2, 1988 as against 413 (provisional) for the previous week. At this level, the index registered a rise of 0.5 per cent over the previous week.

The index for primary articles rose by 0.5 per cent to 392.2 from 390.4, food article group rose by 0.2 per cent to 317.5 from 370.6; non-food articles group rose by 1.2 per cent to 411.4 from 406.7, manufactured products rose by 0.6 per cent to 393.7 from 391.3; food products rose by 2 per cent to 431.3 from 422.7, textiles rose by 0.1 per cent to 304.3 from 303.9, rubber and rubber products rose by 0.1 per cent to 403.8 from 403.2, leather and leather products rose to 536.5 from 527.4, chemicals and chemical products rose to 352.7 from 352.6 non-metallic mineral products rose by 0.2 per cent to 457.4 from 456.6, basic metals, alloys and metals products rose by 0.1 per cent to 539.3 from 539.0.

All other indices remained firm at the previous week's level.

(Indian Worker, dated 22-2-88)

New consumer price index in force

A new series of consumer price index numbers for urban non-manual employees with 1984-85 as the base has come into effect.

The index will be calculated on the basis of prices prevailing in 59 Urban centres. (Four metropolitan centres, Bombay, Calcutta, Delhi and Madras together accounting for more than 25 per cent). These 59 centres include all the 45 centres used in the old index base 1960.)

The 14 new centres included are Warangal, Bhavnagar, Rajkot, Surat, Rohtak Aurangabad, Solapur, Imphal, Kohima, Gangtok, Coimatore, Salem, Asansol and Siliguri.

Prices of the number of items which would be taken into consideration for preparing the index too have been increased with 345 in Delhi, more than 200 items in 52 centres and not less than 146 items in the other six centres.

With 1984-85 as the base the all-India index for November 1987 is 128, the purchasing power of the rupee is 78.12 paise.

The all-India consumer price index on new base 1984-85 may be converted to old base 1960 by multiplying by the factor 5.32. Accordingly

the index for November 1987 on 1960 base will be 681 and the purchasing power of the rupee would be 14.68 paise.

The 1960 series was based on the middle-class family living conducted in 1958-59. With the passage of more than two decades the last family living survey, considerable changes in the economy have taken place affecting the general pattern and levels of consumption. Entirely new items of consumption have come into vogue, while a few old ones have disappeared altogether, from the consumption basket. A fresh living survey was conducted during 1982-83 in 59 urban centres, which formed the basis for the 1984-85 series.

Changes in PF Act in budget session

A comprehensive bill to amend the Employees Provident Fund Act, aimed at the removal of existing anomalies in the law, is to be introduced in the ensuing budget session of Parliament.

Disclosing this at the meeting of the Parliamentary Consultative Committee attached to his ministry on February 19th, the new Labour Minister, Shri Jagdish Tytler also told that the bill seeking drastic changes in the laws pertaining to industrial relations was in the final stage of drafting. According to him, the bill will seek to restrict the presence of outsiders in the executive bodies of trade unions.

Members urged for the constitution of Industrial Relations Commission at the national and state levels.

Replying to some of the questions relating to the welfare of the workers, Shri Tytler said the major efforts would be to help workers in all fields. He pointed out that the Equal Remuneration (Amendment) Act plugging a number of loopholes and removing the ambiguity of meaning certain provisions of the original act to make the penalties more stringent had come into force.

The Factories Amendment Act, 1987, which incorporates many new provisions for ensuring safety and health of workers in factories had also come into force, the Minister said.

The amending Act includes a new chapter on hazardous processes. The penalties had been raised and in certain cases, compulsory imprisonment had been prescribed.

Various aspects of safety in mines, covering legislation, administrative enforcement and accidents were discussed at the meeting. Members are understood to have suggested the creation of a specialised forum among them that would study the operations in mines to examine the question of safety.

A similar committee had earlier been formed to study the conditions of agricultural and bonded labourers all over the country. The report of the committee had made some startling revelations that drew wide attention.

Quoting statistics, Shri Tytler said that the death rate per thousand persons employed in coal mines was almost constant for the past several years. The rate compared favourably with the one prevailing in developed countries.

Shri Tytler also gave a brief account of the regional conferences that reviewed the status of implementation and enforcement of laws giving protection to unorganised labour. The Northern Regional Labour Ministers conference felt that the enforcement inspectors mobility needed to be enhanced.

(Labour Worker, dated 19/2/88)

ILO SURVEY ON WORKLOAD

According to a recent survey on workload, carried out by the International Labour Organisation (ILO), an Indian labourer is literally weighed under the burden of his workload carrying as much as 135 kg. as against a recommended maximum of 55 kg. As compared to 45 kg. in East Germany, and 40 kg. in Finland and North Korea, an Indian labourer carries up to 115 to 135 kg.

In comparison to neighbouring countries of Pakistan and Bangladesh, where the average load found was 90 kg. the dock workers in India have a limit of 90 kg. The other countries on the higher side are China 80 kg. and Greece 100 kg. Although in 1967 the ILO had recommended a maximum of 55 kg. to be manually transported by an adult male worker, 55 kg. is yet to become a universal norm. Neglect of this leads to large scale back injuries at the work place, says Mr. George Kliesch, director of the ILO's working conditions and environment department.

The survey notes that more countries have adopted limitations for women workers than for men and the weight ceiling is substantially lower. In Japan, it is 30 kg. for intermittent work and 20 kg. for continuous work. In West Germany, occasional carrying is limited to 15 kg. and frequent lifting to 10 kg. Thailand has set a limit of 30 kg. for its female workforce, the Philippines 25 kg., Pakistan 23 kg. and Soviet Union and Czechoslovakia 15 kg.

The survey concludes that in some countries the weight lifted and carried is related to such other conditions as the distance, the slope, the rate of energy expenditure, the percentage of time spent and the total load of the workshift.

(FFI Bulletin, dated 1/3/88)

Articles, Reports, Enquires, etc.

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

TRADE UNIONS AND TECHNOLOGICAL EXPLOSION

By

JAMES DAVID JOSEPH

INTUC, Karnataka

The trade unions, particularly in a rapidly advancing country like India, can no longer afford to turn a blind eye to the impact of the present technological explosion in the already advanced countries. The race for modern technology is primarily aimed at boosting production of quality goods at a much lower cost, while enhancing the international competitiveness of the industrial products. "Automate or liquidate" seems to be looming large before the manufacturing and servicing establishments. Computer and micro electronics technology constitute the basis for automation in most of the factories. For the trade unions not to participate in the race will be suicidal.

The sectors where technology upgradation is making its entry in a big way are metal manufacturing, electronics, telecommunication, banking and other services. These sectors have highly unionised employees, who are prompt in paying union dues and are vocal and assertive, by virtue of their being literate. The trade unions, therefore, can ill-afford to sit back and negatively react to the resort to automation. It is time for the trade union activists to gain a proper understanding of the modern and sophisticated machinery and familiarise themselves with their capabilities as to correctly gauge their advantages.

The national policy and decision making is done through a tripartite machinery comprising the bureaucrats, technocrats and representatives of the employers. The general practice has been to keep the workers' representatives away from such tripartite exercise, which is, perhaps, because of the presumption that technology is difficult and too complicated as to render it beyond the conceptual grasp of the unions.

The proposals for a radical change in the country's industrial policy, based on market economy, are of far reaching social and political implications. The stance of Dr. Raja Chelliah, Member, Planning Commission is indicative of the shape of things to come. According to him, "The political fall out of this policy (market economy), which will marginalise vast sections of the poverty stricken masses, does not seem to have been considered right now. The political consequences have not been weighed. As far as the

social consequences of large scale redundancies, that are inevitable, instead of protecting and creating jobs at high cost, investment must be channelled into new job areas. Since labour will be the worse affected, a less has been mooted on the value of output of every unit in order to create a fund that would offer compensation to the workers. They could also undergo retraining programmes to be absorbed elsewhere. The assets could always be reclaimed or disposed of."

The trade unions will be living in a fool's paradise if they entertain the idea that such proposals will be shelved or can be scuttled down when the time comes. The impact of these proposals are already being felt at the workplace and at the union office.

The move to fragmentise the Indian Telephone Industries and its effect on the Company and its workers is a classic example in this regard.

The justification put forward by the Department of Telecommunication for splitting the ITI into three separate companies to encourage inter-unit competition and to cut costs. With the phasing out of Strowger and Crossbar equipment, 7,000 workmen will be rendered surplus. In view of this surplus manpower, ITI has been told not to add to their existing Workforce of 16,000. The redundant workers are proposed to be transferred to Mankapur, Rae Bareilly and Palghat. Orders are reported to have been issued for the transfer of some 500 to 600 workers from Bangalore to Palghat.

ITI, SAIL, HCL, and HMT are some of the public sector enterprises considered to be with surplus manpower. Presently, the preference seems to be for technology to eliminate human labour. Man is being systematically cased out of the workplace. There seems to be a deliberate shift by the Government and the employers that may ultimately end in the dehumanisation of work.

The trade unions, however, can no longer obstruct this march towards modernisation through new technology. A new strategy needs to be evolved. The imperative need is for a tripartite agreement between the Government, workers and employers on the introduction of new technologies. The agreement should be made to encompass the foreseeable effects of modern technology on employment, environment in and outside the work-place, training and retraining on a continuous basis and safety. It must be made retraining on employer to enter into a bipartite settlement at the plant level prior to any irrevocable decision for introducing new technologies. Such co-determination will ensure enthusiastic participation of workers in implementation as is being witnessed in countries like France.

In India the divergent political loyalties of the trade union centres would come in the way of thrashing out a common approach in a short time frame. The Indian National Trade Union Congress (INTUC), presided over by a dedicated personality like Shri G. Ramanujam who is tireless in his advocacy of a new culture based on "commonality of interest", should take the lead. Gandhiji, on whose tenets the INTUC has been founded, was never against machines, but was against irrational craze for machines. With its large membership base and non-sectarian approach

keeping the nation's interest as supreme, the INTUC has a distinctive advantage over the other trade unions to take the lead in this regard. It should strain to bring the realisation of the concept of "commonality of interests" among the other trade union centres, enlightened industrialists, social welfare institution with interest in labour issues, management forums and environmental groups.

While striving for a unified national approach, the INTUC could simultaneously enter into pilot agreements with companies where they have majority influence. Hindustan Machine Tools, Bharat Heavy Electricals and Steel Authority of India are some of the public sector undertakings where the INTUC dominates. In the private sector Tata Iron and Steel Company (TISCO), the INTUC-led Tata Workers Union have a proven record of congenial and productive industrial relations. They can implement a technology accord ahead of others. The agreements may also specify the benefits that will accrue to both parties in the organisations.

As the unions and the managements come closer, the affinity of both with the enterprise gets strengthened as to lead to co-operation in the efforts for the future of the company. Such a development can yield considerable success in spheres like training and retraining facilities, wages, better working environment and human-oriented technological innovations. This phenomenon will egg the managements on to further step up their diversification. Unions will then develop a strong interest in the resort to new technology since they will not be prepared to face the risk of the ultimate closure of their factory depending on absolute machinery. This may also cause the emergence of rational and uniform wage system to silence the present cry for linking wages to productivity.

This also offers scope for reduction in working hours, a long-pending demand of the trade unions like the INTUC. Reduction in working-hours of the workers and running the factories round the clock mean generation of more employment opportunities. Round the clock working will in turn lead to optimum capacity utilisation. The financial resources required for restructuring existing factories and setting up new establishments hi-tech mode will be enormous. The hi-tech equipment will qualify for depreciation. optimum utilisation brings in faster obsolescence. In short new technology will call for redefinition of depreciation, productivity, bonus and so on. Trade Unions should, therefore, be associated at the policy making levels where proposals for redefinition of terms like depreciation productivity, etc will be taken up for consideration.

The tasks for Trade Unions to effectively serve their members in the national technology race, can be summed up as follows :—

- Launch a multi-pronged search, individually and also along with enlightened industrialist, technologist, economists, scientists and environmentalist to evolve a socially acceptable technology."
- Co-determination for trade unions at national policy level comprising of Government—industry—labour—science in the joint consultative machinery and Bureau of Public Enterprises.

- Co-determination, rights for workers at shop, plant and corporate level, with legislative back-up. Workers participation in management should not be confined to sick and rehabilitated units.
- Evolve and implement a national tripartite agreement on introduction of new technologies.
- Mandatory agreements at plant level prior to irrevocable decision on introduction of new technology. To initially enter into pilot agreements at selected plants.
- Training and exposure of trade union officials on the capabilities and limitations of hi-technology.
- In-house training and retraining programmes for workers to completely utilise the surplus man-power within the company. Tax rebates and incentives to be provided to finance these training programmes.
- Government to establish training facilities to cater to the needs of the redundant workers in small and medium scale industrial sector.
- To identify the areas of job loss and gain and evolve strategies for mobility of the workforce.
- To ensure that cost-benefit analysis linked to prevailing labour cost are conducted prior to investment.
- Classify the existing and emerging hazardous operations. Formulate standards of "Occupational Health and Safety" for these operations. Lobby for legislation to effect automation of these operations, within a reasonable time frame.

The concern uppermost in the union's mind should be the "technology of the future" a "technology with a future" for workers and their unions.

(*Indian Worker*, dated 1st, 8th and 15th February 1988).

FORTY YEARS' MARCH OF LABOUR

By

V. P. GUPTA

Deputy Chief Labour Commissioner (Central, Retd.)

After having put in close to forty years in the cause of labour (official hierarchy), now I do not have much to do with labour (except, of course, the empathy). At this stage when I look back and survey the labour field I develop a bit of a chill in my spine. I find labour as an organised group has ceased to be relevant. It is like an army under siege or a convalescent in a convalescent home.

During these forty years the reserve army of unemployed has swelled like anything. Wages have gone down (though not in absolute terms) and the condition of labour is abysmally low. The iron law of wages has come true for once. Millions of people are still under bondage from generation to generation and those that get released slip back to bondage again. Labour has failed to develop into potent force. It is still tied to the apron strings of the Government, which, by the unholy combine with the capitalists, has developed a vested interest in the poverty and helplessness of the labouring classes who are the sovereign in a democracy with universal adult suffrage. Dictatorship of the capitalists and bureaucrats still continues. Labour has gone backwards instead of going forward. Why such a sorry state of affairs?

Unemployment Figures Going Up

At the beginning of the First Five Year Plan the backlog of the unemployed was of the order of 3.3 million and every successive plan saw the figure of the unemployed going up till at the beginning of the Sixth Plan the figure stood at 20.6 million. The Seventh Five Year Plan estimated at 40 million pair of hands would be added to the work-force by 1990. It is claimed that only 3 per cent of the labour force is really without job. The claim is too rosy to be true. In fact 5 to 6 per cent of the labour force being jobless is considered almost natural for any economy. In most industrial countries unemployment estimates in the past couple of decades have ranged between 7 per cent and 16 per cent. In the USA it is almost normal for 6 to 7 per cent of its labour force being out of job, and not necessarily voluntarily.

The bleached figures of unemployment put out by the Government are based on the National Sample Survey of 1977-78, though to make them look a little less ugly advantage has been taken of the quick estimates based on the 38th round of the National Sample Survey (1983-84). Secondly the un-employment rate has been based on usual status' which takes into account only those with jobs for less than half the days in the preceding 365 days. The colossal unemployment in India is unconceivable. The

under-employed are three times the number of the so-called full time unemployed. While the Government has failed to tackle the problem of unemployment, the labour and its leadership have failed to develop consciousness and a vested interest in a higher standard of living by restricting the incremental growth in labour force which is of the order of 1,40,000 workers every week. But as some body has said, how could they develop a taste they have never enjoyed.

