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LABOUR GAZETTE

Started in 1921, the *Labour Gazette*, issued monthly, is a journal for the use of all interested in obtaining prompt and accurate information on matters specially affecting and concerning labour in India and abroad. It contains statistical and other information on consumer price index numbers for working class, industrial disputes, industrial relations cases under labour laws, labour legislations, 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 Solapur and Nagpur Consumer Price Index Numbers for working class for the month of May 1988, with average price for the year ended December, 1960 equal to 100 were 848, 726 and 797 respectively. The Pune, Jalgaon, Nanded and Aurangabad Consumer Price Index Numbers for working class for the month of May 1988, with the average prices for the year ended December 1960 equal to 100 were 719, 726, 797 and 826 respectively.

All India Average Consumer Price Index Numbers for Industrial Workers

All India Average Consumer Price Index Numbers for Industrial Workers (General) base 1960=100 for May 1988 was 771 as compared to 763 in April 1988. On base 1949=100 derived from 1960 based Index worked out to 837 as against 927 for April 1988.

Industrial Disputes in Maharashtra State

During the month of April 1988, there were 40 disputes involving 15,523 workmen and time loss of 3,70,205 mandays as compared to 47 disputes in March 1988 involving 11,258 workmen and time loss of 2,98,396 mandays.

Further particulars of Industrial Disputes are given at pages 678 of 680 as the issue.

Benefits under the Employees State Insurance Scheme

During the month of May 1988, 61,197 workers were paid Rs. 64,64,238.00 on account of sickness and Rs. 21,73,299.50 were paid for the long term diseases like TB, Cancer, Hemiplegia, Paraplegia, Psychosis etc. etc. 20,610 workers were paid Rs. 57,41,106.65 on account of accidents as employment injury which included 9,026 cases for the permanent disablement and 2,951 for pension on the dependents/families due to the death of the workers in the accidents.

Current Notes

New IR Bill in Rajya Sabha

Establishment of industrial relations commissions, stringent penal provisions including compulsory imprisonment for violating the Industrial Disputes Act, and proposals aimed at reducing the multiplicity of trade unions and promoting internal leadership are some of the highlights of a comprehensive amendment bill introduced in the Rajya Sabha on May 13 by minister of state for labour Jagdish Tytler.

Comprehensive amendments have been proposed both in the Trade Unions Act and the Industrial Disputes Act under a new title. The Trade Unions and the Industrial Disputes (Amendment) Bill.

The 69 clause amendment bill also makes a specific provision for bipartite negotiations. Declaration of a lockout will not be easy.

The bill also provides for a unit-level bargaining council and simplification of procedures to help workmen.

Ministers are proposed to be debarred from holding any trade union office.

The commissions to be set up under Article 323B of the Constitution at the Centre and in the states will help in the expeditious disposal of the industrial disputes as the jurisdiction of the high courts would be barred. Further more, they would bear appeals against the final orders of the labour courts and hence there would be no need to approach the high courts, as at present. Besides, these will be tripartite bodies including non-judicial members and should thus inspire confidence of the workers.

The appointments of judicial and non-judicial members of the commissions would be made on the basis of selection through a selection committee headed by the chief justice of India or the sitting judge of the Supreme Court or the concerned high court nominated by the Chief justice of India. This would ensure impartiality in the matter of appointment.

Neither the salary or emoluments nor other terms and conditions of service of the president and the members of the commissions will be varied to their disadvantage after appointment. This would ensure their independence from the influence of the executive.

Registration of trade unions

Under the existing provisions, no time limit has been set from the registrars of trade unions within which a trade union should be registered. There have been complaints of delay in this regard.

Amendments to TU Act

The proposed amendments require a trade union to be registered by the registrar of trade unions within a period of sixty days of receipt of the application. In view of this, the registration of trade unions will now be time-bound.

Resolution of Trade Union Disputes

Under the existing provisions, there is no machinery or procedure for the resolution of trade disputes arising from inter union or intra-union rivalries. Trade Unions have to take recourse to litigation in law courts. Under the amendments, it will be possible to resolve trade union disputes through arbitration or as a result of adjudication by labour courts. This will result in speedier justice and at a lesser cost.

Verification, certification of recognition of trade unions

Under the existing provisions, the membership of trade unions is determined in accordance with the verification procedure. It is now proposed that the work relating to verification and certification or recognition of trade unions as collective bargaining agent will be entrusted to labour courts. If a union feels aggrieved by the certification, it can appeal to the industrial relations commissions. It has been proposed that check-off system should be adopted for verification.

However, where the difference between the principal bargaining agent or the union with highest membership and the next two topmost unions is less than 3 per cent of the workers and the labour court is of the opinion that there are exceptional circumstances to suggest that 'check-off' has not given an opportunity for the open expression of honest opinion, it may decide that a secret ballot be held, confined only to the unionised membership in the establishment.

Under the check-off system, each workman will indicate to the management the union of his choice and authorise the deduction of subscription from his wages.

With a view to ensuring that authorisations are freely made and not under the influence of the management, arrangements will be made so that the workman may make authorisation in the presence of an officer of the labour enforcement conciliation/machinery or any other persons specified by the registrar of trade unions. The employers would be required to maintain records relating to check-off system and after the expiry of the stipulated period of three months or as may be specified in the rules, the management will publish the list on the notice board under intimation to the unions in the establishment, the registrar of trade unions and it will be open to the unions to raise objections. In the absence of any objection, the management/unions will apply to the labour court for certification.

It has thus been ensured that the check off system does not suffer from the influence, peddling by the employers. Such a system would have the benefit of existing system of verification and would ensure a total check—both from the union register as well as the wage register. It will promote unionism and ensure strong unions. The verification system proposed is an amalgam of both the check off system and the secret ballot in as much as the latter can also be resorted to in certain exceptional circumstances stated above.

Collective bargaining agent and its raights

There is, at present, no Central law for recognition of unions although some states such as Maharashtra, Gujarat, Madhya Pradesh and Rajasthan have no doubt, statutory provisions in this regard. In the central sphere, recognition is granted under the Code of Discipline, which is voluntary in nature, by the managements of establishments, which have accepted the code. In certain establishments, there may be no recognised unions at all, while in others, there may be multiplicity of such unions.

In establishments which have not accepted the code, such as major ports and docks, recognition is granted at the whims and caprices of the managements concerned.

It is now proposed to provide for a statutorily recognised collective bargaining agent/council for a unit or for an industry.

Where there is more than one registered union, all the unions with a minimum percentage of membership will be represented in proportion to their relative strength on the bargaining council, and where there are no unions with more than the prescribed percentage of membership all registered unions will jointly form the bargaining council. The representation on the council will be on the basis of proportionate verified strength of the different unions. Furthermore, where there is no registered union, a workman's council will be set up.

The term of the collective bargaining agent will be three years. The agent would have direct access to labour courts in case of all offences under the proposed act. The collective bargaining agent or a workman can approach the labour court directly on the question of legality or otherwise of strikes/lockouts and the labour courts will be required to give its decision within fifteen days.

Procedure for dealing with disputes

A workman will have direct access to labour courts not only in individual disputes relating to discharge, dismissal, retrenchment or otherwise termination of services referred to in section 2A of the Industrial Disputes Act, but also in disputes relating to his conditions of service. This direct access will not bar the workers from raising disputes with the conciliation machinery. They can, however, approach the labour court directly where the conciliation does not result in a settlement or arbitration within a period of sixty days from the date of raising the disputes.

Under the same section, an individual workman can raise a dispute with the conciliation machinery over his discharge, dismissal, retrenchment or termination. Such disputes raised by the trade unions or otherwise collectively do not get this facility of direct access. Under the proposed legislation, the union will also be free to take up such individual disputes of dismissal and termination directly to the labour courts. Further, the sponsoring union or a group of workmen will be empowered to take up the case directly with the labour courts in case the conciliation proceedings do not result in settlement or arbitration within a period of sixty days.

Settlements

Under section 19(2) of the Industrial Disputes Act, a settlement is binding for such period as is agreed upon have the parties, and if no such period is agreed upon, for a period of six months and will continue to be binding on the parties, even after the expiry of the aforesaid period until terminated by either party by giving two months notice in writing.

Under the proposed amendment, settlements including conciliation settlements will be valid for not less than three years and would be applicable to all workers unless the settlement specifies a shorter period. Thus the minimum period of operation of the settlement has been enhanced from six months to three years.

Awards

Under section 19(3) of the same act, an award will normally remain in operation for a period of one year which can be extended by one year each time, upto three years. Notwithstanding the expiry of operation, the award will continue to be in operation until validly terminated by either party by giving two months notice in writing.

Under the proposed amendment, all awards will remain valid for a period of three years or for such longer period as may be specified therein. Thus the minimum period of operation of an award has been enhanced from one year to three years straight away.

Procedure for lock-out

Under section 23 of the same act, no employer can lock-out his employees during the pendency of any proceedings before the conciliation officer, labour court, tribunal, national tribunal or an arbitrator. However, in the case of a public utility service, 14 days' notice of lock-out is required to be given within six weeks of locking out in terms of section 22 of the act. There is, thus, practically no bar on an employer to lock-out his employees except that he cannot do so during the pendency of proceedings and in the case of a public utility service, is required to give 14 day's notice.

Under the proposed amendments, no lock-out can be declared by an employer unless collective bargaining conciliation has failed, or the union has refused arbitration. Besides, he will be required to give a notice of a minimum of

14 days, except where there is imminent threat of violence or damage to property. Even in such cases, he would be required to obtain post-facto approval of the appropriate government within 14 days.

Where a labour court has decided that a lock-out is illegal, it will incorporate in its operative order, a determination of admissibility of wages as an incidental order. It may, thereafter, proceed to compute the same and order payment, where necessary.

Thus, under the proposed amendments, declaring a lock-out will not be so easy. An employer will not only have to exhaust the process of discussion in bipartite or tripartite machinery, but also give a notice of 14 days whatever be the nature of establishment except in the two cases referred above and there also, he will have to obtain the ex-post facto approval of the appropriate government with a specified period, as stated above.

Increase in the minimum membership for registration of trade unions

Under section 4 of the Trade Unions Act, any seven or more members of a trade union may, by subscribing their names to the rules of trade union and by otherwise complying with the provisions of this act, with respect to registration, apply for registration of the trade union under this act. It has been proposed that in the case of establishments employing 100 workmen required for registration of a trade union may be kept at the existing figure of seven. This will cover a large number of small establishments, especially in the unorganised and less organised sectors.

However, in the case of establishments employing more than 100 workmen, the existing minimum requirement of seven may encourage multiplicity of unions. It has, therefore, been proposed that in such establishments the minimum membership required may be fixed at 10 per cent. Existing unions will, however, be given six months to fulfil the new criteria.

In case of federations of trade unions in industry in a local area (with the appropriate Government, determining the local area), the combined membership of trade unions which are members of such federations of unions that industry in the local area will also be 10 per cent of the total strengths of workmen in that industry in the local area concerned.

Percentage of office bearer in a registered trade union

Under section 22 of Trade Unions Act, not less than one-half of the total number of office-bearers of every registered union will be persons actually engaged or employed in an industry with which the trade unions is connected. It has been proposed that all except two of the total number of office-bearers of every registered trade union will be persons actually engaged or employed in the unit or the industry, as the case may be with which the concerned trade union is connected. In the case of existing union, a period of four to six weeks would be given to fulfil the new criteria. This decision has been taken to promote internal leadership in a trade union.

Increase in membership fee

Under section 6 (e) of the Trade Unions Act, the payment of subscription by members of the trade union will not be less than 25 paise per month per member. It has now been proposed that the existing membership subscription may be increased to Re. 1. The membership fee will be deducted from the emoluments of the workman. For this purpose each worker will indicate to the management the union of his choice and authorise the deduction of subscription from his wages. Deduction thus made will be remitted to the concerned union. This authorisation by the member would be valid for three years.

Stringent penal provisions for violations of the Industrial Disputes Act

Stringent penalties including compulsory imprisonment are provided in the case of major breaches of the Industrial Disputes Act such as illegal lay-off, retrenchment, lock-out and closure, breaches of settlements or awards, change in the conditions of service during the pendency of proceeding before the conciliation officer, industrial tribunal. These would act as deterrent against violation of the various provisions of the Industrial Disputes Act.

Section 17B of the Industrial Disputes Act provides for payment of full wages, in case of positive awards of reinstatement when challenged in the higher courts, to the workman concerned. A provision is now proposed to be made for giving relief by positive awards in other categories of cases as well.

(*Indian Worker*, dated May 30, June 6, 13 & 20, 1988)

Solve the problems of marginal workers, says Tytler to ILO

(*Genova*)

Labour Minister Jagdish Tytler called upon the International Labour Organisation (ILO) on June 9, to pay special attention to the problems of marginalised workers in planning its future programmes and activities.

Addressing the 75th Session of the ILO here, Shri Tytler said organised workers lack work, adequate social protection, economic security and organisation for protecting their interests.

The following is the full text of the speech —

Mr. President, Excellencies, Ladies and Gentlemen,

I extend to you, on behalf of my country, my delegation and on my own behalf, our heartiest congratulations on your being elected as the President of the 75th Session of the International Labour Conference. We also extend our felicitations to the Vice-Chairman who will be assisting you in the conduct of this Conference. I am sure that you and your colleagues will guide this Conference through fruitful discussions to conclusions on the important items of the agenda.

