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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 labour in India and abroad. It carries statistical and other information on consumer price index numbers for working class, industrial disputes, industrial relations, cases under labour laws, labour legislation, etc. Special articles on labour etc., are published from time to time.

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LABOUR GAZETTE

The "Labour Gazette" is a journal for the use of all interested in obtaining prompt and accurate information on matters specially concerning labour.

FEBRUARY 1983

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The Month in Brief

Labour Legislation

The Iron Ore Mines and Manganese Ore Mines Labour Welfare Fund (Amendment) Act, 1982, No. 45 of 1982.

Ordinances and Other Legislations

I—Maharashtra Ordinance No. XI of 1982.

II—Maharashtra Ordinance No. XII of 1982.

Consumer Price Index Numbers for Working Class

The Bombay, Solapur and Nagpur Consumer Price Index Numbers for Working Class for the month of December, 1982 with average prices for the year ended December 1960 equal to 100 were 518, 527, and 520 respectively. The Pune, Jalgaon, Nanded and Aurangabad Consumer Price Index Numbers for working class for the month of December, 1982, with the average prices for the year ended December 1961 equal to 100 were 481, 500, 563 and 533 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 December 1982 was 497 as compared to 496 in November 1982. The Index Numbers for June 1982 on base 1949=100 derived from 1960 based Index worked out to 604 as against 603 for November 1982.

Industrial Disputes in Maharashtra State.

During the month of November 1982, there were 83 disputes involving 1,65,125 workmen and time loss of 32,11,457 working days as compared to 85 disputes in October 1982 involving 1,58,745 workmen and time loss of 33,38,417 mandays.

Further particulars of Industrial disputes are given at pages 352 to 359 of this issue.

Benefits under the Employees State Insurance Scheme

During the month of December 1982, 19,169 Insured persons received Rs. 38,37,963.60 Cash Benefit due to Employment Injuries. This includes 5,389 persons who were in receipt of Pension for permanent disablement benefit and 2,209 persons who were in receipt of Dependents Benefits as dependents of deceased insured persons. During the month 8,806 accidents were reported against 8,084 during the preceding month.

Current Notes

Labour Legislative Programme for 1983

The Ministry of Labour has finalised a legislation to protect the interests of Indian migrant workers and to ensure that they do not lose their competitiveness in the foreign labour market. The Ministry has also decided to computerise data relating to overseas employment and to have, wherever possible labour attaches at places having a large number of Indian workers.

Besides, four new legislation have been finalised to provide legislative support to the scheme of workers' participation in management, simplification and rationalisation of forms to be maintained by very small establishments and welfare of building and construction workers.

Further, amendments to ten enactments are in an advanced stage of finalisation. The Acts under consideration include the Minimum Wages Act, Workmen's Compensation Act, Employees' State Insurance Act, Provident Fund Act, Lime Stone and Dolomite Act, Mines Act and Sales Promotion Employees Act.

The Ministry has also decided to appoint industrial committees for six industries of jute, plantation, engineering, cotton textiles and chemicals.

In all 232 forms of employment have been covered under the Minimum Wages Act by the Centre and States.

(E. F. I. Bulletin, dated 1/15-1-83)

Participative Style of Management recommended :

Mr. Verrendra Patil, Union Minister of Labour, emphasised on December 17, 1982 the need for a participative style of management involving workers, employers and the government for bringing about a climate of industrial harmony and increased production. Mr. Patil, who was inaugurating in Bombay a Seminar on "Rationalisation of Industrial Relations" said the Government's role in maintaining industrial harmony arises from its desire to bring industrial relations practices in line with the requirements of economic development and achievement of the objectives set out in the five-year plans. It is for this reason, he added, that in India emphasis has been laid on negotiation, conciliation and arbitration of disputes and differences between employers and workers.

(E. F. I. Bulletin, dated 1/15-1-83)

New wages for Maharashtra farm workers soon

The revised minimum wages for farm labourers would be announced before January 26, the Maharashtra Minister for Labour, Bhagwantrao Gaikwad said here in the Legislative Council on December 22.

Shri Gaikwad said a revision in the minimum wages of farm labourers would need revision of wages of workers engaged on works under the Employment Guarantee Scheme. Hence, the entire issue being examined.

The Minister said that efforts were being made to announce the revised wages before January 26 next.

One co-operative appellate court and four co-operative courts were dealing with cases relating to Greater Bombay Co-operatives Act, the Minister for Co-operation, Baburao Kale informed the Legislative Council on December 22.

The Minister said that a total of 3,030 cases were pending before the four co-operative courts till the end of October this year. Another 2,428 cases were pending before the appellate court till that date, he added.

The cases pending in the courts related to periods ranging from a day to 16 years, while those before the appellate court related to period from a day to ten years, the Minister said.

(Indian Worker, dated 3rd January 1983)

Bill to amend Mines Act in next session

The Union Minister of State for Industry, Steel and Mines, Smt. Ramdulari Sinha, said that the Centre proposes to amend Schedule 'A' of its Act governing the management of major and other minerals.

The amending bill might be introduced in the ensuing session of Parliament, she told newsmen here on December 21.

She was replying to whether State Governments had been pressing the Centre to part with the management of some minerals.

The Rajasthan Chief Minister, Shri Shiv Charan Mathur, and the State Minister for Mines, Shri Heeralal Devpura, who were also present at the meeting also urged Smt. Sinha to allow the States to enjoy more powers in the management of mines.

Smt. Sinha was also asked if the Centre proposed to give more help to the mineral rich States for faster exploitation.

(Indian Worker, dated 3rd January 1983)

Mines Act, 1952—Act to improve miner's lot on cards

The Government proposes to amend the Mines Act, 1952 to provide for alternative employment to persons who suffer disability during employment in mines, the Union Ministry of Labour released the information here on December 27.

The amended Act will also provide for safety and health survey in mines, prohibit employment under unsafe conditions, associations of workers in mines safety and minimum penalty for contravention of orders issued under the Act.

Among other measures that the Ministry was contemplating was the legislation to promote the health and safety of building and construction workers.

The legislation when in force will cover about 2.2 million workers engaged in construction of roads, dams, irrigation projects and thermal stations.

The Ministry was giving priority to the rehabilitation of bonded labourers and minimum wages for agricultural workers.

According to the information available with the ministry a total of 15,491 bonded labourers, had been rehabilitated till September 30, 1982.

The Ministry had sanctioned this year 5.52 crore as Central assistance on matching grant basis for the rehabilitation of 24,631 freed bonded labourers.

The minimum wages for agricultural workers had been revised in all States except Maharashtra and Tamil Nadu. The last two States had set up committees in the matter of wage revision.

The Ministry was able during the current year to resolve 379 industrial disputes in important establishments with the help of the concerned State Governments. Its Industrial Relations Monitoring Unit (IRMU) had received reports of 594 cases of unrest of which 439 pertained to strike and 155 to lockouts. A total of 291 strikes were called off and 88 lockouts lifted.

The Ministry plans to make the implementation of the National Rural Employment Programme (NREP) more effective in districts which have a concentration of Scheduled Castes and Scheduled Tribes agricultural workers.

Arrangements for work also will be made in off season time when agricultural employment is not available.

The emphasis will be laid in the rural development programmes to make maximum use of indigenous material so that the labour component could be substantial.

(Indian Worker, dated 3rd January 1983)

Bill to amend PF Act on anvil

A comprehensive bill to amend the Employees Provident Fund Act providing for widening of the scope of coverage and simplification of the procedure of assessment of dues will be introduced in the next session of Parliament.

The proposals for amendment of the Act, now at an advanced stage of finalisation, will also include delegation of enhanced powers to the Central Board of Trustees, de-centralisation of the work relating to the maintenance of accounts and removing the loop-holes in the existing legal and penal provisions for dealing with the defaulters, Union Labour Minister Veerendra Patil said here on December 15.

In an informal chat with newsmen, Shri Patil said a committee under the chairmanship of G. Ramanujam, General Secretary, INTUC, which had reviewed the working of the Employees Provident Fund Organisation, had made a number of recommendations involving amendment of the Act.

These recommendations have been examined in consultation with the Central Board of Trustees of the Employees Provident Fund before incorporating them in the proposed legislation, he said.

Shri Patil said certain proposals for further liberalisation in the family pension scheme were also at an advanced stage of finalisation and were likely to be announced in the next two or three weeks.

Proposals for liberalisation of the Badli scheme were also under consideration of the Government, he said.

(Indian Worker, dated 3rd January 1983)

Sweeping amendments to Workmen's Compensation Act

The Government is reported to be ready with a Bill, seeking sweeping changes in the present scheme of compensation for workmen in case of death or permanent disablement, for introduction in the ensuing session of Parliament.

The draft amendment to the Workmen's Compensation Act, 1923 is awaiting clearance from the Cabinet and if the clearance comes soon, the Bill may be introduced in the Budget session.

The Bill seeks to eliminate the present wage ceiling of Rs. 1,000 for eligibility in the Act as well as increase in the rate of compensation to high salaried employees by about 180 per cent.

The amendment will bring under its purview all employees, including managerial and supervisory staff regardless of their wages.

It is claimed that the proposed changes are in line with the recommendations of the ILO Convention.

A notable feature in the new scheme is the linking of the quantum of compensation to the age of the worker and the amount will become the maximum in the event of a worker dying young and will gradually be reduced as he puts in more years.

The low-paid employees, however, are made to loose considerably in the new scheme. There is not only no increase in the rate of compensation, but those earning less than Rs. 200 per month will have to suffer a reduction in the present flat rate.

It is also sought to widen the scope of the term "course of employment", by which compensation will be payable in the event of an accident taking place not only while on duty but also during travel to and from the place of employment.

Under the prevailing system, the lowest income group is entitled for ten years wages in case of death and the high-salaried group gets 2.5 years wages. Cases of permanent disablement entitle for 40 per cent higher than the rate of compensation for death.