Minimum Wage Below Poverty Line

The Planning Commission has fixed the poverty line in terms of average quantitative intake of 2400 calories per capita in rural area and that of 2200 calories per capita in urban areas. In monetary terms in 1973-74 prices, the poverty line for the current plan period is an annual income of Rs. 6,400 per household in rural areas and Rs. 7,300 per household in urban areas. In 1983-84 the persons below the poverty line was 221 million in the rural areas and 49 million in the urban areas, aggregating 270 million—37.4 per cent of the population. It is ironic that even the minimum wage fixed by the Government for various industrial occupations falls below the poverty line.

For this state of affairs the Government of the day, of course, should be wholly blamed. Technological revolution, saturation limit of employment in agriculture, rising prices, and failure of the employed to take to self-employment are contributing factors. The fact remains that the economic condition of those in employment has grown worse. Unlike the trend in most other developing countries where wages have already doubled, wages in India rose over the twenty years, 1960-80 by only about a quarter of the unemployed the less said the better.

As regards organisation of workers, of the 200 million of the country's workforce, 10 per cent work in the organised sector and this is precisely the sector trade unionism in the country, with stray exceptions, has been able to organise. In fact trade unionism is coterminous with industry and more than 80 per cent of the country's population consisting of agricultural labour and marginal farmers are out of its pail. Even the organised work-force is not a united lot. At the time of independence there was only one trade union centre and now there are over a dozen—officially recognised. No wonder the once massive stream of Indian labour force divided into tiny streams has lost its way in the sands of time.

Left High and Ary

Not only that thanks to ever-widening scope of labour legislation it is opulent, vocal and aggressive which have come to occupy the slot of labour and the weakest of the weak are no longer in the picture. It is this opulent, vocal and aggressive lot which, quite often by holding the country to ransom, has forfeited the sympathy of the nation and has deprived the deserving its due. In fact, the term 'labour' seems to have lost its focus and one does not conjure the picture of labour as an ill-nourished, ill-clad,

and speechless bundle of bones struggling between life and death, but a well-dressed, glowing babu whiling away his time in the exercise of power, callous to the plight of his patron and master. What, over the fruits of labour legislation and trade unionism have been experienced by this and the dispossessed have been left high and dry.

It seems there is the suspicion that there is a calculated move to ultimately deny a separate identity to labour and to treat it as a part of poor or disadvantaged section of society and labour legislation as an anti-poverty measure. I wish I were wrong. But, then, some body could say 'Why not?' Employment in India is a privilege in itself.

Half-hearted Legislation

During the last few years, despite all the pious Directive Principles of the State Policy, as the sub-committee of the Parliamentary Consultative Committee attached to the Ministry of labour had observed, a population of over 700 million, who earn major part of income by sale of labour power in the activities connected with agriculture remain unprotected in the half-hearted at its best. The Maternity Benefit Act, despite its limited scope of any comprehensive labour legislation. The legislations in coverage envisages payment of Re. 1 per day as maternity benefit and a 'paltry' sum of Rs. 25 to defray all the medical expenses relating to maternity. The Equal Remuneration Act has still a hiatus between promise and actual provisions. It professes to do away with discrimination in the matter of employment, but makes provision against discrimination only 'while recruiting'. It seeks to ensure 'equal wages' for men and women, but makes provision for 'equal rates of wages.' It provides for appeal within 60 days at the outside 'but not thereafter'. The Inter-State Migrant Workmen Act provides for displacement allowance of fifty per cent of the monthly wages or Rs. 75 whichever is higher. In effect it visualises employment at less than Rs. 5 per day. Employees Provident Fund Act has, for various reasons been of little help in times of real distress. Employees State Insurance Corporation is yet another God that has failed.

The basic reason, it is not far to seek, has been the listlessness of the workers and the apathy of the leadership. In fact, as a prominent trade union leader said 'trade unionism has become a trade in unionism'.

The hardest blow to labour and labour movement perhaps, came from the textile strike in Bombay wherein lakhs of workers were taken for a ride by some adventurist trade unionist to go on strike for more than year only to eat the humble pie ultimately. The rank and file of the workers deserve to be caluted, but I would like to see the leadership disappear from the labour movement unheard and unsung.

It is true over the years there has been a certain amount of change of attitude towards labour on the part of the employers but this change is confined to the public sector and it is not because of the strength of the labour movement but because of the political compulsion of adult franchise.

(*Indian Worker*, dated 1st, 8th and 15th February 1988).

RELEVANCE OF JAPANESE EXPERIENCE IN LABOUR MANAGEMENT RELATIONS

By

JINNOSUKE MIYAI

President, Japan Productivity Centre

Sound and constructive labour management relations has been the basis for Japan's productivity movement and economic development. During the last forty years, Japan succeeded in building a highly industrial society which is great surprise not only to the world but also to the Japanese themselves. Rebuilding the country from the ruins and ashes left behind from the Second World War to the Current level of prosperity and affluence is something the Japanese themselves could not think nor dream of in 1945.

The attention which the economic 'miracle' has generated in recent years has given rise to the western perception of Japan as the world's most achieving society, and that the 21st century may well be the century of the Japanese. This is characteristic of the over-estimation that the westerners have of Asians and their devotion to hardwork. However, it may be safe to say that Japan can be held up atleast as one of the models for the developing countries.

Then, the question to be asked is what have been the causes for the Japanese success. Developments in Japan, as in any other countries, consist of a complex combination of many factors. But if one particular driving force for the Japanese industrial success is to be singled out, it would be the constant and continued efforts to improve productivity, exerted jointly by labour and management.

Because of labour-management co-operation having been made the basis of the activities, the productivity movement in Japan has survived through both high and low economic growth periods and has displayed its real value at times of crises. Establishment and maintenance of constructive labour management relations are, in a sense, a key to Japan's success.

JPC's Establishment

However, to think that the Japanese Labour Management Relations have been always satisfactory ever since the end of the last war will be a gross misunderstanding. On the country, Japan started from the unusually bad labour management relations after the war, and for that reason Japanese pioneers were made aware of the importance of the good labour management relations when they launched the productivity movement by establishing the Japan Productivity Centre (JPC).

JPC was established in 1955 as a private, non-profit organization which was to function as a catalyst for the promotion of nation-wide productivity. From the outset the council enjoyed full Government support, but in order

to employ the initiative and ingenuity of the private sector to the fullest extent, it was established and has been maintained as a private organisation. Another feature of JPC is that its governing body or board of directors is made up of the representatives from three different groups, i.e. (1) management, (2) labour, and (3) neutral parties or academics.

It was 10 years after the end of the World War. Post-war reconstruction in the country was nearly completed and the economy had recovered to the pre-war level. It was a time when the economy was shifting from reconstruction to a developmental stage. But the country was still one of the poorest in the world. GNP was quite low and balance of payments was most unfavourable. Industrial facilities, equipment, process and systems were most unfavourable. Industrial facilities, equipment, process as and systems were all absolute compared with those of advanced western countries.

In addition, the greatest problem at that time was the deplorable state of labour management relations, with serious conflicts taking place throughout the industry. The reason is this. Immediately after the war, the American Occupation Forces initiated drastic "democratization" policies, whereby communist, leftist academics and union leaders were released from imprisonment and were encouraged to fight against the old systems. However, not all management personnel were enlightened, and did not know how to deal with radical labour offensive. The result was a serious confrontation between labour and management, and there were frequent industrial disputes and long strikes. One may not believe it today, but a number of leading corporations, such as Nissan, Oii Paper, Aji-no-moto, Shell, etc. suffered from these kinds of labour confrontations. This was the situation which prevailed in Japan in late 1940's and early 1950's.

In December 1953, the U.S. Government suggested that their technical aid programme for higher productivity might be extended to Japan under the conditions similar to those which were provided for European countries under Marshall Aid Plan. At that time, the productivity centres or councils were already operating in most of the European countries, and they were busy in absorbing advanced American technologies and management systems. A group of enlightened Japanese businessmen met together and agreed that similar productivity movement should be undertaken as a voluntary national movement, thus a non-governmental group called the commission for Higher Productivity was established in 1954. In 1955 the governments of Japan and the U.S. exchanged official notes on the technology co-operation programme, and JPC was formally inaugurated.

Three Guiding Principles

At the outset of its productivity movement, JPC proclaimed its far reaching "Three Guiding Principles". This proclamation was based on the belief that productivity improvement cannot be achieved without sound and productive labour management relationship and labour participation.

In view of the Japanese situation in early 1950's being such as explained already, it is understandable that emphasis was placed on labour management relations. However, this was not merely a short-term measure. Subsequent developments have proved that the three guiding principles have remained as their fundamental philosophy up to the present day, and for the future as well.

These Three Guiding Principles are—

- (1) (Increase of employment) Improvement in productivity will increase employment in the longrun.
- (2) (labour-management co-operation) To increase productivity, labour and management must co-operate.
- (3) (fair distribution of the productivity gains) The fruits of improved productivity should be distributed fairly among management, labour and consumers.

It is worthwhile to explain the basic philosophy underlying these guiding principles from a different angle. After the establishment of JPC, the Council dispatched hundreds of Japanese businessmen, bureaucrats and union leaders every year to the United States and later to western Europe, so that they could be exposed to advanced technologies and systems. Exposure to the American scene was really an eye-opening experience for them, and provided strong impetus for subsequent productivity improvement in Japan. However, there were also lessons which were learnt in Europe. The Japanese pioneers, including Mr. Goshi, who visited western Europe in early 1950's were very impressed by the European approach, i.e. the productivity concept defined as an attitude of mind rather than as mere rationalization efforts only in technical or physical terms. Certainly Japan learned a lot from American models and systems, with their high efficiency history dating back to the "scientific management" advocated by Frederick Taylor earlier in this century. But Mr. Goshi was also aware the limitations of that sort of approach. This is the reason why we still value the European Productivity Agency's definition given at their Rome Conference in 1958, which reads: "Above all else, productivity is an attitude of mind. It is the mentality of progress, of the constant improvement of that which exists. It is the certainty of being able to do better today than yesterday, and less well than tomorrow. It is the will to improve on the present situation, no matter how good it may seem, no matter how good it may really be. It is the constant adaptation of economic and social life to changing conditions; it is the continual effort to apply new techniques and new methods; it is the faith in human progress."

From the beginning, JPC considered that productivity was not merely the ratio of output versus input, but that it involved, in a substantial way, the human element. Japanese were not happy with the idea of productivity

merely as rationalization or efficiency in only technical terms. Therefore, involvement and commitment by labour and unions were thought essential for the success of productivity activities. The three guiding principles were established based on this belief.

In the light of prevailing labour-management relations at that time, the task before JPC was tremendous. When JPC started its activities on a national scale in 1955, strong opposition was voiced at the initial stage both from labour and management.

Labour, particularly leftist union leaders, condemned the movement as another kind of labour exploitation by capitalists, and they denounced the principle No. 2 (co-operation between labour and management) as contradictory to the Marxist theory of class struggle.

The old-fashioned management group was also suspicious, and rejected the guiding principle No. 3 (fair distribution of the fruits of productivity) as an infringement on so-called management prerogatives. They even tried to undermine JPC's position by spreading a rumour that JPC was "infected" by communists.

In spite of these kinds of opposition and ignorant criticism, a group of enlightened and determined businessmen, union leaders and academics moved ahead by implementing a number of projects, and gradually increased their influence over the whole industry.

On the labour side, Japanese trade unions have since been grouped into two parties: one supporting JPC's productivity concept, and the other opposing or not accepting it. By now almost all unions in the private sector have come to support our productivity movement. In fact debates with opposition groups on the productivity concept helped to strengthen the theoretical foundation of the movement.

Expansion of Activities

At first JPC undertook the education and training of both management and labour. Initial efforts were concentrated on dispatching overseas study missions. To quote some statistics, during the first 7 years when American financial assistance was given, 395 teams were dispatched to the United States involving a total of 4,011 people. Even after American assistance was terminated, the study missions continued. By the end of 1986, the total number of people, including various levels of business executives, union leaders, academics, bureaucrats, etc. sent by JPC to the United States and western Europe amounted to over 22,000.

When those who were sent on overseas study tours returned to Japan, they submitted written reports and organized seminars and symposia to share their experiences with a wider circle of their fellow countrymen. JPC's activities then expanded into the publication of books, newspapers, newsletters, etc., organising formal management and industry training courses, providing consultancy services, production of training materials such as slides and video, regular publication of productivity statistics and so on.

By the time American financial assistance, had been withdrawn, JPC's activities were fairly well established and became more or less self-supporting. This enabled continued productivity movement in the subsequent years, while most of the productivity centres and councils in western Europe folded up with the termination of U.S. assistance.

Joint Labour Management Consultation

JPC, at the movement, is undertaking a number of activities, ranging from management training and development, business, consultancy services, international co-operation on technology transfer, publication, computer services and system development, to mental health diagnosis activities. However, those activities relating to labour management relations have always been one of the central functions of JPC. One of the achievements to be proud of is the role it played in advocating and spreading the joint labour management consultation system. This joint consultation system is not to replace collective bargaining. Instead it was war started that the joint consultation system and collective bargaining have their respective function to play. For those issues in which the interests of labour and management conflict, such as pay increases, more holidays and shorter working hours, unions negotiate with management normally in collective bargaining. However, on matters of mutual interest, such as productivity improvement, safety, education and training, representatives of both sides sit together and exchange discussion in a constructive way at a joint consultation meeting. The whole idea is to maintain healthy tension on one side and constructive co-operation on the other between labour and management. At this time, more than 90 per cent of the Japanese industry have adopted this system, thereby contributing to the stabilization of labour management relation.

In practice, this labour management joint consultation system is providing a ground for better communication within the organization and labour participation. According to our survey the following topics are most frequently discussed at the joint consultation meeting—

- (1) Annual performance of the business. (83%).
- (2) Organizational changes. (56%).
- (3) Medium and long term corporate objectives and strategies. (55%).
- (4) Recruitment and personnel policies. (54%).
- (5) Employees welfare. (47%).
- (6) Technological development and new production plans. (41%).

From this list, it is clear that the primary functioning expected of joint labour management consultation bodies are to obtain labour unions' understanding of and co-operation in management actions, and to prevent disputes through smooth communication.

Productivity Movement in Changing Environment

Although the basic principles of the productivity movement have been maintained throughout the last years, the emphasis and application have been modified to suit the changing industrial environment. Serious environmental pollution which accompanied rapid industrialization posed a challenge to the productivity movement at one time. The two oil crises, which marked a radical change from a high growth to a low growth economy and from energy-intensive to information and technology centred industries, again obliged us to adapt our approaches and shift the emphasis of our activities. Productivity is now being re-examined more in qualitative terms than as the quantitative concept.

If productivity had been defined more as efficiency improvement or rationalization, it would have been short lived. During the period when the Japanese economy was growing at a very high rate, productivity improvement was accepted in its most naive sense. However, the first oil crisis in 1973 marked a turning point for the Japanese economy. The rest of the world said that this would be the end of Japanese prosperity, since our industrial growth had been sustained primarily by cheap and abundant oil, and the high price of oil hit Japan very hard. This was indeed so. Japan recorded the first negative growth in GNP in 1974. Labour productivity also showed a negative growth in 1974 and 1975, falling far below the nominal wage increase rate. Japanese industry was really in trouble at that time and serious doubts were raised about the need for productivity activities; some even commented that the productivity movement might have outlived its usefulness. When the economy is in recession, the management must either lay off surplus manpower or reduce wages, or both, according to the orthodox economic theory as taught in business schools. It is true, if productivity means rationalization or efficiency on a short term consideration. However, it was at this time that the real value of our productivity concept was demonstrated. It was a time when both management and labour were tested as to what they could achieve by joining together to revitalize their companies in an adverse economic climate.