Mr. President, human rights have to be the basis for the evolution of an equitable, just and human world social order. Peace and stability are based on deep respect for human rights. This is irrespective of political beliefs, because human rights are above all political systems and Governments. India welcomes the discussion of ILO's role for the realisation of human rights, not only in the past but even in the future. To this extent, we welcome the Director General's Report on Human Rights, which has been placed before this Conference. At the outset, my delegation would like to place its view that human rights cannot be confined within, related solely or even principally, standard-setting activities of ILO. This would confine the evolution of social economic and international order for the attainment of human rights in perhaps too narrow a compass as compared to the universal declaration of human rights.

The world has changed beyond recognition in the last 40 years. Nations once economically powerful are today displaced from their positions. Vast technological changes have come about, affecting every aspect of society. This includes the general ethical notions contained in the universal declaration. Factors like :

(1) declining growth rates, (2) restrictive trade policies of some developed economies, (3) negative transfer of resources to the poorer nations from the industrially advanced countries, and (4) the profound changes in the organisation of work arising from the technological revolution have led to the emergence of grave unemployment, halting economic growth, a crushing burden of debt and diminished prospects for the future. Any standards, if they are divorced from a careful analysis of their effects on human rights, will pose the following dilemma.

Large segments of the working populations in developing countries are in the unorganised sector. Since the standards are mainly designed for organised workers, it may mean the denial of human rights for the unorganised, given the constraints to growth, and also low availability of resources. In my country this dilemma is evident in the fact that over 90 per cent of the labour force is in the unorganised sector, and that too mostly in agriculture. The share of agriculture in our net domestic product has come down in the past 40 years from around 60 per cent to a little over 30 per cent. The proportion of population in agriculture has come down only marginally, from around 70 per cent to 66.5 per cent. Consequently, per capita NDP in the organised sector is nearly six times that of agriculture, while the unorganised non-agricultural sector has an NDP which is 2.5 times that of agriculture. Per capita incomes would also reflect these disparities. Standard setting for human rights will not have much relevance to those who face such disparities and whose lives are subjected to deprivation of the very basics of human dignity.

do not minimize the importance of standard setting or maintenance of standards. The point is that too narrow a focus on achievement of standards runs the risk of leaving behind those vast numbers who for various reasons

have fallen outside the scope of different standard setting exercises. The redressal of this dilemma has led us to re-examine our entire approach. The basic anchor stones of our policy remain the same as set out by our first prime minister Jawaharlal Nehru - Socialism, Equity and Justice. Within the framework of these we look for alternatives. In this, the greatest importance is attached to creating productive employment, based on labour-intensive technologies wherever possible. This would assure a living income to the entire working population. All else follows from a perception of this dilemma.

My plea to this conference and to the International Labour Organisation, through you, Mr. President, is that the basic issues of Growth, Adjustment and Employment must be pursued. They must find adequate place in ILO's plans, whether in terms of objectives, or means of action, or plans and programmes for the future. May I recall, Mr. President, that my Prime Minister, Rajiv Gandhi, in his address to this Conference in 1985 had said that the ILO should give the highest priority to the problems faced by unorganised workers. They lack work, lack adequate social protection, they lack economic security and lack organisation for protecting their interests. The thrust of ILO activities in the years to come must take into account the basic facts of the world economic scene, and especially that obtaining in the developing countries.

From these perceptions, my delegation would urge that the Governing Body of ILO, while framing its medium term plan for the period 1990 to 1995, must reassess its priorities and concerns. It should make an effort to move away from concentrating too much on previously established patterns of thought or activity. It is indeed comfortable to continue as before, with marginal changes in means of action, objectives, priorities and programmes. But the marginalised among the world's workers expect that their concerns should take first place as they must, in planning for ILO's future activities. We note that the Director General has stated, in his document on human rights, that " Counsels of despair have no place in the ILO ". While supporting this statement, we look forward to the evolution of practical plans and programmes which address the issues which I have set out earlier.

Mr. Chairman, India fully endorses ILO efforts to promote fair labour standards. We are of the view that standards should not be set so low as to be meaningless or so high as to be largely unattainable except in the very long run. India has been second to none in its desire to achieve minimum labour standards and in fact to go well beyond them. However, we are also of the view that no linkage exists between the observance of fair Labour Standards and International Trade Relations. The DG too seems to have reached the same conclusion as could be seen from page 60 of his report that " the mere existence of divergence even from basic Labour Standards may not in itself justify a modification in Trade Relations. "

Mr. President, may I now say a few words about the items on the agenda of this Conference? In view of the importance of the safety and health of construction workers, the proposed Convention, supplemented by a Recommendation, is welcome. Another item concerns employment promotion, and

reserved. It is accordingly, provided in our constitution that the tribal populations have reserved seats in both the National Parliament, as well as in the State Parliaments. They also have reservations of posts in services.

These are also tribal sub-plans in the economic plans of the States, funds for which cannot be diverted for other purposes once they have been provided for at the national level. Social constitutional provisions exist for the administration of tribal areas in the shape of autonomous districts and autonomous regions. These have district councils and regional councils as a feature thereof, with wide powers being delegated to them. In the States where tribal populations are in a majority, it is they who form the Governments under free and fair elections. As a result, in these States, located principally in North-Eastern India, truly representative Governments which reflect the tribal and other populations in the areas are in charge of their political, economic and social development.

Recognising that the resources of such North-Eastern tribal States may not be adequate to sustain their development plans, funding of their plans is done almost entirely by the Central Government.

India, therefore, features constitutional, legislative, economic and social protection to its tribal populations. We deem it necessary that the complexities which exist and vary from country to country be taken into account before embarking upon changing the basic orientation or the other articles of Convention 107.

We note, with approval, that UNESCO has stated that "some indigenous peoples prefer one approach and some the other... and further that what is needed is a number of possible models, all of which involve principles of equality and of participation in decisions affecting their community". We fully support this approach, since as I have already stated, the Indian Constitution does indeed, proceed to structure its approach to all these exceedingly sensitive and complicated issues on the principles of equality and participation.

Mr. President, before I conclude, may I thank you for having given me an opportunity to address this distinguished assembly, and for enabling me to present my Government's views on the Director General's report and issues of great importance that are before this Conference.

Thank you.

(United Provinces) May 30, July 5, 13 and 20, 1956.

Boost to Rural Economy essential to combat unemployment

According to a study made by the ILO, the world needs almost 1 million new jobs every week between now and the year 2025 to cope with the scourge of unemployment. But the question arises—Where will the jobs come in the so called modern sector? So a new source must be found—and that is in the rural economies of both developed and developing countries. In the paragraphs that follow, the ILO has prepared a blue print for action to combat growing unemployment, the gist of which is given below.

... of the population of Scheduled Tribes has special provisions in the Constitution. These provide protective measures and safeguards for Tribal populations. It was recognised that the disabilities and poverty they suffered from, at the onset of independence in 1947, were institutional, since the populations were not only poor, but also suffering from social and economic handicaps. It was recognised by the framers of our Constitution that the benefits of economic development would not reach the tribal populations unless these institutional barriers and handicaps were

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* In the industrialised market economies, self-employment in the rural areas is already gaining ground as a survival strategy of the unemployed. But it is in the developing countries where most of the new jobs must be created. Between now and the year 2000 the total labour force in the Third World will increase by 536 million. Japan's success story has its roots in the Meiji reforms which relied heavily on revitalising the country-side as a spring-board to the future. Similarly, though the systems in China and the Republic of Korea differ greatly their approaches to development have given prominence to agriculture and a vigorous non-farm economy.

In contrast, many developing countries are characterised by inadequate agrarian economies with 40 to 70 per cent of the population living in poverty. Since the majority of people are in rural areas, what is required to help them is a more balanced strategy of development based on dynamic agriculture. The task is particularly acute because decades of lop-sided development policies, together with the unfavourable international environment, have limited the capacity of the urban and modern sectors of the economy to generate sufficient employment. It does not mean that industrialisation programmes should be abandoned. Rather it means a change in marching orders toward an employment-oriented rural development strategy based on efficiency and equity. The report concludes that the time has come for developing countries to aim for three mutually reinforcing objectives.

As a starter, agricultural growth should be stimulated, mainly with the help of yield-augmenting technology. The experience of the Green Revolution suggests that technological innovation can increase agricultural employment and productivity provided that the technology and credit do not favour large farms at the expense of small ones. The same applies for the breakthroughs in biotechnology which hold an immense promise for Third World rural populations. Fulfilment will call for the right targeting, right policies and political will.

Second, the revival of agriculture should generate an increase in effective demand for the products of the non-agricultural enterprises, especially those located in rural areas. There is solid evidence that agricultural growth through production and consumption linkages, provides a major impetus for raising incomes and employment in the non-farm economy. One leads to the other, particularly if the demand created is for a wide range of goods and services with high employment content.

Third, the domestic demand for agricultural output must rise rapidly. This can only occur if growth in employment in the non-farm sector is accelerated which, in turn, is facilitated by reinvigoration of agriculture. Thus, a virtuous circle could be created to generate jobs, increase incomes and raise living standards of the rural masses.

To be sure, this blue print for action is not a universal recipe for all countries at all times. Regional differences must be taken into account. For example, in Latin America, the problem of urban poverty must take precedence in view

of the dramatic shift of population from the countryside to the cities. Moreover, agricultural growth by itself cannot solve the problem of employment in the economy as a whole. In the long run, industry and services will have to do the job. The proposed strategy is one of dynamic agricultural and non-farm growth on the road to industrialisation.

The strategy will require supplementary policies to encourage labour-intensive, non-farm economy by providing this sector with accessible credit and marketing facilities, especially in the early stages of such "infant industries". Banking for poor will need imaginative mechanisms to reach those who have no access to organised money markets. The improvement of skills through appropriate training and investment in human capital will be crucial.

The challenge is great. But so is the opportunity. If it is not to be missed, everybody must co-operate and participate—rural populations, trade unions and employers with Governments in the lead role. The central piece of the employment oriented rural strategy, to be fine tuned by the conference, is to ensure an equitable distribution of the fruits of development. This will be the measure of its success or failure. Mean while, millions of rural people, left out of the mainstream of development, drift below the poverty line which is a powerful reason for action now."

(EFI Bulletin, dated 1st June 1988)

World Industrial Relations Scenario in 1986

According to a round-up of 52 countries in the latest volume of the ILO's Year Book of Labour Statistics, there were fewer strikes in 1986 but in a turnaround from 1985 they grew larger and lasted longer. The number of strikes fell to about 14,200 in 1986 from 15,500 the preceding year. On an average each strike affected about 827 workers and lasted about 5.5 days per worker in 1986—up from 810 workers and 5 days in 1985. A total of 65.3 million workdays were lost through strikes in 1986 with Canada, Finland, India, Italy, and the United States accounting for about three-quarters of them.

While the overall number of workdays lost through strikes rose only slightly in 1986, some countries experienced large increases. Among these were Canada, Finland, New Zealand, Norway, Panama, Portugal and the United States. In many other countries the figures dropped well below their 1985 levels including Denmark, Indonesia, Mauritius, Mexico, Sri Lanka, the United Kingdom and Zambia. As a roughly comparable indicator of strike activity, the number of workdays lost per thousand persons employed was over 800 in Finland, India and New Zealand. Between 300 and 600 days were lost per thousand persons employed in Canada, Greece, Norway, Panama and Peru.

At the other end of the spectrum Egypt, Malawi, Singapore and Switzerland had less than one day lost per thousand workers due to strike action. According to the data compiled, very large strikes occurred in Norway with an average of 10,000 workers involved per strike and about 6.2 days lost per worker. On

average more than 1,000 workers took part in each strike in Greece, Italy, Portugal, San Marino and the United States. But while strikers in the first four countries lost about one or 2 days each, in the United States each worker lost on average 22 days of work. For most of the countries surveyed, less than 400 workers participated in each strike and there were fewer than 4 days loss on average per striking worker. Yet this figure rose to over 30 days in Equador, Panama, Thailand and Tobago and Turkey.

Fewer workers were involved in strikes in 26 of the countries including Austria, Barbados, Denmark, Fiji, Iceland, Ireland, Malawi, Mauritius, New Zealand, Spain, Sweden, Switzerland, Trinidad and Tobago and Zambia. Meanwhile, the number of strikers grew in Canada, the Federal Republic of Germany, Finland, Norway, Panama, Puerto Rico, Portugal, Thailand and Turkey.

Once again manufacturing led the other industries in strikes—with about 50 per cent of the total—in the 42 countries for which the industrial breakdown was available. A third of the strikes were distributed evenly among mining and quarrying, transport, storage and communication, and community, social and personal services. Electricity, gas and water had the least amount of strikes—about 1 per cent of the total. However, between 1985 and 1986 there was a change in the pattern of industrial disputes. For example, 50 per cent of all workers involved in strikes in 1985 were employed in manufacturing and they accounted for about 60 per cent of all days lost. In 1986 these figures fell to less than 40 per cent and 55 per cent respectively.

At the same time the share of community social and personal services—consisting of public administration education medical and health services—rose from 14 per cent of all workers involved in strikes to 22 per cent and from 6 per cent of all workdays lost to 12 per cent. The average was 1,600 workers involved per strike although the figure was more than 2 000 workers in Italy, Norway, Sweden and the United States. Other increases were found in transport, storage and Communication which reported 12 per cent of all strikers and 11 per cent of all days lost, up from 8 per cent and 6 per cent respectively in 1985.

The construction industry accounted for 9 per cent of all workers involved in strikes and about 8 per cent of work-days lost. For mining and quarrying, the total number of strikes and workers rose but the number of days lost fell sharply. An average of 700 workers were involved in each strike, losing fewer than 3 days each the least of all industries. Agriculture saw some big strikes involving over 1,000 workers each in Canada, India, Italy, Panama and Spain.