The maximum compensation payable to high-salaried group in case of death is limited to Rs. 30,000 which goes upto Rs. 42,000 in the event of permanent disablement. The rate is Rs. 175 a month if the disablement is of a temporary nature.

The draft amendment before the Cabinet consideration provides for a substantial rise in the maximum compensation in case of permanent disablement of a high-salaried employee upto 20 years of age upto Rs. 1,12,000 from the present rate of Rs. 42,000. Upto 40 years the amount will be Rs. 92,085 and Rs. 67,786 upto 55 years.

The existing flat rate of compensation in case of permanent disablement for those drawing upto Rs. 500 per month is Rs. 29,400 and according to the present proposals, this goes up to Rs. 56,000 for those upto 20 years, Rs. 46,000 for those upto 40 years and Rs. 33,000 for those upto 55 years.

The prevailing rate of Rs. 23,500 for those drawing Rs. 200 per month is sought to be brought down to Rs. 22,000 upto 20 years, Rs. 18,000 upto 40 years and Rs. 13,000 upto 55 years.

Likewise, the compensation rate for workmen drawing Rs. 120 per month is being brought down from the present Rs. 16,000 to Rs. 13,000 upto 20 years of age, Rs. 11,000 upto 40 years of age and Rs. 8,000 upto 55 years.

(Indian Worker, dated 10th January 1983)

Security Workers Act to be extended to Vidarbha

Maharashtra Minister of State for Labour M. G. Kimmatkar assured on December 22 the extension of the Security Workers Act to Vidarbha region and early introduction of a Bill on house rent to industrial workers.

Shri Kimmatkar gave this assurance while speaking at the inauguration of the Conference of small scale industries and establishments workers organised here by the INTUC-led Engineering Shramik Sangh.

He said that a revision in the minimum wages would be effected soon after the receipt of the report of the committee set up for the purpose.

Shri Kewalchand Jain, Minister of State for Energy, who was the chief guest stressed the need to strengthen collective bargaining process to solve the workers' problems.

Presiding over the function, the General Secretary of Maharashtra INTUC, Shri H. J. Naik, M.L.C. appealed to the workers to keep their movement free from political overtones and emphasised the need to organise the workers in the unorganised sector.

The INTUC Youth Leader, Shri M. N. Dorairajan as the convener of the conference highlighted the plight of the workers employed in small scale industries and establishments in Vidarbha region in general and in Nagpur in particular.

The conference adopted a number of resolutions on vital issues like interim relief pending revision in minimum wages, safety measures to prevent accidents, abolition of contract labour, stringent action against employers violating labour laws and remedial measures in mismanaged and inefficient units.

Over 250 delegates from engineering, paper, plastic, saw mills and other establishments in the region participated in the one-day conference

(Indian Worker, dated 10th January 1983)

Bill on emigrant workers ready

Four new bills including one providing legislative support to workers' participation in management, have been approved by the Union Labour Ministry.

One of the bills concerns the small establishments and safety and welfare of building and construction workers. Special care would be taken for simplification and rationalisation of forms to be maintained by small establishments.

Legislation on emigration will provide protection to emigrant workers and the same time ensure their competitiveness on the world labour market, Labour Ministry sources said in New Delhi on December 31.

The ministry will also have computerised data on overseas workers. There is also a move to have a labour attached in Indian Workers.

Amendments to 10 enactments are at an advanced stage of finalisation. The Acts under consideration include the Minimum Wages Act, the Workmen's Compensation Act, the Employees' State Insurance Act, the Provident Fund Act, the Limestone and Dolomite Act, the Mines Act and the Sales Promotion Employees Act.

The ministry has also decided to appoint industrial committees for jute plantation, engineering, cotton textile and chemicals.

During the year, the Payment of Gratuity Act was extended to five new classes of establishments. They are solicitors' offices, local bodies, chamber of commerce and industry and their associated federations and inland water transport establishment.

The total number of employments covered under the Minimum Wages Act by the Centre and the States are 232. A drive has been launched for registration of bidi establishments and issue of identity cards.

(Indian Worker, dated 10th January 1983)

Minimum Wages for Employees in Hotels, Restaurants

The Minimum Wages Committee appointed for refixing the minimum wages for employees in lodging houses, hotels, restaurants, submitted its report to the Labour Minister, Shri B. M. Gaikwad, at Mantralaya.

This Committee was appointed on June 9, 1981. The Committee in its report has recommended special allowance and extension of the Act to more employees. The implementation of the report will benefit three lakh workers,

The ex-Chairman of the Committee and Minister of State for Energy Shri Kewalchand Jain, and the Minister of State for Labour, Shri Madhukar Kimmatkar and members of the Committee were present on the occasion.

(Daily Note, dated 8th January 1983)

Minimum Wages in Wooden Photo Frame Industry

Shri M. G. Wagh, Member-Secretary of the Minimum Wages Committee appointed for refixing the minimum wages of employees in wooden photo frame industry, submitted its report to the Labour Minister, Shri Bhagwantrao Gaikwad, at Mantralaya.

The said Committee was appointed under the Chairmanship of Shri M. K. Pichad, M.L.A., on June 9, 1981.

The Committee in its unanimous report has suggested increase in existing rates of monthly wages and change in the zones. The implementation of the report will benefit 3,000 workers.

The Minister of State for Labour, Shri Madhukar Kimmatkar and the Minister of State for Energy, Shri Kewalchand Jain and members of the Committee were present on the occasion.

(Daily Note, dated 28th January 1983)

Agricultural Employees Wages Increased—65 lakh Workers to Benefit

The Government of Maharashtra has decided to revise the minimum rates of wages for employment in agriculture, with effect from February 1, 1983. This decision was taken in the cabinet meeting held here on Tuesday, which will benefit 65 lakh agricultural labour.

The revised minimum rates of wages will be Rs. 10, Rs. 8, Rs. 7 and Rs. 6 per day as against the old rates of Rs. 5.50, Rs. 5, Rs. 4.50 and Rs. 4 for the daily rated unskilled employees in zones I, II, III and IV, respectively, into which the State has been divided for the purposes of the revised minimum wages. Similarly, the minimum rates of wages for Mahinedara and Saldars/Salkaris have also been revised upwards.

The composition of the zones is as recommended by the 'Page Committee' excepting the periphery areas of 10 and 7 km. in the cases of municipal corporation and municipal council areas in Zone I and Zone II, respectively.

Separate minimum rates of wages for employees working on machines run by steam or oil have been fixed for the first time.

The minimum rates of wages so revised are consolidated and there is no separate special allowance linked with consumer price index number.

The next revision will be after three years.

(Daily Note, dated 27th January 1983)

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.)

REHABILITATING THE CHILD LABOUR IN INDIA

BY

VIJENDRA KABRA

General Secretary, INRLF Khadkeshwar, Aurangabad

THERE are very few vocations in the world, where, if child labour is not employed, specific and substantial problems do arise. When children work either in agriculture or in their homes or on the streets or in some crafts, mostly, they are unpaid family workers. Those who work for wages even in factories are vulnerable to exploitation many a times in isolation of the labour laws. Wage-earning children are always casually hired and fired. This kind of labour in which children work jeopardises their health, safety and morals, because in developing countries, particularly in informal sectors of rural areas.

Unfortunately, in developing countries, child welfare is pre-conditioned at a particular stage of socio-economic development as a result of which children cannot enjoy the happiness which is their birth right. In poor countries children are forced to work to supplement the income of their families. They are often compelled to share the responsibilities in economic activities of their households because poor families in poor countries, many a time, do not have any alternative to this kind of labour participation by children to supplement their family income.

In a number of Third World countries and backward regions, the notion of child labour resides in tradition and in the attitude of the people and such attitude resists any change. The families of child labour never feel that their children are exploited. Owing to such an attitude they give their children deliberate responsibility of labour either as wage earner or as labourer within the family. In such environment, the family tolerates and makes the society tolerate exploitation of child labour as the parents and families take it for granted that it is their right to make money out of the labour of their children.

Child labour is a social problem. It cannot be treated as an isolated phenomenon. Child labour results in surplus and its engagement always increase unemployment of adults.

In the absence of social security measures and lack of relevant and sufficient educational and vocational training facilities, cheap child labour is always available to increase the added value of the produce and services and, therefore, in a country like India where half of the population lives below the poverty line, child labour employed by an employer outside the family, is readily available for exploitation. In such jobs children always work under physical

and mental tension from which they are required to be saved as they do not have sufficient physical and mental resources to withstand the strain.

To commemorate the Children's Day — November 14 birth anniversary day of Pandit Jawaharlal Nehru — as a part of national programme, the nation should try to take a pledge to prevent children from being put to dangerous and hazardous work and save the child labour from the exploitation. In fact the country should try to abolish child labour gradually but totally.

There are two Articles in the Constitution of the Republic of India embodying the intention of the founding fathers which aim at governing the minimum age of child labour and their working conditions.

Article 39 of the Constitution covers Directive Principles and is captioned: "Certain Principles of Policy to be followed by the State". In the clauses (e) and (f) of this Article, the Constitution recommends that 'the State shall, in particular, direct its policy towards securing —

(e) that the health and strength of workers, men and women, and the tender age of children are not abused and that citizens are not forced by economic necessity to enter avocations unsuited to their age or strength; and

(f) that childhood and youth are protected against exploitation and against moral and material abandonment.

The above two clauses (e) and (f) of Article 39 of the Constitution, being recommendatory, only act as guiding principles to the State.

The second Article, i.e. Article No. 24 of the Constitution vests Fundamental Rights among citizens and as such it gives a mandate to the State and national Governments through this Article 24:

"that no child below age of 14 years is to be employed or to work in any factory or mine or engaged in any other hazardous employment"

Though it is obligatory on national and State Governments under the Fundamental Rights secured by this Article to implement this Article in spirit and words, the Article can only be effective when it is supported by appropriate Laws and Legislation. Additionally, this Article No. 24 requires that factories, mines and hazardous employment must be defined by statutes and only then the Article could be operative.