Statistics clearly show their performance. After the first oil crisis in 1974, 25% of the Japanese corporations listed in the Tokyo Stock Exchange recorded big deficits in their financial statements. That same year, however, management gave very high wage increase to their employees to protect them from the climbing inflation rate. This meant that corporate financial results were sacrificed and further reductions in their productivity performance were accepted. Manpower costs were regarded as a kind of "fixed cost" rather than "variable cost". A president of a relatively small manufacturing company, whose work orders were reduced almost to one half after the first oil crisis, however, declared to his employees that there would be no redundancy measure at least for one year and that their full wages would be paid even by selling out his personal properties. His company survived, and has later grown into the largest manufacturer of flash light and police cars.

A few years later, unions exercised moderation by agreeing to a lower rate of pay increases in order to boost productivity once again, and they co-operated with management in the introduction of new technologies and systems for energy saving and higher productivity at work-places.

The impact of the first oil crisis lasted longer than the period of high oil prices. Japan's entire industrial structure started to change from that point. Heavy industries, which were normally energy-intensive, had to be gradually phased out and replaced by the technology or knowledge-intensive types of industry. There were industries which were bound to decline, and there were those which started to grow and develop. Here again the productivity concept was tested. In the case of declining industries, conventional product lines were bound to be discarded but a number of new, innovative business lines were explored and developed as a matter of survival. Even if surplus manpower was identified, redundancy measures were used only as a last resort. Instead unions and management sat down together to discuss and agree on a plan to re-train and re-direct these surplus employees to the new lines of company activities.

The same approach can be seen regarding the introduction of robotics, which, in the short term, means the reduction of existing jobs. None not claim that all of the problems have been solved. But it is interesting to note that at the international conference held in Tokyo late in 1985 on the ME revolution, both Japanese management and union leaders quoted JPC's three guiding principles as the basis for their policies on this controversial issue.

Characteristics of Labour Management Relations

Good labour management relationship is an inseparable part of, or rather, the core of the Japanese productivity movement. In order to increase productivity, Japanese have learned technologies and management systems from the U.S. and philosophy and ideals from western Europe. But they have developed their work Japanese productivity approaches and systems on Japanese soil through collaboration between labour and management. Japanese management in its outlook, is very much alike the American model, but it definitely differs from American management in some respect. Mr. Fujisawa, co-founder of Honda Motors, when asked to compare Japanese and American management, once commented, "Japanese and American managements are 95 per cent the same and differ in all the important respects."

What are the differences in the remaining and important 5 per cent area? If you ask the most senior executives what do they consider the objectives of their corporations, the same answer will be obtained in the first instance both from American and Japanese businessmen: that is "the private business corporation exists to make profit." Up to that point their reactions are the same. But if you ask the next question "for whom do you have to raise profit?", the answer given by most of if not all, Japanese top management will be different from the response of American

counterparts. Japanese answer is that they have to raise profit firstly for their employees, secondly for the benefit of consumers or the public at large. Only in the third place shareholders are quoted, who are often anonymous in Japan. This is one of the reasons why the famous American corporate strategy of M and A (merger and acquisition) is not popular in Japan, and this management mentality can be regarded as a reflection of the unique nature of Japanese Labour Management Relations.

In discussing Japanese labour management relations, it is often suggested, even by the western academics, that there are "three pillars" supporting Japanese systems; they are:—

- (1) Lifetime employment.
- (2) Seniority based wage progression.
- (3) Company-based unions.

These three items are often quoted rather in a symbolic way. There are cases of successful Japanese operations in the States and in Europe, where none of these systems are adopted. It is true that very few in fact have worked with only one company in their lifetime when you check with retired people particularly the labour mobility is relatively high in small medium enterprises. However, the concept is still operating in that due to strong social pressure the employer is not of free to discharge their employees at his discretion, while employees may be free to move around for better jobs and higher pay. With large corporations, it is considered as part of the management responsibility to find and arrange new jobs for the redundant employees, and here again the lifetime employment concept is operating.

But for the time being, it is better to explain some of the more important social and industrial systems which are supporting Japanese labour management relations.

Group Consciousness

One of the basic features of the Japanese society is a profound sense of national unity and shared goals. When James Abegglen, a famous American consultant, wrote a book "Japan Incorporated", a title somewhat misleading, he was perhaps trying to convey the Japanese capacity for agreeing on goals and carrying them with purpose and dedication. This characteristic can be defined as the group consciousness or group cohesion of the Japanese as opposed to the individualism of the western society. Most of the Japanese give their priority to making the group they belong to successful, and believe that they can enjoy the benefits as individuals later from the success of his group.

The Japanese are primarily concerned about the performance of the group as a whole rather than the individual performance in competition with the fellow workers. Here is the natural ground for such activities as

QC circles to develop, and here is a basis for developing joint labour management consultation system.

One of the reasons for this strong group consciousness as opposed to the western individuals is the homogeneity of the society, which is my second point.

Single Class Society

Present day Japan is far from being society of divided class. Japan is no longer a society of birth. We have no ethnic problems nor struggles among different religious groups. According to the opinion survey, 9 out of 10 persons say that they regard themselves as belonging to the middle class. The whole society is made up virtually by a single class. The extremely poor are now very few in Japan, which has no aristocrat, no clanconsciousness, no Rockfellers. Whatever class distinction left behind from the feudal days were completely wiped out in the process of social restructuring after the last war. High level of education also helped for Japan to build up a most homogeneous society.

In the industrial scene, most of the Japanese companies make no differentiation between staff and labour nor between white and blue collars. They have a single category of people, that is, employees. They are homogeneous, and by training can be made capable of undertaking almost any job. The income gap between the highest paid and the newcomers straight from school is also very small by American standards. To quote statistics, the gap of annual income between company president and new college graduate was 110 to 1 in pre-war 1927, narrowed down to 24 to 1 in 1963, 19 to 1 in 1973, and 14.5 to 1 in 1980 in gross terms. This last figure means, in net after tax terms, only 7.5 to 1.

Lifetime Employment and Seniority System

Lifetime employment system, which developed post-war days, has been made world famous. The system means that people are expected to remain with the same company for the whole of his working life, but not only that, the system is combined with several other practices, such as recruitment system, in-company trading, seniority system, mandatory retirement age and various welfare arrangements.

In respect of recruitment, the employees are hit normally straight from high-schools, colleges or universities. They are not employed for particular jobs and normally they are taken in as generalists. Regardless their academic qualifications they start from the lowest job and so the first job for university graduates who has joined a private railway company is often a ticket checker. After joining the company, they are trained and developed by job rotation, and those capable are promoted through the career ladder. Under this sort of system, the accumulation of experiences within a company means added value and importance of the individual. Promotion and pay increases by the length of service years have acceptable logic.

The lifetime employment and seniority systems do not discourage young capable staff, because they know that they will progress within organization as they go along, without kicking around and struggling with their colleagues to make themselves prominent. This suits very well to develop group consciousness and to demonstrate maximum productivity group as a whole. This can also explain the reason why Japanese companies spend so much money in training and developing their employees since there is no worry for the trained people to leave employment for better jobs outside.

However changes taking place in the last decade. According to the council's survey, the lifetime employment concept is still very much supported by management and labour alike, but the seniority concept is bound to change according to the majority view, it will gradually be replaced by "rates for job" or payment and promotion by the ability and job responsibility.

Family Concept

As a result of what have been discussed, a profound sense of unity is normally created within an organization. All members belonging to a certain company, often including their families, form a congenial group which is often compared to a "family", such as "Mitsubishi family", "Toyota family", etc. Extensive welfare facilities provided by the company help strengthening this family concept. Japanese companies often provide housing for their employees, offer exclusive hospital or clinical services, vacation houses, schooling on technical and cultural subjects, etc. Even marriage arrangements by superiors are not unusual.

Trade Unions

The labour union forms a part of the family of the business organisation. Japanese unions, with an exception of Seamen's Union, are all organised on a company basis, i.e. each individual union is organised by the employees of a company, including both white and blue collars, irrespective of their craft. Therefore, while union's main objective is to fight against management to obtain more benefits for their members, they have a shared goal with management on one point, that is, to ensure the prosperity and success of the company. If a company goes into bankruptcy all union members will be losing their jobs and under the lifetime employment system, it will be very difficult for them to obtain good jobs elsewhere. Here is a natural and good basis on which labour and management co-operation can be founded, JPC advocated the labour management joint consultation as a systematized approach to stabilize industrial relations.

The union leader take responsibilities for the successful operation of the company. It is no wonder that a number of people who acted as union officials when they were young have made their career later to directors and managers of large co-operations. Again to quote statistics, in 1981

survey, 74.1% of the companies surveyed replied that they had one or more board members who were at one time union officers, and 16.2% of all the board members under this survey were identified as having union leaders' experiences when they were young.

Problems and Challenges Ahead

Up until today, Japanese systems worked very well indeed. Recruitment practices, career development plan including job rotation, seniority pay increase system, strong group consciousness and lifetime employment concept, when combined together, worked quite effectively to promote Japan's industrial development.

However, Japan is currently faced with drastic environmental changes, in which some of the systems are bound to be affected. These systems are to be re-examined seriously if our industrial effectiveness is to be maintained for the future.

First, the development of high technologies, in particular sophisticated application of electronics technology to all sphere of the industrial activities, now require highly specialized type of experts and specialists, for whom the seniority-based remuneration policy is not adequate. They have to be paid for their talents and capability, and the generalist type of employees cannot always be trained and developed within a company to those highly specialised technologies and experts.

Second, the most important requirement for the enterprises to survive today and in the future is the innovation capability. The past Japanese approach which has given top priority to developing group consciousness is not necessarily suitable for creating innovative individuals.

Third, with the advent of the highly matured society, a shift is taking place in Japan from the secondary or manufacturing industry to the tertial or service industry, or in other words, Japan is entering the era of so-called post-industrial society. Most of the Japanese systems have so far developed to suit the industrial society, and, therefore, do not necessarily fit in the new situation to come. For instance, with the growth of the service industries, the unionization rate has been showing constant decline because labour in the service industry is less organized or more difficult to be unionized. The employment pattern is also showing diversification; in addition to regular employees, we are having more and more contract labour, part-timers, temporary employees and others classified as "irregular employees." They are not qualified for the membership of a company-based union while they work side by side with regular employees. The past Japanese effectiveness based on the good labour management relations is likely to be affected by this trend. How to revitalize the unions as a constructive partner of the management is a new challenge.

Fourth, the current social changes involve several new problems such as aging population and changes of value systems particularly among the

younger generation. How to provide the aging generation with the purposefulness of life and how to develop younger people to be capable of maintaining industrial vitality are our new challenges.

Conclusion

The Japanese industrial structure has changed quite considerably during the last 30 years, and it is still changing even today. The once celebrated textile and ship-building industries have been completely taken over by NIC's, or "New Japans", and some other industries, such as aluminium smelting and steel industries have been made uncompetitive in today's world market. However, a number of new industries, most of which are other highly technology-intensive or information/communication centered business, are strongly emerging. The very much appreciated value of yen is forcing another painful industry restructuring at the moment. Everything appears to be changing very quickly in Japan. Even the labour-management relationship, which has been considered the basis for the productivity movement, is not an exception. Under such circumstances, what was thought of as strength at one time might become weakness when the environment changes.

Thus there are many new challenges ahead of us JPC's task is to maintain the vitality and effectiveness of the Japanese industry in this changing situation, and in order to qualify for this task every effort is being made to identify and even anticipate new problems and to assist the industry to work out appropriate policies and programmes and to adapt themselves to the changing conditions and environment.

The key to success in formidable undertaking is again to be sought in the fundamental basis of the productivity movement; mutual confidence and communication between labour and management. There is now a need to come back to the basic philosophy of productivity, that is, productivity defined as constant, self-renewing force of a business corporation.

(*Indian Worker, dated 1st, 8th and 15th February 1988*)

Gist of Important Notifications under Various Labour Laws

(1) BOMBAY SHOPS AND ESTABLISHMENTS ACT, 1948.

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

SCHEDULE

Festival	Provisions of Sections	Period
Markar Sankrant	Sections 10(1), 11(1)(a), 14, 16, 18, 20, 21, 23 and 24.	12th January 1988 to 16th January 1988 (both days inclusive).

(*Vide Government Notification Industries, Energy and Labour Department No. P-7388/CR-3051/Lab-9, dated 4th January 1988, published in Maharashtra Government Gazette, Part I-L, dated 7th January 1988, at pages Nos. 33 to 34.*)

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

SCHEDULE

Festival	Provisions of Sections	Period
By-Election (Vile Parle).	Sub-sections (1) and (1B) of section 18.	13th December 1987.

(*Vide Government Notification, Industries, Energy and Labour Department No. P-7387/431170/(3008)/Lab-9, dated 25th November 1987, published in Maharashtra Government Gazette, Part I-L, dated 7th January 1988, at page No. 37.*)

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

SCHEDULE

Festival	Provisions of sections	Period
Election (Zilla Parishad).	Sub-sections (1), (1B) of section 18.	7th February 1988.

(Vide Government Notification, Industries, Energy and Labour Department No. P-7387/432568/(3021)/Lab-9, dated 15th December 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 14th January 1988, at page No. 77).

(4) The Government of Maharashtra Industries, Energy and Labour Department has in exercise of the powers conferred by section 6 of the said Act, suspended for the period commencing on the 6th February 1988 and ending on the 12th February 1988, the operation of the provisions of section 18 of the said Act in so far as they relate to the operation of the calendar or list of closed days prepared under sub-section (i) and of the orders, if any, issued under sub-section (1B) of the said section 18, subject to the condition that—

(i) all shops and commercial establishments in the local areas for which 7th February, 1988 has been fixed to be the date of poll for election to all the Zilla Parishads and Panchayat Samities in the State shall remain closed on the 7th February 1988.

(ii) no deduction shall be made from the wages of any employee in any shop or commercial establishment on account of closure on the 7th February 1988.

(Vide Government Notification, Industries, Energy and Labour Department No. P-7387/432568/(3021)/Lab-9, dated 15th December 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 14th January 1988, at pages Nos. 77 to 78).

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

of the said Schedule for the periods mentioned in column 3 of the said Schedule.

SCHEDULE

Festival	Provisions of Sections.	Period
Shri Havaji Swami Maharaj, Pilgrim-age.	Sections 10(i), (ii)(1)(a), 14, 16, 18, 20, 21, 23 and 24.	2nd January 1988 to 7th January 1988 (both days inclusive).

(Vide Government Notification, Industries, Energy and Labour Department No. P-7387/CR-3045/Lab-9, dated 30th December 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 14th Jan. 1988, at pages Nos. 84 to 85)

(B) Notification under the Act.—(1) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by sub-section (4) of section 1 of the said Act directed that all the provisions of the said Act, shall come into force in Bhayandar, Virar and Dahanu, Municipal Council Areas in Thane District with effect from 1st day of December, 1987.

(Vide Government Notification, Industries, Energy and Labour Department No. BSE. 2287/417141/(2789)/Lab-9, dated 30th November 1987, published in *Maharashtra Government Gazette* Part I-L, dated 7th January 1988, at page No. 38).

(II) INDIAN BOILERS ACT, 1923.

(A) Amendment to Rules—(1) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by clause (d) of section 29 of the said Act, amended the Maharashtra Boiler Rules, 1962, the same having been previously published as required by sub-section (1) of section 31 of the said Act, namely:—

RULES

1. These rules may be called Maharashtra Boiler (2nd Amendment) Rules, 1987.

2. In rules 142 and 144 of the Maharashtra Boiler Rules, 1962, the following paragraph shall be added at the end, namely:—

‘However, subject to the preceding provision, an unsuccessful candidate who secure 65 per cent, or more marks in any paper (including oral test) when he first appears, shall be granted exemption in that paper in the next two consecutive examinations held by the Board.’