Finance, insurance, real estate and business services—while accounting for only 2 per cent of all strikes, 3 per cent of workers involved and 2 per cent of workdays lost—had large but short strikes. On average, nearly 1,000 workers, were involved in each strike with about 3.5 days lost per worker. Electricity, gas and water recorded about 700 workers in each strike and over 3.5 days lost per worker.

since employment in some countries and major sectors is far higher than in others, this influences the size of strike. Also statistics for some countries omit certain sectors and types of strikes, and countries vary in the sources and methods used for computing strike data. For these reasons, international comparisons should be made with extreme care.

Number of closures, lock-outs and workers affected therein during 1987
By States (Provisional)

State/U.T	Closures		Lock-outs	
	No. of Units	Workers affected	No. of Units	Workers affected
A. P. ..	8	276	71	57,214
Bihar ..			16	23,319
Gujarat ..	45	16,810	28	11,855
Haryana ..	1	700	13	7,516
Karnataka ..	7	2,217	4	739
Kerala ..	28	14,713	19	8,311
M. P. ..			2	1,298
Maharashtra ..	41	1,244	55	20,451
Orissa ..	1	79	7	4,182
Punjab ..	3	238	4	3,244
Rajasthan ..	5	199	18	5,033
Tamilnadu ..	4	163	18	6,891
U. P. ..	9	330	11	6,219
West Bengal ..	47	55,357	146	1,02,259
Delhi ..	25	671	8	273
Goa, Daman and Diu ..	2	91	2	2,082
Pondicherry ..				
Others ..	2	163	1	200
All India ..	228	93,251	423	2,61,086

(—)—NIL

—Ministry of Labour

(E.F.I., Bulletin, dated 1st June 1988)

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.)

Proposed Changes in the Labour Acts

The two principal laws governing industrial relations in the country are the Trade Unions Act of 1926 and the Industrial Disputes Act of 1947. They have both become outmoded since long. That both the Acts required major changes have been accepted on all hands. I need there was a clamour from both the sides trade unions and employers for radical changes in the two laws. There has however, been a running controversy as to how and to what extent the amendments are to be made.

One major exercise in this regard was done by the National Commission in Labour, with the former Chief Justice of India, Shri P. B. Gajendraghadkar, as Chairman. That Commission made certain unanimous recommendations. Important among them were :—

- (1) that registrations of trade unions should be compulsory.
- (2) there should be provision for statutory recognition of trade unions, (It had left to the Labour Court's discretion the choice of manner of determining the strength of the rival trade unions i.e. whether by secret ballot or by membership.
- (3) the setting up of an Industrial Relations Commission at the Central and State levels.

The commission said that the minimum number of seven persons required for forming a trade union, should be increased to ten percent or hundred whichever was less. It wanted statutory effect to be given to the Code of Discipline in Industry.

The Industrial Relations Commission should have a judicial person as chairman with labour and management experts as members. It was to be vested with the power to certify bargaining agents, adjudicate disputes and offer its services as arbitrators if required by the parties, and also to have its own enforcement wing.

National Labour Conference

The Government of India did not act on the recommendations of the National Commission on Labour and allowed it to rust. But there had been persistent demands from both employers and a section of trade unions for giving statutory effect to the recommendations of the National Labour Commission. In September 1982, a National Labour Conference was called, which was boycotted

by certain trade union centres, but was attended by the INTUC, NLO, HMS, NEFITU, etc. This conference set up a committee under the chairmanship of Shri Sanath Mehta, the then Labour Minister of Gujarat. That committee produced certain unanimous recommendations for amending both the Trade Unions Act and the Industrial Disputes Act, The Government did not act on these recommendations either.

Promise for Comprehensive Amendments

In the result the Industrial Disputes Act, 1947 and the Trade Unions Act, 1926 which were condemned all round were allowed to continue, with not only the number of manday lost increasing on account industrial action but also the quality of industrial relations suffering all along. Successive labour minister at the Centre, however, kept on promising that they would bring a comprehensive amendment to the Trade Unions Act and the Industrial Disputes Act in the 'next session' of Parliament and it was always, the 'next session'.

Against this background the mere introduction of a new Bill seeking to amend both the Trade Unions Act and the Industrial Disputes Act on May 13 in the Rajya, Sabha, is itself an achievement. The subject matter to the amendments are very complicated. The implications of the various amendments require a careful study in depth. That could help any possible further improvement in the amending bill, so as to ensure healthy harmonious industrial relations and higher productivity. It is with this end in view the amending Bill is analysed here.

PART A THE AMENDING BILL

Date of Effect

Part A deals with the date of effect of the various amendments. The amendments will come into force only from a date to be notified by the appropriate Government in respect of trade unions whose objectives are not confined to one State. In regard to other trade unions, viz., those whose objectives are confined to one State only, the date of effect will be notified by the State Government concerned in their official Gazettes. Part B deals with the amendments to the Trade Unions Act, 1926 and Part-C with amendments to the Industrial Disputes Act 1947.

PART B AMENDMENT TO TRADE UNIONS ACT

Registration of Trade Unions

In respect of establishments employing less than 100 employees, the existing minimum of seven persons will continue. However, for establishments employing hundred or more, a minimum membership of ten percent is required to get the union registered.

The intention is obviously to avoid mushroom growth of unions, which is laudable. But a ten percent minimum even for registration, without a floor, will be on the high side, even as the existing minimum of seven is on the low side. In a large industrial undertaking, let us say employing ten thousand workmen, insistence on ten percent membership of the total number of employees for registration itself would be unpractical. For it will have to enroll a thousand members, obviously not through check-off system, for registration. It must be remembered that despite the multiplicity of trade unions in our country, the percentage of unionisation even among the organised labour is well below thirty percent. The ten percent membership qualification for registration will therefore make it difficult for registration of even genuine new trade unions.

It must also be remembered that the development of trade union movement in our country is not uniform in all regions and in all industries, and a uniform ten percent minimum membership for registration will be a hardship in certain industries and regions. The National Labour Commission's recommendation of ten percent subject to a minimum of hundred is perhaps more reasonable.

Time limit for registration

Registration of trade unions will have to be done within sixty days from the date of receipt of the application. This is a salutary provision considering the inordinate delay obtaining now.

Minimum subscription fee

The existing minimum subscription of twenty-five paise per member per month has been raised to Re. 1 with a proviso that the appropriate Government may provide for a lower rate of subscription in respect of workmen in scheduled industries under the Minimum Wages Act. The amendment provides for recognition of unions mainly by membership as proved by the check-off system. Unless all the unions have the same membership fee, there may be unfair competition between rival trade unions. For instance, if a union fixed its subscription fee at Rs. 5 and an other union at Rs. 5 then the union with a higher membership fee can be at a disadvantage.

Elections

The bill provides for the *appointment* of the office bearers of trade unions to be made every year within such date as may be specified. It does not speak of secret ballot. The word *appointment* is used loosely in the place of election. Elections every year may be too frequent in many cases, and may cause instability to trade unions may be required to be held as prescribed in their respective constitution, not necessarily every year. It also requires that the meeting of the executive committee should be held at intervals of not more than three months. This is good.

Outsiders

On the issue of outsiders, the amending bill provides for not more than two office bearers from non-workers. This is a desirable trend in the matter of

reducing the number of outsiders holding office in trade unions and correspondingly increasing the opportunities of the workers themselves holding offices in unions. It will be often found that many trade unions have only one outsider. Therefore, this provision may not seriously affect the existing situation.

There is another provision in the amending bill saying that no person can be an office bearer of more than seven unions at any given point of time. It is not understandable, how the number seven came to be the ceiling. The number seems to have some mystic affinity with the Trade Unions Act. If a person wants to overcome this ceiling limit it will not be a difficult task for him. He can just organise a general union, say for instance "Tamil Nadu Labour Union", which can have within its ambit any labour in Tamil Nadu working in any industry; and this union can have branches either industrywise or unitwise. The intention behind the limitation is good.

Disqualification

The amending bill seems to disqualify a person from being chosen a member of the executive committee or an office bearer of a trade union, (a) if he has been convicted under the Industrial Relations Act, (b) if he is convicted by a Court for any offence involving moral turpitude and sentenced to imprisonment and unless a period of five years has lapsed since his release, (c) if he is convicted for any offence and sentenced to imprisonment for not less than two years, unless a period of five years has lapsed since his release.

The amending bill also says that if any member of the executive committee, or office-bearer of a registered trade union, who, immediately before the commencement of the amended Act, has been convicted for any offence under the Industrial Disputes Act of 1947 shall on that date of such commencement cease to be such a member or an office bearer.

The bill introduces a new kind of dispute called the "Trade Union Dispute". A 'trade union dispute' has been defined to include any dispute between members of a registered trade union, and between one registered union and another in relation to administration or management of the affairs of registered trade union. But such dispute will not include matters relating to property. Disputes between members of a registered trade union is understandable. But how can one union raise a dispute over the management or administration of another union? If this is allowed, it may spell chaos.

The amending bill provides that a trade union dispute may be referred by the parties to arbitration under the Industrial Relations Act and it will then be processed as if it were an arbitration under that Act; or it may be referred by one of the parties for adjudication by a Labour Court under the Industrial Relations Act. This is a new provision and gives the right of direct access to Labour Court to any party to the 'trade union dispute'. This will also lead to litigations galore and may affect the stability of trade unions.

Check off system

The amending bill provides for the introduction of a check off system. Under it "every member of a registered trade union shall authorise his employer in writing 'in the presence of such officer' and in such manner as may be prescribed for the deduction of monthly subscription payable by him to the trade union of which he is a member, from his wages and remittance thereof to such trade union". He has to sign an authorisation in the present of an 'officer'.

Who that officer would be is not made clear, whether an officer of the company or a nominee of the Labour Court. This will have to be spelt out clearly. If every day some workers sign the authorisation form, the 'officer' will have to be present on all those occasions. All such authorisation forms need not be signed on a particular date. They will be naturally be spread over a period. Indeed it will be a continuous process. The introduction of a provision that the signature will have to be before an officer, whoever he is, might create problems. It has been made clear that no such authorisation shall be made in favour of more than one union.

Valid for three years

Once the authorisation is given in favour of one trade union, then it will be valid for three years. But here also the section must provide that the authorisation will not cease to be effective automatically on the expiry of the three year period, unless the workmen change their affiliation or revoke the authorisation already given.

Employers are required to publish the list on the notice board every three months or such other period as may be prescribed. The requirement to publish the list every three months is unnecessary. It might cause confusion as the authorisation is once given is valid for three years, there will be no purpose in the quarterly publication of the list.

The employer has to forward a copy of the record maintained by him to other registered trade unions, the Registrar of Trade Unions and the Labour Court.

Any agrieved trade union over the authorisation made to any union has a right to appeal to the Labour Court. The Labour Court thereupon after giving an opportunity of being heard to the employer and the registered trade unions, determine the number of members of every such trade union.

Secret ballot

There is a proviso to this section which combines the conflicting demands of check-off system and the secret ballot system.

The proviso says that where, after hearing the employer and the trade unions of workmen concerned, the Labour Court comes to a conclusion that the

difference in membership of the registered trade union with the highest membership and the membership of each of the next two registered trade unions is less than three per cent of the total members of all registered trade unions, and the Labour Court is of the opinion that the procedure followed under the check-off system could not reflect the real intention of the workmen, it may, for reasons to be recorded in writing, determine by secret ballot from among the workmen who are members of the said trade unions; and based on the results of such secret ballot, the Labour Court shall determine the membership of such trade unions.

There are two conditions to be fulfilled before resorting to secret ballot—

(1) that the difference in the membership of the largest union and the next two registered trade unions must be less than three per cent of the total number of all registered trade unions, and (2) the Labour Court must be of the opinion that the procedure followed for the check off system could not reflect the real intention of the workmen. Only if these two conditions are satisfied can secret ballot be ordered.

Cancellation of registration and deregistration

The Bill provides for cancellation of registration of a trade union if it indulges in strike which is illegal under Section 24 of the Industrial Relations Act, among several other reasons. But there is a right of appeal to the Labour Court. This seems to be a bit drastic.

Re-registration

No application for registration will be entertained before the expiry of six months from the date of cancellation of registration.

PART C**AMENDMENTS TO INDUSTRIAL DISPUTES ACT****Preamble and title**

The Industrial Disputes Act has come in for considerable criticism both from trade unions and employers as out-moded, requiring major changes. The Bill seeks to meet this criticism. The preamble to the Act has been changed by the amending Bill as follows :

Whereas it is expedient to regulate the relations between workmen and employers in industry and to establish Industrial Relations commission to provide for the adjudication and trial of industrial and labour disputes under Article 323B of the Constitution so as to promote and maintain industrial harmony and for matters connected therewith and incidental thereto.

The name of the Act has been changed to Industrial Relations Act which is in tune with the declared objectives. The Bill introduces a new kind of dispute viz., 'Labour Dispute'. and it appears that it has not been defined in the Bill.

Important changes

The important changes introduced in the Industrial Disputes Act by the Bill are

- (1) Statutory recognition of Trade Unions; provision for check off and secret ballot ;
- (2) Setting up of Industrial Relations Commissions and the Centre and in the States ;
- (3) Governments assuming powers to prescribe conditions of employment and ban strikes and lockouts ;
- (4) Making it possible for individual workmen to have direct access to Labour Courts in respect of individual grievances ; and
- (5) Defining "Goslow" for the first time.