Notwithstanding the Labour being a concurrent subject in India and the fact that number of legislations have been enacted by Parliament and State Legislatures to prohibit child labour, yet it is estimated that in India in 1971 there were 10.7 million child labourers (workers) below the age of 15 years, constituting 6 per cent of the total labour force in the country.

Of these 10.7 million, 42.7 per cent (4.5 million) were agricultural labourers, which simply means that they were working as wage earners in agriculture, 36.1 per cent (3.8 million) were working as cultivators and it could be concluded that they were either working on their family farms or as wage earners as they come from the household of small and marginal farmers.

While 8.2 per cent (800,000) were working in livestock, forestry, fishery, plantation and allied industries, it could be taken that half of them were wage earners and the rest were looking after their family enterprises. 2.9 per cent

child labour were working in household industry, part of which must be in rural areas.

All together it comes to 90 per cent of the child labour from the countryside who work in agriculture and allied rural vocations.

A large part of child labour which comes from slums in cities is also drawn from economically and socially weaker sections of the urban areas. They are generally employed in urban informal sectors like head-loaders, street-side eatable establishments, tea shops, cleaners in transport, helpers in automobile and other workshops, hawkers and so on. They also share the work of their mothers who are maid servants and many times work illegally in factories like beedi rolling, match and crackers manufacturing units, etc.

Thus in 1971, the country had 230.5 million children in the age-group of 0 to 14 years and among them 161.5 million in the age-group of 0 to 9 years. This means that 69 million were in the age group of 10 to 14 years from which 10.7 million child labourers work as labourers.

There is another source which provides some statistics about child labour, i.e. National Sample Survey (NSS). According to this NSS 29th Round the households of rural poor labour have started sending more and more of their children on work than they did ten years ago (1964-74). This they did to meet their subsistence living and overcome the difficulties of poverty and diminishing purchasing capacity owing to inflation.

According to this NSS Round No. 29 we can draw the conclusion that while child labour was providing approximately 5.2 million days of working in the year 1964-65 number of working days of child labour increased to 8.8 million in the year 1974-75. This means that there has been an increase of almost 60 per cent in the working days of child labour from the rural poor households.

There were 1.95 million child labourers from the rural labour household in 1964-65. The number increased to 3.47 million in 1974-75. So there has been an increase of 77 per cent in child labour while the increase in female labour was only to the extent of 60 per cent and the male earners only 49 per cent during this period.

While there was decrease in the number of working days of an individual male labour to the extent of 9.7 per cent and 7.5 in the case of an individual female labour, the decrease in the case of an individual child labour was only 4.8 per cent i.e. substantially on the lower side.

In this connection, it is interesting to note the conclusions of the said National Sample Survey about the average daily earnings of rural labourers in agricultural and non-agricultural occupations. The survey, concluded in the matter of agricultural earnings, that the percentage of contribution to the total household income in the case of male labour decreased from 47 per cent to 44 per cent in the case of female labour it increased from 28 per cent to 31 per cent while in the case of child labour it was constant, i.e. at 25 per cent.

But in the matter of contribution from non-agricultural occupations the contribution of male earners were constant i.e. 49 per cent in the year 1964-65 and the same 49 per cent in the year 1974-75 also.

In the matter of female labour, the contribution decreased by 1 per cent i.e. from 30 per cent in 1964-65 to 29 per cent in 1974-75, while in the case of child labour the contribution increased by 1 per cent i.e. from 21 per cent to 22 per cent during the same period. Thus the contribution of child labour to household income proportionately increased.

If the average individual wage rise is accounted for during these 10 years, we find that the wage increase of an individual male labour is only to the extent of 118 per cent; in the case of females is only 98 per cent while in the case of child labour it is to the extent of 127 per cent. Here it may be noted that the rise in the cost of living of the rural poor during these 10 years was more than 250 per cent and, therefore, this rise does not neutralise the increase in the cost of living due to inflation.

In fact the real wages of the rural poor diminished. Proportionate wage increase in the case of child labour proves that child labour is preferred more by the agriculture and informal sector and these sectors started paying more preferably to the child labour in order to attract them for engagement in vocations. Further it proves that the employers are willing to pay a little more to the child labour because child labour does not create any problems.

All this brings us to the conclusion that within a period of 10 years the number of child labour, their working days and the quantum of their contribution to the household income increased proportionately in comparison to male and female labour from the same household of rural poor.

In the light of the above alarming situation with regard to child labour, not only do we have to stop child labour by strictly enforcing the existing relevant laws, but we should go to the root cause of reasons perpetuating engagement/use of child labour and take necessary steps gradually to abolish the same.

For this purpose, we must be able to study the problems of every child labour and analyse his/her socio-economic background and also find out what could be the training and rehabilitation facilities that the society could offer to him/her. And this study should be done through trained social workers.

The child labour should ultimately be rehabilitated after training and we should develop a system of prevention/avoidance of child being put into dangerous and hazardous work and thus save the child labour from the exploitation and for that we should need a proper machinery of rehabilitation.

All the above is possible only when we have sufficient relief and training facilities at our disposal and nation makes sufficient provision of resources and chalks out a practicable plan to implement the programme of child labour relief.

We have in our country the following types of child labour :—

- Child labour working as agricultural labourers and wage-earning shepherds;
- Child labour working as cultivators at their small and marginal family farms ;
- Child labour looking after the domestic animals/livestock ;
- Child labour attached to village artisans like masons, carpenters black-smiths, etc. and working as manual workers at the construction, works;

Child labour engaged in stone crushing and working in stone mines ;
Child labour working in factories like beedi rolling and cackers and match manufacturing units and also in non-registered factories ;

Child labour working as head-loaders and on street-side restaurants/tea shops, petrol pumps, etc. ;

Child labour working and also simultaneously attending schools ;

Migrant child labour working in different occupations ;

Child labour working in handicrafts undertakings ;

Child labour working as bonded labour and whose labour is pledged by parents ;

Child labour belonging to bonded labour families -;

Child labour working illegally and in contravention of restrictive laws in different occupations ;

Female child labour working as baby seaters or help their mothers who work as maid-servants ;

Therefore, in order to complement the existing prohibitive laws, it may be suggested that steps be taken to start child labour relief centres as pre-vocational training-cum-educational schools. These schools should be production-cum-training oriented Earn and Learn schemes and should be able to provide welfare and relief to the child labour. While initiating such pre-vocational training-cum-educational schools for child labour, we should recognise that :

a child is not a small adult but a person entitled to self-fulfilment through learning and play, so that his adult life is not jeopardised by having to work hard at a tender age and thus we should humanise the child labour before the Government in co-operation with all national organisations concerned takes all necessary social and legislative action for the progressive elimination of child labour.

Therefore, for humanising and regulating child labour in the country, we should plan to initiate child labour relief centres. The frame work of such relief centres and pre-vocational training-cum-educational schools could be as follows

The centre should provide stipend to the child labour trainees as equal to the earnings they receive presently from the sale of their labour since the income from child labour — small as it may be — in reality contributes in part to the primary needs of households living below the poverty line and because of that such families do not have any alternative to the income they receive from their children's earnings. Under the circumstances, such families are not inclined to send their children to the schools.

The centre should act as a gate-way to education and training to child

The centre should admit children from all castes, religions and should generate environment and condition conducive to secular development where the child labour should feel at home. Preference in the matter of admission should be given to child labour from socially and economically weaker

sections of the rural areas, and the centre should create an atmosphere where the child labour should feel relieved ;

The centre should try to provide the child labour trainees with (a) nutritious food as mid-day meal to overcome their malnutrition, (b) safe drinking water, (c) better clothing in the form of uniforms, and (d) look after their health constantly by providing periodic medical check-up/examination ;

The centre should consider running a creche for babies being brought by the baby-seater child labour trainees to the centre ;

The centre should act as a gate-way to education and training to child labour;

The centre should help child labour trainees to develop their abilities and enable them to learn employable skills, i.e. develop children's aptitude for work and prepare them for occupational life and should provide the children interesting, educational and socially useful work which is light and sporadic thereby should bring them into a environment with better working conditions. In a nutshell the centre should provide the children effective apprenticeship schemes with pleasurable occupations ;

At the pre-vocational production-cum-training-cum-welfare unit, where the children should be allowed to work on training job for 4 hours and 4 hours should be devoted to education (functional literacy and non-formal education and recreation like music, sports, physical training, etc. and the centre should provide functional literacy and non-formal education to develop the child labour as mature and literate citizens. Besides, the centre should provide recreation like music, bard-playing, physical training, sports, etc. to the child labour trainees with creative activities ;

The centre should try to arrange for work experience scientifically for the child labour trainees in vocations like agriculture, horticulture, forestry, dairy, brick making, chalk-piece making, doll and toy making, basket making, artistic works like painting, drawing, etc. and tailoring, embroidery, amber charkhas, fancy leather goods stitching/making, etc. for female child labour. This is a small list of vocations to which could be added many more vocations. The centre should also introduce the vocation of domestic electric wiring to both male and female child labour and thus introduce to them primary lessons in modern technology ;

The centre should provide the child labour trainees a weekly off and holidays for festivals and arrange a few outings, picnic, educational trips, cinemas having educative value, etc.

The centre should protect the child labour from exploitation of dangerous, hazardous and monotonous works ;

The centre should be in regular contact with the guardian/parents of the child labour and should always maintain a rapport with them to discuss the problems of the child labour particularly with regard to matter of their education, training, health and behaviour pattern and also try to educate the guardian/parents of the child labour in the matter of child development and thus help harmonising the family life of the child labour ;

The centre should help in integrating the child labour into community and social life by motivating action and inter-action between the people and the centre on the one hand and the centre and the people on the other; and

The most important is that the centre should make efforts to rehabilitate each of the child labour trainees through its families or independently after the training in the occupations to be developed individually or on co-operative basis.