(Vide Government Notification, Industries, Energy and Labour Department No. IBA. 1087/408300/2660/Lab-9, dated 30th November 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 7th January 1988, at page No. 38).

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

(A) *Amendment to Scheme.*—(1) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by sub-section (1), clause (a) of the second proviso in sub-section (1) and sub-section (2) of section 4 of the said Act, read with section 24 of the Bombay General Clause Act, 1904 (Bom. 1 of 1904) and of all other powers enabling it in this behalf, the Government of Maharashtra after consulting with the Advisory Committee made the following scheme further to amend the said Scheme, the same having been previously published as required by sub-section (1) of the said section 4, namely:—

1. (i) This scheme may be called the Poona Grocery Markets or Shops and Markets or Subsidiary Markets Unprotected Workers (Regulation of Employment and Welfare) (Amendment) Scheme, 1987.

(ii) It shall come into force from 1st day of December 1987.

2. In the Poona Grocery Markets or Shops and Markets or Subsidiary Markets Unprotected Workers (Regulation of Employment and Welfare) Scheme, 1974 (hereinafter referred to as "the said Scheme") for the heading,—

"The Poona Grocery Markets or shops and markets or Subsidiary Markets Unprotected Workers (Regulation of Employment and Welfare) Scheme, 1974, the following heading shall be substituted, namely: 'The Pune Mathadi, Hamal and other Manual Workers (Regulation of Employment and Welfare) Scheme, 1974.'"

3. In clause 1 of the said scheme, for the words and figures "The Poona Grocery Markets or Shops and Markets or Subsidiary Markets Unprotected Workers (Regulation of Employment and Welfare) Scheme, 1974 the words and figures "The Pune Mathadi, Hamal and Other Manual Workers (Regulation of Employment and Welfare), Scheme, 1974" shall be substituted.

4. In clause 2 of the said scheme,—

(i) in sub-clause (i) after paragraph (c), the following shall be added, namely:—

(d) iron and steel markets or shops, in connection with loading, unloading, stacking, carrying, weighing, measuring or such other work including work preparatory or incidental to such operations;

(e) public transportation, in connection with loading of goods into public transport vehicles or unloading of goods therefrom or any other operation incidental and connected thereto; and

(ii) in sub-clause (2), after paragraph (c), the following shall be added, namely:—

"(d) iron and steel markets or shops, in connection with loading, unloading, stacking, carrying, weighing, measuring or such other work including work preparatory or incidental to such operations in the areas specified in Part V of the Schedule hereto"; and

"(e) public transportation, in connection with loading of goods into public transport vehicle or unloading of goods therefrom and any other operation, incidental and connected thereto in the area specified in Part V of the schedule thereto."

5. For clause 3 of the said scheme, the following shall be substituted, namely:—

"3. The clauses of the said scheme shall commence in respect of such employment, in such areas and from such date, as mentioned in Schedule II appended to the said scheme."

6. In clause 4, in sub-clause (b), for the words, "The Poona Grocery Markets or Shops and the Agricultural Produce Markets Labour Board" the words "The Pune Mathadi, Hamal and other Manual Workers Board" shall be substituted.

7. In the Schedule appended to the said Scheme,—

(i) for the heading "SCHEDULE" the heading "SCHEDULE I" shall be substituted;

(ii) after Part IV, the following shall be added, namely:—

"PART V

The areas of the limits of the Pune Municipal Corporation of the City of Pune."

8. After Schedule I, appended to the said Scheme, the following shall be added, as follows, namely:—

" SCHEDULE II
(Clause 3)

Serial No. (1)	Name of employment (2)	Areas of application Schedule I (3)	Date of application of clauses 14 and 15 of the scheme (4)	Date of application or reviving clauses of the scheme (5)
1	Grocery stores or shops in connection with loading, unloading, stacking, carrying, weighing, measuring or such other work including work preparatory or incidental to such operations in the areas specified in Part I of Schedule I.	Part I	1st May 1974 ..	1st June 1974.
2	Mineral or quarrying activities situated under the Maharashtra Agricultural Produce Marketing (Regulation) Act, 1965, in connection with loading, unloading, stacking, carrying, weighing, measuring, sorting, cleaning and such other work including work preparatory or incidental to such operations in the areas specified in Part II of Schedule I.	Part II	1st May 1974 ..	1st June 1974.
3	Grain, pulses or other foodstuffs or agricultural produce marketed under the Maharashtra Agricultural Produce Marketing (Regulation) Act, 1965, in connection with loading, unloading, stacking, carrying, weighing, measuring, sorting, cleaning and such other work including work preparatory or incidental to such operations in the areas specified in Part III of Schedule I.	Parts III & IV	21st December 1981.	15th January 1982.
4	Iron and steel works or shops in connection with loading, unloading, stacking, carrying, weighing, measuring or such other work including work preparatory or incidental to such operations in the areas specified in Part V of Schedule I.	Part V	1st December 1987	1st January 1988
5	Pulp, paper and allied industries in connection with loading, unloading, stacking, carrying, weighing, measuring or such other work including work preparatory or incidental to such operations in the areas specified in Part V of Schedule I.	Part V	1st December 1987	1st January 1988

(Vide Government Notifications, Maharashtra, Mumbai, Department No. UWA-1482/CR (10058)/Lab-5, dated 18 December, 1987, and Maharashtra Government Gazette, Part I-L, dated 7th January, 1988 at pages Nos. 39 to 42).

IV BOMBAY RELIEF UNDERTAKINGS (SPECIAL PROVISIONS) ACT, 1958.

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

(a) declared that the Industrial undertaking called "Messrs. Amar Dye Chem. Ltd. Bombay," shall for a further period of twelve months commencing on the 3rd day of December 1987 and ending on the 2nd day of December 1988 (both days inclusive) be conducted to serve as a measure of unemployment relief; and

(b) directs that in relation to the said relief undertaking and in respect of the said further period of twelve months commencing on the 3rd December 1987 and ending on the 2nd day of December 1988 (both days inclusive), for which the said relief undertaking continues as such, any right, privilege or liability in favour of the workmen of the said relief undertaking State Industrial obligations or liability (excepting the obligations or liabilities incurred and investment Corporation of Maharashtra Ltd., Dena Bank, Indian Overseas Bank and other nationalised Banks, Industrial Development Bank of India, Industrial Finance Corporation of India, Industrial Credit and Investment Corporation of India, Industrial Reconstruction Bank of India, Life Insurance Corporation of India, and Unit Trust of India and dues of the employees' State Insurance Corporation and any liability incurred under the Bombay Sales Tax Act, 1959 (Bom. LI of 1959), the Maharashtra State Tax on professions, Trades, Calling and Employments Act, 1975 (Mah. XVI of 1975), and the Employees' Provident Fund and Miscellaneous Provisions Act, 1952 (19 of 1952), accrued or incurred before the 3rd day of December 1984 and any remedy for the enforcement thereof shall be suspended and all proceedings relative thereto pending before any Court, Tribunal, Officer or Authority shall be stayed.

(Vide Government Notification, Industries, Energy and Labour Department No. BRU-1086/(628)/Ind. 10, dated 2nd December 1987, published in Maharashtra Government Gazette, Part I-L, dated 7th January 1988 at pages Nos. 45 and 46).

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

(a) Declared that the Industrial Undertaking called "Messrs. Pulgaon Cotton Mills Limited, Pulgaon", shall for a further period of one year commencing on the 10th day of December 1987 and ending on the 9th day of December 1988 (both days inclusive) be conducted to serve as a measure of unemployment relief; and

(b) directs that in relation to the said relief undertaking and in respect of the said further period of one year commencing on the 10th day of December 1987 and ending on the 9th day of December 1988 (both days inclusive) for which the said relief undertaking continues as such,

any right, privilege, obligation or liability (excepting the obligations or liabilities specified in the schedule hereto), accrued or incurred before the 25th day of November 1982 and any remedy for the enforcement thereof shall be suspended and all proceedings relative thereto pending before any court, tribunal, officer or authority shall be stayed.

SCHEDULE

(1) Obligations or liabilities incurred in favour of the workmen of the said relief undertaking;

(2) Liabilities towards the industrial units which are registered as small scale industrial units with the Directorate of Industries of the Government of Maharashtra;

(3) Liabilities towards the Maharashtra State Electricity Board;

(4) Liabilities towards all new (that is nationalised) Banks constitute under the Banking Companies (Acquisition and Transfer of Undertakings) Act, 1970 (5 of 1970);

(5) Liabilities incurred under the Bombay Sales Tax Act, 1959 (Bom. LI of 1958), the Maharashtra State Tax on Professions, Trades, Callings and Employments Act, 1975 (Mah. XVI of 1975), the Employees' State Insurance Act, 1948 (34 of 1948) and the Employees' Provident Fund and Miscellaneous Provisions Act, 1952 (19 of 1952);

(6) Rights and liabilities incurred in respect of Maharashtra State Industrial Development Bank of India, Industrial Finance Corporation of India, Maharashtra State Financial Corporation, State Industrial and Investment Corporation of Maharashtra and State Bank of India.

(Vide Government Notification, Industries, Energy and Labour Department No. BRU. 1987/(654)/IND-10, dated 8th December 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 14th January 1988, at pages Nos. 64 and 65).

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

(a) declared that the Industrial Undertaking called "Centron Industrial Alliances Limited, Aurangabad", shall for a further period of one year commencing on the 9th day of December 1987 and ending on the 8th day of December 1988 (both days inclusive), be conducted to serve as a measure of unemployment relief; and

(b) directs that in relation to the said relief undertaking and in respect of the said further period of one year commencing on the 9th day of December 1987 and ending on the 8th day of December 1988 (both days inclusive) for which the said relief undertaking continues as such any right, privilege, obligation or liability (excepting the obligations or

liabilities incurred in favour of the workmen of the said Relief Undertaking or in favour of industrial units which are registered as small scale industrial units with the Directorate of Industries of the Government of Maharashtra and whose dues do not exceed Rupees five thousand) accrued or incurred before the 1st day of January 1977 and any remedy for the enforcement thereof shall be suspended and all proceedings relative thereto pending before any Court, tribunal, officer or authority shall be stayed.

(Vide Government Notification, Industries, Energy and Labour Department No. BRU. 1087/(650)/IND-10, dated 9th December 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 14th January 1988, at pages Nos. 66 and 67).

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

(a) directed that the industrial undertaking called "Menon and Menon Private Limited, Vikram Nagar, Kolhapur" shall for a further period of one year commencing on the 19th day of December, 1987 and ending on the 18th day of December 1988 (both days inclusive) be conducted to serve as a measure of unemployment relief; and

(b) directs that in relation to the said relief undertaking and in respect of the said period of one year commencing on the 19th December 1987 and ending on the 18th day of December 1988 (both days inclusive) for which the said relief undertaking continues as such, any right, privilege, obligation or liability [excepting the obligations or liabilities incurred in favour of the workmen of the said relief undertaking, Bank of Baroda, State Industrial and Investment Corporation of Maharashtra Limited, Maharashtra State Financial Corporation, United Western Bank, Janata Sahakari Bank, Mahalaxmi Co-operative Bank, Veershaiv Co-operative Bank, the dues of the employees' State Insurance Corporation, and any liability incurred under the Bombay Sales Tax Act, 1959 (Bom. LI of 1959), the Maharashtra State Tax on Professions, Trades, Callings and Employments Act, 1975 (Mah. XVI of 1975), and the Employees' Provident Fund and Miscellaneous Provisions Act, 1952 (19 of 1952)], accrued or incurred before the 19th day of June 1987 and any remedy for the enforcement thereof shall be suspended and all proceedings relative thereto pending before any court, tribunal, officer or authority shall be stayed.

(Vide Government Notification, Industries, Energy and Labour Department No. BRU. 1087/(647)/IND-10, dated 18th December 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 14th January 1988, at pages Nos. 78 to 79).

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

(a) directed that the industrial undertaking called "Messrs. Star Industrial and Textile Enterprises Limited, Bombay" shall for a period of one year commencing on the 22nd day of December 1987 and ending on the 21st day of December 1988 (both days inclusive), be conducted to serve as a measure of unemployment relief; and

(b) directs that in relation to the said relief undertaking and in respect of the said further period of one year commencing on the 22nd day of December 1987 and ending on the 21st day of December 1988 (both days inclusive), for which the said relief undertaking continues as such any right, privilege, obligation or liability (excepting the obligations of liabilities accrued or incurred in favour of workmen of the said relief undertaking, Bank of Baroda, Canara Bank, Syndicate Bank, United Bank of India, Industrial Development Bank of India, Industrial Credit and Investment Corporation of India, Life Insurance Corporation of India, State Industrial and Investment Corporation of Maharashtra Limited, dues of Employee's State Insurance Corporation and any liability incurred under the Bombay Sales Tax Act, 1959 (Bom. LI of 1959), the Maharashtra State Tax on Professions Trades, Callings and Employments Act, 1975 (Mah. XVI of 1975), the Employees Provident Fund and Miscellaneous Provisions Act, 1952) 19 of 1952) and the Maharashtra Land Revenue Code, 1966 (Mah. XLI of 1966), accrued or incurred before the 22nd day of December 1986 and any remedy for the enforcement thereof shall be suspended and all proceedings relative thereto pending before any court, tribunal, officer or authority shall be stayed.

(Vide Government Notification, Industries, Energy and Labour Department No. BRU. 1087/(681)/IND-10, dated 21st December 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 14th January 1988, at pages Nos. 80 to 81).

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

(a) directed that the industrial undertaking called "Messrs. Estrala Batteries Limited"; Bombay to which State Industrial and Investment Corporation of Maharashtra, acting as agent of Government of Maharashtra has provided a loan of Rs. 20.94 lakhs (Rupees twenty lacs and ninety four thousand only), under Package Scheme of Incentive, shall for a period of six months commencing on the 31st day of December 1987 and ending on the 29th day of June 1988 (both days inclusive) be conducted to serve as a measure of unemployment relief; and

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

(Vide Government Notification, Industries, Energy and Labour No. BRU. 1087/(638)/IND-10, dated 31st December 1987, published in *Maharashtra Government Gazette* Part-I-L, dated 14th January 1988, at page No. 86).

(V) INTER-STATE MIGRANT WORKMEN (REGULATION OF EMPLOYMENT AND CONDITIONS OF SERVICE) ACT, 1979.

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

(i) appointed the persons specified in column 2 of the Schedule hereto appended being gazetted officers of the State Government, to be the registering officers for the purposes of Chapter II of the said Act; and

(ii) defines the areas respectively mentioned against each of them in column 3 of the said Schedule to be the limits within which such registering officers shall exercise the powers conferred on them by or under the said Act.

SCHEDULE

Serial No.	Designation of Officers	Area
(1)	(2)	(3)
1	The Assistant Commissioner of Labour, Bombay.	Within the limits of Greater Bombay.
2	The Assistant Commissioner of Labour, Thane.	Within the limits of Thane District.

SCHEDULE—Contd.