The Bill refers to go-slow by a *body of persons*. If an individual worker resorts to go-slow, then apparently it does not seem to be covered by the definition of 'go-slow' in the Bill.

Bargaining Council

The Bill confuses between the Bargaining Council and the Bargaining Agent. Any Bargaining Council should be a Council of Employers on the one side the Trade Unions on the other. Therefore the relevant provision in the Bill should read that "every employer should establish a Bargaining Council for his industrial establishment, consisting of representatives of eligible trade unions and representatives of the management".

Minimum membership for recognition

The growth of trade union movement in our country is not balanced in all industries and in all regions or States. Therefore fixing the same percentage for recognition and representation on the bargaining council for all industries in all regions is not logical. Even for proportionate representation, the minimum percentage must be moving with the growth of the trade union movement in different industries and States, the appropriate Government being clothed with the requisite powers.

A minimum membership qualification is necessary for representation on the Bargaining Council. Unions below a particular percentage of membership shall be altogether excluded from the Bargaining Council. The minimum membership percentage need not be the same for registration and recognition.

The Bill should also provide that all the existing registered trade unions shall have the right of check-off system for a minimum period after the expiry of which those unions which fail to qualify will not be recognised, and the others given proportional representation on the Bargaining Council.

strikes and lock outs

The existing Section 3 of the Industrial Disputes Act is substituted by a new one which in effect says that any strike must have been preceded by a discussion in the Bargaining Council; it should not be called during pendency of conciliation proceedings or proceedings before the Labour Court or an Industrial Relations Commission, or Arbitration; or during the currency of any settlement or award in respect of matters covered by the settlement or award.

No strike ballot

The new condition is that the strike call can be given only by the bargaining agents representing the majority of not less than three fourth of the membership of such council. This avoids a strike ballot.

In consequence a few leaders joining hands may call out a strike without ascertaining the wishes of the workers. It is not clear why the Government went back on its earlier proposal of a strike ballot.

It is for the Labour Court to decide whether a strike or a lockout is illegal or not. A reference in this regard can be made to the Labour Court by an employer, a bargaining agent, a workman or an appropriate Government. The Labour Court is required to decide the dispute within fifteen days. Where Labour Court finds that a trade union has been involving in an illegal strike, it shall intimate that finding to the Registrar of Trade Unions concerned as early as possible, who has powers to de-register the union. If once de-registered, recognition will also go.

Lock out without notice

Section 44 permits a lock out without notice where there is an imminent threat of violence or damage to property. But there is no balancing provision there that can be a strike too without notice when there is an imminent threat to the safety of the workers.

Where the Labour Court finds that the Union has gone on illegal strike, it should also inform the employer and the unions concerned. It is in trade unions' favour that there is no provision for awarding damages against union or going on illegal strike. Penalty for illegal strike involves cancellation of registration of trade union while the penalty for illegal lock out is not equally severe. Penalties on both the sides should be balanced.

New provision giving powers to Government.

A new section 10B is sought to be added by the amending Bill which provides that if, in the opinion of the appropriate Government, it is necessary or expedient so to do for securing the public safety or convenience or the maintenance of public order or of supplies and service essential to the life of the community, or for maintaining employment or maintaining industrial peace, it may, by a general or special order, require an employer and workmen to observe for such period as may be determined in that order. Such terms and

conditions of employment as may be determined in accordance with that order. It also provides for prohibiting strikes or lockouts generally or a strike or lock-out in connection with any industrial dispute. The powers taken are wide and to be used are expected only under exceptional circumstances and strictly in the interest of the community.

Industrial grievances—direct access to Labour Court

Any dispute arising out of discharge, dismissal, retrenchment or termination otherwise, of an individual workmen also shall be deemed to be an industrial dispute, even if any other workmen, or any trade union of workmen, is not a party to the dispute.

In a case where such industrial dispute has been raised by a workman or any trade union before the conciliation officer and if no settlement results within sixty days of such raising of the dispute, such workman or trade union may refer such industrial dispute directly to a Labour Court for adjudication. It is not necessary to route it through Government as now. This is a distinct gain to the workers but may not be welcomed by the employers. Since the worker can go to Labour Court directly not necessarily through a union—trade unions too may not always welcome this provision as it might tend to make unions redundant in individual disputes. The worker may find his own lawyer and perhaps lawyers might have a field day.

Direct Access to Labour Court Against Change in Conditions of Service

The worker may go to a Labour Court direct challenging "Any change in the conditions of service". The definition of change in condition of service is rather wide, particularly in item (d) mentioned below. The Explanation in the Bill says : 'that conditions of service must relate to :

- (a) wage, pension and other retirement benefits payable to him ;
- (b) his tenure including his confirmation, seniority, promotion, premature retirement and super-annuation ;
- (c) leave of any kind due to him ; or
- (d) any disciplinary matter against him.

This last provision that "any disciplinary matter" can be a change in service conditions is difficult to understand. It is the finding at the end of the disciplinary proceedings that might sometimes bring about a change in the conditions of service. Then only he should be able to move the conciliation machinery or the Labour Court for redress.

A grievance procedure with built-in grievance arbitration to deal with all problems relating to individual grievances could perhaps be a better alternative.

Industrial Relations Commission

Industrial Relations Commission is an important improvement over the existing legislation. The Bill provides for the setting up of Industrial Relations Commissions in the States and in the Centre, besides Special Industrial Relations Commission takes the place of the present Industrial Tribunal.

There is however one important variation from the recommendations of the National Commission on Labour and Sanat Mehta Committee. Those recommendations of the National Commission on Labour and Sanat Mehta required a bench of Industrial Relations Commissions to consist of three persons viz., the Chairman, who would be from the judiciary, and the other two members,—one an expert in management and the other an expert in labour matters. But the amending bill provides for only one technical member in addition to the Chairman. The amendment would be unacceptable to both labour and employers. There should be a minimum of two technical members on each bench in addition to the chairman.

It should also provide that the technical member need not be a full time member. He may be a part time one, chosen out of a standing panel of selected experts both in labour and management. Any one out of the panel can be nominated casewise, looking to the nature of the industry, labour and the disputes.

The Bill fixes an age limit of sixtyfive years for members of the Industrial Relations Commission. This limitation should only apply to the president and any other full time members and not to part time members of the commission. The technical member being part time, should not be subject to any age limit.

Implementation

Industrial Relations Commission has appellate jurisdiction over decisions of the Labour Court. Its status is equal to that of a High Court and appeals against the decision of the Industrial Relations Commission shall lie only to the Supreme Court.

The bill provides that the order of an Industrial Relations Commission shall be executed in the same manner as an order of a Court is executed. The NLC had recommended that the Industrial Relations Commission may have its own Enforcement Wing. This 'single window' concept for labour disputes may be incorporated in the bill.

Life of Award

Section (3) of the Industrial Disputes Act, seeks to extend the life of an award from one year to three years which is good.

(Indian Worker dated May 30, June 6, 13 and 20, 1988)

Gist of Important Notifications under Various Labour Laws

I MINIMUM WAGES ACT, 1948

(A) Declaration of Special Allowance under the,—

(1) *Engineering.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special Allowance (Cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to three months commencing on the 1st day of January 1988 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of special Allowance (cost of living allowances payable) (3)
1	I	.. Rs. 20.10 per day.
2	II	.. Rs. 20.10 per day.
3	III	.. Rs. 20.10 per day.
4	IV	.. Rs. 20.10 per day.

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

(Notification No. MWA/SPL/Engineering, dated 2nd February 1988, published in *Maharashtra Government Gazette* Part I-L, dated 5th May 1988 at pages Nos. 673 to 675).

(2) *Paper and Paper Board Manufacturing.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special Allowance (Cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled Employment in the areas mentioned in column (2) of

Schedule III appended hereto in relation to three months commencing on the 1st day of January 1988 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zone (2)	Amount of Special Allowance (Cost of living allowance payable) (3)
1	I	.. Rs. 355.20 per month.
2	II	.. Rs. 355.20 per month.

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

(Notification No. MWA/SPL/Paper and Paper Board Manufacturing dated 2nd February 1988, Published in *Maharashtra Government Gazette* Part I-L, dated 5th May 1988 at pages Nos. 676 to 678.)

(3) *Cloth Dying and Cloth Printing.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special Allowance (Cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of schedule III appended hereto in relation to three months commencing on the 1st day of January 1988 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of special Allowance (cost of living allowance payable) (3)
1	I	Rs. 571.00 per month.
2	II	Rs. 571.00 per month.

Explanation.—For the purpose of this notification, Zones I and II shall respectively, means Zones I and II formed for the purpose and shown in the Notification, Industries, Energy and Labour Department No. MWA. 6274/904/Lab-7, dated the 4th January 1988.

(Notification No. MWA/SPL/Cloth Dyeing and Cloth Printing dated 2nd February 1988, published in *Maharashtra Government Gazette* Part I-L, dated 5th May 1988 at pages Nos. 679 to 681).

(4) *Rubber Manufacturing Industry.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said schedule employment in the areas mentioned in column (2) of schedule III appended hereto in relation to three months commencing on the 1st day of January 1988 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zones	Amount of special allowance (cost of living allowance payable)
(1)	(2)	(3)
1	I	.. Rs. 5.04 per day.
2	II	.. Rs. 5.04 per day.
3	III	.. Rs. 5.04 per day.

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

(Notification No. MWA/SPL/Rubber Manufacturing Industry, dated 2nd February 1988, published in *Maharashtra Government Gazette*, Part I-L dated 5th May 1988 pages Nos. 682 to 684).

(5) *Cinema Exhibition Industry.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said schedule employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to three months commencing on the 1st day of January 1988 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zones	Amount of Special Allowance (cost of living allowance payable)
(1)	(2)	(3)
1	I	.. Rs. 471.00 per month.
2	II	.. Rs. 471.00 per month.
4	III	.. Rs. 471.00 per month.
4	IV	.. Rs. 306.15 per month.
5	V	.. Rs. 306.15 per month.

Explanation.—For the purpose of this notification, Zones I, II, III, IV and V shall respectively mean Zones I, II, III, IV and V formed for the purpose and

shown in the Notification, Industries, Energy and Labour Department No. MWA. 2683/5448/Lab-7, dated 5th September 1983.

(Notification No. MWA/SPL/Cinema Exhibition Industry dated 2nd February 1988, published in *Maharashtra Government Gazette*, Part I-L, dated 5th May 1988 pages 685 to 687).

(6) *Dispensary.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said schedule employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of January 1988 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zones	Amount of Special Allowance (cost of living allowance payable)
(1)	(2)	(3)
	I	Rs. 373.50 per month.
2	II	Rs. 311.25 per month.
3	III	Rs. 249.00 per month.

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

(Notification No. MWA/SPL/Dispensary, dated 2nd February 1988, published in *Maharashtra Government Gazette*, Part I-L, dated 5th May 1988 pages Nos. 688 to 690).

(7) *Shops.*—The Deputy Commissioner of Labour (Rural Wings and Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said schedule employment in the areas mentioned in column (2) of Schedule III appended hereto in relation

to six months commencing on the 1st day of January 1988 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zones	Amount of Special Allowance (cost of living allowance payable)
(1)	(2)	(3)
1	I	.. Rs. 512.10 per month.
2	II	.. Rs. 426.75 per month.
3	III	.. Rs. 398.30 per month.
4	IV	.. Rs. 341.40 per month.

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

(Notification No. MWA/SPL/Shops, dated 2nd February 1988, published in *Maharashtra Government Gazette*, Part I-L, dated 5th May 1988 pages Nos. 691 to 693).

(8) *Fountain Pens.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said schedule employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of January 1988 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zones	Amount of Special Allowance (cost of living allowance payable)
(1)	(2)	(3)
1	I	Rs. 14.50 per day.
2	II	Rs. 14.50 per day.

Explanation.—For the purpose of this notification, Zones I and II shall respectively mean Zones I and II formed for the purpose and shown in the Notification, Industries, Energy and Labour Department No. MWA. 2485/6169 Lab-7, dated 4th October 1985.

(Notification No. MWA/SPL/Fountain Pens, dated 2nd February 1988, published in *Maharashtra Government Gazette* Part I-L, dated 5th May 1988 pages Nos. 694 to 696).

(9) *Card Board and Straw Board.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said schedule employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of January 1988 at the rates mentioned in column (3) of the said Schedule.

SCHEDULE

Serial No.	Zones	Amount of Special Allowance (cost of living allowance payable)
(1)	(2)	(3)
1	I	.. Rs. 798.00 per month.
2	II	.. Rs. 798.00 per month.
3	III	.. Rs. 532.00 per month.

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

(Notification No. MWA/SPL/Card Board and Straw Board dated 2nd February 1988, published in *Maharashtra Government Gazette*, Part I-L dated 5th May 1988 pages Nos. 697 to 699).

(10) *Manufacturing Readymade Garments.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said schedule employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of January 1988 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zones	Amount of Special Allowance (cost of living allowance payable)
(1)	(2)	(3)
1	I	.. Rs. 553.80 per month.
2	II	.. Rs. 553.80 per month.
3	III	.. Rs. 553.80 per month.

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

(X) Notification No. MWA/SPL/Manufacturing Readymade Garments dated 2nd February 1988 published in *Maharashtra Government Gazette*, Part I-L, dated 5th May 1988, pages Nos. 700 to 702).

(11) *Plastics*.—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special Allowance (Cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of January 1988 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of Special Allowance (cost of living allowance payable) (3)
1	I	.. Rs. 15.30 per day.
2	II	.. Rs. 15.30 per day.