(*Indian Worker dated 17th January 1983*)

Labour Legislation

Iron Ore Mines and Manganese Ore Mines Labour Welfare Fund (Amendment) Act, 1982.

MINISTRY OF LAW, JUSTICE AND COMPANY AFFAIRS

(LEGISLATIVE DEPARTMENT)

New Delhi, the 28th August 1982/Bhadrapada 6, 1904 (Saka).

The following Act of Parliament received the assent of the President on the 28th August 1982 and is hereby published for general information :—

THE IRON ORE MINES AND MANGANESE ORE MINES LABOUR WELFARE FUND (AMENDMENT) ACT, 1982

No. 45 OF 1982

[28th August, 1982]

An Act to amend the Iron Ore Mines and Manganese Ore Mines Labour Welfare Fund Act, 1976.

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

1. *Short title and commencement.*—(1) This Act may be called the Iron Ore Mines and Manganese Ore Mines Labour Welfare Fund (Amendment) Act, 1982.

(2) It shall come into force on such date as the Central Government may, by notification in the *Official Gazette*, appoint.

2. *Amendment of long title.*—In the Iron Ore Mines and Manganese Ore Mines Labour Welfare Fund Act, 1976 (61 of 1976) (hereinafter referred to as the principal Act), in the long title, for the words “and manganese ore mines”, the words “manganese ore mines and chrome ore mines” shall be substituted.

3. *Amendment of section 1.*—In section 1 of the principal Act,—

(a) in sub-section (1), for the words “and Manganese Ore Mines Labour Welfare”, the words “Manganese Ore Mines and Chrome Ore Mines Labour Welfare” shall be substituted

(b) in sub-section (3), in the proviso,—

(i) after the words “only to manganese ore mines”, the words “, or only to chrome ore mines” shall be inserted :

(u) for the words “and manganese ore mines”, the words “, manganese ore mines and chrome ore mines” shall be substituted.

4. *Amendment of section 2.*—In section 2 of the principal Act,—

(a) after clause (a), the following clause shall be inserted, namely:—

‘(aa) “chrome ore” includes ferro-chrome

(b) in clause (d), for the words “and Manganese Ore Mines Labour Welfare”, the words “, Manganese Ore Mines and Chrome Ore Mines Labour Welfare” shall be substituted ;

(c) in clause (g),—

(i) in sub-clause (i), after the words “or manganese”, the words “or chrome” shall be inserted ;

(u) in sub-clause (u), after the words “manganese ore”, the words “or chrome ore” shall be inserted ;

(d) in clause (h),—

(i) in the opening portion, after the words “or manganese ore mine”, the words “or chrome ore mine” shall be inserted ;

(ii) in sub-clause (1) and sub-clause (2) after the words, “or manganese ore”, wherever they occur, the words “or chrome ore” shall be inserted

5. *Amendment of section 3.*—In section 3 of the principal Act, for the words “and Manganese Ore Mines Labour Welfare”, in both the Places where they occur, the words “, Manganese Ore Mines and Chrome Ore Mines Labour Welfare” shall be substituted.

6. *Amendment of section 4.*—In section 4 of the principal Act,

(a) in the opening portion, for the words “and manganese ore mines”, the words “, manganese ore mines and chrome ore mines” shall be substituted ;

(b) in clause (a); in the opening portion, after the words “or manganese ore mines”, the words “or chrome ore mines” shall be inserted ;

(c) in clause (b);—

(i) after the words “or of a manganese ore mine”, the words “or of a chrome ore mine” shall be inserted ;

(u) after the words “or manganese ore mines”, the words “, or chrome ore mines” shall be inserted ;

(d) in clause (c),—

(i) after the words “or manganese ore mines”, the words “or chrome ore mines” shall be inserted ;

(u) in the proviso, after the words “or of a manganese ore mines”, the words “or of a chrome ore mine” shall be inserted ;

7. *Amendment of section 5.*—In section 5 of the principal Act,—

(a) in sub-section (1),—

(i) in clause (a), after the words “or manganese ore”, the words “or chrome ore” shall be inserted;

(ii) in clause (b), for the words “both iron ore and manganese ore”, the words “any two of or all such ores” and for the words “iron ore only or manganese ore only, or in respect of both”, the words “any one of such ores only, or in respect of any two of such ores only, or in respect of all such ores” shall be substituted;

(b) in sub-section (2), in the proviso, for the words “and manganese ore mines”, in both the places where they occur, the words “, manganese ore mines and chrome ore mines” shall be substituted.

8. *Amendment of section 6.*—In section 6 of the principal Act, in sub-section (2), in the proviso, for the words “and manganese ore mines”, in both the places where they occur, the words “, manganese ore mines and chrome ore mines” shall be substituted.

9. *Amendment of section 8.*—In section 8 of the principal Act, in sub-section (1) and sub-section (2), for the words “and Manganese Ore Mines Labour Welfare”, the words “, Manganese Ore Mines and Chrome Ore Mines Labour Welfare” shall be substituted.

10. *Amendment of section 9.*—In section 9 of the principal Act, after the words “manganese ore mines”, the words “or chrome ore mines” shall be inserted.

11. *Amendment of section 11.*—In section 11 of the principal Act, after the words “of a manganese ore mine”, the words “or of a chrome ore mine” shall be inserted.

12. *Amendment of section 12.*—In section 12 of the principal Act, in sub-section (2),—

(a) in clause (c), after the words “manganese ore mines”, the words “or chrome ore mines” shall be inserted;

(b) in clause (h), after the words “of manganese ore mines”, the words “or of chrome ore mines” shall be inserted.

(Published in *M. G. G.*, Part VI, dated 23rd December, 1982, Page Nos. 208-210).

Ordinances and Other Legislation

I. MAHARASHTRA ORDINANCE NO. XI OF 1982.

An ordinance to provide for the acquisition of shares of shares of the Pulgaon Mills Ltd., with view to securing proper management of the affairs of the company and the continuity and development of the production of articles which are vital to the needs of the general public and for the matters connected therewith, or incidental thereto, has been promulgated by the Governor of Maharashtra.

(Published in *M.G.G.*, Part IV, dated 30th December 1982, at page Nos. 205 to 213.)

II. MAHARASHTRA ORDINANCE NO. XII OF 1982.

Another ordinance also to provide for the acquisition of undertakings of two textile companies viz. Vijay Manufacturing Company (Private) Ltd., Badnera and Western India Spinning and Manufacturing Company Limited, Bombay, for the purposes of ensuring continued and increased production of goods essential to the needs of the country and for matters connected therewith or incidental thereto, has been promulgated by the Governor of Maharashtra.

(Published in *M.G.G.*, Part-IV, dated the 30th December, 1982, at Pages 214 to 220).

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

(Notification No. MWA/SPL/Engineering, dated 2nd November 1982, published in *M. G. G.*, Part I-L, dated 2nd December 1982, Page Nos. 8180-82).

(2) *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 area mentioned in column (2) of Schedule III, appended hereto in relation to three months commencing on the 1st day of October 1982 at the rates mentioned in column (2) of the Schedule III.

SCHEDULE III

Area	Amount of Special Allowance (cost of living allowance payable)
	2
State of Maharashtra . .	Rs. 9.30 per day.

(Notification No. MWA/SPL/Rubber Mfg. Industry, dated 2nd November 1982, published in *M. G. G.*, Part I-L, dated 2nd December 1982, Page Nos. 8183-85).

(3) *Paper and Paper Board 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 area mentioned in column (2) of Schedule III, appended hereto in relation to three months commencing on the 1st day of October 1982, at the rates mentioned in column (2) of the Schedule III, appended hereto in relation to three months commencing on the 1st day of October 1982 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. 250.00 per month.
2	II	Rs. 200.00 per month.

Explanation.—For the purpose of this Notification, Zones I and II, shall respectively mean Zones I and II formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA. 5675/104084/Lab-III-A, dated 21st March 1975.

(Notification No. MWA/SPL/Paper and Paper Board Manufactory, dated 2nd November 1982, published in *M. G. G.*, Part I-L, dated 2nd December 1982, Page Nos. 8186-88).

(4) *Cloth Dyeing and Cloth Printing.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay, in exercise of the powers conferred on it, has declared the special allowance (cost of living allowance), payable in addition to the basic rate of wages to the employees employed in the said 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 October 1982 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. 274.00 per month.
2	II	Rs. 274.00 per month.

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

(Notification No. MWA/Cloth Dyeing and Cloth Printing, dated 2nd November 1982, published in *M. G. G.*, Part I-L, dated 2nd December 1982 at Pages No. 8189-91).

(5) *Salt Pan.*—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 twelve months commencing on the 1st day of October 1983, 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	Area falling in Zone I	Rs. 258. per month.
2	Area falling in Zone II	Rs. 225.95 per month
3	Area falling in Zone III	Rs. 212.85 per month.

Explanation.—For the purpose of the Notification, Zones I, II and III shall respectively mean Zones I, II and III formed for the purpose and shown in the Notification, Industries and Labour Department, No. MWA. 5274/192505/Lab-III-A, dated 8th November 1974.

(Notification No. MWA/SPL/SaIt Pan, dated 2nd November 1982, published in M.G.G. Part I-L, dated 2nd December 1982, Page Nos. 8192-94).

(6) *Manufacturing Readymade Garments and Tailoring Establishments.*—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 with effect from 1st December 1982, in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III, appended hereto in relation to six months commencing on the 1st day of July, 1982, 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. 143.00 p.m.
2	II	Rs. 143.00 p.m.
3	III	Rs. 143.00 p.m.

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

(Notification No. MWA/SPL/Manufacturing Readymade Garments and Tailoring Establishments, dated 19th November, 1982, published in M.G.G., Part I-L, dated 2nd December 1982, Page Nos. 8195-97).