Serial No. (1)	Designation of Officers (2)	Area (3)
3	The Assistant Commissioner of Labour, Kalyan.	Within the limits of Thane District.
4	The Assistant Commissioner of Labour, Raigad, at Panvel.	Within the limits of Raigad District.
5	The Assistant Commissioner of Labour, Ratnagiri.	Within the limits of Ratnagiri and Sindhudurg Districts.
6	The Assistant Commissioner of Labour, Nashik.	Within the limits of Nashik District.
7	The Assistant Commissioner of Labour, Jalgaon.	Within the limits of Jalgaon and Dhule Districts.
8	The Assistant Commissioner of Labour, Pune Division, Pune.	Within the limits of Pune District, Pune.
9	The Assistant Commissioner of Labour, (Pune District), Pune.	Within the limits of Pune District.
10	The Assistant Commissioner of Labour, Ahmednagar.	Within the limits of Ahmednagar District.
11	The Assistant Commissioner of Labour, Kolhapur.	Within the limits of Kolhapur District.
12	The Assistant Commissioner of Labour, Sangli.	Within the limits of Sangli District.
13	The Assistant Commissioner of Labour, Satara.	Within the limits of Satara District.
14	The Assistant Commissioner of Labour, Solapur.	Within the limits of Solapur District.
15	The Assistant Commissioner of Labour, (Nagpur Division), Nagpur.	Within the limits of Wardha District.
16	The Assistant Commissioner of Labour, (Nagpur District, Nagpur.	Within the limits of Nagpur District.
17	The Assistant Commissioner of Labour, Chandrapur.	Within the limits of Chandrapur and Gadchiroli Districts.
18	The Assistant Commissioner of Labour, Gondia.	Within the limits of Bhandara District.
19	The Assistant Commissioner of Labour, Amravati.	Within the limits of Amravati and Yavatmal Districts.

SCHEDULE—Contd.

(1)	(2)	(3)
20	The Assiglant Commissioner of Labour, Akola.	Within the limits of Akola and Buldana Districts.
21	The Assistant Commissioner of Labour, Aurangabad.	Within the limits of Aurangabad and Jalna Districts.
22	The Assistant Commissioner of Labour, Nanded.	Within the limits of Nanded and Parbhani Districts.
23	The Assistant Commissioner of Labour, Latur.	Within the limits of Latur, Beed and Osmanabad Districts.

(Wide Government Notification, Industries, Energy and Labour Department, ISM-2487/1557/Lab-1, dated 15th December, 1987, published in Maharashtra Government Gazette Part I-L, dated 14th January, 1988 at pages Nos. 67 to 69).

(2) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by Section 7 of the said Act :—

(i) appointed the persons specified in column 2 of the Schedule hereto appended being gazetted officers of the State Government, to be the licensing officers for the purposes of Chapter III of the said Act; and

(ii) defines the areas respectively mentioned against each of them in column 3 of the said Schedule to be the limits within which such licensing officers shall exercise jurisdiction and powers conferred on licensing officers by or under the said Act.

SCHEDULE

Serial No. (1)	Designation of Officers (2)	Area (3)
1	The Assistant Commissioner of Labour,	Within the limits of Gr. Bombay.
2	The Assistant Commissioner of Labour, Thane.	Within the limits of Thane District.
3	The Assistant Commissioner of Labour, Kalyan.	Within the limits of Thane District.

SCHEDULE—Contd.

Serial No.	Designation of Officers	Area
(1)	(2)	(3)
4	The Assistant Commissioner of Labour, Raigad at Panvel.	Within the limits of Raigad District.
5	The Assistant Commissioner of Labour, Ratnagiri.	Within the limits of Ratnagiri and Sindhudurg Districts.
6	The Assistant Commissioner of Labour, Nashik.	Within the limits of Nashik District.
7	The Assistant Commissioner of Labour, Jalgaon.	Within the limits of Jalgaon and Dhule Districts.
8	The Assistant Commissioner of Labour, (Pune Division), Pune.	Within the limits of Pune District.
9	The Assistant Commissioner of Labour, (Pune District), Pune.	Within the limits of Pune District.
10	The Assistant Commissioner of Labour, Ahmednagar.	Within the limits of Ahmednagar District.
11	The Assistant Commissioner of Labour, Kolhapur.	Within the limits of Kolhapur District.
12	The Assistant Commissioner of Labour, Sangli.	Within the limits of Sangli District.
13	The Assistant Commissioner of Labour, Satara.	Within the limits of Satara District.
14	The Assistant Commissioner of Labour, Solapur.	Within the limits of Solapur District.
15	The Assistant Commissioner of Labour, (Nagpur Division), Nagpur.	Within the limits of Wardha District.
16	The Assistant Commissioner of Labour, (Nagpur District), Nagpur.	Within the limits of Nagpur District.
17	The Assistant Commissioner of Labour, Chandrapur.	Within the limits of Chandrapur and Gadchiroli Districts.
18	The Assistant Commissioner of Labour, Gondia.	Within the limits of Bhandara District.
19	The Assistant Commissioner of Labour, Amravati.	Within the limits of Amravati and Yavatmal Districts.
20	The Assistant Commissioner of Labour, Akola.	Within the limits of Akola and Buldana Districts.

SCHEDULE—Contd.

Serial No.	Designation of Officers	Area
(1)	(2)	(3)
21	The Assistant Commissioner of Labour, Aurangabad.	Within the limits of Aurangabad and Jalna Districts.
22	The Assistant Commissioner of Labour, Nanded.	Within the limits of Nanded and Parbhani Districts.
23	The Assistant Commissioner of Labour, Latur.	Within the limits of Latur, Beed and Osmanabad Districts.

(Vide Government Notification, Industries, Energy and Labour Department No. ISM-2487/1557(i)/Lab-1, dated 15th December, 1987, published in Maharashtra Government Gazette, Part I-L, dated 14th January 1988, at pages Nos. 69 to 70).

(3) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by sub-section (1) of Section 11 of the said Act, nominated the persons specified in column 2 of the Schedule appended to be the appellate Officers to whom appeals against any order made under Sections 4, 5, 8 or 10 of the said Act, and for the areas respectively mentioned against each of them in column 3 of the said Schedule, may be preferred.

SCHEDULE

Serial No.	Name of person	Officers against whose orders appeals may be preferred.
(1)	(2)	(3)
1	Commissioner of Labour, Maharashtra State, Bombay.	Registering Officers or Licensing Officer for whole of the Maharashtra State.
2	The Additional Commissioner of Labour, Bombay.	Registering Officer or Licensing Officers for Raigad, Ratnagiri and Sindhudurg Districts.
3	Deputy Commissioner of Labour (Enforcement), Bombay.	Registering Officer or Licensing Officer for Greater Bombay.

SCHEDULE—Contd.

Serial No.	Name of person.	Officer against whose orders appeals may be preferred.
(1)	(2)	(3)
4	Deputy Commissioner of Labour, Thane.	Registering Officer or Licensing Officer for Thane District.
5	Deputy Commissioner of Labour (Pune District), Pune.	Registering Officer or Licensing Officer for Pune District.
6	Deputy Commissioner of Labour (Pune Division), Pune.	Registering Officer or Licensing Officer for Kolhapur, Solapur, Sangli and Satara Districts.
7	Deputy Commissioner of Labour (Nagpur District), Nagpur.	Registering Officer or Licensing Officer for Nagpur, Amravati, Bhandara, Akola, Chandrapur, Gadchiroli, Buldana, Wardha and Yavatmal Districts.
8	Deputy Commissioner of Labour (Aurangabad Division), Aurangabad.	Registering Officer or Licensing Officer for Aurangabad, Parbhani, Nanded, Beed, Osmanabad, Latur and Jalna Districts.
9	Deputy Commissioner of Labour, Nashik Division, Nashik.	Registering Officer or Licensing Officer for Nashik, Dhule, Jalgaon and Ahmednagar Districts.

(Vide Government Notification, Industries, Energy and Labour Department No. ISM-2487/1557(ii)/Lab-1, dated 15th December, 1987, published in Maharashtra Government Gazette, Part I-L, dated 14th January 1988, at page Nos. 71 to 72).

The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by section 20 of the

- (i) appoints the officers specified in column 2 of the Schedule hereto appended to be the Inspectors for the purposes of the said Act; and
(ii) defines the area respectively mentioned against each of them in column 3 of the said Schedule, to be the local limits within which such Inspector shall exercise his respective powers under the said Act.

SCHEDULE

Serial No.	Designation of Officers	Area
(1)	(2)	(3)
1	The Commissioner of Labour, Bombay.	Whole of the State of Maharashtra.
2	Deputy Commissioner of Labour, (Rural Wing) (Enforcement), Bombay.	
3	Additional Commissioner of Labour, Bombay.	Within the limits 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	The Assistant Commissioner of Labour, Bombay.	
7	The Assistant Commissioner of Labour, Thane.	
8	The Assistant Commissioner of Labour, Kalyan.	
9	The Assistant Commissioner of Labour, Raigad at Panvel.	
10	The Assistant Commissioner of Labour, Ratnagiri.	
11	The Government Labour Officer, Bombay.	
12	The Government Labour Officer, Thane.	
13	The Government Labour Officer, Bhiwandi.	
14	The Government Labour Officer, Kalyan.	
15	The Government Labour Officer, Raigad/Panvel.	
16	The Government Labour Officer, Ratnagiri.	
17	The Government Labour Officer, Sindhudurg/Kudal.	

SCHEDULE—Contd.

(1)	(2)	(3)
18	The Additional Commissioner of Labour, Pune.	
19	The Deputy Commissioner of Labour, Pune Division, Pune.	
20	The Assistant Commissioner of Labour, Pune Division, Pune.	
21	The Assistant Commissioner of Labour, Pune District, Pune.	
21-A	The Assistant Commissioner of Labour, Sangli.	
22	The Assistant Commissioner of Labour, Solapur.	
23	The Assistant Commissioner of Labour, Kolhapur.	
24	The Assistant Commissioner of Labour, Satara.	
25	The Government Labour Officer, Pune.	
26	The Government Labour Officer, Satara.	
27	The Government Labour Officer, Sangli.	
28	The Government Labour Officer, Solapur.	
29	The Government Labour Officer, Kolhapur.	
30	The Government Labour Officer, Ichalkaranji.	
31	The Government Labour Officer, Barshi.	
32	Deputy Commissioner of Labour, Nagpur, Division Nagpur.	
33	The Assistant Commissioner of Labour, Nagpur Division, Nagpur.	
34	The Assistant Commissioner of Labour, Nagpur Division, Nagpur.	
35	The Assistant Commissioner of Labour, Akola.	
36	The Assistant Commissioner of Labour, Chandrapur.	
37	The Assistant Commissioner of Labour, Amravati.	

Within the limits of Pune, Kolhapur, Solapur, Sangli and Satara Districts.

Within the limits of Nagpur, Amravati, Akola, Buldana, Yavatmal, Wardha, Chandrapur, Gadchiroli and Bhandara Districts.

SCHEDULE—Contd.

(1)	(2)	(3)
	The Assistant Commissioner of Labour, Gondia.	
38	The Assistant Commissioner of Labour, Bhandara.	
39	The Government Labour Officer, Nagpur.	
40	The Government Labour Officer, Buldana.	
41	The Government Labour Officer, Akola.	
42	The Government Labour Officer, Amravati.	
43	The Government Labour Officer, Yavatmal.	
44	The Government Labour Officer, Wardha.	
45	The Government Labour Officer, Bhandara.	
46	The Government Labour Officer, Chandrapur.	
47	The Government Labour Officer, Gondia.	
48	The Government Labour Officer, Tumsar.	
49	The Government Labour Officer, Tirora.	
50	Deputy Commissioner of Labour, Aurangabad Division, Aurangabad.	
51	The Assistant Commissioner of Labour, Aurangabad District, Aurangabad.	
52	The Assistant Commissioner of Labour, Nanded.	
53	The Assistant Commissioner of Labour, Latur.	
54	The Government Labour Officer, Aurangabad.	
55	The Government Labour Officer, Parbhani.	
56	The Government Labour Officer, Beed.	
57	The Government Labour Officer, Nanded.	
58	The Government Labour Officer, Latur.	
59	The Government Labour Officer, Jalna.	
60		
61		

Within the limits of Aurangabad, Parbhani, Nanded, Latur, Beed, Jalna, and Osmanabad Districts.

SCHEDULE—Conld.

(1)	(2)	(3)
62	The Deputy Commissioner of Labour, Nashik Division, Nashik.	
63	The Assistant Commissioner of Labour, Nashik.	
64	The Assistant Commissioner of Labour, Jalgaon.	
65	The Assistant Commissioner of Labour, Ahmednagar.	
66	The Government Labour Officer, Nashik.	Within the limits of Nashik, Dhule, Jalgaon and Ahmednagar Districts.
67	The Government Labour Officer, Malegaon.	
68	The Government Labour Officer, Jalgaon.	
69	The Government Labour Officer, Dhule.	
70	The Government Labour Officer, Ahmednagar.	

(Vide Government Notification, Industries, Energy and Labour Department No. ISM. 2487/1557(iii)/Lab-1, dated 15th December 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 14th January 1988, at pages Nos. 72 to 75).

(B) Amendment to Rules—

The following Notification, No. S-45011/2/86-LW, dated the 25th November 1987, from the Government of India, Ministry of Labour, New Delhi, is hereby republished:—

GOVERNMENT OF INDIA/BHARAT SARKAR

MINISTRY OF LABOUR/SHRAM MANTRALAYA

Jaisalmer House, Man Singh Road, New Delhi, dated the
25th November 1987

NOTIFICATION

G. S. R. No. 932(E).—Whereas a draft further to amend the Inter-State migrant Workmen (Regulation of Employment and Conditions of Service) Central Rules, 1980, was published, as required by sub-section (1) of section 35 of the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 (30 of 1979), in the *Gazette of India*, Part II,

section 3, sub-section (i), dated the 11th February 1987, with the notification of the Government of India in the Ministry of Labour No. GSR. 90(E), dated the 11th February 1987, for inviting objections and suggestions from all persons likely to be affected thereby till the expiry of a period of 90 days from the date of publication of the said notification; And whereas the objections of the Gazette notification, were made available to the public on 11th February 1987; And whereas objections and suggestions received from the public have been considered by the Central Government;

therefore, in exercise of the powers conferred by section 35 of the said Act, the Central Government hereby makes the following amendments in the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Central Rules, 1980, namely:—

1 (1) These rules may be called the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Central (Amendment) Rules, 1987.

(2) They shall come into force on the date of their publication in the *Official Gazette*.

2. In the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Central Rules, 1980 (hereinafter referred to as the said rules), in sub-rule (2) of rule 11, after clause (xiii), the following clause shall be inserted namely:—

“(xiv) any change in the number of migrant workmen shall be notified to the licensing officer within seven days of this change.”

3. In sub-rule (2) of rule 12, of the said rules for the word and figure, “section 7”, the word and figure “section 8” shall be substituted.

4. For sub-rule (1) of rule 51 of the said rules the following shall be substituted, namely:—

“(1) Every contractor shall maintain displacement-cum-outward journey allowances sheet in form XV and return journey allowance register in form XVI.”

(Vide Government Notification, Industries, Energy and Labour Department No. ISM. 2487/1694/Lab-1, dated 15th December 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 14th January 1988, at pages Nos. 75 to 76).

(VI) CHILD LABOUR (PROHIBITION AND REGULATION) ACT, 1986.

(A) *Appointments under the Act.*—(1) The Government of Maharashtra, Industries, Energy and Labour Departments has in exercise of the powers conferred by section 17 of the said Act, appointed the officers mentioned in column 2 of the Schedule hereto appended to be the Inspectors for the

purposes of the said Act, for the areas respectively mentioned against each of them in column 3 of the said Schedule.

SCHEDULE		
Serial No. (1)	Persons (2)	Area (3)
1	The Commissioner of Labour, Bombay.	Whole of the State of Maharashtra.
2	The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay.	
3	Additional Commissioner of Labour, Bombay.	
4	Deputy Commissioner of Labour (Enforcement), Bombay District, Bombay.	
5	Deputy Commissioner of Labour, Thane.	Konkan Division comprising of Greater Bombay, Thane, Raigad, Ratnagiri and Sindhudurg districts.
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.	Pune Division comprising of Pune, Solapur, Kolhapur, Sangli and Satara Districts.
16	Government Labour Officer, Sindhudurg at Kudal.	
17	Additional Commissioner of Labour, Pune.	
18	Deputy Commissioner of Labour, Pune Division, Pune.	
19	Assistant Commissioner of Labour, Pune Division, Pune.	
20	Assistant Commissioner of Labour, Pune District, Pune.	

