

## Labour Bulletin

MONTHLY PUBLICATION OF THE LABOUR DEPARTMENT  
UTTAR PRADESH, INDIA

Special features of the Bulletin : (1) Publication of up-to-date Statistical and other information pertaining to Labour ; (2) Special articles on Labour problems ; (3) Reports on the administration of Labour Acts ; (4) Reports on statistical enquiries conducted by the Department ; (5) Important Decisions of High Court and Supreme Court, State Industrial Tribunal, Adjudications and Conciliation Boards.

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

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# LABOUR GAZETTE

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VOL. LXII

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## The Month in Brief

### Labour Legislation

L. A. Bill No. LI of 1982 Amendment to the Payment of Gratuity Act.

L. A. Bill No. XLVII of 1982 Amendment to the Bombay Industrial Relations Act, 1946.

### Consumer Price Index Numbers for working Class

The Bombay, Solapur and Nagpur Consumer Price Index Numbers for Working Class for the month of November, 1982 with Average Prices for the year ended December 1960, equal to 100 were 510, 524 and 516 respectively. The Pune, Jalgaon, Nanded and Aurangabad Consumer Price Index Number for Working Class for the month of November, 1982 with the average prices for the year ended December 1961 equal to 100 were 486, 491, 560 and 528 respectively.

### All India average Consumer Price Index Number for Industrial Workers

All India Consumer Price Index Number for Industrial Workers (General) on Base 1960—100 for November 1982 was 496 as compared to 491 in October 1982. The Index Number for November 1982 Base 1949—100 derived from 1960 based index worked out to 603 as against 597 in October 1982.

### Industrial Disputes in Maharashtra State

During October 1982, there were 85 disputes involving 1,58,745 workmen and time loss of 33,38,417 working days as compared to 83 disputes in September 1982 involving 1,69,111 workmen and time loss of 34,66,365 mandays. Further particulars of Industrial Disputes are given at page 302 of this issue.

### Benefits under the Employees State Insurance Scheme

During the month of November 1982, 18,442 Insured persons received Rs. 38,44,96,4.16 Cash Benefit due to employment injuries. This includes 5,346 persons who were in receipt of pension for permanent disablement benefit and 2,240 persons who were in receipt of Dependants Benefits as dependants of deceased Insured persons. During the month 8,084 accidents were reported against 8,689 during the preceding month.

## Current Notes

### Sick units can pay PF arrears in instalments

The Central Board of Trustees, Employees Provident Fund, which met at New Delhi, on November 10, 1982, recommended to the Government that sick units may be permitted to pay their provident fund arrears in instalments. However, the government would like to have bank guarantees in regard to each instalment. It may be recalled that the provident fund arrears have risen to about Rs. 57 crores and the Board of Trustees do not want to rely on the legal and penal provisions and other criminal laws with a view to realising the amount.

(E. F. I. Bulletin dated, 1st December 1982)

### Unemployment Allowance Scheme revived in Kerala

Kerala's Unemployment Allowance Scheme, suspended since one and half years ago, was revived from November 1, 1982. Under the revised scheme, an unemployment dole of Rs. 50/— per month would be paid to each of the educated unemployed, in the age group of 18-35 years, who have passed the SSLC, and have remained unemployed for 3 years after registering at the employment exchange. The dole is to be paid for a maximum of 4 years, the family income limit for eligibility being Rs. 4,000 a year. The scheme also provides opportunities for self-employment.

(E.F.I. Bulletin dated, 1st December 1982)

### Tax exemption for units F. P. Scheme

Industrial units in Maharashtra State which would spend some money for undertaking a drive among its workers for family planning operations are to be given exemption for that amount from income-tax, under a scheme introduced recently by the Government of Maharashtra. Maharashtra is the first state in the country to introduce such a scheme which has been made applicable to 13 districts.

(E. F. I. Bulletin dated, 1st December, 1982)

### Legislation to Promote Health and Safety Among Construction Workers

Comprehensive legislation to promote health and safety of construction workers who number 2.2 million in the country, is likely to be introduced soon in Parliament. The proposed legislation would cover building and construction workers employed in road, dams, irrigation projects, thermal stations, etc. and will provide for various types of health and safety measures for specific operation of life and limbs.