III. EMPLOYEES STATE INSURANCE ACT, 1948

(a) *Exemptions under the Act.*—In exercise of the powers conferred by Section 87 read with Section 91A of the aforesaid Act, the Government of Maharashtra, has exempted Messrs Indira Community Kitchen Society, 558, Rasta Peth, Pune-411 011 from the operation of the said Act, for a period of one year from 1st October, 1982 to 30th September, 1983.

(Notification No. SIA/1582/3816/Lab-11, dated 6th October 1982 published in Part I-L, dated 2nd December, 1982, page No. 8179).

IV. FACTORIES ACT, 1948

(a) *Amendments Under the Act.*—(1) In exercise of the powers conferred by Section 112 read with sub-section (3) of section 48 and clause (a) of Section 50 of the aforesaid Act, the Government of Maharashtra has amended the Maharashtra Factories Rules, 1963, the same having been previously published as required by section 115 of said Act, namely

1. These rules may be called the Maharashtra Factories (Second Amendment) Rules, 1982.

2. In rule 87 of the Maharashtra Factories Rules, 1963 (hereinafter referred to as the "Principal Rules"), in sub-rule (3), after the words "for each child to be accommodated" the following shall be added, namely

"Subject to the condition that the area of the creche shall not be less than 10 square metres."

3. For rule 92 of the principal rules, the following shall be substituted, namely :

"92. Exemption from the provisions of section 48.—(1) The provisions of section 48 and rules 87 to 91 shall not apply to any factory which works for less than 190 days in calendar year or to a factory wherein the number of married women or widows employed does not exceed 15 of the total number of children below the age of 6 years of all the women workers in the factory does not exceed 4, subject to the condition that the alternative arrangements as hereinafter mentioned in sub-rule (2), are provided in the factory.

(2) The alternative arrangements required to be provided under sub-rule (1) shall be follows, namely

(a) A creche-room which has an area of not less than 10 square metres shall be constructed or adopted for use in accordance with the plans approved by the Chief Inspector.

(b) The creche-room shall have suitable wash place for washing of the children and their clothes and adequate supply of clean water, soap and towels shall always be provided and maintained.

(c) The creche-room shall be provided with suitable beddings for the use of the children

(d) At least one female attendant shall be employed to look-after the children in the creche-room. The female attendant shall be provided with clean clothes for use while on duty.

(3) The mother of each child in the creche-room shall be allowed two intervals of not less than 15 minutes each (such intervals being other than those allowed under section 55) during her working hours to feed the child."

(Notification No. FAC/1081/8028/Lab-4 dated 8th October 1982, published in M.G.G., Part I-L, dated 2nd December 1982, Page No. 8177-78).

(2) In exercise of the powers conferred by section 112 read with Section 43 of the aforesaid Act, Government of Maharashtra, has framed the following rules further to amend the Maharashtra Factories Rules, 1963, they having been previously published as required by section 115 of the said Act, namely :—

1. These rules may be called the Maharashtra Factories (Third Amendment) Rules, 1982.

2. In rule 75 of the Maharashtra Factories Rules, 1963, in the Schedule, the following entry shall be added at the end, namely :—

"Any other factory certified by the Chief Inspector of Factories to be carrying on processes likely to soil or damage the clothes of the workers if worn while carrying on such processes."

(Notification No. FAC/1674/5667/Lab-4, dated 8th November 1982, Published in M.G.G., Part I-L, dated 2nd December 1982, Page No. 8176-77).

(b) *Notifications under the Act.*—(1) In exercise of the powers conferred by the proviso to sub-section (1) of section 66 of the aforesaid Act, the Government of Maharashtra, has in respect of the Ginning and Pressing Factories in the State of Maharashtra has varied the limit laid down in clause (b) of the said sub-section (1), so that no women shall be employed in any factory except between the hours of 5-00 a.m. and 10-00 p.m. during the period from 1st July 1982 to 30th June 1983.

(Notification No. FAC/16282/Lab-4, dated 2nd November 1982, published in M.G.G., Part I-L, dated 30th December Page No. 8609).

V. INDIAN BOILERS ACT, 1923.

Exemptions under the Act.—(1) In exercise of the powers conferred by Sub-section (2) of Section 34 of the above mentioned Act, Government of Maharashtra, has exempted the boiler bearing No. MR-9912 belonging to the Hindustan Petroleum Corporation Ltd., Mahul, Bombay-400 074 from the operation of clause (c) of Section 6 of the said Act for the period of two months from the 29th September 1982 to 27th November 1982 (both days inclusive).

(Notification No. IBA/1081/CR-289/Lab-3, dated 3rd September 1982, published in *M.G.G.* Part I-L dated 2nd December 1982, Page No. 8173).

(2) In exercise of the powers conferred by Sub-section (3) of Section 34 of the aforesaid Act, Government of Maharashtra, has exempted the spare exchanger No. 12-6113, E-1301(S) Manufactured by Messrs Borsig, Berlin, West Germany and installed at Messrs National Organic Chemicals Industries Ltd., Thane-Belapur Road Thane from the operations of all the provisions of the said Act, subject to the conditions and restrictions as mentioned in the notification.

(Notification No. IBA/1082/33883/CR-318/Lab-3, dated 11th October 1982, published in *M.G.G.*, Part I-L, dated 2nd December 1982 at Page No. 8173)

(3) In exercise of the powers conferred by sub-section (2) of Section 34 of the aforesaid Act, the Government of Maharashtra has exempted the boiler bearing No. MR-E, 346 belonging to the National Organic Chemical Industries Ltd., Thane, from the operation of Clause (c) of Section 6 of the said Act, for the period of six months from 27th October 1982 to 26th March 1982 (both days inclusive).

(Notification No. IBA/1082/CR-352/Lab-3, dated 25th October 1982, Published in *M.G.G.*, Part I-L, dated 30th December 1982, Page No. 8609).

(4) In exercise of the powers conferred by sub-section (2) of Section 34 of the aforesaid Act, the Government of Maharashtra has exempted the boiler bearing No. MR-10433 belonging to the Maharashtra State Electricity Board, Nasik Thermal Power Station, Eklahare, from the operation of clause (c) of Section 6 of the said Act, for a period of two months from the 22nd October 1982 to 21st December 1982 (both days inclusive).

(Notification No. IBA/1082/CR-349/Lab-3, dated 21st October 1982, published in *M.G.G.*, Part I-L, dated 30th December 1982, Page No. 8611).

(5) In exercise of the powers conferred by sub-section (2) of Section 34 of the aforesaid Act, the Government of Maharashtra has exempted the boiler bearing No. MR-10311, belonging to the Rashtriya Chemicals and Fertilizers Ltd., Chembur, Bombay from the operation of Clause (e) of Section 6 of the said Act, for a period of one month from 19th October 1982 to 18th November 1982 (both days inclusive).

(Notification No. IBA/1082/CR-346/Lab-3, dated 18th October 1982, published in *M.G.G.*, Part I-L, dated 30th December 1982, Page No. 8611).

Labour Intelligence

INDUSTRIAL RELATIONS IN MAHARASHTRA
REVIEW FOR THE MONTH OF NOVEMBER 1982

Industrial Courts, Tribunals and Labour Courts

In all 1,621 applications were received by the Industrial Courts, Tribunals and Labour Court during the month. Their break-up are as under—

Serial No.	Name of the Industrial Court/Tribunal and Labour Court	No. of applications, etc. received during the month under the—			Total
		B.I.R. Act. 1946	I.D. Act. 1947	Other Acts.	
1	2	3	4	5	6
i. Industrial Court/Tribunals—					
1	Industrial Court, Bombay ..	7	..	81	88
2	Industrial Tribunal, Bombay ..	..	64	..	64
3	Industrial Court, Nagpur ..	8	..	39	47
4	Industrial Tribunal, Nagpur ..	..	..	..	..
5	Industrial Court, Pune ..	15	..	57	72
6	Industrial Tribunal, Pune ..	..	9	..	9
7	Industrial Court, Thane ..	53	..	84	137
8	Industrial Tribunal, Thane..	..	29	..	29
Total ..		83	102	261	446

ii. Labour Courts—

Labour Court, Bombay ..	58	116	95	269
Labour Court, Pune ..	4	64	20	88
Labour Court, Nagpur ..	15	110	61	186
Labour Court, Thane ..	7	5	71	83
Labour Court, Kolhapur ..	3	33	40	76
Labour Court, Solapur ..	103	56	113	272
Labour Court, Akola ..	7	34	30	71
Labour Court, Nashik ..	2	13	32	47
Labour Court, Aurangabad ..	4	27	52	83
Total ..	203	458	514	1175

Wage Boards—I references was received by the wage Board for cotton textile industry during the month under review.

of disputes handled by the Conciliation machinery in the State during October 1981 under various Acts is as follows:—

Case-wise analysis of the cases received during the month:—

Act	1	Issues relating to pay, allowances and Bonus 2	Employment, leave, hours of work and Miscellaneous causes 3	Total 4
Industrial Disputes Act, 1947	..	370	82	452
Bombay Industrial Relations Act, 1946	..	15	17	32
Bombay Industrial Relations (Extensions and Amendment) Act, 1964.
Total		385	99	484

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	Withdrawn or not pursued by parties 6	Closed 7	Total (4 to 7) 8	Pending at the end of the month 9
Industrial Disputes Act, 1947	..	1,739	452	107	153	25	163	448	1,743
Bombay Industrial Relations Act, 1946	..	165	32	9	11	6	4	30	167
Bombay Industrial Relations (Ext. and Amtd.) Act, 1964.
Total		1,904	484	116	164	31	167	478	1,910

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
B. I. R. Act, 1946	..	10	2	1	1	2	..	6	5	5	32

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

District-wise analysis is given below:—

Act	1	Bombay 2	Pune 3	Thane 4	Nagpur 5	Nanded 6	Kolhapur 7	Aurangabad 8	Total 9
B. I. R. Act, 1946	..	12	10	2	4	1	1	2	32

Act	1	Amravati 2	Bombay 3	Wardha 4	Chanda 5	Akola 6	Buldhana 7	Total 9
B. I. R. (Extension and Amendment) Act, 1964:

Consumer Price Index Numbers for Working Class for December 1982

BOMBAY *

518-A Rise of 8 points.