SCHEDULE—Contd.

(1)	(2)	(3)
21	Assistant Commissioner of Labour, Sangli.	Pune Division comprising of Pune, Solapur, Kolhapur, Sangli and Satara Districts.
22	Assistant Commissioner of Labour, Solapur.	
23	Assistant Commissioner of Labour, Satara.	
24	Government Labour Officer, Pune.	
25	Government Labour Officer, Satara.	
26	Government Labour Officer, Sangli.	
27	Government Labour Officer, Solapur.	
28	Government Labour Officer, Kolhapur.	
29	Government Labour Officer, Ichalkaranji.	
30	Deputy Commissioner of Labour, Nagpur Division Nagpur.	Nagpur and Amravati Divisions comprising of Nagpur, Wardha, Bhandara, Chandrapur, Gadchiroli, Buldhana, Akola, Amravati and Yavatmal Districts.
31	Assistant Commissioner of Labour, Nagpur Division Nagpur.	
32	Assistant Commissioner of Labour, Nagpur District, Nagpur.	
33	Assistant Commissioner of Labour, Akola.	
34	Assistant Commissioner of Labour, Amravati.	
35	Assistant Commissioner of Labour, Chandrapur.	
36	Assistant Commissioner of Labour, Gondia.	
37	Assistant Commissioner of Labour, Bhandara.	
38	Government Labour Officer, Nagpur.	
39	Government Labour Officer, Buldhana.	
40	Government Labour Officer, Akola.	
41	Government Labour Officer, Amravati.	
42	Government Labour Officer, Yavatmal.	
43	Government Labour Officer, Wardha.	
44	Government Labour Officer, Bhandara.	
45	Government Labour Officer, Chandrapur.	
46	Government Labour Officer, Gondia.	
47	Government Labour Officer, Tumsar.	
48	Government Labour Officer, Tirora.	

(1)	(2)
49	Deputy Commissioner of Labour, Aurangabad Division, Aurangabad.
50	Assistant Commissioner of Labour, Aurangabad Division Aurangabad.
51	Assistant Commissioner of Labour, Aurangabad District, Aurangabad.
52	Assistant Commissioner of Labour, Nanded.
53	Assistant Commissioner of Labour, Latur.
54	Government Labour Officer, Aurangabad.
55	Government Labour Officer, Parbhani.
56	Government Labour Officer, Beed
57	Government Labour Officer, Osmanabad.
58	Government Labour Officer, Latur.
59	Government Labour Officer, Jalna.
60	Deputy Commissioner of Labour, Nashik Division, Nashik.
61	Assistant Commissioner of Labour, Nashik.
62	Assistant Commissioner of Labour, Jalgaon.
63	Assistant Commissioner of Labour, Ahmednagar.
64	Government Labour Officer, Nashik
65	Government Labour Officer, Malegaon.
66	Government Labour Officer, Jalgaon.
67	Government Labour Officer, Dhule.
68	Government Labour Officer, Ahmednagar.

Aurangabad Division comprising of Aurangabad, Beed, Jalgaon, Parbhani, Latur and Osmanabad Districts.

Nashik Division comprising of Nashik, Jalgaon, Ahmednagar and Dhule Districts.

(Vide Govt. Notification, Industries, Energy and Labour Department No. ECA. 2587/1562/Lab-1, dated 21st December 1987, published in Maharashtra Government Gazette, Part I-L, dated 14th January 1988, pages Nos. 81 to 83).

(VII) INDUSTRIAL DISPUTES ACT, 1947.

(A) Declaration of Public Utility Service—(1) The Government, of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by sub-clause (vi) of clause (4) of section 2 of the sta-

declared that the Industry engaged in the Electronic Industry, the entire production of which is exported and employing 20 or more workmen to be a Public Utility Service for the purpose of the said Act for a period of 6 months commencing from the date of issue of this Notification.

(Vide Government Notification, Industries, Energy and Labour Department No. (A) 1287/7389/Lab-2, dated 29th December 1987, published in Maharashtra Government Gazette, Part I-L, dated 14th January 1988 at page No. 84).

(VIII) THE BOMBAY SMOKE NUISANCES ACT, 1912.

(A) Addendum:

- Reference.—(1) Notification, Industries, Energy and Labour Department, No. BSN. 1382/CR-335/LAB-9, dated the 4th June 1983.
- (2) Corrigendum, Industries Energy and Labour Department, No. BSN. 1385/775181/1361/LAB-9, dated the 13th August 1986.
- (3) Addendum, Industries, Energy and Labour Department, No. BSN. 1386/225096/2302/LAB-9, dated the 14th January 1987.
- (4) Addendum, Industries, Energy and Labour Department, No. BSN. 1387/410336/2676/LAB-9, dated the 19th June 1987.

THE BOMBAY SMOKE NUISANCES ACT, 1912.

ADDENDUM

No. BSN. 1087/432553/(3024)/LAB-9.—In Government Notification, Industries, Energy and Labour Department, No. BSN. 1382/CR-335/LAB-9, dated the 4th June 1983, published in the Maharashtra Government Gazette, Part I-L, Extraordinary, dated the 4th June 1983 at pages 152 to 164 and as corrected by corrigendum, issued from time to time, and the last being corrected by Addendum, Industries, Energy and Labour Department, No. BSN. 1387/410536/2676/LAB-9, dated the 19th June 1987, for the words and figures “of three years commencing the date of the first meeting of the Commission” appearing at the end, the words and figures “upto and inclusive of 30th June, 1988” shall be substituted.

(Vide Government Notification Industries, Energy and Labour Department No. BSN. 1087/432553/(3024)/Lab-9, dated 31st December 1988, published in Maharashtra Government Gazette, Part I-L, dated 14th January 1988, at page No. 87).

**ANNUAL REPORT OF THE CONSUMER PRICE INDEX
NUMBERS FOR THE WORKING CLASS FOR THE STATE
OF MAHARASHTRA FOR THE YEAR 1987**

BOMBAY

The Consumer Price Index Number for Industrial Workers (1960=100) for the Bombay Centre increased from 738 to 802 during the year under review. The average of the index numbers for the whole year, came to 771 which is about 7.7 times higher than that of base period (1960=100). The following table gives the monthly Consumer Price Index Numbers during the year 1987.

Month and Year	Consumer Price Index Number	Variation in points as compared to previous month
1987		
January	738	+10
February	739	+1
March	738	=1
April	754	+16
May	774	+20
June	773	=1
July	781	+8
August	787	+6
September	786	=1
October	787	+1
November	798	+11
December	802	+4
Average	771	

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

Month and Year	Food	Pan, Supari Tobacco, etc.	Fuel and Light	Housing	Clothing, Bedding and Footwear	Miscellaneous
1987						
January	827	826	928	203	664	563
February	829	828	930	203	657	566
March	824	848	937	203	660	564
April	840	911	957	203	661	583
May	871	930	963	203	669	586
June	868	913	979	203	670	587
July	880	886	1,011	211	671	591
August	886	861	1,057	211	672	598
September	878	855	1,059	211	675	614
October	877	853	1,059	211	676	622
November	895	847	1,068	211	677	624
December	895	852	1,126	211	681	626
Average	864	868	1,006	207	669	594

The average of the index numbers was higher than that of the base year for the food group by about 8.6 times, the pan, supari, tobacco etc. group by about 8.7 times, the fuel and light group by about 10.1 times, the housing group by about 2.1 times, the clothing, bedding and footwear group by about 6.7 times and the miscellaneous group by about 5.9 times.

SOLAPUR

The Consumer Price Index Number for Industrial Workers (1960=100) for the Solapur Centre rose from 704 to 768 during the year under review. The average of the index number for the whole year, came to 736 which was about 7.4 times higher than that of base period (1960=100). The following table gives the monthly Consumer Price Index Number during the year 1987.

Month and Year	Consumer Price Index Number	Variation in points as compared to previous month
1987		
January	720	+10
February	704	-16
March	710	+6
April	720	+10
May	724	+4
June	738	+14
July	730	-8
August	734	+4
September	759	+25
October	766	+7
November	761	-5
December	768	+7
Average	736	

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

Month and Year	Food	Pan, Supari Tobacco etc.	Fuel and Light	Housing	Clothing bedding and Footwear	Miscellaneous
1987						
January	789	692	748	321	658	575
February	762	702	750	321	657	579
March	771	714	751	321	657	578
April	773	743	770	321	656	624
May	779	749	782	321	653	624
June	800	758	785	321	653	628
July	786	740	789	331	658	627
August	793	696	788	331	655	639
September	821	705	826	331	664	669
October	830	730	826	331	668	669
November	815	693	840	331	666	712
December	823	694	857	331	666	715
Average	795	718	793	326	659	637

The average of the index numbers was higher than that of the base year for the food group by about 8.0 times, the Pan, Supari, tobacco etc. group by about 7.2 times, the fuel and light group by about 7.9 times, the housing group by about 3.3 times, the clothing bedding and footwear group by about 6.6 times and the miscellaneous group by about 6.4 times.

The Consumer Index Number for Industrial Workers (1960=100) for Nagpur Centre increased from 673 to 749 during the year under review. The average of the index number for the whole year, came to 710 which was about 7.1 times, higher than that of base period (1960=100). The following tables gives the monthly Consumer Price Index Number during the year 1987

Month and Year	Consumer Price Index Number	Variation in points as compared to previous month
1	2	3
1987		
January	678	+2
February	686	+8
March	673	-13
April	675	2
May	688	+13
June	701	+13
July	724	+23
August	722	-2
September	735	+13
October	747	+12
November	742	-5
December	749	+7
Average	710	

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

Month and Year	Food Pan, Tobacco etc.	Supari	Fuel and Light.	Housing	Clothing, Bedding and Footwear.	Miscellaneous.
1	2	3	4	5	6	7
1987						
January	705	843	975	382	650	572
February	718	876	975	382	650	572
March	695	889	975	382	650	572
April	694	939	975	382	651	572
May	711	942	975	382	651	593
June	735	954	976	382	644	593
July	762	954	984	469	650	593
August	760	926	986	469	650	597
September	781	926	986	469	652	597
October	805	926	976	469	652	597
November	794	933	976	469	652	597
December	803	940	976	469	652	611
Average	747	921	978	426	650	589

The average of the index numbers was higher than that of the base year for the food group by about 7.5 times, the pan, supari tobacco etc. group by about 9.2 times the fuel and light group by about 9.8 times, the housing group by about 4.3 times, the clothing bedding and footwear group by about 6.5 times and the miscellaneous group by about 5.9 times.

The Consumer Price Index Number for Industrial Workers (1961=100) for Pune Centre increased from 647 and 696 during the year under review. The average of the Index Number for the whole year came to 675 which was about 6.8 times, higher than that of the base period (1961=100).

The following table gives the monthly Consumer Price Index Number, (New Series) during the year 1987.

Year and Month	Consumer Price Index Number	Variation in points as compared to that of the various month
1	2	3
1987		
January	647	-2
February	649	+2
March	650	+1
April	657	+7
May	678	+21
June	683	+5
July	696	+13
August	687	-9
September	692	+5
October	685	-7
November	687	+2
December	691	+4
Average	675	

The following table shows group wise index number for the Pune Centre for each month of the year, 1987 —

Year and Month	Food	Fuel and Light	Housing	Clothing and footwear	Miscellaneous
1	2	3	4	5	6
1987					
January	728	807	167	625	535
February	730	807	167	625	541
March	731	809	167	625	545
April	742	809	167	626	547
May	780	809	167	626	550
June	780	829	167	649	556
July	796	861	170	649	559
August	779	861	170	649	564
September	787	861	170	649	567
October	773	880	170	647	566
November	774	885	170	647	570
December	779	887	170	649	572
Average	765	842	168	638	556

The average of the index numbers was higher than that of the base year for the Food 7.6 times, Fuel and Light 8.4 times for Housing by about 1.7 times, for the Clothing and Footwear 6.4 times and the Miscellaneous group by about 5.6 times.

JALGAON

The Consumer Price Index Number for Industrial Workers (New Series) for the Jalgaon Centre varied from 669 and 740 during the year under review. The average of the Index Numbers for the whole year comes to which was about 7.0 times higher than that of the base period (1961=100).

The following table gives the monthly Consumer Price Index Number (New Series) During the year 1987.

Year and Month	Consumer Price Index Number	Variation in points as compared to that of the previous month
1987		
January	669	- 2
February	688	+19
March	674	-14
April	678	+ 4
May	679	+ 1
June	685	+ 6
July	720	+35
August	729	+ 9
September	723	- 6
October	721	- 2
November	726	+ 5
December	740	+14
Average		703

The following table shows groups wise Index Numbers for the Jalgaon Centre for each month of the year 1987 :—

Year and Month	Food	Fuel and Light	Housing	Clothing and Footwear	Miscellaneous
1	2	3	4	5	6
1987					
January	711	975	188	667	558
February	742	975	188	667	556
March	718	975	188	677	555
April	723	975	188	677	558
May	725	975	188	677	558
June	734	975	188	679	558
July	792	975	188	680	557
August	799	1,029	188	682	563
September	788	1,029	188	682	563
October	785	1,029	188	682	563
November	791	1,029	188	687	571
December	813	1,029	188	687	570
Average	760	998	188	679	561

The average of the Index Number was higher than that of the base year for the food group by about 7.6 times for the fuel and light group by about 10.0 times for housing 1.9 times for clothing and footwear group by about 6.8 times and the miscellaneous group by about 5.6 times.

NANDED

The consumer Price Index Number for Industrial Workers for the Nanded Centre in varied from 717 and 768 during the year under review. The average of the index number for the whole year came to 742 which was about 7.4 times higher than that of the base period (1961=100).

The following table gives the monthly Consumer price Index Number (1961=100) during the year 1987.

Year and Month	Consumer Price Index Number	Variation in points as compared to that of the previous month
1987		
January	739	+22
February	730	- 9
March	722	- 8
April	717	- 5
May	726	+ 9
June	736	+10
July	745	+ 9
August	760	+15
September	754	- 6
October	749	- 5
November	756	+ 7
December	768	+12
Average		742

The following table shows groups wise Index Number for the Nanded Centre for each month of the year 1987.

Year and Month	Food	Fuel and Light	Housing	Clothing and Footwear	Miscellaneous
1	2	3	4	5	6
1987					
January	788	931	386	677	624
February	773	931	386	682	625
March	760	931	386	681	625
April	750	931	386	681	633
May	765	931	386	681	633
June	772	931	386	683	664
July	787	931	386	683	664
August	808	931	386	683	677
September	796	931	386	696	682
October	787	931	386	700	680
November	797	931	386	702	682
December	815	931	386	702	688
Average	783	931	386	688	656

The average of the index number was higher than that of base year for the food group by about 7.8 times for the fuel light group by about 9.3 times for housing 3.9 times for and footwear group by about 6.9 times and the miscellaneous group by about 6.6 times.

The Consumer Price Index Number for Industrial Workers (New Series) for the Aurangabad Centre increased from 747 and 803 during the year under review. The average of the Index Number for the whole year came to 775 which was about 7.8 times higher than that of the base period (1961=100).

The following table gives the monthly Consumer price Index Number (New Series) during the year 1987.

Year and Month	Consumer Price Index No.	Various in point as compared to that of previous month
1	2	3
1987		
January	765	
February	761	- 4
March	747	-14
April	749	+ 2
May	763	+14
June	776	+13
July	784	+ 8
August	783	- 1
September	793	+10
October	786	- 7
November	792	+ 6
December	803	+11
Average	775	

The following table shows group wise Index Number for the Aurangabad Centre for each month of the Year 1987.