Explanation.—For the purpose of this Notification Zones I and II shall respectively mean Zones I and II formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA. 5284/5740 Lab-7, dated the 12th April 1984.

(Notification No. MWA/SPL/Plastics, dated 2nd February 1988, published in *Maharashtra Government Gazette* Part I-L, dated 5th May 1988 at pages Nos. 703 to 705.)

(12) *Hospital (Gr. Bombay)*.—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special Allowance (Cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of January 1988 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zone (2)	Amount of Special Allowance (Cost of living allowance payable) (3)
	Areas within the limits of Municipal Corporation of Greater Bombay.	Rs. 623.00 per month.

Explanation.—For the purpose of this Notification, Zones I and II shall respectively, Zone I formed for the purpose and shown in Notification,

Industries Energy and Labour Department, No. MWA. 5871/130283/Lab-III-dated 19th July 1972.

(Notification No. MWA/SPL/Hospital (Gr. Bombay) dated 2nd February 1988, published in *Maharashtra Government Gazette* Part I-L, dated 5th May 1988 at pages Nos. 706 to 708).

(13) *Hospital (Pune)*.—The Deputy Commissioner of Labour (Rural Wing and Enforcement) Bombay in exercise of the Powers conferred on it has declared the Special Allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of section III appended hereto in relation to six months commencing on the 1st day of January 1988 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of Special Allowance (cost of living allowance payable) (3)
1	I	.. Rs. 360.00 per month.
2	II	.. Rs. 360.00 per month.
3	III	.. Rs. 360.00 per month.

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

(Notification No. MWA/SPL/Hospital (Pune) dated 2nd February 1988 published in *Maharashtra Government Gazette*, Part I-L, dated 5th May 1988 at pages Nos. 709 to 711).

(14) *Wooden Photo*.—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special Allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment.

in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of January 1988 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of Special Allowance (cost of living allowance payable) (3)
1	I	.. Rs. 316.00 per month.
2	II	.. Rs. 237.00 per month.
3	III	.. Rs. 158.00 per month.

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

(Notification No. MWA/SPL/Wooden Photo, dated 2nd February 1988, published in *Maharashtra Government Gazette*, Part I-L, dated 5th May 1988 at pages Nos. 712 to 714).

(15) *Optical Frames.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special Allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of scheduled III appended hereto in relation to six months commencing on the 1st day of January 1988 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amounts of special allowance (cost of living allowance payable) (3)
1	I	.. Rs. 18.33 per day.
2	II	.. Rs. 18.33 per day.

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

(Notification No. MWA/SPL/Optical Frames, dated 2nd February 1988 published in *Maharashtra Government Gazette*, Part I-L, dated 5th May 1988, at pages Nos. 715 to 717).

(16) *Wooden Furniture.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special Allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said Scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of January 1988 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of special allowance (cost of living allowance payable) (3)
1	I	.. Rs. 10.20 per day.
2	II	.. Rs. 6.80 per day.
3	III	.. Rs. 5.10 per day.

Explanation.—For the purpose of this notification, Zones I, II and III shall respectively mean Zones I, II and III formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA. 6283/3895/5546-(R)/Lab-7, dated the 7th September 1983.

(Notification No. MWA/SPL/Wooden Furniture dated 2nd February 1988, published in *Maharashtra Government Gazette*, Part I-L, dated 5th May 1988 at pages Nos. 718 to 720).

(17) *Tanneries and Leather Manufactory.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special Allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of January 1988 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of Special Allowance (cost of living allowance payable) (3)
1	I	.. Rs. 289.00 per month.
2	II	.. Rs. 204.00 per month.
3	III	.. Rs. 161.50 per month.
4	IV	.. Rs. 119.00 per month.

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

(Notification No. MWA/SPL/Tanneries and Leather Manufactory dated 2nd February 1988, published in *Maharashtra Government Gazette*, Part I-L, dated 5th May 1988 at pages Nos. 721 to 723).

(18) *Hair Cutting Saloon*.—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of January 1988 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of Special Allowance (cost of living allowance payable) (3)
1	I	.. Rs. 378.00 per month.
2	II	.. Rs. 378.00 per month.
3	III	.. Rs. 378.00 per month.
4	IV	.. Rs. 378.00 per month.

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

(Notification No. MWA/SPL/Hair Cutting Saloon dated 2nd February 1988 published in *Maharashtra Government Gazette*, Part I-L, dated 5th May 1988 at pages Nos. 724 to 726).

(19) *Canteen and Clubs*.—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special Allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of January 1988 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of Special Allowance (cost of living allowance payable) (3)
1	I	.. Rs. 232.20 per month.
2	II	.. Rs. 232.20 per month.
3	III	.. Rs. 232.20 per month.
4	IV	.. Rs. 232.00 per month.

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

(Notification No. MWA/SPL/Canteen and Clubs dated 2nd February 1988, published in *Maharashtra Government Gazette*, Part I-L, dated 5th May 1988 at page Nos. 727 to 729).

(20) *Hotels*.—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special Allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of January 1988 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of Special Allowance (cost of living allowance payable) (3)
1	I	.. Rs. 232.20 per month.
2	II	.. Rs. 232.20 per month.
3	III	.. Rs. 225.75 per month.
4	IV	.. Rs. 212.85 per month.
5	V	.. Rs. 199.95 per month.

Explanation.—For the purpose of this notification, Zones I, II, III, IV and V shall respectively mean Zones I, II, III, IV and V formed for the purpose and shown in the Notification, Industries, Energy and Labour Department No. MWA. 2484/6042/Lab-7, dated 31st October 1985, read with Office Circular No. CL/MWA/Hotel/H.O.-VIII, dated 24th February 1986.

(Notification No. MWA/SPL/Hotels, dated 2nd February 1988, published in *Maharashtra Government Gazette*, Part I-L, dated 5th May 1988 at page Nos. 730 to 732).

(21) *Utensils*.—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special Allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment

in the areas mentioned in column (2), of Schedule III appended hereto in relation to six months commencing on the 1st day of January 1988 at the rate mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.		Amount of Special Allowance (cost of living allowance payable)
(1)	(2)	(3)
1	I	.. Rs. 14.50 ps.
2	II	.. Rs. 14.50 ps.

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

(Notification No. MWA/SPL Utensils, dated 2nd February 1988, published in *Maharashtra Government Gazette*, Part I-L, dated 5th May 1988 at pages Nos. 733 to 735).

(22) *Printing Press.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special Allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of January 1988 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.		Amount of Special Allowance (cost of living allowance payable)
(1)	(2)	(3)
1	A	.. Rs. 627.50 per month.
2	B1	.. Rs. 552.20 per month.
3	B2	.. Rs. 502.00 per month.
4	C	.. Rs. 476.90 per month.

Explanation.—For the purpose of this notification, Zones A, B¹, B², and C shall respectively mean Zones A, B¹, B², and C formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA. 2683/5264/Lab-7, dated the 16th May 1983.

(Notification No. MWA/SPL/Printing Press, dated 2nd February 1988, published in *Maharashtra Government Gazette*, Part I-L, dated 5th May 1988 pages Nos. 736 to 738).

(23) *Advocates or Attorneys.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special Allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said Scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of January 1988 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zones	Amount of Special Allowance (cost of living allowance payable)
(1)	(2)	(3)
1	I	.. Rs. 248.80 per month.
2	II-A	.. Rs. 248.80 per month.
3	II-B	.. Rs. 248.80 per month.
4	III	.. Rs. 248.80 per month.

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

(Notification No. MWA/SPL/Advocates or Attorneys, dated 2nd February 1988, published in *Maharashtra Government Gazette*, Part I-L, dated 5th May 1988, at pages Nos. 739 to 741).

(24) *Powerloom.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special Allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of January 1988 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zones	Amount of Special Allowance (cost of living allowance payable)
(1)	(2)	(3)
1	I	.. Rs. 606.00 per month.
2	II	.. Rs. 606.00 per month.
3	III	.. Rs. 606.00 per month.

Explanation.—For the purpose of this notification, Zones I, II and III shall respectively mean Zones I, II and III formed for the purposes and shown in

the Notification Industries, Energy and Labour Department No. MWA. 5084/6027, Lab-7, dated 10th January 1986.

(Notification No. MWA SPL/Powerloom, dated 2nd February 1988, published in *Maharashtra Government Gazette*, Part I-L, dated 5th May 1988 at page Nos. 742 to 744).

(25) *Construction or Maintenance of Roads.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special Allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of January 1988 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zones	Amount of Special Allowance (Cost of living allowance payable)
(1)	(2)	(3)
1	I	Rs. 13.60 per day.
2	II	Rs. 13.60 per day.
3	III	Rs. 13.60 per day.

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

(Notification No. MWA/SPL-Construction or Maintenance of Roads, dated 2nd February 1988, published in *Maharashtra Government Gazette*, Part I-L, dated 5th May 1988 at page Nos. 745 to 747).

(26) *Laundry.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the Powers conferred on it, has declared the Special Allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto,

in relation to six months commencing on the 1st day of January 1988 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zones	Amount of Special Allowance (Cost of living allowance payable)
(1)	(2)	(3)
1	I	Rs. 322.50 per month
2	II	Rs. 322.50 per month.
3	III	Rs. 322.50 per month.
4	IV	Rs. 322.50 per month.

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

(Notification No. MWA/SPL/Laundry, dated 2nd February 1988, published in the *Maharashtra Government Gazette*, Part I-L, dated 5th May 1988 at page Nos. 748 to 750).

(27) *Cotton Ginning and Cotton Pressing.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the Powers conferred on it, has declared the Special Allowance (Cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III, appended hereto in relation to six months commencing on the 1st day of January 1988 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zones	Amount of Special Allowance (Cost of living allowance payable)
(1)	(2)	(3)
1	I	Rs. 193.50 per month
2	II	Rs. 193.50 per month
3	III	Rs. 193.50 per month

Explanation.—For the purpose of this notification, Zones I, II and III shall respectively mean Zones I, II and III formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA/4284/568/Lab-7, dated 24th January 1988.

(Notification No. MWA/SPL/Cotton Ginning and Cotton Pressing, dated 2nd February 1988, published in *Maharashtra Government Gazette*, Part I-L, dated 5th May 1988 at page Nos. 751 to 753.)

(28) RFDM.—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the powers, conferred on it, has declared the Special Allowance (Cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of January 1988 at the rates mentioned in column (3) of the said Schedule III :—

SCHEDULE III		
Serial No.	Area	Amount of special allowances (cost of living allowance) payable per month
(1)	(2)	(3)
Rs.		
1	Areas within the limits of Municipal Corporation of Greater Bombay.	673.20
2	Areas within the limits of the Thane Municipal Council and areas within a distance of eight kilometres from the periphery of such limits of Thane Municipal Council, excluding the areas falling within the limits of Municipal Corporation of Greater Bombay.	531.00
3	Areas within the limits of Municipal Councils of Kalyan, Bhiwandi, Nizampur, Dombivali, Ambarnath, Ulhasnagar, Nashik, Malegaon, Nashik Road, and Deolali.	358.25
4	All other areas in Bombay Revenue Division except those specified at Serial Nos. 1, 2 and 3 areas in Jalgaon and Dhule Districts.	265.50
5	Areas within the limits of Municipal Councils of Dhule, Nandurbar, Jalgaon, Bhusawal and Amalner.	335.15
6	All other areas in Jalgaon and Dhule Districts except those specified at Serial No. 5 above.	223.50
7	Areas within the limits of the Municipal Corporation of Pune and the areas within a distance of ten kilometres from the periphery of such limits.	440.00
8	Areas within the limits of Municipal Council of Ahmadnagar.	330.00
9	Areas within the limits of Cantonments of Pune and Kirkee.	330.00
10	All areas in Pune and Ahmadnagar Districts except those specified at Serial Nos. 7, 8 and 9.	220.00

SCHEDULE III—contd.

(1)	(2)	(3)
		Rs.
11	Areas within the limits of the Municipal Corporation of Kolhapur and the areas within a distance of ten kilometres from the periphery of such limits.	311.55
12	Areas within the limits of the Municipal Corporation of Solapur and the areas within a distance ten kilometres periphery of such limits.	311.55
13	Areas within the limits of the Municipal Councils of Satara City, Sangli, Miraj, Barshi, Pandharpur and Ichalkaranji.	232.50
14	All other areas in the Pune Revenue Division except areas in Pune and Ahmednagar Districts and those specified at Serial Nos. 11, 12, and 13 above.	158.10
15	Areas within the limits of Municipal Corporation of Nagpur and areas within 2 distance of ten kilometres from the periphery of such limits.	459.00
16	Areas within the limits of the Municipal Councils of Khamgaon, Akola, Amravati, Yeotmal, Wardha, Kamptee, Gondia and Chandrapur.	344.25
17	All other areas in the Nagpur Revenue Division except those specified at Serial Nos. 15 and 16 above.	229.50
18	Areas within the limits of the Municipal Councils of Aurangabad, Jalna and Latur.	189.00
19	Areas within the limits of the Aurangabad Cantonment	189.00
20	All other areas in Aurangabad, Beed and Osmanabad Districts except those specified at Serial Nos. 18 and 19 above.	126.00
21	Areas within the limits of the Municipal Councils of Parbhani and Nanded.	162.75
22	All other areas in the Nanded and Parbhani Districts except those specified at Serial No. 21 above.	50

(Notification No. MWA/SPL/RFDM dated 2nd February 1988, published in Maharashtra Government Gazette, Part-I-L, dated 5th May 1988 at page No. 754 to 758.