In December 1982, the Consumer Price Index number for Working Class for the Bombay Centre, with base January to December 1960 equal to 100 was 518 being 8 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at the Bombay Centre.

The Index number for the food group increased by 12 points to 571 due to a rise in the average prices of rice, wheat, arhaldal, edibles oils, vanaspati (loose), goatmeat, eggs, fish fresh, onion, cocunut, sugar, bhajia and cold drink.

The index number for the Pan, Supari, Tobacco etc. group decreased by 1 point to 505 due to a fall in the average prices of Pan leaf and chewing tobacco.

The index number for the fuel and light group increased by 8 points to 673 due to a rise in the average prices of Kerosene Oil and Charcoal.

The Index number for housing remained steady at 160 being a six monthly item.

The index number for the Clothing, bedding and footwear group increased by 7 points to 525 due to a rise in the average prices of dhoti, shirting, long-cloth, mulmul, markin, bush shirt, vest and shoes gents.

The index number for the miscellaneous group increased by 3 points to 406 due to a rise in the average prices of cinema-show, washing soap and tailoring charges.

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

(Average prices for the calendar year 1960=100)

Group	Weight proportional to the total expenditure	Group Index Numbers	
		Nov. 1982	Dec. 1982
I-A. Food	57.1	559	571
I-B. Pan, Supari, Tobacco, etc.	4.9	506	505
II. Fuel and Light	5.0	665	673
III. Housing	4.6	160	160
IV. Clothing, Bedding and Foot-wear.	9.4	517	525
V. Miscellaneous	19.0	403	406
Total	100.0		....
Consumer Price Index Number	....	510	518

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

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

SOLAPUR*

527-A rise of 3 points.

In December 1982, the Consumer Price Index Number for Working Class for Solapur Centre with base year January to December 1960 equal to 100 was 527 being 3 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Solapur Centre.

The index number for the food group increased by 3 points to 562 due to a rise in the average prices of jowar, arhaldal, gramdal, goatmeat, vegetables and fruits.

The index number for the Pan, supari, tobacco etc. group decreased by 1 point to 440 due to a fall in the average price of Supari only.

The index number for the fuel and light group increased by 3 points to 675 due to a rise in the average price of charcoal only.

The index number for the housing remained steady at 237 being a six monthly item.

The index number for the clothing, bedding and footwear group increased by 5 points to 540 due to a rise in the average prices of markin, chappal and shoes.

The index number for the miscellaneous group increased by 4 points to 405 due to a rise in the average prices of Dr.'s fee, ornaments and washing soap.

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

(Average prices for the calendar year 1960 = 100)

Groups	Weight proportional to the total expenditure	Group Index Numbers	
		Nov. 1982	Dec. 1982
I-A. Food	63.0	559	562
I-B. Pan, Supari, Tobacco etc.	3.4	441	440
II. Fuel and Light	7.1	672	675
III. Housing	5.2	237	237
IV. Clothing, Bedding and Footwear	9.0	535	540
V. Miscellaneous	12.3	401	405
Total	100.00	....	....
Consumer Price Index Number		524	527

*Details regarding the scope and method of compilation of the index may be seen on pages 607 to 613, December 1965 issue of *Labour Gazette*. For Errata (see) page 897 of January 1966 issue.

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

NAGPUR***520—A rise of 4 points.**

In December 1982, the Consumer Price Index Number for Working Class for Nagpur Centre with base year January to December 1960 equal to 100 was 520 being 4 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Nagpur Centre.

The index number for the food group increased by 9 points to 554 due to a rise in the average prices of wheat, arhardal, oils and fats, goatmeat, fresh fish, eggs, vegetables and fruits, sugar and tealeaf.

The index number for the Pan, Supari, Tobacco etc. group increased by 2 points to 490 due to a rise in the average prices of panleaf and katha.

The index number for the fuel and light group decreased by 1 point to 750 due to a fall in the average prices of coke and coal.

The index number for the housing remained steady at 240 being a six monthly item.

The index number for the clothing bedding and footwear group decreased by 7 points to 580 due to a fall in the average prices of dhoti, saree, shirting, markin, gangi and chappal.

The index number for the miscellaneous group remained steady at 400.

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

(Average prices for the calendar year 1960 = 100)

Groups	Weights proportional to total expenditure	Group Index Numbers	
		Nov. 1982	Dec. 1982
I-A. Food	57.2	545	554
I-B. Pan, Supari, Tobacco, etc.	3.8	488	490
II. Fuel and Light	5.7	751	750
III. Housing	6.6	240	240
IV. Clothing, Bedding and Footwear	10.9	587	580
V. Miscellaneous	15.8	400	400
Total	100.0		
Consumer Price Index Number			

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

Note.—For arriving at the equivalent of the old Index Number (1939 = 100), the new index Number should be multiplied by the linking factor viz. 5-22.

PUNE**481—A fall of 5 points.**

In December 1982, the Consumer Price Index Number for Working Class (New Series) for Pune Centre with base year January to December, 1961 equal to 100 was 481 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 Pune Centre.

The index number for the food group decreased by 7 points to 513 due to a fall in the average prices of rice, jowar, bajri, vanaspati (dalda loose), milk, ghee, dry chillies, turmeric and prepared tea.

The index number for the fuel and light group decreased by 23 points to 711 due to a fall in the average prices of raywal and charcoal (patti).

The index number for housing remained steady at 138 being a six monthly item.

The index number for the clothing and footwear group increased by 5 points to 524 due to a rise in the prices of shoes (Bata Co.) and chappals.

The index number for the miscellaneous group decreased by 1 point to 406 due to a fall in the price of utensils (Brass Lota).

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	
		Nov. 1982	Dec. 1982
I. Food	55.85	520	513
II. Fuel and light	6.89	734	711
III. Housing	6.65	138	138
IV. Clothing and Footwear ..	10.31	519	524
V. Miscellaneous	20.30	407	406
Total	100.00		
Consumer Price Index Number	....	486	481

*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

500—A rise of 9 points.

In December 1982, the Consumer Price Index Number for Working Class (New Series) for Jalgaon Centre with base year January to December equal to 100 was 500 being 9 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Jalgaon Centre.

The index number for the food group increased by 6 points to 538 due to a rise in the average prices of turdal, uriddal, rice, chillies dry, mixed spices, vegetables, sugar and hot drink.

The index number for the Fuel and Light group increased by 50 points to 706 due to a rise in the average prices of firewood only.

The index number for housing remained steady at 182 being a six monthly item.

The index number for Clothing and footwear increased by 13 points to 483 due to a rise in the average prices of saree, shoes and chappals.

The index number for the miscellaneous group increased by 1 point to 392 due to a rise in the average prices of panleaf, supari, katha and hair oil.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR
JALGAON CENTRE

(Average prices for the calendar year 1961 = 100)

Groups	Weight proportional to total expenditure	Group Index Numbers	
		Nov 1982	Dec. 1982
I. Food	60.79	532	538
II. Fuel and Light .. .	7.20	656	706
III. Housing .. .	6.00	182	182
IV. Clothing and Footwear .. .	10.29	470	483
V. Miscellaneous .. .	15.61	391	392
Total .. .	100.00		
Consumer Price Index Number	.....	491	500

*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 on base 1961 = 100 should be multiplied by the linking factor viz.

563—A rise of 3 points.

In December 1982, the Consumer Price Index Number for Working Class (New Series) for Nanded Centre with base year January to December equal to 100 was 563 being 3 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 Nanded Centre.

The index number for the food group increased by 6 points to 627 due to a rise in the average prices of wheat, jawar, groundnut oil, chillies dry tamarind, vegetables and sugar.

The index number for the Fuel and Light group remained steady at 687.

The index number for housing remained steady at 285 being a six monthly item.

The index number for clothing and footwear decreased by 2 points to 480 due to fall in the average prices of long cloth and coloured fabrics and saree.

The index number for the miscellaneous group remained steady at 413.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR
NANDED CITY

(Average prices for the calendar year 1961 = 100)

Groups	Weight proportional to total expenditure	Group Index Numbers	
		Nov. 1982	Dec. 1982
I. Food	61.46	621	627
II. Fuel and Light	5.88	687	687
III. Housing	4.62	285	285
IV. Clothing and Footwear	12.22	482	480
V. Miscellaneous	15.82	413	413
Total	100.00		
Consumer Price Index Number	.....	560	563

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

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

AURANGABAD*

533—A rise of 5 points

In December 1982, the Consumer Price Index Number for Working Class (New Series) for Aurangabad Centre with base year January to December 1961 equal to 100 was being 5 points higher than that in the preceding year. The index relates to the standard of standard of life ascertained during the year 1958-59 Family Living survey at Aurangabad Centre.

The index number for the food group increased by 10 points to 572 due to a rise in the average prices of rice, wheat, turdal, gramdal, groundnut oil, karad oil, dry chillies, tamarind zeera, onions, brinjals, tomatoes, banana and gu.

The index number for the fuel and light group remained steady at 754.

The index number for housing remained steady at 316 being a six monthly item.

The index number for the clothing and footwear group remained steady at 473.

The index number for the miscellaneous group decreased by 5 points to 421 due to a fall in the average prices of pan-leaf, brass lota and laundry charges.