(E. F. I. Bulletin, dated 15th December 1982)

### Proposals to Amend Minimum Wages Act

Proposals are under consideration to make comprehensive amendments to the Minimum Wages Act, 1948 to simplify the procedure for fixation of revision

of minimum wages, enhancing penalties under the Act and improving the working of the Act. The Union Labour Ministry has entrusted its Labour Bureau to make evaluatory studies in order to assess the extent of the implementation of the Minimum Wages Act with particular reference to employment in agriculture.

(E. F. I. Bulletin dated 15th December 1982)

### ESI to build more hospitals

The Employees State Insurance Corporation (ESI) on December 7 approved schemes for the construction of 12 more hospitals and seven dispensaries in various parts of the country.

The approval was accorded at a meeting here. The Union Labour Minister, Shri Veerendra Patil, presided over the meeting.

Five hospitals had already been commissioned by ESI this year raising the bed strength for the beneficiaries to 21,130.

According to the ESI annual report 1981-82 the total number of employees entitled to claim sickness benefit is Rs. 62.36 lakhs as against Rs. 59.47 lakhs last year.

The amount of daily rate of benefit per employee has increased from Rs. 10.29 to Rs. 11.16 in 1981-82.

According to the report the number of employees exposed to employment injury was 6.36 millions against 6.158 million last year.

Under the permanent disablement scheme, the number of fresh cases admitted during 1981-82 was 21,238 against 20,792 the previous year.

The analysis of these categories indicate that the highest number of accidents was recorded in textile, followed by engineering and metallic injuries.

The mounting arrears of the Employees' State Insurance Corporation which now totalled Rs. 43 crores also came under close scrutiny at the meeting of the corporation.

It was pointed out that half the total expenditure of the corporation went only in providing benefits for the employees but ironically only a small proportion of the employees were actually benefited.

The meeting felt that steps should be taken to curb cash benefits to the extent possible.

(Indian Worker, dated 13th December 1982)

### ILO Study reveals

#### JOB STRESS A HEALTH HAZARD FOR WORKERS

Day-to-day job stress could produce physical ills, emotional upsets and family problems for workers, according to a recent study by the International Labour Organisation (ILO)

The "stress sickness", particularly on repetitive jobs can create physical and emotional exhaustion and can lead to an insidious sense of helplessness, the study in the ILO's occupational health series has pointed out.

The study has also found that workers subjected to job stress tend to develop a sense of insecurity "induced by the existence of vague threatening factors—social, managerial and environmental—that may have a personal impact but are outside personal control".

This finding underpins the possibility that several trade union disputes might as well arise out of job stress as out of other factors concerning wages and working conditions.

It has recommended improved working conditions and improvement of quality of life for the workers to enable them to withstand job stresses.

In fact, improvements in the working conditions and overall quality of life had a mutual impact reducing the problems arising out of job stress.

"Work stress cannot properly be isolated from life stress, nor is it reasonable to isolate job satisfaction from life satisfaction", the study concludes.

The study by Prof. T. M. Fraser, an occupational psychologist, titled "Human stress, work and job satisfaction" has also found that intellectual workers were less vulnerable to job stress than manual workers.

*(Indian Worker, dated 20th December 1982)*

#### LAW SOON TO PROTECT CONSTRUCTION WORKERS

The union Government proposes to bring shortly a legislation to promote the health and safety of 2.2 million building construction workers in the country, according to official sources.

It may be recalled the Indian National Building and Construction Workers Federation (INCWF) had urged upon the Government of India to legislate in this regard so as to give some protection to this category of workers.

The proposed legislation will cover building and construction workers employed in road, dams, irrigation projects and thermal stations and will provide various types of health and safety measures for specific operations, which expose them to hazards of life and limbs.

Meanwhile, the Government has set up two interstate study groups to visit the states where migrant workers are employed to investigate their working and living conditions.

One group consists of representatives of the Andhra Pradesh and Maharashtra Governments and the other comprises those of Bihar, Orissa, Rajasthan, Punjab, Hariyana, Himachal Pradesh and Jammu and Kashmir.

Sources said the guidelines had already been issued to the State Governments for constitution of migrant workers boards to coordinate all matters relating to them at the State-level.

Similarly, a proposal to frame a board at the national level is under active consideration.