Year and month	Food	Fuel and Light	Housing	Clothing and footwear	Miscellaneous
	2	3	4	5	6
1987					
January	859	830	333	673	653
February	852	830	333	673	653
March	830	830	333	678	653
April	830	830	333	681	656
May	854	830	333	681	659
June	874	830	333	682	665
July	887	830	333	683	661
August	886	830	333	685	661
September	899	830	333	692	666
October	888	830	333	692	667
November	898	830	333	695	666
December	915	830	695	333	665
Average	873	830	333	684	660

The average of index number was higher than that of the base year for the food group by 8.7 times, for fuel and light group by 8.3 times, for housing by about 3.3 times, for the clothing and footwear group by 6.8 times and the miscellaneous group by about 6.6 times.

Consumer Price Index Numbers For Industrial Workers for October 1987

BOMBAY CENTRE*

787—A rise of 9 point

In January 1988 the Consumer Price Index Number for Industrial Workers (1960=100) for the Bombay Centre with base January to December 1960 equal to 100 was 811 being 9 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 12 points to 907 due to a rise in the average prices of Arhaldal, Palm Oil, Goatmeat, Fish Fresh, Dry Chillies and Sugar.

The index number for the Pan, Supari and Tobacco etc. group increased by 8 points to 860 due to a rise in the average prices of pan leaf and Chewing Tobacco.

The index number for the Fuel and Light group increased by 13 points to 1139 due to a rise in the average prices of Charcoal and Firewood.

Six monthly house rent index compiled by the chain method on the basis of the house rent survey, conducted by N.S.S.O. The index number for the Housing increased by 4 points to 215.

The index number for the Clothing, Bedding and Footwear group increased by 4 points to 685 due to a rise in the average prices of Dhoti, Saree I and II, Bush-shirt.

The index number for the Miscellaneous group increased by 6 points to 632 due to a rise in the average prices of Barber Charges, Utensil-Brass, Laundry Charges and Tailoring Charges.

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

(Average prices for the calendar year 1960=100)

Group	Weight proportional to the total expenditure	Group Index Numbers	
		December 1987	January 1988
I-A. Food	57.1	895	907
I-B. Pan, Supari, Tobacco, etc.	4.9	852	860
II. Fuel and Light	5.0	1126	1139
III. Housing	4.6	211	215
IV. Clothing, Bedding and Foot-Wear	9.4	681	685
V. Miscellaneous	19.0	626	632
Total	....	....	....
Consumer Price Index Number	100.00	802	811

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

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

SOLAPUR CENTRE***764—A fall of 4 points**

In January, 1988 the Consumer Price Index Number for working Class (New Series) for Solapur Centre with base January to December 1960 equal to 100 was 764 being 4 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 6 points to 817 due to a fall in the average prices of Arhardal, Palm Oil, Milk, Tamarind, Garlic, Vegetable sub-group and Gur.

The Index number for the Pan, Supari and Tobacco etc. group decreased by 5 points to 689 due to a fall in the average price of Supari.

The index number for the Fuel and Light group steady at 857.

Six monthly House rent index compiled by the chain method on the basis of the house rent survey, conducted by N.S.S.O. The index number for the housing increased 6 points to 337.

The index number for Clothing, Bedding and Footwear group increased by 1 point to 667 due to a rise in the average price of Markin.

The index number for the Miscellaneous group decreased by 6 points to 709 due to a fall in the average price of Washing Soap.

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

(Average prices for the calendar year 1960=100)

Groups	Weight proportional to the total expenditure	Group Index Numbers	
		December 1987	January 1988
I-A. Food	63.0	823	817
I-B. Pan, Supari, Tobacco etc.	3.4	694	689
II. Fuel and Light	1.1	857	857
III. Housing	5.2	331	337
IV. Clothing, Bedding and Footwear	9.0	666	667
V. Miscellaneous	12.3	715	709
Total	100.00		....
Consumer Price Index Number		764	764

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

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

* Decreased by 1 point to 627 due to fall in the average price of hair oil only.

NAGPUR CENTRE***A Fall of 17 points**

In January, 1988 the Consumer Price Index Number for Working Class (New Series) for Nagpur Centre with base January to December 1960 equal to 100 was 732 being 17 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 30 points to 764 due to a fall in the average prices of Rice, Wheat, Jowar, Onions, Vegetables and Fruits sub Group and Oils and Fats sub Group.

The Index number for the Pan, Supari and Tobacco etc. group decreased by 2 points to 938 due to a fall in the average price of Supari.

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

Six monthly House rent index compiled by the chain method on the basis of the house rent survey, conducted by N.S.S.O. The index number for the housing increased by 60 points to 529.

The index number for Clothing, Bedding and Footwear group increased by 11 points to 663 due to a rise in the average prices of Saree and Shoes (Gents).

The index number for the Miscellaneous group increased by 2 points to 613 due to a rise in the average price of Washing Soap.

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

(Average prices for the calendar year 1960=100)

Group	Weights proportional to the total expenditure	Group Index Numbers	
		December 1987	January 1988
I-A. Food	57.2	803	764
I-B. Pan, Supari, Tobacco, etc.	3.8	940	938
II. Fuel and Light	5.7	976	976
III. Housing	6.6	469	529
IV. Clothing, Bedding and Footwear	10.9	652	663
V. Miscellaneous	15.8	611	613
Total	100.00	749	732
Consumer Price Index Number	....	....	....

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

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

PUNE CENTRE*

702— A rise of 11 points

In January 1988 the Consumer Price Index Number for Industrial Workers (New Series) for Pune Centre with base year 1961 equal to 100 was 702 being 11 points higher than that in preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living Survey at Pune Centre.

The index number for the food group increased by 20 points to 799 due to rise in the average prices of rice, wheat, turdal, gramdal, oils, mutton, fresh fish, eggs, dry chillies, potatoes, onions, other vegetables, sugar and gur.

The index number for the fuel and light group decreased by 8 points to 879 due to a fall in the average prices of Charcoal.

Six monthly house rent survey was conducted by the price Supervisor of the Office of the Additional Commissioner of Labour, Pune, in the month of December 1987. Accordingly the index number for housing has increased by 6 points to 176.

The index number for clothing and footwear remained steady at 649.

The index number for the miscellaneous group increased by 1 point to 573 due to a rise in the average prices of utensils brass.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR PUNE CENTRE

(Average prices for the calendar year 1961=100)

Groups	Weight proportional to total expenditure	Group Index Numbers	
		December 1987	January 1988
I. Food	55.85	779	799
II. Fuel and Light	6.89	887	879
III. Housing	6.65	170	176
IV. Clothing and Footwear	10.31	649	649
V. Miscellaneous	20.30	572	573
Total	100.00	.....	.....
Consumer Price Index Number		691	702

*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*

741—A rise of 1 point

In January 1988 the Consumer Price Index Number for Industrial Workers (1961=100) for the Jalgaon Centre with base January to December 1961 equal to 100 was 741 being 1 point higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at the Jalgaon Centre.

The index number for the Food group increased by 2 points to 815 due to a rise in the average prices of Rice, Jowar, Moongdal, Sugar.

The index number for the Fuel and Light group remain steady at 1029.

Six monthly house survey was conducted by the price Supervisor of the Office of the Assistant Commissioner of Labour, Jalgaon, in the month of December 1987. The Housing Index for January 1988 works out at 187.90 which remain unchanged as compared to the Housing Index in previous half yearly period ending December 1987. The Housing Index Number has been calculated by the chain Method.

The index number for the clothing and footwear group increased by 3 points to 690 due to a rise in the average prices of Saree and Bata Shoes only.

The index number for the miscellaneous group increase by 2 points to 572 due to a rise in the average prices of Jarda.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR JALGAON CENTRE

(Average prices for the calendar year 1961=100)

Groups	Weight proportional to the total expenditure	Group Index Numbers	
		December 1987	January 1988
I. Food	60.79	813	815
II. Fuel and Light	7.20	1029	1029
III. Housing	6.11	188	188
IV. Clothing and Footwear	10.29	687	690
V. Miscellaneous	15.61	570	572
Total	100.00	.....	.....
Consumer Price Index Number		740	741

*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 fact or viz 5.29.

NANDED CENTRE*

783—A rise of 15 points

In January 1988 the Consumer Price Index Number for Industrial Workers (1961=100) for the Nanded Centre with base January to December 1961 equal to 100 was 783 being 15 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 23 points to 838 due to a rise in the average prices of Jowar, turdal, gramdal, moongdal, goatmeat, fresh fish, chillies dry, garlic, vegetables, banana and sugar.

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

Six monthly House Rent Survey was conducted by the Price Supervisor, of the Office of the A.C.L., Jalgaon, in the month of December 1987. The Housing Index for January 1988 works out of 386.26 which remains unchanged as compared to the Housing Index in previous half yearly period ending December 1987. The Housing Index Number has been calculated by the chain method.

The index number for the clothing and footwear group increased by 3 points to 705 due to a rise in the average prices of Saree only.

The index number for the miscellaneous group increased by 1 point to 689 due to a rise in the average prices of supari and cigarette.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR
NANDED CENTRE

(Average prices for the calendar year 1961=100)

Groups	Weight proportional to total expenditure	Group Index Numbers	
		December 1987	January 1988
I. Food ..	61.46	815	838
II. Fuel and Light ..	5.88	931	931
III. Housing ..	4.62	386	386
IV. Clothing and Footwear ..	12.22	702	705
V. Miscellaneous ..	15.82	688	689
Total ..	100.00	768	783
Consumer Price Index Number ..		....

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

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

AURANGABAD CENTRE*

825—A rise of 22 points

In January 1988 the Consumer Price Index Number for Industrial Workers (New Series) for Aurangabad Centre with base year 1961 equal to 100 was 825 being 22 points higher than that in preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Aurangabad Centre.

The index number for the food group increased by 35 points to 950 due to rise in the average prices of rice, turday, gramdal, oils, mixed spices, jeera, garlic, other vegetables, banana, sugar and gur.

Six monthly house rent survey was conducted by the price supervisor of the office of the Additional Commissioner of Labour, Pune, in the month

December 1987. The Housing Index January 1988 works out at 332.71 which remains unchanged as compared to the Housing Index in previous half yearly period ending December 1987. The housing index number has been calculated by the chain method.

The index number for clothing and footwear increased by 1 point to 696 due to a rise in the prices of Saree only.

The index number for the miscellaneous group increased by 5 points to 671 due to a rise in the average price of utensils Brass.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR
AURANGABAD CENTRE

(Average price for the calendar year 1961=100)

Groups	Weight proportional to total expenditure	Group Index Numbers	
		December 1987	January 1988
I. Food ..	61.46	915	950
II. Fuel and Light ..	7.50	830	830
III. Housing ..	8.87	333	333
IV. Clothing and Footwear ..	9.29	695	696
V. Miscellaneous ..	13.62	666	671
Total	100.00	769	785
Consumer Price Index Number		825	

*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 February 1987 to January 1988 are given in the following table:—

TABLE

Month	Base	
	1960=100	1949=100
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	755	918
December 1987	752	914
January 1988	753	915

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

Centre	Base	Food	Pan, Supari, Tobacco etc.	Fuel and Light	Housing	Clothing, Bedding and Footwear	Miscellaneous	Consumer Price Index Number January 1987	Equivalent Old Index Number September 1987	Equivalent Old Index Number	
1	2	3	4	5	6	7	8	9	10	11	12
Bombay	.. 1960=100	907	860	1139	215	685	632	811	3,601	802	3,561
Solapur	.. 1960=100	817	689	857	337	667	709	764	2,918	768	2,934
Nagpur	.. 1960=100	764	938	976	529	663	613	732	3,821	749	3,910
Pune	.. 1961=100	799	....	879	176	649	573	702	....	691	....
Jalgaon	.. 1961=100	815	....	1029	188	690	572	741	3,920	740	3,915
Nanded	.. 1961=100	838	....	931	386	705	689	783	1,918	768	1,882
Aurangabad	.. 1961=100	950	....	830	333	696	671	825	1,832	803	1,783

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 DECEMBER 1987

Industrial Courts, Tribunal and Labour Courts

In 40 2381 applications were received by the Industrial Courts, Tribunals and Labour Court during the month. Their breakup are as under—

Serial No.	Name of the Industrial Court/Tribunal and Labour Court	No. of applications, etc. received during the month under the—			Total
		B.I.R. Act, 1946 3	I.D. Act, 1947 4	Other Acts 5	
I. Industrial Courts/Tribunals—					
1	Industrial Court, Bombay ..	28	33	151	212
2	Industrial Tribunal, Bombay ..	4	..	88	92
3	Industrial Court, Nagpur ..	..	..	123	123
4	Industrial Tribunal, Nagpur ..	3	9	..	12
5	Industrial Court, Pune ..	..	..	73	82
6	Industrial Tribunal, Pune ..	..	9	..	27
7	Industrial Court, Thane ..	..	..	23	27
8	Industrial Tribunal, Thane ..	1	3	..	69
9	Industrial Court, Kolhapur ..	..	..	67	77
10	Industrial Tribunal, Kolhapur ..	..	2	..	76
11	Industrial Court, Amravati ..	..	..	1	31
12	Industrial Tribunal, Amravati ..	..	..	..	25
13	Industrial Court, Nashik ..	..	1	..	..
14	Industrial Tribunal, Nashik ..	..	..	3	..
15	Industrial Court, Ahmednagar ..	..	..	25	..
16	Industrial Court, Solapur ..	..	..	..	..
Total ..		36	158	684	778
II. Labour Courts—					
1	Labour Court, Bombay ..	27	298	233	558
2	Labour Court, Pune ..	..	66	49	115
3	Labour Court, Nagpur ..	9	81	97	187
4	Labour Court, Thane ..	7	7	110	124
5	Labour Court, Kolhapur ..	..	5	23	28
6	Labour Court, Solapur ..	..	35	54	89
7	Labour Court, Akola ..	1	12	33	46
8	Labour Court, Amravati ..	..	12	66	81
9	Labour Court, Nashik ..	3	12	20	35
10	Labour Court, Aurangabad ..	..	15	29	44
11	Labour Court, Dhule ..	..	..	29	29
12	Labour Court, Sangli ..	1	11	21	33
13	Labour Court, Amravati ..	..	6	46	52
14	Labour Court, Jalgaon ..	..	23	27	50
15	Labour Court, Bhandara ..	..	18	9	27
16	Labour Court, Ahmednagar ..	1	38	74	112
17	Labour Court, Latur ..	..	28	9	37
Total ..		49	655	900	1,604

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

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

Conciliation
Analysis of disputes handled by the Conciliation machinery in the State during December 1987 under various Acts is given below:—

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

Act	Issued relating to pay, allowances and bonus	Employment, leave, bonus of work and miscellaneous	Total
(1) Industrial Disputes Act, 1947 ..	18	8	26
(2) Bombay Industrial Relations Act, 1946 ..	2	..	2
(3) Bombay Industrial Relations (Extensions and Amendment) Act, 1964 ..	5	..	5
Total ..			47

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

Act	Pending at the beginning of the month	No. of cases received during the month	Settled amicably	Ended in failure	Withdrawn or not pursued by parties	Closed	Total (4 to 7)	Pending at the end of the month
I. D. Act, 1947 ..	1,200	377	78	125	46	35	271	1,307
B. I. R. Act, 1946 ..	76	10	3	5	1	..	10	76
B. I. R. (Ext. and Amdt.) Act, 1964 ..	49	5	1	10	..	..	11	49
Total ..			82	140	49	21	297	1,430

Industrywise and Districtwise 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 Textils	Silk Textils	Woolen	Textile Processing	Hosiery	Banking	Sugar	Misc.	Trans-Port	Total
B. I. R. Act, 1946	2	3	4	5	6	7	8	9	10	11
	8	..	..	..	..	2	..	..	..	10

Act	Textile Industry	Paper Industry	Chemical Industry	Press Industry	Electricity	Banking	Chemical Engineering	Local Bodies	Other Misc.	Total
B. I. R. (Extension And Amendment) Act, 1964.	2	3	4	5	6	7	8	9	10	11
	3	..	..	..	..	..	2	..	..	5

District-wise analysis is given below :—

Act	Mirjan	Pune	Nashik	Nagpur	Nanded	Ahmednagar	Amavati	Total
B. I. R. Act, 1946	2	3	4	5	6	7	8	9
	10	..	..	..	..	..	..	10

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

INDUSTRIAL DISPUTES IN MAHARASHTRA STATE DURING DECEMBER 1987

	December 1987	November 1987	December 1986
No. of disputes	55	54	58
No. of Workers involved	15,184	13,814	13,422
Man-days lost	3,59,230	2,87,189	3,15,112

Industry 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. during the month	Total		
1	2	3	4	5	6
Textile	3	..	3	1,000	1,771
Engineering	29	1	30	1,000	2,22,588
Chemical	6	1	7	1,000	20,979
Miscellaneous	14	1	15	5,268	1,13,892
December 1987 Total	52	3	55	13,166	3,59,230
November 1987	50	4	54	13,004	2,87,189

Of the 55 disputes arose over question of "pay, allowances and bonus issues" 1 related to "retrenchment and grievances about personnel", and the remaining 32 were due to other causes.