(B) FIXATION/REVISION OF MINIMUM RATES OF WAGES.

The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of powers conferred by Section 27 of the said Act, (XI of 1948), hereby gave notice of its intention to and Part-I of the schedule to the

said Act, with effect from the expiry of the period of three months from the date of publication of this notification in the *Maharashtra Government Gazette*, the following employment in respect of which it is of the opinion that the Minimum rates of wages should be fixed under the said Act, namely

Serial No. 71 .. “*Employment in Jari Work Industry wherein work with silver or gold threads is carried on any kind of cloth by hand or by any type of machinery.”

(Vide Government Notification, Industries, Energy and Labour Department No. MWA-1085/6291/Lab-7, dated 5th February 1988, published in *Maharashtra Government Gazette* Part-I-L, dated 12th May 1988 at page No. 780).

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

(A) CORRIGENDUM

(1) CORRIGENDUM

(1) *Corrigendum*.—In Government Notification, Industries, Energy and Labour Department, No. UWA. 1386/CR (11341)/Lab-5, dated the 29th February 1988, published in the *Maharashtra Government Gazette*, Part I-L, Extraordinary, dated the 29th February 1988, at page 80, in paragraph 1, in the second line from below for the figures and words “6th October 1969” read “6th October 1976”.

(Vide Government Notification, Industries, Energy and Labour Department No. UWA-1386/CR(11341)/Lab-5, dated 30th March 1988, published in *Maharashtra Government Gazette* Part-I-L, dated 5th May 1988 at page No. 759)

(2) *Corrigendum*.—In Government Notification, Industries, Energy and Labour Department, No. UWM-1083/CR (10447)/Lab-5, dated the 10th March 1988, published in the *Maharashtra Government Gazette*, Part I-L, Extraordinary, dated the 10th March 1988, at page 97, in the preamble, for the figures, letters and words, “11th April 1988” the figures, letters and words “30th April 1988” shall be substituted.

(Vide Government Notification, Industries, Energy and Labour Department No. UWA-1083/CR(10447)/Lab-5, dated 5th April 1988 published in *Maharashtra Government Gazette*, Part I-L, dated 5th May 1988 at page No. 759).

(B) NOMINATION UNDER THE ACT

The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by sub-sections (3), (5) and (6) of Section 6 of the said Act, hereby :—

(a) nominated or, as the case may be, renominates, the following persons to be the members of the said Board representing the employers, the unprotected workers and the State Government, as follows, namely :—

Members representing employers—

1. Shri Uttamchand Bhikamdas Pokarna, President, Poona Merchants Chamber, 185, Bhawani Peth, Pune 411 002.

2. Shri Virenkumar Lallubhai Gavadiya, Poona Merchants Chamber 14, Bhawani Peth, Pune 411 002.

3. Shri Mishrilal Dhanraj Kakriya, Poona Merchants Chamber, 20, Ganesh Peth, Pune 411 002.

4. Shri Walchand Devichand Sanchetti, Poona Merchants Chamber, 19, Bhawani Peth, Pune 411 002.

5. Shri Champalal Dhanraj Bora, President, Ganesh Peth Vyapari Association, 733, Ganesh Peth, Pune 411 002.

Members representing the unprotected workers—

1. Shri Baba Adhav, President, Hamal Panchayat, 73, Nana Peth, Pune 411 002.

2. Shri Ganpatrao Maruti Mankar, Vice-President, Hamal Panchayat, 39/40, Ganesh Peth, Pune 411 002.

3. Shri Narsu Dagdu Barde, C/o. Hamal Panchayat, 1241, Bhawani Peth, Pune 411 002.

4. Shri Nathoba Baloba Pawar, Hamal Panchayat, 84, Nana Peth, Pune 411 002.

5. Shri Genba Rambhau Jadhav, Hamal Panchayat, 1687, Shukrawar Peth, Pune 411 002.

Members representing the State Government—

1. Shri R. G. Patil, Deputy Commissioner of Labour, Pune.

2. Shri P. T. Jagtap, Assistant Commissioner of Labour, Pune.

3. Shri G. K. Shinde, Secretary, Agricultural Produce Market Committee, Pune.

(b) nominates Shri R. G. Patil, Deputy Commissioner of Labour, Pune, to be the chairman of the said Board ; and

(c) publishes the names of all the members of the Board including the Chairman, as follows, namely :—

1. Shri R. G. Patil,

2. Shri P. T. Jagtap,

3. Shri G. K. Shinde,

4. Shri Uttamchand Bhikamdas Poarna,

5. Shri Virenkumar Lallubhai Gavadiya,

6. Shri Mishrilal Dhanraj Karkriya,

7. Shri Walchand Devichand Sanchetti,

8. Shri Champalal Dhanraj Bora,

9. Shri Baba Adhav,

10. Shri Ganpatrao Maruti Mankar,

11. Shri Narsu Dugdu Barde,
12. Shri Nathobha Buloba Pawar,
13. Shri Genba Rumbhau Jadhav.

(Vide Government Notification, Industries, Energy and Labour Department No. UWA-1383/CR-10355/Lab-5, dated 12th April, 1988 published in *Maharashtra Government Gazette* Part-I-L, dated 12th May, 1988 at pages Nos. 783 to 714).

III. BOMBAY SHOPS AND ESTABLISHMENTS ACT, 1948

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

In the said Schedule II to the said Act, after entry 372 the following entry shall be added, namely :

373. Messrs. Bradma of India Ltd., Section 13(2) subject to the conditions that the Establishment will not be opened earlier than 9-00 a.m. and closed later than 5-15 p.m.
 4th floor, Volkart Bldg., 19, J. N. Heredia Marg, Bombay 400 038.

(Vide Government Notification, Industries, Energy and Labour Department No. ISI, 1087/407226 (2592)/Lab-9, dated 3rd February 1988, published in *Maharashtra Government Gazette* Part I-L, dated 12th May 1988 at page No. 80).

(B) *Suspension of 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

Festivals	Provisions of Sections	Period
(1) Ratha-Utsav	Sections 10(1), 11(1)(a), 14, 16, 18, 20, 21, 23 and 24.	19th April 1988 to 18th May 1988 (both days inclusive).

(Vide Government Notification, Industries, Energy and Labour Department No. P. 7388/115654/(3229)/Lab-9, dated 5th April 1988 published in *Maharashtra Government Gazette*, Part I-L, dated 12th May 1988 at page Nos. 782 to 782).

(2) In exercise of the powers conferred by Section 6 of the said Act, the Government of Maharashtra has suspended for the period commencing from the 16th April 1988 to 22nd April 1988 the operation of the provisions of Section 18 of the said Act in so far as they related to the operation of the calendar or list of closed days prepared under sub-section (1) and of the orders, if any issued under Sub-section (1-B) of the said section 18 in the area specified in the Schedule hereto, subject to the conditions that,—

(i) all shops and commercial establishments in the said areas shall remain closed on the 17th April 1988 ; and

(ii) no deduction shall be made from the wages of any employee in any such shop or commercial establishments on account of closure on the 17th April 1988.

(Vide Government Notification, Industries, Energy and Labour Department No. P. 7388/119524/(3228)/Lab-9, dated 13th April 1988 published in *Maharashtra Government Gazette*, Part I-L, dated 12th May 1988 at page No. 787).

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

SCHEDULE

Festivals	Provisions of Sections	periods
(1) Ratha-Utsav	Sections 10(1), 11(1)(a), 14, 16, 18, 20, 21, 23 and 24.	Dated 26th April 1988 to 27th April 1988 (both days inclusive).
(2) Sakharam Maharaj Pilgrimage.	Sections 10(1), 11(1)(a), 14, 16, 18, 20, 21, 23 and 24.	Dated 30th April 1988 to 1st May 1988 (both days inclusive).

(Vide Government Notification, Industries, Energy and Labour Department No. P. 7388/115654/(3229)/Lab-9, dated 13th April 1988 published in *Maharashtra Government Gazette*, Part I-L, dated 12th May 1988 at pages Nos 788 to 790).

IV. INDUSTRIAL DISPUTES ACT, 1947.

(A) *Appointments under the Act.*—The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by Section 8 of the said Act (14 of 1947) and of all other powers enabling it in that behalf, hereby appointed with effect from the date of taking over charge Smt. N. A. Kadam, to be the President of the said Court as aforesaid.

(Vide Government Notification, Industries, Energy and Labour Department No. IDA. 488/7535/Lab-2, dated 12th April 1988 published in *Maharashtra Government Gazette*, Part I-L, dated 12th May 1988 at page No. 785).

V. BOMBAY INDUSTRIAL RELATION ACT, 1946.

(1) *Appointments under the Act.*—(1) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by sub-section (2) and (4) of section 10 of the said Act, (Bom. XI of 1947) and of all other powers enabling it in that behalf, hereby appointed with effect from the date of taking over charge Smt. N. A. Kadam, to be the President of the Court of Industrial Arbitration.

(Vide Government Notification, Industries, Energy and Labour Department No. BIR. 488/7536/ Lab-2, dated 12th April 1988 published in *Maharashtra Government Gazette*, Part I-L, dated 12th May 1988 at pages Nos. 785 to 786).

(2) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred on him sub-section (2) of Section 6 of the said Act, as delegated to the Commissioner of Labour by Government under Section 122-A, of the said Act, and in supersession of all earlier notifications on the subject, the Commissioner of Labour appointed the Officers mentioned in column 2 of the Schedule hereto, to be the Conciliators for the local areas mentioned in column 3.

SCHEDULE

Serial No. (1)	Officers (2)	Local area falling in (3)
1	Assistant Commissioner of Labour,	Greater Bombay.
2	Assistant Commissioner of Labour,	Thane District.
3	Assistant Commissioner of Labour,	Thane District.
4	Assistant Commissioner of Labour,	Raigad District.
5	Assistant Commissioner of Labour,	Ratnagiri and Sindhudurga Districts.
6	Assistant Commissioner of Labour,	Nashik District.
7	Assistant Commissioner of Labour,	Jalgaon and Dhule Districts.
8	Assistant Commissioner of Labour,	Pune District.
9	Assistant Commissioner of Labour,	Sangli District.
10	Assistant Commissioner of Labour,	Satara District.

SCHEDULE—contd.

Serial No. (1)	Officers (2)	Local area falling in (3)
11	Assistant Commissioner of Labour,	Kolhapur District.
12	Assistant Commissioner of Labour,	Solapur District.
13	Assistant Commissioner of Labour,	Ahmednagar District.
14	Assistant Commissioner of Labour,	Aurangabad and Jalna Districts.
15	Assistant Commissioner of Labour,	Nanded and Parbhani Districts.
16	Assistant Commissioner of Labour,	Nagpur and Wardha Districts.
17	Assistant Commissioner of Labour,	Nagpur District.
18	Assistant Commissioner of Labour,	Chandrapur and Gadchiroli Districts.
19	Assistant Commissioner of Labour,	Bhandara District.
20	Assistant Commissioner of Labour,	Bhandara District.
21	Assistant Commissioner of Labour,	Amravati and Yeotmal Districts.
22	Assistant Commissioner of Labour,	Akola and Buldhana Districts.
23	Assistant Commissioner of Labour,	Latur, Beed and Osmanabad Districts.

(Vide Government Notification, Industries, Energy and Labour Department No. CL/BIR/NTF/1087/H.O.- III-B, dated 21st September 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 19th May 1988 at pages Nos. 793 to 794).

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

(A) *Appointments under the Act.*—(1) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by sub-sections, (2) and (4) of section 4 of the said Act (Mah. I of 1972), and of all other powers enabling it in that behalf, hereby appointed with effect

from taking over charge Smt. N. A. Kadam, Member, Industrial Court, Thane to be the President of the Industrial Court in place of Shri R. N. Gawande.

(Vide Government Notification, Industries, Energy and Labour Department No. ULP-488/7537/Lab-2, dated 12th April 1988 published in *Maharashtra Government Gazette*, Part I-L, dated 12th May 1988 at page No. 786).

VII. BOMBAY RELIEF UNDERTAKINGS (SPECIAL PROVISIONS) ACT 1958.

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

(a) declared that the industrial undertaking called Messrs. Swastik Rubber Products Limited, Kirkee, Pune 411 003 shall, for a further period of one year commencing on the 20th day of April 1988 and ending on the 19th day of April 1989 (both days inclusive) be conducted to serve as a measure of unemployment relief; and

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

(Vide Government Notification, Industries, Energy and Labour Department No. BRU-1088/(774)/IND-10, dated 19th April, 1988 published in *Maharashtra Government Gazette*, Part I-L, dated 12th May, 1988 at pages Nos. 791 to 792).

VIII. INDIAN BOILER ACT, 1923

(A) *Exemptions under the Act.*—(1) In exercise of the powers conferred by sub-section (2) of Section 34 of the said Act, the Government of Maharashtra has exempted the boiler bearing No. MR-10299 and belonging to Messrs. Maharashtra State Electricity Board, Nashik Thermal Power Station, P.O. Eklahare, district Nashik from the operation of clause (c) of Section 6 of the said Act, for the period of 6 months from 18th January, 1988 to 17th July 1988 (both days inclusive).

(Vide Government Notification, Industries, Energy and Labour Department No. IBA-1087/101183/(3074)/Lab-9, dated 15th January, 1988 published in *Maharashtra Government Gazette* Part I-L, dated 15th January, 1988 at page No. 805).