*(Indian Worker, dated 20th December 1982)*

#### Safety awards for mines

The Centre has drawn up a scheme for the presentation of safety awards for mines which come under the purview of the Mines Act, 1952, and worked a minimum number of man-days specified for various groups.

The schemes will commence in the award year 1984 with 1983 being the contest year. The awards will be presented under three categories, according to an official release on December 19.

In each category there will be two prizes to be awarded annually.

The Ministry of Labour will constitute the awards committee with the Director-General of Mines Safety as chairman and not less than five members representing mining companies, workers' organisations and technical experts.

*(Indian Worker, dated 27th December 1982)*

#### Panel for Legal Profession

The minimum wages committee appointed by the Government of Maharashtra for employment in establishments maintained in connection with legal profession by Advocates or Attorneys of the High Court of Judicature at Bombay or by any association, society or other body formed by such Advocates or Attorneys in the State of Maharashtra, under the chairmanship of Shri Harish Mandhane, M.L.A. will record the evidences of employers, employees, unions and employers' associations at the District Bar Association Hall, Thane, Industrial Tribunal, Thane, the Labour Court, Thane on December 9 and at the High Court Bar Association Hall, Bombay on December 10.

*(Daily Note, dated 8th December 1982)*

#### 172 Handicapped persons given jobs

The special employment exchange cell for the physically handicapped persons provided jobs to 172 persons during 1980-81. Out of these, 124 were matriculates, 11 intermediate passed and 37 graduates. Similarly, out of these 172 persons, 132 were male and 40 were female candidates.

In addition to this, a new scheme of giving vocational training to the selected handicapped persons was also recently introduced. Under the scheme, nine persons were given intensive training in watch-repair at Bombay for four months. The training programme was organised by the Government in collaboration with the Hindustan Machine Tools and the Bank of Baroda.

*(Daily Note, dated 8th December 1982)*

#### Labour Court at Dhule

A new labour Court at Dhule, established by the Government of Maharashtra at the suggestion of the study group appointed by it to suggest ways and means for curtailing delays in the disposal of labour cases, will start functioning from December 18.

Shri Madhukar Kimmatkar, Minister of State for Labour, will inaugurate the court on December 18. Mr. H. H. Kantharia, President of the Industrial Court, Maharashtra, who also headed the study group will preside over the inaugural function.

The new labour court at Dhule, the jurisdiction of which will be Dhule and Jalgaon districts and which will have 1,260 cases to start with, is located at the Goal building, Agra Road, Dhule.

*(Daily Note, dated 15th December 1982)*

#### **Scarcity : State Level Committee Reconstituted**

The Government of Maharashtra has reconstituted the all party committee at state level appointed to review the scarcity situation in the state and to suggest measures to face the situation, under the Chairmanship of the Chief Minister, Barrister Babasaheb Bhonsale.

The other members of the committee are, Sarwashree S. G. Gholap, Revenue Minister ; Dr. Baliram Hiray, Irrigation Minister ; B. M. Gaikwad, Agriculture Minister ; Ramrao Adik, Finance Minister ; N. M. Kamble, Rural Development Minister ; Shivajirao Patil-Nilangekar, Law and Judiciary Minister ; Narendra Tidke, Industries Minister, Dr. V. Subramanian, Planning Minister ; Surupsing Naik, Adivasi Welfare Minister ; Motiramji Lahane, Datta Meghe, G. P. Prdhan (All Mles) Babanrao Dhakne, G. S. Deshmukh, Sharad Pawar, Gulabrao Patil (All M.L.A.s) and Madhaorao Gaikwad.

*(Daily Note, dated 18th January 1982)*

#### **Conveyance relief to disabled employees**

The Government of Maharashtra has clarified that concession of granting conveyance allowance to blind and orthopaedically handicapped government employees will be admissible only to those who satisfy the prescribed conditions and are recommended for concession by the competent medical authority and not to those who do not have requisite disability.

*(Daily Note, dated 30th December 1982)*

#### **JOBS TO SHARE AND TO DEFEND**

Many chemical workers see their jobs threatened by the stub-born recession and the irresistible advance of labour-saving technology. What do their unions do about it ? Two things : they defend and promote their members' interests through negotiation at the bargaining table and participation in decision making.