Of the 4 disputes that terminated during the month of December 1987, 1 was settled entirely in favour of the workers and 3 were settled.

The figures given in the above Table are based on reports received under the provisions of Industrial Disputes Act, 1947, by compiling statistics of the industrial disputes in which 10 or more persons are involved are included.

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

Serial No.	Name of the Concern	Sector	S/L	Reason	Date of Work Stoppages		No. of Workers involved	Mandays		Remarks
					Began	Ended		Lost during the month	Lost till the close of the month	
1	2	3	4	5	6	7	8	9	10	11
<i>Bombay—</i>										
1	Bombay Forgings Pvt. Ltd., Vidyanagari Marg, Kalina, Bombay 400 098.	Pvt.	S	Indiscipline (vi)	11-7-1984	..	8.25	16,065	6,70,379	Continued.
<i>Bombay—</i>										
2	Bombay Tyres International Ltd., Hay Bunder Road, Sewree, Bombay 400 033.	Pvt.	L	Indiscipline (vi)	8-10-1986		2,316	46,924	8,22,335	Do.
<i>Bombay—</i>										
3	M/s. W. M. I. Cranes Ltd., Bhandup Village Road, Bhandup, Bombay 400 078.	Pvt.	S	Other	5-2-1987		728	19,656	2,07,480	Do.
<i>Bombay—</i>										
4	Everest Building Products Pvt. Ltd., Jatashankar Dass Road, Mulund (West), Bombay 400 080.	Pvt.	S	Wages and Allowances (i)	5-5-1987		624	14,057	80,827	Do.

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

Serial No.	Name of the Concern	Sector	S/L	Reason	Date of Work Stoppages.		No. of Workers Involved	Mandays		Remarks
					Began	Ended		Lost during the month	Lost till the close of the month	
1	2	3	4	5	6	7	8	9	10	11
<i>Thane—</i>										
5	Sion Garage Pvt. Ltd., E-5, Road No. 27, Wagle Industrial Estate, Thane, District Thane.	Pvt.	L	Indiscipli (vi)	28-6-1987		700	18,900	1,12,700	Do.
<i>Aurangabad—</i>										
6	Bajaj Auto Ltd., Bajaj Nagar, Walvi, District Aurangabad.	Pvt.	L	Violence	23-11-1987	..	3,452	86,560	1,10,724	Do.
7	V. I. P. Industries Ltd., 78-A, M. I. D. C. Estate, Satpur, Nashik 422 007.	Pvt.	L	Go-slow	15-12-1987		2,417	34,875	34,875	Do.

LAB UR G ZITTI - MARCH 1 88

LABOUR GAZETTE - MARCH 1988

(1)	(2)	(3)	(4)
10	Messrs Baker & Co. Pvt. Ltd., 85(a) 31-1810.		One days S. I. to all accused and fine of Rs. 550 in default 15 days R. I. to accused No. 1 and 2 and 25 days R. I. to accused No. 3.
11	Messrs Baker & Co. Pvt. Ltd., 85(a) 31-1810.		One day S. I. to all accused and and Rs. 350 fine i/d. 10 days R. I. to accused No. 1 and 2.

POONA AREA

1	Messrs Jagruti Industries, Pimpri 33-31341.	Non-payment of contribution for August and September 1986.	Decided on 16th October 1987 accused pleaded guilty Honourable Court convicted the the accused and ordered the sentence of fine of Rs. 300.
2	Messrs Katlyn, Pimpri, 33-5572.	Non-payment of contribution July 1986 to September 1986.	Decided on 16th October 1987 accused pleaded guilty. Honourable Court sentenced the accused to pay fine of Rs. 300.
3	Messrs. Maharana Ichalkaranji, 33-6415.	Sizers Non-payment of contribution for January 1987.	Accused pleaded guilty and has been fined Rs. 300.
4	Messrs Katlyn, 33-5572	Non-payment of contribution for November to February 87.	Decided on 16th October 1987 Accused Honourable Court convicted the accused and ordered the sentence of fine of Rs. 300.
5	Messrs Talegaon Glass Shells, Pune, 33-5557-A.	Non-payment of contribution January 1987 to March 1987.	Decided on 30th October 1987 Court has ordered fine of Rs. 500 each total Rs. 1,500.
6	Messrs Arjunwadkar Engg. Pvt. Ltd., 33-30697.	Non-payment of contribution February 1987 to April 1987.	Decided on 16th October 1987. Accused pleaded guilty. Honourable court convicted the accused and ordered the sentence of fine of Rs. 500 each (Total 1,000) out of which Rs. 500 were awarded to ESIC.
7	Messrs Vyankateshwar Waste Cotton Mills, Solapur	Non-payment of contribution November 1984 to December 1984.	Decided on 27th October 1987 The accused pleaded guilty to the charges and was fined Rs. 500 in default one month. Simple imprisonment Rs. 300 as cost to the Corporation.
8	Messrs Sahyadri Automotive Prod. Pvt. Ltd., 33-6148.	Non-payment of contribution March 1986 to May 1986.	Decided on 20th November 1987. Accused pleaded guilty. —Honourable court convicted the accused and ordered the sentence of fine of Rs. 500.

(1)	(2)	(3)	(4)
9	Messrs Datta Engg. Works, Ichalkaranji, 33-6148.	Non-payment of contribution January 1987 to March 1987.	Decided on 26th November 1987. Accused, admitted their guilty and are ordered with a fine of Rs. 300 each in default simple Imprisonment for 15 days.
10	Messrs Ajeet Metal Works, Pune, Code No. 33-33137.	Non-payment of contribution March 1983 to May 1983.	Decided on 18th January 1988. Accused was fined Rs. 860 out of which Rs. 200 awarded to ESIC.
11	Messrs Munshibhai Bidi Works, Pune, Code No. 33-30667.	Non-payment of April 1984.	Decided on 27th January 1988. Accused was fined Rs. 250.
12	Messrs Talegaon Glass Shells, Pune, 33-5557.	Non-payment of contribution January 1986 to March, 1986.	Decided on 15th December 1987. Accused was fined Rs. 2,000. Cost awarded Rs. 1,000.
13	Messrs Shree Kalpa Taru Sizers, Ichalkaranji, 33-5971.	Non-payment of contribution July 1986 to September 1986.	Decided on 20th January 1988, Fine of Rs. 500 I. D. 15 days Simple Imprisonment. Cost Rs. 250 awarded to Corporation.
14	Messrs Poona Udyog, 33-30459	Non-payment of contribution December 1986 to February 1987.	Decided on 13th November 1987. Fine of Rs. 500.
15	Messrs Modern Dyers Cleaners, 33-5223.	Dry Non-payment of contribution February 1986.	Fine of Rs. 100 awarded to ESIC.
16	Messrs Mehta Pakard Ind. Pvt. 33-4904.	Non-payment of contribution May 1987.	Decided on 27th January 1988. Fine of Rs. 300 (Rs. 150 each).
17	Messrs National Iron Works, 33-33574.	Non-payment of contribution March 1980 to May 1980.	Decided on 23rd December 1987. Fine of Rs. 250 and one day's Imprisonment till rising of the court.
18	Messrs Nagesh Iron Industries, Code No. 0998.	Non-payment of contribution May 1987 and June 1987.	Decided on 25th January 1988. Fine of Rs. 100.
19	Messrs Talegaon Glass Shells, 5557-A.	Non submission of R. C. for September 1986.	Case decided on 4th November 1987. Court convicted the accused and fine of Rs. 250 each. (Total Rs 500).
20	Messrs Balsans Plastics, 5100	Non submission of R. C. for March 1987.	Case decided on 14th December 1987. Accused was fined Rs. 100 each. (Total Rs 200).
21	Messrs Trimurti Enterprises, 33465.	Non submission of R. C. September 1986.	Case decided on 12th January 1988. Accused was fined Rs. 100.

L.B. R. G. Z. I. P. M. R. C. No. 8

L.B. R. G. Z. I. P. M. R. C. No. 8

(1)	(2)	(3)	(4)
22	Messrs Maharashtra Steel container Industries, 6454.	Non submission of R. C. for C. P. ending September 1986.	Case decided on 18th November 1987. Accused was fined of Rs. 150.
23	Messrs Trio Engineering, 4778-A.	Non submission of R. C. for C. P. ending September 1986.	Case decided on 20th January 1988. Accused was fined of Rs. 200.
24	Messrs Modern Dry Cleaners, 5223.	Non submission of R. C. for C. P. ending March 1987.	Case decided on 18th January 1988. Accused was fined of Rs. 200 out of which Rs. 100 awarded to the Corporation.
25	J. M. Parekh, 5155	Non submission of R. C. for C. P. ending March 1987.	Case decided on 6th January 1988- Accused was fined of Rs. 500 out of which Rs. 200 awarded to Corporation.
26	Lubricare, 5277	Late submission of R. C. for C. P. ending March 1987.	Case decided on 6th January 1988. Accused pleaded guilty and was fined Rs. 200.
27	Messrs Bhima Alluminium Industries, 33-5754.	Non submission of R. C. for C. P. ending March 1987.	Case decided on 18th January 1988. Accused was fined Rs. 100.
28	Messrs Surana Lime Depot, 33-5508.	Late submission of R. C. for C. P. ending March 1987.	Case decided on 18th January 1988. Accused was fined 500.
29	Messrs. Datta Works, 6148	Engineering Non submission of C. P. ending March 1987	Case decided on 27th January 1988. Accused was fined Rs. 300/ (Rs. 150/ each).
30	Messrs. Balwant Industries ..	Late submission of C. C.s for C. P. E. 27th March 1982	Decided on 7th October 1987 Fine of Rs. 500/-
31	Messrs. Talegaon Glass Shells Pvt. Ltd. Pune 33-5557-44	Non-production of records on 5th July 1987 for the period from January 1982 to date of inspection i.e. 9th June 1987.	Decided on 4th November 1987 Fine of Rs. 300/-
32	Messrs. Sales Klin (India) Pune 33-5169	Non-submission of CCs for Set A, B. C. P. E. 30th January 1982 and 27th March 1982.	Decided on 13th January 1988 Fine of Rs. 750/-
33	Messrs. Modern Dry Cleaners, Pune, 33-5223-99	Non Submission of CCs for C. P. ending 26th March 1983	Decided on 18th January 1988 Fine of Rs. 150/ each Total 300/-
34	Messrs. Prakash Metal Works, Pune, 33-30289	Non production of records November 1980 to December 1984	Decided on 11th January 1988 Fine of Rs. 500/ in default to suffer one month imprisonment
35	Messrs. Naik and Co., No. 33-5465	Code Non Production of records Inception to date of closure.	Decided on 13th January 1988 Fine of Rs. 1,400/- (Rs. 700/- each)
36	Messrs. Hira Printers No. 33-31250	Code Non-production of records.	Decided on 13th January 1988, Fine of Rs. 700/-
37	Messrs. Modern Dyers, 33-5223	Non-production of records.	Decided on 18th January 1988 Fine of Rs. 100/-

(1)	(2)	(3)	(4)
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NAGPUR AREA

October 1987

- | | | | |
|---|--|--------------------------|---|
| 1 | Messrs. Shivaji Plastic Works, Nagpur, 23-1583-90 | U/s 85 (a) | Pleaded guilty and fined Rs. 100/-
Cr. Case No. 1359/86 |
| 2 | Messrs. Shivaji Plastic Works, Nagpur, 23-1583-90 | Under section 85 (g) (e) | Pleaded guilty and fined Rs. 100/-
Cr. Case No. 1360/86. |
| 3 | Messrs. Shivaji Plastic Works, Nagpur, 23-1583-90 | Under section 85 (g) (e) | Pleaded guilty and fined Rs. 100/-
Cr. Case No. 187/87. |
| 4 | Messrs. Metalwin Industries, Nagpur, 23-2234-90 'SF' | Under section 85 (a) | Pleaded guilty and fined Rs. 100/-
Cr. Case No. 201/87. |
| 5 | Messrs. Metalwin Industries, Nagpur, 23-2234-90 'SF' | Under section 85 (e) | Pleaded guilty and fined Rs. 100/
Cr. Case No. 203/87 |
| 6 | Messrs. Baldev Enterprises, MIDC, Nagpur, 23-2142-67 | Under section 85 (a) | Pleaded guilty and fined Rs. 125/-
Cr. Case No. 1456/87. |

November 1987

- | | | | |
|---|---|--------------------------|---|
| 1 | Messrs. Bharat Talkies, Nagpur 23-1447-121 | Under section 85 (e) | Pleaded guilty and fined Rs. 100/-
in default simple imprisonment
for 10 days, Cr. case No 1773/86 |
| 2 | Messrs Bharat Talkies, Nagpur, 23-1447-121 | Under section 85 (g) (e) | Pleaded guilty and fined Rs. 100/-
in default simple imprisonment
for 10 days, Cr. case No. 1774/86 |
| 3 | Messrs. Nagpur Mills, Re-Rolling Railway Station, Kamptee Nagpur, 23-1032-53 | Under section 85 (a) | Pleaded guilty and fined Rs. 100/-
in default simple imprisonment
for 10 days, Cr. case No. 1457/86 |
| 4 | Messrs. Nagpur Mills, Re-Rolling Railway Station, Kamptee, Nagpur, 23-1032-53 | Under section 85 (g) (e) | Pleaded guilty and fined Rs. 100 -
in default simple imprisonment
for 10 days Cr. case No. 344 87 |

December 1987

- | | | | |
|---|--|----------------------------------|---|
| 1 | Messrs. Mahalaxmi Industries, 23-1614-06 | Oil Nagpur, Under section 85 (e) | Pleaded guilty and fined Rs. 100/-
and Total fine imposed Rs. 300/-
Cr. Case No. 1460 87. |
|---|--|----------------------------------|---|

January 1988

- | | | | |
|---|--|----------------------|--|
| 1 | Moonlight Engineering Industries, Nagpur, 23-1657-67 | Under section 85 (g) | Pleaded guilty and fined Rs. 200 -
in default Simple Imprisonment
for 10 days. Cr. Case No. 441 86 |
| 2 | Messrs. Hotel Shalimar Restaurant and Bar, Nagpur, 23-1752-112 | Under section 85 (c) | Pleaded guilty and fined Rs. 150 -
in default simple imprisonment
till rising of Court. Cr. Case
No. 986 86 |

(A. Y. CHANDE),
Deputy Regional Director.

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