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 Number	
		Nov. 1982	Dec. 1982
I. Food	60.72	562	572
II. Fuel and Light	7.50	754	754
III. Housing	8.87	316	316
IV. Clothing and Footwear	9.29	473	473
V. Miscellaneous	13.62	426	421
Total	100.00	....	....
Consumer Price Index Number	....	528	533

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

Note.—To obtain the equivalent old index number on base August 1943 to July 1944 the new index number on base 1961 = 100 should be multiplied by the linking factor 2.22.

THE STATEMENT SHOWING THE CONSUMER PRICE INDEX NUMBER FOR WORKING CLASS BY GROUPS FOR SEVEN CENTRES OF MAHARASHTRA STATE FOR THE MONTH OF DECEMBER 1982

Centre	Base	Food	Pan, Supari, Tobacco etc.	Fuel and Light	Housing	Clothing, bedding and Foot wear	Miscellaneous	Consumer Price Index Number Dec. 1982	Equivalent Old Index Number Dec. 1982	Consumer Price Index Number Nov. 1982	
										11	12
Bombay	1960=100	571	505	673	160	525	406	518	2300	510	2264
Solapur	1960=100	562	440	675	237	540	405	527	2013	524	2002
Nagpur	1960=100	554	490	750	240	580	400	520	2714	516	2694
Pune	1960=100	513	....	711	138	524	406	481	....	486	....
Jalgaon	1961=100	538	....	706	182	483	392	500	2645	491	2597
Nanded	1961=100	627	....	687	285	480	413	563	1379	560	1372
Aurangabad	1961=100	572	....	754	316	473	421	533	1183	528	1172

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.

ALL INDIA AVERAGE CONSUMER PRICE INDEX NUMBERS FOR INDUSTRIAL WORKERS

The Statistics for the Last 12 Calendar months from January 1982 to December 1982 are given in the following table :—

TABLE

Month 1	Base 1960=100 2	*Base 1949=100 3
January 1982	459	558
February 1982	458	557
March 1982	457	555
April 1982	459	558
May 1982	462	562
June 1982	470	571
July 1982	478	581
August 1982	488	593
September 1982	489	594
October 1982	491	597
November 1982	496	603
December 1982	497	604

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

INDUSTRIAL DISPUTES IN MAHARASHTRA STATE DURING NOVEMBER 1982

	Nov. 1982	Oct. 1982	Nov. 1981
No. of Disputes	83	85	69
No. of Workers involved	1,65,125	1,58,745	40,343
No. of Man-days lost	32,11,457	33,38,417	7,00,357

Industry-wise classification is given below :—

Name of the Industry Group	Number of disputes in progress			Number of work people involved in all disputes	Aggregate man-days lost in
	Started before beginning of the month i.e. before Nov. 1982	Started during the month i.e. Nov. 1982	Total		
1	2	3	4	5	6
Textile	48		48	1,54,952	30,07,513
Engineering	14		14	2,633	40,264
Chemical	4	1	5	4,357	84,636
Miscellaneous	11		11	3,183	79,044
Nov. 1982 Total	77	6	83	1,65,125	32,11,457
Oct. 1982 Total	80	5	85	1,58,745	33,38,417

Sixty-three of the disputes arose over questions of "pay, allowances and bonus issues", 8 related to "Retrenchment and grievances about personnel", while the remaining 12 were due to other causes.

Out of the 4 disputes that terminated during the course of the month, 1 were settled either entirely or partially in favour of the workers, and 3 in favour of the employers.

THE FOLLOWING STATEMENT GIVES THE DETAILED INFORMATION OF IMPORTANT INDUSTRIAL DISPUTES CAUSING MORE THAN 10,000 MAN-DAYS LOST DURING THE MONTH OF NOVEMBER 1982

Serial No.	Name of the Concern	Sector	S/L	Reason	Date of work-stoppages		No. of Workers Involved	Man-days lost		Result
					Began	Ended		During the month	Till the close of the month	
1	2	3	4	5	6	7	8	9	10	11
<i>Bombay—</i>										
1	The Bombay Gas Company, Lalbaug, Bombay-12.	Pvt.	S	Charter of Demand— D. A. allowances Bonus etc.	29-7-1981		1,450	36,250	6,09,450	Continued.
<i>Bombay—</i>										
2	The Shreenivas Cotton Mills Ltd., 402, Senapati Bapat Marg, Bombay-13.	Pvt.	G	20 per cent Bonus.	20-10-1981		7,570	1,66,052	22,86,484	Do.
<i>Bombay—</i>										
3	Shree Madhusudan Mills Ltd., P. B. Marg., Bombay-13.	Pvt.	S	Wages etc.	27-10-1981		5,985	1,49,625	20,34,900	Do.
<i>Bombay—</i>										
4	Prakash Cotton Mills Ltd., Ganapatrao Kadam Marg, Lower Parel, Bombay-13.	Pvt.	S	Higher Bonus	21-10-1981		3,980	85,460	13,61,264	Do.
<i>Bombay—</i>										
5	The Standard Mills Co., Ltd., Bombay-400 025.	Pvt.	S	G.D.— Bonus etc.	21-10-1981		5,083	1,22,900	17,49,811	Do.
<i>Bombay—</i>										
6	Bombay Deying & Mfg. Co., Ltd., Textile Mills (Prabhadevi) Bombay-25.	Pvt.	S	G.D.— Wages Ext.	16-1-1982		7,937	99,695	16,01,011	Do.
<i>Bombay—</i>										
7	Digvijay Mills Ltd., Textile, Bombay 400 033.	Pub.	S	G.D.— Wages etc.	18-1-1982		4,311	88,478	10,85,417	Do.
<i>Bombay—</i>										
8	The Simplex Mills Co. Ltd., 30, Keshavrao Khade Marg, Saint Gadge Maharaj Chowk Bombay-400 011 B.C.	Pvt.	S	G.D.— Charter of demand Wages etc.	18-1-1982		4,311	88,478	10,85,417	Do.
<i>Bombay—</i>										
9	Tata Mills Ltd., Dadar, Bombay 400 014.	Pvt.	S	Charter of demand Wages etc.	18-1-1982		7,217	1,81,870	19,52,668	Do.
<i>Bombay—</i>										
10	The Elphinstone Spg. & Wvg. Mills Co. Ltd., Elphinstone Rd, Parel, Bombay 400 012.	Pvt.	S	Demand for higher Wages	18-1-1982		3,278	33,202	6,69,690	Do.
<i>Bombay—</i>										
11	M/s. Kohinoor Mills Co. Ltd. N. M. G.'s Marg. Dadar, Bombay-14.	Pvt.	S	G.D.— Wages etc.	18-1-1982		6,489	1,62,225	17,77,986	Do.
<i>Bombay—</i>										
12	Bombay Dyeing Co. Ltd. (Spring Mills) Bombay-14.	Pvt.	S	General demand	18-1-1982		7,875	64,991	13,79,773	Do.
<i>Bombay—</i>										
13	India United Mills No 5, Anant G. Pawar lane, Victoria Garden, Bombay-400 027.	Pub.	S	G.D.— Increase in wages etc.	18-1-1982		1,430	29,302	3,56,804	Do.

LABOUR GAZETTE—FEBRUARY 1983

LABOUR GAZETTE—FEBRUARY 1983

THE FOLLOWING STATEMENT GIVES THE DETAILED INFORMATION OF IMPORTANT INDUSTRIAL DISPUTES CAUSING MORE THAN 10,000 MAN-DAYS LOST DURING THE MONTH OF NOVEMBER 1982

Serial No.	Name of the Concern	Sector	S/L	Reason	Date of work-stoppages		No. of Workers Involved	Man-days lost		Result
					Began	Ended		During the month	Till the close of the month	
1	2	3	4	5	6	7	8	9	10	11
<i>Bombay—</i>				<i>G. D.—</i>						
14	Jupiter Textile Mills Balasheth Marg, Parol, B'bay-13	Pub.	S	Demanding Wages & better service condition.	18-1-1982		3,133	60,800	8,58,320	Continued.
<i>Bombay—</i>				<i>G. D.—</i>						
15	Swan Mills Ltd., (Unit Kurla Mills), Old Agra Rd., Kurla, B'bay-70.	Pvt.	S	Wages and other facilities	18-1-1982		2,479	58,800	6,59,099	Do.
<i>Bombay—</i>				<i>G. D.—</i>						
16	The Kohinoor Mills Co. Ltd., No. 3/523, Lady Jamsheji Rd., Dadar. Bombay 400 028.	Pvt.	S	Increase in wages & T. A etc.	18-1-1982		1,147	29,822	3,10,837	Do.
<i>Bombay—</i>				<i>G. D.—</i>						
17	Piramal Spg. & Wvg. Mills Ltd., Piramal Bhavan, Ganpatrao Kadam Marg-13.	Pvt.	S	etc.	18-1-1982		2,714	42,564	6,17,563	Do.
<i>Bombay—</i>				<i>G. D.—</i>						
18	Poddar Processors, G. K. Marg, Lower Parel, Bombay -13.	Pub.	S	Calling for holiday working	23-12-1981		850	16,902	2,37,539	Do.
<i>Bombay—</i>				<i>G. D.—</i>						
19	India United Mills, No. 1 Dr. Ambedkar Road, Parol, Bombay-400 012.	Pub.	S	Wages etc.	18-1-1982		6,806	1,30,884	16,62,462	Continued.
<i>Bombay—</i>				<i>G. D.—</i>						
20	Mafatal Fine Spg. & Mfg. Co. Ltd., Mazgaon, Bombay.	Pvt.	S	etc.	18-1-1982		4,857	17,568	7,63,971	Do.
<i>Bombay—</i>				<i>G. D.—</i>						
21	Kamala Mills Ltd., Senapati Bapat Marg, Lower Parel, Bombay-13.	Pvt.	S	Higher wages etc.	18-1-1982		4,602	1,03,661	12,23,115	Do.
<i>Bombay—</i>				<i>G. D.—</i>						
22	New City of Bombay Mfg. Co. Ltd., 63, T. B. Kadam Marg, Bombay-13.	Pvt.	S	Wages etc.	18-1-1982		2,160	50,896	5,66,214	Do.
<i>Bombay—</i>				<i>G. D.—</i>						
23	The Poddar Mills Ltd., N. M. Joshi, Marg, Chinchpokti.	Pvt.	S	Wages etc.	18-1-1982		3,555	74,931	9,03,855	Do.
<i>Bombay—</i>				<i>G. D.—</i>						
24	Swan Mills Ltd., (Process House) T. J. Road, Sewri, Bombay-15.	Pvt.	S	Increase in wages, L.T., H.R.A. etc.	18-1-1982		1,618	26,595	3,75,118	Do.
<i>Bombay—</i>				<i>G. D.—</i>						
25	Gold Mohur Mills Ltd., Dadasahab Phalku Road, Dadar, Bombay-14.	Pvt.	S	Increase in wages and better Service condition.	18-1-1982		2,670	46,025	6,37,200	Do.