#### **REMARKABLE DROP**

One major feature of these negotiations is the call of unions " for the reduction of working hours which, they regard as a means of sharing the available jobs among a greater number of workers ", according to an ILO report just published. This is resulting in a remarkable drop in normal working time in the chemical industries in many countries.

For example, the Joint Industrial Council for the British chemical industries' trade unions and employers have negotiated that working hours as of May 1983 will be 38 per week as opposed to 39 today. However some firms have gone even further as is the case with the Imperial Chemical Industries (ICI)—The largest chemical firm in the UK—which has agreed that from next January the work week of its blue collar workers will be reduced from the present 40 hours to 37.5 hours to conform with the present working hours of its white collar staff.

In collective bargaining at the Altona chemical complex in Australia, unions asked for a reduction of standard hours of work from 40 to 35 and obtained it in return for their consent to increase productivity and offset the costs of shorter hours. In Belgium, the latest national collective agreement for chemical industries foresees a gradual reduction of weekly working hours from 40 to 38.5 by next January, while many collective agreements at plant level provide for a 38-hour week. Some unions have also attempted to shorten working time by extending holidays. A case in point is the IG Chemie union of the Federal Republic of Germany which has negotiated longer paid vacations for its members, representing a substantial reduction in over-all annual working time, although the workweek stayed at 40 hours.

#### **LESS OVERTIME, SHORTER SHIFTS**

" If shorter working hours are to be an instrument of job protection, it is necessary to prevent an increase in overtime," the report says. It notes that a recent Spanish national tripartite agreement on employment tries to discourage firms from resorting to overtime by raising social security contributions for extra hours. A related problem is one of shift work which is widespread in the chemical industry. Here the issue is not only to help stem job erosion but also to protect workers' health from the effects of irregular and night work schedules. So in Sweden, a recent agreement has reduced shift work in the chemical industries to well below the normal 40-hour week.

Employers usually go along with such proposals to cut the shrinking employment cake into more slices, but often ask various trade-offs, as for instance greater flexibility in arranging working hours over a whole year. One example is Italy, where the latest renewal of the national collective agreement for chemical industries has introduced an annual working time of 244 work-days for shift workers, which means an average of 37 hours 20 minutes a week.

#### **GREATER SAY**

" Although shorter working hours may contribute to the sharing of available jobs, they cannot always prevent plant closures and redundancies," the report stresses. Therefore unions in many countries are fighting hard for a greater say in decision-making on matters affecting employment. They do so through works councils or through workers' representatives on company boards wherever these exist, but the basic means of protecting workers from loss of employment is still collective bargaining, the report notes.

The right of trade unions to negotiate on the introduction of changes in a company's activities which are likely to affect employment is recognised in a few countries, among them Sweden. In the United States, where plant closures and mass layoffs are still generally regarded in chemical industries as a managerial prerogative, the United Rubber Workers union has managed to obtain a pioneering deal with major rubber companies. These are now required to give 6 months notice of a plant closure, to bargain on possible means of saving the plants, to give preference in hiring redundant workers at another plant, and to grant various special benefits to the workers who have lost their jobs as a result of the closure.

In the Federal Republic of Germany, employers have reached an agreement spelling out a detailed procedure for the rationalisation of operations and the protection of employment in cases of rapid technological changes. In Switzerland, one of the main current demands of unions is the strengthening of the power of workers' committees by giving them a right of codetermination on redundancies instead of their present consultation rights. "Even in countries or companies where there is no established procedure for dealing with plant closures and redundancies, employers and trade unions, when faced with a conflict arising over these issues, usually find collective bargaining the best means for solving the difficulties," the report points out.

*ILO Press*

*(E. F. I. Bulletin dated, 1st December 1982)*

#### Shortage of NLRB Judges in U.S. Causes delay

A shortage of administrative law judges has produced a 300-per cent increase in the time it takes to process unfair labour practice complaints before the National Labour Relations Board of the U. S. 90 per cent of all unfair labour practice cases filed with the NLRB are resolved informally within 40 days. However, in those cases where formal complaints are issued, the median time between the issuance of the complaint and the conclusion of a final hearing by an administrative law judge has risen to 155 days in a fiscal year, compared with only 48 days in fiscal year 1974.

During this same period, the median time between the close of an administrative law judge's hearing and issuance of a final decision also climbed sharply, from 69 to 158 days. The median time required to process an unfair labour practice case from beginning to end was 484 days in 1980, compared to 327 days 1974.