(2) In exercise of the powers conferred by sub-section (2) of section 34 of the said Act, the Government of Maharashtra has exempted the boiler bearing No. MR-10830 and belonging to the Porwal Pump and Paper Mills Limited, Village Wadsa (Desaigani), District Gadchiroli (Maharashtra State) from the operation of clause (c) of section 6 of the said Act, for the period from 29th January, 1988 to 30th April, 1988 (both days inclusive).

(Vide Government Notification, Industries, Energy and Labour Department No. IBA-1088/101836/(3087)/Lab-9, dated 20th January, 1988 published in *Maharashtra Government Gazette* Part I-L, dated 19th May, 1988 at page No. 805).

(3) In exercise of the powers conferred by sub-section (2) of section 34 of the said Act, the Government of Maharashtra has exempted the boiler bearing No. MR-9237 and MR-9238 belonging to Messrs. Maharashtra State Electricity Board, Bhusawal Thermal Power Station, Deepnagar, District Jalgaon from the operation of clause (c) of section 6 of the said Act, for the period of 6 months from 24th January, 1988 to 23rd July, 1988 (both days inclusive).

(Vide Government Notification, Industries, Energy and Labour Department No. IBA-1088/101530/(3085)/Lab-9, dated 21st January, 1988 published in *Maharashtra Government Gazette* Part I-L, dated 19th May, 1988 at page No. 805).

Consumer Price Index Numbers for Industrial Workers for May 1988

BOMBAY CENTRE*

848—A rise of 11 points

In May, 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 increased being 11 points 848 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 17 points to 953 due to a rise in the average prices of wheat arhardal, palm oil, fish fresh, milk, vegetable and fruits sub group and Bhajia.

The index number for the pan, supari and tobacco etc. group decreased by 2 points to 915 due to arise in the average price of pan leaf.

The index number for the fuel and light group increased by 3 points to 1158 due to arise in the average price of char coal.

The index number for housing remained steady at 215 being a six monthly item.

The index number for the clothing, bedding and footwear group increased by 5 points to 716 due to a rise in the average prices of saree I & II and shirting I & II.

The index number for the miscellaneous group increased by 1 points to 652 due to a rise in the average price of barber charges.

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

(Average prices for the calendar year 1960 = 100)

Groups	Weight proportional to the total expenditure	Group Index Numbers	
		April 1988	May 1988
I-A. Food	57.1	936	953
I-B. Pan, Supari, Tobacco, etc.	4.9	917	915
II. Fuel and Light	5.0	1155	1158
III. Housing	4.6	215	215
IV. Clothing, Bedding and Foot-Wear	9.4	710	716
V. Miscellaneous	19.0	615	652
Total ..	100.0	....	....
Consumer Price Index Number	....	837	848

*Details regarding the scope and method of compilation of the index will be found on pages 598 to 605 of December 1965 issued of *Labour Gazette*. For Errata see page 897 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*

758—A fall of 5 points

In May, 1988 the Consumer Price Index Number for Working Class (New Series) for Solapur Centre with base January to December 1960 equal to 100 was 758 being 5 points lower than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Solapur Centre.

The index number for the Food group decreased by 12 points to 793 due to a fall in the average prices of wheat, jowar, goatmeat, onions and garlic.

The Index number for the pan, supari and tobacco etc. group increased by 32 points to 766 due to a rise in the average prices of supari, katha and bidi.

The index number for the fuel and light group increased by 12 points to 889 due to a rise in the average price of firewood.

The index number for housing remained steady at 337 being a six monthly item.

The index number for clothing, bedding and footwear group decreased 1 point to 702 due to a fall in the average prices of long cloth and shirting (I).

The index number for the miscellaneous group steady at 715.

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

(Average prices for the calendar year 1960=100)

Groups	Weights proportional to the total expenditure	Group Index Numbers	
		April 1988	May 1988
I-A. Food	63.0	805	793
I-B. Pan, Supari, Tobacco, etc.	3.4	734	766
II. Fuel and Light	7.1	877	889
III. Housing	5.2	337	337
IV. Clothing, Bedding and Footwear	9.0	703	702
V. Miscellaneous	12.3	715	715
Total	100.00	763	758
Consumer Price Index Number	....	....	....

*Details regarding the scope and method of compilation of the index may be seen on pages 607 to 613 of January 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 due to fall in the average price of hair oil only.

Consumer Price Index Numbers for Industrial Workers for May 1988

BOMBAY CENTRE*

848 - A rise of 11 points

In May, 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 increased being 11 points 848 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 17 points to 953 due to a rise in the average prices of wheat arhardal, palm oil, fish fresh, milk, vegetable and fruits sub group and Bhajia.

The index number for the pan, supari and tobacco etc. group decreased by 2 points to 915 due to arise in the average price of pan leaf.

The index number for the fuel and light group increased by 3 points to 1158 due to arise in the average price of char coal.

The index number for housing remained steady at 215 being a six monthly item.

The index number for the clothing, bedding and footwear group increased by 5 points to 716 due to a rise in the average prices of saree I & II and shirting I & II.

The index number for the miscellaneous group increased by 1 points to 652 due to a rise in the average price of barber charges.

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

(Average prices for the calender year 1960 = 100)

Groups	Weight proportional to the total expenditure	Group Index Numbers	
		April 1988	May 1988
I-A. Food	57.1	936	953
I-B. Pan, Supari, Tobacco, etc.	4.9	917	915
II. Fuel and Light	5.0	1155	1158
III. Housing	4.6	215	215
IV. Clothing, Bedding and Foot-Wear	9.4	710	716
V. Miscellaneous	19.0	615	652
Total ..	100.0	....	....
Consumer Price Index Number ..	....	837	848

*Details regarding the scope and method of compilation of the index will be found on pages 598 to 605 of December 1965 issued of *Labour Gazette*. For Errata see page 897 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*

758 - A fall of 5 points

In May, 1988 the Consumer Price Index Number for Working Class (New Series) for Solapur Centre with base January to December 1960 equal to 100 was 758 being 5 points lower than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Solapur Centre.

The index number for the Food group decreased by 12 points to 793 due to a fall in the average prices of wheat, jowar, goatmeat, onions and garlic.

The Index number for the pan, supari and tobacco etc. group increased by 32 points to 766 due to a rise in the average prices of supari, katha and bidi.

The index number for the fuel and light group increased by 12 points to 889 due to a rise in the average price of firewood.

The index number for housing remained steady at 337 being a six monthly item.

The index number for clothing, bedding and footwear group decreased 1 point to 702 due to a fall in the average prices of long cloth and shirting (I).

The index number for the miscellaneous group steady at 715.

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

(Average prices for the calender year 1960 = 100)

Groups	Weights proportional to the total expenditure	Group Index Numbers	
		April 1988	May 1988
I-A. Food	63.0	805	793
I-B. Pan, Supari, Tobacco, etc.	3.4	734	766
II. Fuel and Light	7.1	877	889
III. Housing	5.2	337	337
IV. Clothing, Bedding and Footwear	9.0	703	702
V. Miscellaneous	12.3	715	715
Total	100.00	763	758
Consumer Price Index Number	....	....	....

*Details regarding the scope and method of compilation of the index may be seen on pages 607 to 613 of January 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 due to fall in the average price of hair oil only.

NAGPUR CENTRE*

797—Index Remained steady

In May, 1988 the Consumer Price Index Number for Working Class (New Series) for Nagpur Centre with base January to December 1960 equal to 100 was 797 being steady and same 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 6 points to 832 due to a fall in the average prices of wheat, grinding charges, arhaldal, oils and fats sub group, onions and garlic.

The index number for the pan, supari and tobacco etc. group increased by 7 points to 1001 due to a rise in the average price of katha.

The index number for the fuel and light group increased by 14 points to 1242 due to a rise in the average prices of firewood, coke and coal.

The index number for housing remained steady at 529 being a six monthly item.

The index number for clothing, bedding and footwear group increased by 18 points to 713 due to a rise in the average prices of dhoti, saree, shirting and markin.

The index number for the miscellaneous group decreased by 1 point to 629 due to a fall 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)

Groups	Weight proportional to the total expenditure	Group Index Numbers	
		April 1988	May 1988
I-A. Food ..	57.2	838	832
1-B. Pan, Supari, Tobacco etc. ..	3.8	994	1001
II. Fuel and Light ..	5.7	1227	1242
III. Housing ..	6.6	529	529
IV. Clothing, Bedding and Footwear ..	10.9	695	713
V. Miscellaneous ..	15.8	630	629
Total ..	100.00	797	797
Consumer Price Index Number ..	....	....	....

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

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

PUNE CENTRE*

719—A rise of 14 points

In May 1988 the Consumer Price Index Number for Industrial Workers (1961=100) for the Pune Centre with base January to December 1961 equal to 100 was 719 being 14 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at the Pune Centre.

The index number for the food group increased by 22 points to 816 due to a rise in the average prices of turdal, moongdal, mutton, dry fish, tamarind, spices, dry chillies and vegetables.

The index number for the fuel and light group increased by 15 points to 921 due to a rise in the average prices of charcoal (big and small).

The index number for housing remained steady at 176 being a six monthly item.

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

The index number for the miscellaneous group remained steady at 598.

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	
		April 1988	May 1988
I. Food ..	55.85	794	816
II. Fuel and Light ..	6.89	906	921
III. Housing ..	6.65	176	176
IV. Clothing and Footwear ..	10.31	647	647
V. Miscellaneous ..	20.30	598	598
Total ..	100.00		
Consumer Price Index Number ..		705	719

*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*

726--A fall of 17 Points

In May 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 726 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 the Jalgaon Centre.

The index number for the Food group decreased by 28 points to 783 due to a fall in the average prices of Rice, Moongdal, Groundnut Oil, Fresh Fish, Onions, Other Vegetable and Gur.

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

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

The index number for the clothing and footwear group remained steady at 69

The index number for the miscellaneous group remained steady at 598.

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	
		April 1988	May 1988
I. Food	60.79	811	783
II. Fuel and Light	7.20	1029	1029
III. Housing	6.11	188	188
IV. Clothing and Footwear	10.29	693	693
V. Miscellaneous	15.61	598	598
Total ..	100.00	....	....
Consumer Price Index Number ..		743	726

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

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

NANDED CENTRE*

797 A rise of 1 Point

In May 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 797 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 Nanded Centre.

The index number for the Food group decreased by 1 point to 848 due to a fall in the average prices of Wheat, Jowar, Chillies dry, Brinjals and gur.

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

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

The index number for the clothing and footwear group increased by 15 points to 724 due to a rise in the average prices of Long Cloth.

The index number for the miscellaneous group remained steady at 729.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR
NANDED CENTRE

(Average prices for the calendar year 1961=100)

Group	Weight Proportional to total expenditure	Group Index Numbers	
		April 1988	May 1988
I. Food	61.46	849	848
II. Fuel and Light	5.88	931	931
III. Housing	4.62	386	386
IV. Clothing and Footwear	12.22	709	724
V. Miscellaneous	15.82	729	729
Total ..	100.00	796	797
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. 5.29.

AURANGABAD CENTRE*

826 -A rise of 31 Points

In May 1988 the Consumer Price Index Number for Industrial Workers (1961=100) for the Aurangabad Centre with base January to December 1961 equal to 100 was 826 being 31 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at the Aurangabad Centre.

The index number for the Food group increased by 34 points to 933 due to a rise in the average prices of rice, turdal, gramdal, moongdal, masurdal, mutton, milk, mixed pices, onions, brinjals, tomatoes, garlic, other vegetables, banana and gur.

The index number for the Fuel and Light group increased by 44 points to 874 due to a rise in the average prices of fir wood (mixture and babhool).

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

The index number for the clothing and footwear group increased by 1 point to 700 due to a rise in the prices of dhoti and Saree.