THE FOLLOWING STATEMENT GIVES THE DETAILED INFORMATION OF IMPORTANT INDUSTRIAL DISPUTES CAUSING MORE THAN 10,000 MAN-DAYS LOST DURING THE MONTH OF NOVEMBER 1982

Serial No.	Name of the Concern	Sector	S/L	Reason	Date of work-stoppages		No. of Workers Involved	Man-days lost		Result
					Began	Ended		During the month	Till the close of the month	
1	2	3	4	5	6	7	8	9	10	11
	<i>Bombay—</i>			<i>G. D.—</i>						
26	Bradbury Mills Ltd., M. Azad Road, Bom- bay-11.	Pvt.	S	Wages etc.	18-1-1982		3,599	68,120	9,53,474	Continued
	<i>Bombay—</i>			<i>G. D.—</i>						
27	The Finlay Mills Ltd., 10/11, Dr. S. S. Rao Road, Parel, Bom- bay-12.	Pvt.	S	Wages etc.	18-1-1982		4,303	99,866	11,36,252	Do.
	<i>Bombay—</i>			<i>G. D.—</i>						
28	The Victoria Mills Ltd., Budhkar Marg, N. M. Joshi Marg, Parel, Bombay-13.	Pvt.	S	Higher wages etc.	18-1-1982		3,269	67,508	8,27,228	Do.
	<i>Bombay—</i>			<i>G. D.—</i>						
29	Shreeram Mills Ltd., G. K. Marg, Bom- bay 13.	Pvt.	S	Wages etc.	18-1-1982		6,000	1,32,564	15,48,559	Do.
	<i>Bombay—</i>			<i>G. D.—</i>						
30	The Phoenix Mill Ltd., Lower Parel, Bom- bay-13.	Pvt.	S	Higher wages etc.	18-1-1982		4,006	93,524	10,38,638	Do.
	<i>Bombay—</i>			<i>G. D.—</i>						
31	M/s Matulya Mills Ltd., Senapati Bapat Marg, Lower, Parel, Bom- bay-13.	Pvt.	S	Rise in basic wages etc.	18-1-1982		3,891	58,513	8,52,699	Do.
	<i>Bombay—</i>			<i>G. D.—</i>						
32	The Mafatal Fine Spg. & Mfg. Co., Ltd. (Unit No. 3) Lower Parel, Bombay-13.	Pvt.	S	Wages etc.	18-1-1982		1,642	24,890	3,82,445	Continued
	<i>Bombay—</i>			<i>G. D.—</i>						
33	Apollo Textile Mills, N. M. Joshi, Marg, Chinchpokli, Bombay-11.	Pub.	S	Wages etc.	18-1-1982		2,268	51,766	5,86,307	Do.
	<i>Bombay—</i>			<i>G. D.,</i>						
34	India United Mills No. 3, (NTC) T. B. Kadam Marg, Bombay-33.	Pub.	S	Wages etc.	19-1-1982		1,980	33,696	4,60,202	Do.
	<i>Bombay—</i>			<i>G. D.—</i>						
35	India United Mills, No. 2 (NTC) Kalachowki, Bombay-400 033.	Pub.	S	Wages etc.	19-1-1982		1,995	29,640	4,57,824	Do.
	<i>Bombay—</i>			<i>G. D.—</i>						
36	The Modern Mills Ltd., 101, K. Khadye Marg, Bombay-400 011.	Pvt.	S	Increase in wages etc.	19-1-1982		3,246	75,325	8,59,977	Do.
	<i>Bombay—</i>			<i>G. D.—</i>						
37	India United Mills, No. 4 T. B. Kadam Marg, Kalachowki, Bombay-400 033.	Pub.	S	Wages etc.	19-1-1982		2,954	34,125	1,86,382	Do.
	<i>Thane—</i>									
38	Tekson Ltd., Kolshet Rd., Thane.	Pvt.	S	Reinstatement	20-4-1981		459	11,700	2,22,928	Do.
	<i>Thane—</i>			<i>Others</i>						

THE FOLLOWING STATEMENT GIVES THE DETAILED INFORMATION OF IMPORTANT INDUSTRIAL DISPUTES CAUSING MORE THAN 10,000 MAN-DAYS LOST DURING THE MONTH OF NOVEMBER 1982

Sl. No.	Name of the Concern	Sector	S/L	Reason	Date of work-stoppages		No. of workers Involved	Man-days lost		Result
					Began	Ended		During the month	Till the close of the month	
	2	3	4	5	6	7	8	9	10	11
<i>Bombay—</i>										
39	M/s. The Dawn Mills Co. Ltd., Ganpatrao Kadam Marg, Lower Parel, Bombay-13.	Pvt.	S	Wages, D. A. etc.	18-1-1982	—	1,907	40,415	4,91,553	Continued
<i>Bombay—</i>										
40	Bedrock Tyre & Rubber Co., Pvt. Ltd., B-2, Laxmi industrial Estate behind Shastri Nagar, M. G. Road, Goregaon. (W) Bombay-90.	Pvt.	S	Revision of wages etc.	28-9-1982	—	895	22,375	49,225	Do.
<i>Bombay—</i>										
42	The Raghuvanshi Mills Ltd., 11-12, Senapati Bapat Marg, Mahalaxmi, Bombay-13.	Pvt.	S	G.D.— Increase in wages etc.	18-1-1982	—	1,694	10,842	3,20,499	Do.
<i>Bombay—</i>										
43	Godrej Soaps Ltd., Eastern express Highway, Vikhroli, Bombay 400 079.	Pvt.	S	Others— Withdrawal of show cause notice/charge sheet issued under the standing order	12-11-1982	—	2,324	40,358	40,358	Do.
<i>Bombay—</i>										
44	The Hindustan Spg. & Wvg., Mills Ltd., Division Crown Mills, Bombay 400 025.	Pvt.	S	Higher percentage of Bonus for year 1980.	20-10-1981	—	1,386	79,425	12,82,205	Do.
<i>Bombay—</i>										
45	The Ruby Mills Ltd., Lady Jamsheji Road, Dadar, Bombay-28.	Pvt.	S	Others— demand for withdrawal of Circular.	10-1-1982	—	1,408	16,141	3,05,539	Continued
<i>Bombay—</i>										
46	Swan Mills Ltd., (Cotton Textile), T. J. Road, Sewri, Bombay-400 015	Pvt.	S	G.D.— Wages	17-1-1982	—	3,119	68,461	8,01,507	Do.
<i>Bombay—</i>										
47	Bharat Textile Mills, Ganpatrao Kadam Marg, Lower Parel, Bombay-400 013.	Pub.	S	G.D.— Wages	18-1-1982	—	2,260	54,776	5,90,849	Do.
<i>Bombay—</i>										
48	Mumbai Textile Mills, Senapati Bapat Marg, Bombay 400 013.	Pub.	S	G.D.— Wages, H.A. R. etc.	18-1-1982	—	3,300	54,987	7,20,492	Do.

EMPLOYEES' STATE INSURANCE CORPORATION, MAHARASHTRA
REGION

Press-note showing the progress during the month of December 1982.

The Employees' State Insurance Scheme applies to 30 centres in the State of Maharashtra and provides protections to 16,54,681 workers in the events of Employment Injuries, Sickness and Maternity. This protection is made available in two ways namely by provision of Medical Care and Cash Benefits when needed. During the month of December 1982; 19,169 Insured Persons received Rs. 38,37,963.60 Cash Benefit due to Employment injuries. This includes 5,389 persons who were in receipt of pension for Permanent Disablement Benefit and 2,209 persons who were in receipt of Dependants Benefits as dependants of deceased Insured Persons. During the month 8,806 accidents were reported against 8,084 during the preceding month.

Comparatively fewer persons need the employment injury benefits, but a fairly large number need Cash benefit in the event of Sickness. During December 1982, 64,427 claims were received and an amount of Rs. 64,03,343.35 was paid as Sickness Benefit. During the preceding month, 58,378 claims were received and an amount of Rs. 61,07,292.10 was disbursed as sickness Benefit.

Some Insured Persons suffering from T.B., Mental Malignant and other long term diseases require more attention and they are being paid additional Benefits called Extended Sickness Benefit. During the month, an amount of Rs. 9,28,307.25 was paid towards this Benefits.

During the month, 354 Insured Women claimed Rs. 5,26,209 00 by way of Maternity Benefit.

The attendance at the dispensaries as per certificates received was 2,01,321 during the month.

During the month, Funeral Benefit in 113 cases amounting to Rs. 11,300 00 was paid.

During the month, Confinement Charges in respect of wives of Insured persons amounting to Rs. 15,360 00 was paid.

During the month, an amount of Rs. 23,998.50 was paid as Enhanced Sickness Benefit to 144 Insured Persons who had undergone Sterilisation Operation for family planning.

For recovery arrears of contribution under the Scheme, Legal proceedings were initiated in 32 cases against defaulting Employers.

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