NLRB officials attributed the increased processing time primarily to a shortage of administrative law judges which began during the mid-1970s when a government-wide ceiling on their number was imposed. While the number of unfair labour practice cases scheduled for hearings between fiscal years 1974 and 1981 rose by about 85 per cent, the average number of administrative law judges increased by only 20 per cent to its current authorised level of 125 positions. As of last April, only 112 of the authorised positions were filled.

The overall number of unfair labour practice charges filed with the NLRB rose by about 49 per cent between fiscal years 1974 and 1979. NLRB officials attributed some of the caseload growth to increased public awareness of the agency. Union representatives took a different view, attributing the caseload increase during this period to an "anti-union climate" in the country.

*—American Labour News,*

*(E. F. I. Bulletin dated 1st December 1982)*

#### After effect of French wage and price freeze

The four-month freeze on French wages and prices officially ended on October 31st, but nobody is going to get much warmer for a long time to come. The Mitterrand government plans to keep strict controls in force until the end of next year to shake double-digit inflation out of the French system. And it warns that, if it does not get the results it wants, the restrictions will go on, and on, and on.

Wage earners, who had their increases for the second half of 1982, blocked when the freeze was introduced in June, are in for a bleak 14 months: Civil servants are furious about pay rises that leave them slightly poorer in real terms. The national federation of metal and mining industries has suggested a 17 per cent rise during 1982 and 1983 for its 2.5 m. workers, but individual firms are free to fix their own rates. Some of them are trying to go lower. Chemical workers have been offered 8 per cent for 1982, textile workers 5.5 per cent and department store employees 5 per cent. The government has publicly abandoned its pledge to increase the purchasing power of the guaranteed minimum wage by 4 per cent this year. France's most poorly paid workers will have to make do with a 2.2 per cent rise in real terms. If all this works, the Mitterrand administration has a good chance of achieving its inflation targets. Prices rose by 1 per cent in July-September. Because of the freeze, the annualised inflation rate since March has fallen to 7.7 per cent. It was nearly double that in the Socialists' euphoric expansion last year. But year-on-year, French inflation remains double the West German rate, and dragging it into single figures will prove painful.

French unions are grumbling about their loss of purchasing power, though their fear of damaging France's first leftwing government for 25 years has so far kept their militancy in check. The head of the employers' federation, Mr. Yvon Gattaz, predicts a rash of bankruptcies next year, which could, he says, include some big firms.

After a brief upturn in industrial production early this year, output stayed flat in much of the private sector. Investment is being battered by the world recession, a lack of confidence and cash, and high interest rates: bank's base lending rates are still 12.75 per cent after a 0.5 point recent cut. President Mitterrand and his Finance Minister, Mr. Jacques Delors, talk about the need for better profits, but an improvement in profits will have to wait for a thaw in price controls.

*—The Economist (U.K.)*

*(E. F. I. Bulletin dated 1st December 1982)*

### Why the Japanese are so Successful

Employees in Japan are generally held individually responsible for the quality of their work and for 'customer' satisfaction. But the 'customer', the eyes of many Japanese workers, is not just the end user of the product, but is also the next person on the line who receives the unfinished article and must perform additional work on it. Each worker is taught that he works for the next person in line, who must be satisfied with the work done. When a worker finds an error—something that does not fit or function properly, for instance—he is quick to provide feedback so that it does not happen again. The emphasis on group or team effort seems to be a major reason for Japan's success.

Japanese managers treat their employees as adults. The employees know exactly what is expected of them—and that expectation is high because of the quality of their training programmes. The average blue color worker in Japan receives about 300 hours of compulsory training during his first three years on the job, training that covers a wide variety of skills and administrative requirements. Quality Control (QC) participation increases employee dedication to the job, which in turn results in greater productivity overall.

The Japanese operate in groups. The welfare of the group is always foremost. Anyone who places the individual above the group is corrected by his peers. A good example of Japanese teamwork is the close working relationship between customers and suppliers. Toyota, for example, provides facilities on its premises for full-time supplier representatives. Once a month all the vendors meet with Toyota managers in the Suppliers' Association Building. The Company gives its suppliers a "State of the business report, covering production, sales, profit and loss, future market penetrations and forecasts, so that suppliers can plan their own production accordingly.