The index number for the miscellaneous group increased by 52 points to 730 due to a rise in the average prices of Pan leaf, Sunlight and Daily mixture.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS
FOR AURANGABAD CENTRE

(Average prices for the calendar year 1961=100)

Groups	Weight. proportional to total expenditure	Group Index Numbers	
		April 1988	May 1988
I. Food	60.72	899	933
II. Fuel and Light	7.50	830	874
III. Housing	8.87	333	333
IV. Clothing and Footwear	9.29	699	700
V. Miscellaneous	13.62	678	730
Total	100.00	....	....
Consumer Price Index Number		795	826

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

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

ALL INDIA AVERAGE CONSUMER PRICE INDEX NUMBERS
FOR INDUSTRIAL WORKERS

The statistics for the last 12 calendar months from June 1987 to May 1988 are given in the following table —

TABLE

Month	Base 1960=100	*Base 1949=100
	2	3
*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
February 1988	749	910
March 1988	753	915
April 1988	763	927
May 1988	771	937

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

THE STATEMENT SHOWING THE CONSUMER PRICE INDEX NUMBER FOR (INDUSTRIAL WORKERS) GROUPS FOR SEVEN CENTRES OF MAHARASHTRA STATE FOR THE MONTH OF MAY, 1988

Centre	Base	Food	Pan, Supari, Tobacco etc.	Fuel and light	Housing	Clothing, bedding and Foot-wear	Miscellaneous	Consumer Price Index Number May 1988	Equivalent Old Index Number	Consumer Price Index Number April 1988	Equivalent Old Index Number
1	2	3	4	5	6	7	8	9	10	11	12
Bombay	.. 1960=100	953	915	1,158	215	716	652	848	3,765	837	3,716
Solapur	.. 1960=100	793	766	889	337	702	715	758	2,896	763	2,915
Nagpur	.. 1960=100	832	1001	1,242	529	713	629	797	4,160	797	4,160
Pune	.. 1961=100	816	..	921	176	647	598	719	....	705	..
Jalgaon	.. 1961=100	783	..	1,029	188	693	598	726	3,841	743	3,930
Nanded	.. 1961=100	848	..	931	386	724	729	797	1,953	796	1,950
Aurangabad	.. 1961=100	933	..	874	333	700	730	826	1,834	795	1,765

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

ABO R G I E T T E - N I L 988

Labour Intelligence

675

INDUSTRIAL RELATIONS IN MAHARASHTRA REVIEW FOR THE MONTH OF APRIL 1988

Industrial Courts, Tribunals and Labour Courts

In all 1077 applications were received by the Industrial Courts, Tribunals and Labour Court during the month. Their break-up are as under:—

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

Serial No.	Name of the Industrial Court/ Tribunal and Labour Court	No. of applications, etc. received during the month under the—				Total
		B.I.R. Act, 1946	I.D. Act, 1947	Other Acts		
1	Industrial Courts/Tribunals—					
1	Industrial Court, Bombay ..	41	35	135	271	
2	Industrial Court, Nagpur ..	1	1	11	15	
3	Industrial Court, Pune ..	2	6	71	79	
4	Industrial Court, Thane ..	1	7	74	82	
5	Industrial Court, Kollinpur ..	4	..	13	37	
6	Industrial Court, Amravati ..	..	..	62	62
7	Industrial Court, Nashik ..	..	1	129	130
8	Industrial Court, Aurangabad ..	2	..	19	19	
9	Industrial Court, Solapur ..	..	..	46	46
10	Industrial Court, Ahmednagar ..	2	..	76	78	
	Total	53	50	856	959	

II Labour Courts—

1	Labour Court, Bombay ..	40	40	313	393
2	Labour Court, Pune ..	4	12	21	101
3	Labour Court, Nagpur ..	17	66	303	386
4	Labour Court, Thane ..	..	71	77	148
5	Labour Court, Kollinpur ..	4	14	41	59
6	Labour Court, Solapur ..	..	..	55	55
7	Labour Court, Nashik ..	..	6	35	41
8	Labour Court, Aurangabad ..	2	84	37	123
9	Labour Court, Ahmednagar ..	..	40	37	79
10	Labour Court, Dhule ..	..	4	11	22
11	Labour Court, Sangli ..	4	..	46	50
12	Labour Court, Amravati ..	..	25	47	70
13	Labour Court, Jalgaon ..	1	..	21	22
14	Labour Court, Ahmednagar ..	..	11	21	32
15	Labour Court, Mumbai ..	..	7	19	26
16	Labour Court, Mumbai ..	..	1	7	8
	Total	72	462	1,064	1,598

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

Wage Board for—

- (1) Cotton Textile Industry Nil
 - (2) Silk Textile Industry Nil
 - (3) Sugar Industry Nil
 - (4) Co-operative Banks Industry 3
- (G.C.P.) Ra 4237—5(535—9-88)

Conciliation

An analysis of disputes handled by the Conciliation machinery in the State during April, 1968 under various Acts is given below

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

Act 1	Issues relating to pay, allowances and Bonus 2	leave, hours of work and miscellaneous causes 3	Total 4
(1) Industrial Disputes Act, 1947	17	33	50
(2) Bombay Industrial Relations Act, 1946	1	6	7
(3) Bombay Industrial Relations (Extensions and Amendment) Act, 1964.	2	3	5
Total	20	42	62

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

Act 1	Pending at the beginning of the month 2	No. of cases received during the month 3	Settled amicably 4	Ended in failure 5	With-drawn or not pursued by parties 6	Closed 7	Total (4 to 7) 8	Pending at the end of the month 9
I. D. Act, 1947	1728	363	60	133	34	50	268	1823
I. R. Act, 1946	93	6	..	6	5	..	11	90
I. R. (Ext. and Amdt.) Act, 1964.	35	3	..	1	..	..	6	31
Total	1856	372	60	140	44	50	285	1844

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

Act 1	Cotton Textile 2	Silk Textile 3	Chemical 4	Textile Processing 5	Hosiery 6	Banking 7	Sugar 8	Misc. 9	Transport 10	Total 11
I.R. Act, 1946	6	1	..	..	..	..	..	..	..	7

Act 1	Textile Industry 2	Paper Industry 3	Chemical Industry 4	Press Industry 5	Electricity 6	Banking 7	Chemical Engineering 8	Local Bodies 9	Other Misc. 10	Total 11
I.R. (Extension And Amendment) Act, 1964	2	..	..	..	..	..	..	..	1	5

District-wise analysis is given below :—

Act 1	Kokan 2	Pune 3	Thane 4	Nagpur 5	Nasik 6	Auranga-bad 7	Amravati 8	Total 9
I.R. Act, 1946	7	..	..	..	..	..	..	7

Act 1	Akola 2	Gad-chiroli 3	Wardha 4	Chanda 5	Nagpur 6	Bhandara 7	Total 8
(Extension and Amendment) Act, 1964	3	2	5

INDUSTRIAL DISPUTES IN MAHARASHTRA STATE

DURING THE MONTH APRIL 1988

	April 1988	March 1988	April 1987
No. of Disputes	40	47	71
No. of Workers involved	15,523	11,258	12,777
No. of Mandays lost	3,70,205	2,98,396	3,06,723

Industry-wise classification is given below :—

Name of the Industry Group	Number of disputes in progress			Number of work people involved in all disputes	Aggregate man-days lost
	Started before beginning of the month	Started during the month	Total (Col. 2+3)		
1	2	3	4	5	6
Textile	3	2	5	4,911	1,18,102
Engineering	23		23	8,528	2,02,690
Chemical	5		5	747	18,771
Miscellaneous		1	7	1,337	30,642
April 1988 Total	37	3	40	15,523	3,70,205
Total for last month March 1988	46	1	47	11,258	2,98,396

March 88. 11 of the 40 disputes arose over question of "pay, allowances and bonus issues", 1 related to "Retrenchment and grievances about personnel" and the remaining 28 were due to other causes.

Out of the 3 disputes that terminated during the course of the month, no disputes were settled entirely in favour of the worker but were 3 unsuccessful.

Notes—The figures given in the above Table are based on returns received under the Commission of Statistics Act, 1953. In compiling statistics of the industrial disputes however, disputes in which 10 or more persons are involved are included.

THE FOLLOWING STATEMENT GIVES THE DETAIL INFORMATION OF IMPORTANT INDUSTRIAL DISPUTES CAUSING MORE THAN 10,000 MANDAYS LOST DURING THE MONTH OF APRIL 1988

Serial No.	Name of the concern	Sector	S/L	Reason	Date of work stoppages.		No. of workers involved		Mandays lost	Remarks
					Began	Ended	During the month	Till the close of the month		
1	2	3	4	5	6	7	8	9	10	11
1	Bombay— Bombay Forgings Pvt. Ltd., V. D. Nagari Marg, Kalina, Bombay 400 008	Pvt.	S	Indiscipline (vi)	11-7-84	..	825	15,470	7,31,477	Continued.
2	Bombay— M/s. W. M. J. Cloths Ltd. Bloodap Village, Road, Bhandup, Bombay 400 075	Pvt.	S	Other (viii)	5-2-87	..	728	18,850	2,82,880	Do.
3	Bombay— Everest Building Products Pvt. Ltd., Jaitankar Dosa Road, Malad (West), Bombay 400 080.	Pvt.	S	Wages and Allowances (i)	5-5-87	..	624	13,078	1,60,377	Do.
4	Thane— Siro Garage Pvt. Ltd., 5 Road No. 27, Wake Industrial Estate Thane, Dist. Thane	Pvt.	L	Indiscipline (vi)	28-6-87	..	700	18,200	1,85,500	Do.
5	Bombay— Bombay Khadi & Village Industries Association, 286, D.N. Road, Bombay 400 001	Co-operative	S/L	Do.	28-10-87 L 18-12-87	..	559	10,478	64,883	Do.

THE FOLLOWING STATEMENT GIVEN THE DETAIL INFORMATION OF IMPORTANT INDUSTRIAL DISPUTE CAUSING MORE THAN 10,000 MANDAYS LOST DURING THE MONTH OF APRIL 1988

Serial No.	Name of the concern	Sector	S/L	Reason	Date of work stoppages.		No. of working involved		Mandays lost		Remarks
					Began	Ended	During the month	Till the month close off	During the month	Till the month close off	
1	2	3	4	5	6	7	8	9	10	11	
6	<i>Aurangabad—</i> Bajaj Auto Ltd., Bajaj Nagar, Walvi, Aurangabad.	Pvt.	L	Violence	..	23-11-87	23-4-88	3,452	60,610	4,10,408	Unsuccessful.
7	<i>Thane—</i> Bharat Bijlee Ltd., Plot No. 2, M.I.D.C. industrial Estate, Thane-Belapur Road, Kalva, Dist. Thane.	Pvt.	S	Wages & Allowances (i)	19-1-88	..	1,339	32,391	1,11,631	Continued	
8	<i>Thane—</i> Century Rayon (Rayon) Pvt. Murbad Road, Post Box No. 22, P. O. Shahad 412 103, Dist. Thane.	Pvt.	L	Go-slow	2-4-88	..	4759	90069	90069	Do.	
9	<i>Thane—</i> Century Rayon (Tyrecoil Divn.) Murbad Road, Post Box No. 22, P. O. Shahad 412 103, Dist. Thane.	Pvt.	L	Go-slow	..	2-4-88	1,073	22,365	22,365	Do.	

(M. R. BALUTKA)
Officer on Special Duty, Mumbai

PRESS NOTE ON ESIS BENEFIT IN MAHARASHTRA AND GOA

The Employees' State Insurance Scheme protects the Industrial Workers as defined under the ESIS Act in the event of Sickness, Maternity, Disablement and death due to employment injury besides providing full medical care to the Workers and their families.

In Maharashtra 1190401 employees were under the coverage of the Scheme in the month of May 1988. The highlights of the benefits paid to those employees were as follows—

ESIS has paid Rs. 1.33 Crores as Cash Benefit in May 1988.

(I) 61,197 workers were paid Rs. 64,64,238.00 on account of Sickness and Rs. 4,72,299.50 were paid for the long term diseases, e.g., T. B., Cancer, Hemiplegia, Paraplegia, Psychosis etc.

(II) 20,610 workers were paid Rs. 57,41,106.65 on account of accidents as employment injury which included 9,026 cases for the permanent disablement and 2,951 for pension to the dependents/families due to the death of the workers in the accidents.

(III) Rs. 6,20,340.00 were paid to the women workers as Maternity Benefit for the period of confinement. In addition to the above 7 persons were sterilized and they were paid Rs. 2,210.00 as family planning benefit.

(IV) There were 173 cases where legal proceedings were initiated against defaulting employers/insured persons for the recovery of arrears of contributions as under—

(1)	Under Section 45B	: 148 cases.
(2)	"	75 : 7 cases.
(3)	"	84 : 3 cases.
(4)	"	85 : 15 cases.

LIST OF THE EMPLOYERS WHO WERE FOUND GUILTY BY THE M. M. COURT DURING THE MONTH OF MAY 1988

Serial No. 1	Name of Accused employers and Code No. 2	Offence 3	Fine imposed 4
1	M/s. Pankaj Electro-Plating Works, 31-33807	150(i)	Rs. 400 and cost awarded
2	M/s. Vishnu Dyo House, 31-2699	85(a)	Rs. 400
3	M/s. New Shakti Steel Works, 31-14070-67	150(i)	Rs. 500 and Cost awarded
4	M/s. Nanavati and Co., 31-17757	406-409 of IPC	Rs. 300
5	M/s. Anant Machinery Ltd., 33-4689 ..	Late submission of C. C. for period 27th November 1982.	Case decided on 11th M. Accused was fined of R.
6	M/s. Box Pack Paper Co., 31119	Late submission of Return of contribution for March 1987.	Case decided on 11th M. Accused was fined of R.
7	M/s. Auro Engineering, 33-5424	Failed to pay cont. deducting the Employees Cont. from their wages for period June 1985 to December 1985.	Case decided accused is c and pay fine of Rs. 50 months R. I.
8	M/s. Auro Precisions, 33-5976	Failed to pay cont. deducting the Employees cont. from their wages for period December 1985 to March 1986.	Case decided and acc convicted and fine of i/d. 2 months R. I.
9	M/s. Auro Automats, 33-5977	Failed to pay cont. deducting the Employees cont. from their wages for period December 1985 to March 1986.	Case decided and acc convicted and fine of R i/d. 2 months R. I.
10	M/s. Sophisticated Tools, 33-5047	Failed to pay cont. for period for March 1981 to April 1984.	Case decided and accus and release on a
11	M/s. Havali Restaurant, Chandrapur, 23-2136-09, Case No. 1455/86.	85(a) (Non Payment of Contribution).	The accused pleaded guilty was awarded to suffer till rising of Court and fine Rs. 150.
12	M/s. PBT Trading Co. Nag. 23-2196-06, Case No. 67/87.	85(a) (Non Payment of Contribution).	The accused pleaded guilt was awarded to suffer rising of Court and fine
13	M/s. Sunrise Electrical; Nagpur, 23-2251-SF, Case No. 1459/87, JMFC, Nagpur.	85(a) (Non Payment of Contribution).	The accused pleaded guilty awarded fine of Rs. 100.
14	M/s. Rajshree Industries, Amravati, 23-2260-90, Case No. 2073/87, JMFC, Nagpur.	85(a) (Non Payment of Contribution).	The accused pleaded guilty was awarded to suffer rising of Court and Rs. 700.

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