In most Japanese companies, all functions are involved in the control of product quality and reliability. Marketing is deeply involved in the design of products. Field service provides feedback of failures and maintenance problems. Most large Japanese corporations have a quality assurance (QA) department for each division, which are primarily involved in quality planning, prevention of defects, data gathering and systems audit.

There is a high degree of respect and trust between management and trade unions in Japan. The unions are full of company objectives, problems and future strategies. In return, it appears, the unions are equally open and honest with management. Strikes in the traditional sense are rare. In one company where the union disagreed with management, the employees 'struck' by wearing a special arm band and working harder than before. The workers made their point and got management's attention without injuring the company or themselves. Management respects and encourages unions mainly because they are seen as an important vehicle for communicating with shopfloor workers. Managers, including top executives, often deal directly with employees on the shopfloor.

The Japanese worker earns an average of about US \$1,000 a month, plus an average bonus of US \$500 a month that is linked to corporate profitability. The Japanese do not get 'merit' bonuses as do workers in many other countries. Such bonuses, the Japanese feel, promote competition among individuals and breed discontent since the standards or norms for bonuses or advancement are difficult to establish. The position is contrasted with employees in other parts of the world who, it is said, expect pay-increases or promotions as a matter of course and, if they do not come rapidly, they become discontented and less productive.

In Japan, employees do not vie for merit increases. A blue collar worker will earn his first 'merit' increase after three years at work, his second after five more years and a third ten years hence. A Japanese worker normally receives three merit raises in 18 years, after which he may then be considered for a foreman's job if he shows exceptional ability and performance.

Individual employee dedication to the job is significantly more intense in Japan than in US. It is not uncommon for the Japanese workers to use their ten-minute 'milk time' breaks in the morning or afternoon to discuss some aspect of the production process. To encourage this, many factories have designated areas on the shopfloor where workers can talk about their work.

Corporate decisions and efforts are linked to national strategic plans. National goals are made public, for its felt that they cannot be achieved without the support and involvement of the people. It is as if Japan were one huge conglomerate with the larger companies discharging the role of corporate divisions of the State. This single-mindedness is unique—the whole community is seized of one objective, one method and one mission. Is it any wonder, therefore, that their reward is achievement and success?

The assurance of lifetime employment is understandably a strong influence for employees in Japan. This one-for-all, all-for-one concept, which is almost uniquely Japanese, gives workers a personal stake in the future of the enterprise. The Japanese employment system means that employees cannot expect improvement in their standard of living without the growth of the enterprise to which they belong. Employers feel a deep responsibility to develop the enterprise for the sake of the employees, while the employees themselves feel that they are shouldering part of the burden as well. In Western countries particularly, very often management efforts to increase productivity are opposed by trade unionists who fear job losses, but such opposition is rare in Japan because employment means something beyond a give and take contract. Employees are less conscious of a specific job they are ready to take any job assigned. It is important that employers do not dismiss redundant employees but make every effort to absorb them in other jobs in the shortest possible time. Although such deployed employees may experience initial and temporary difficulty in becoming accustomed to another job, they know that in the long run the benefit will surely be returned to them even though not directly. It is to be noted in this connection that people are less egocentric and more group oriented.

Trade union set-up also has a special Japanese flavour and is organised at the enterprise level in principle. This is closely related to the chaotic conditions just after World War II. Although various criticisms were made from ideological points of view, the enterprise union system has proved to be very effective not only for the benefit of the working people, but also for the development of the Japanese economy. As the basic principle of the enterprise union lies in the realisation of the improvement of living standards of the working people through the development of the enterprise, the relationship between the social partners can be said to have been built up on co-operation. Two-way communications, either formal or informal, are sometimes extended to all facets of business activities. Introduction of new technologies including robotisation has been implemented upon such mutual understanding.

—MEF Newsletter

#### Call for drastic change in Trade Unions' Attitude

Dr. P. P. Narayanan, President of the International Confederation of Free Trade Unions was in New Delhi on November 5, 1982 to inaugurate the Asian Conference on Workers' Education organised by the Asian Regional Organisation of the ICFTU. The following are the excerpts taken from the inaugural speech of Dr. Narayanan

"... The ICFTU President Dr. P. P. Narayanan, projected the need for a drastic change in the attitude and approach of the trade union movement in developing countries in the context of the tremendous advances in science and technology.

He wanted the trade union leaders to become aware of the repercussions of the robot era which would result in large scale unemployment reducing the purchasing power of the people and the quality of life.

Dr. Narayanan pointed out that trade union leaders could no longer afford to plead ignorance of their linkage with the overall economic, social and political changes and suggested that workers' education should be made relevant to those challenges".

(E. F. I. Bulletin dated 15th December 1982)

#### Aurangabad Corporation from December 8

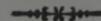
The Government of Maharashtra has established a municipal corporation of the city of Aurangabad, which will come into existence from December 8, 1982. The municipal corporation of the city of Aurangabad will include the Aurangabad Municipal Area and 18 revenue villages surrounding it.

Shri Satish Tripathy has been appointed as the administrator of the said municipal corporation for a period of one year.

Six Gram Panchayats comprising 18 revenue villages will cease to exist from December 8 and the same area has been excluded from the area of Aurangabad Block and Aurangabad Zilla Parishad.

Relevant notification, in this respect, have been published in Part 1-A Central Section of the Government Gazette, extraordinary, dated December 4, 1982.

(Daily Note, dated 7th December 1982)



## Articles, Reports, Enquires, etc.

(The views expressed in signed Articles appearing in this section carry as much weight as those 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.)

### Closer Association of Employees with Management\*

By

N. K. BHATT, M.P.

President, INTUC

The subject, 'Closer Association of Employees with Management', deserves a closer examination and better understanding at all levels for creating a climate congenial to the process of socio-economic development.

It is a matter of record that in organisations where employees have been closely associated with management, industrial relations have been better and even so good as to cause envy to others. In Tata Steel, for instance, labour-management relations have been good and have stood the test of times. The secret of success is not far to seek. It is the social objective, perception of complementarity of interests, desire for progress and a healthy attitude towards developing work. No wonder that the Chairman of the Company in his address to the last Annual General Body meeting of the shareholders said that "the primary aim of Tata Steel is the welfare of its Workers and that production of steel is secondary".

It is to be emphasised that given the right treatment and conditions, Indian Labour can be as responsive and responsible as in any advanced country. Behind all these achievements in Tata Steel lies the unstinted support and co-operation extended by the workers. It is this role which has been responsible for fostering participative mechanism. In this context, one can't refrain from mentioning the pioneering role played by the legendary labour leader the late Michael John as the fountain-head of the philosophy of mutuality of interests and understanding to which we still stand committed.

#### Broader perspective

The concept of Worker's Participation in Management was first postulated by Gandhiji when he advocated that the industrial wealth of the country belonged to the society. He envisaged industry as a joint enterprise of labour and capital, in which both owners and workers have to be co-trustees. He believed that, instead of engaging in a class war and each thinking in terms of its exclusive rights, they should concentrate on the due performance of their respective duties in terms of service to society.

\*Text of Shri Bhatt's key-note address at the Seminar on Closer Association of Labour with Management organised by Tata Iron and Steel Co. Ltd. at Jamshedpur on November 29, 1982.

World over we are passing through extraordinary times facing crisis of character and confidence. Nations are searching for means to happy living and better quality of life despite baffling frustrations. We have to reach a new social equilibrium which first calls for a meaningful change in our behaviour before the necessary institutional changes are carried out.

Of several complex and varied problems we are facing today the most important is the amelioration of the working and living conditions of our toiling millions. Or to put it into Gandhiji's words ANTYODAYA, that is, the uplift of the weakest sections of our population is our supreme national duty. This requires a firm determination with a spirit of sacrifice in the larger interests of the community. It demands equity and social justice and creation of a new socio-economic order free from the ugly features such as economic maladjustments and degrading social values and practices which have vitiated our past and which threaten our future. Worker who toils, sweats and suffers in silence to sustain and enhance the life of the community, must enjoy a distinct and respectable position in the new social order—an order based on the recognition of the dignity of labour and high social and moral values.

The central problem facing the country is to achieve rapid economic development and speedy social justice by ensuring equal opportunities for progress and productive employment and better standard of living to the working class. Rapid economic growth requires capital investment, deployment of materials and resources and their effective use in the process of production of goods and services. Higher production and productivity can become meaningful only with assured distributive justice which demands fair wages, social security, education and growth opportunities and particularly the uplift of the weaker sections of the society. Our Prime Minister, Smt. Indira Gandhi had rightly stressed the key role which working class have to play. She said :

"Labour has not only to fight for their own rights but for the rights of those who have fewer advantages, and that labour must concern itself with the interests of the non-working class as well as those, who for no fault of theirs remain unemployed or unorganised and that economic development would be self-defeating if it does not ensure equitable distribution of the gains of growth".

It is, however, unfortunate that while labour has, by and large, continued to play its legitimate role, there is an organised effort to put it in the dock of industrial unrest. The organised propaganda machinery has also been responsible for deliberately highlighting occasional defaults on the part of labour, while trying to conceal the failures on the part of the other of sectors of economy. It needs to be realised that assessed management failures have been sometimes more catastrophic than even prolonged strikes.

#### Role of Technology

In a country like ours with a vast population and unlimited market potential, the only way in which rapid progress could be made is through the application of modern scientific methods and technology to the process of development. It is being progressively realised that it is only through improved technology that huge surpluses could be created which could be gainfully employed for equitable distribution and rapid development. Adaptation of modern technology calls for acquiring newer and more refined skills.

It is generally felt that introduction of modern technology can lead to reduction in employment actual and potential. However, the experience world over has been that introduction of modern technology and computer science have eventually created more jobs than have been taken away, though they may be qualitatively of a different nature for which retraining is possible and would therefore be provided. It must also be realised that with advanced technology the opportunities for creation of employment will be more in the secondary and tertiary sectors of the economy rather than in the primary manufacturing sector.

Ideological considerations about the choice of technology "whether large or small" have eroded the chances of distributive justice and created avoidable scarcities of even essential items. It is time that the battle of semantics is changed into a process of co-existence between large and small. In this context, the possibilities of a new pattern of technology with the emergence of micro chips and computer needs to be kept in view. Meanwhile, for employment generation and for broadening the industrial base, it is necessary to create a network of industries particularly around the areas where seasonal industries operate to give round the year employment to labour. Adequate financial assistance, fiscal incentives and technical knowhow should be provided to encourage the development of ancillary industries. Borrowed technology alone is not going to produce the desired results unless accompanied by a planned process of appropriate skill formation as much in the Indian management as among the indigenous labour. This would need massive efforts in training and retaining of the existing as well as the prospective labour force and the management personnel.

To overcome the two major problems of poverty and unemployment our technological base should be founded on 'technological humanism' which should signify appropriate technology suited to indigenous needs. It is, further, necessary that there should be an assimilation process of technologies which are adopted from developed countries. This is an urgent task facing the newly industrialised countries trying to compete in the export markets. This will call for specialisation, improvement of skills, productivity and fair wages. Improvement of working class can be assured if proper care is exercised in ensuring fair justice to labour and also taking care of the after effects of technology which is associated with fast mechanisation, even automation.

### Political Environment its Impact

In our country the pattern of trade union movement has evolved in an atmosphere of political consciousness. There can be no doubt that trade unions have certain legitimate political functions and it will be short-sighted to restrict their activities only to economic and industrial fields. Workers, when they come to work, do not cease to be citizens and as members of the community, they have every right to exercise their civic and political rights.

In democracy the right to organise is fundamental. However, at times this is abused for furthering the interests of certain causes or vested interests. When this happens, it runs counter to national interests and leads to the exploitation of vulnerable sections of society. Some trade unions motivated by political considerations have caused in calculable harm to production process and have undermined the sense of discipline which is basic to the process of economic growth. Some managements have likewise equally exploited such situations to their advantage. Working class have to resist any such moves. Any attempt to lay the entire blame on labour for the ills in the economy is neither rational nor wise. It represents an anti-labour policy. In fact, management 'recalcitrants' have caused greater damage to the economy and unless positive steps are taken to repair and prevent it, one-sided approach to improve the situation may not achieve even partial success.

### Role of Trade Unions

Harmonious industrial relations, at a time when our country is at a critical stage in economic development is a *Sin qua non* for rapid economic progress. They are, however, bedevilled with a number of problems, most of which could easily be overcome with goodwill on both sides. It is often alleged by the management that labour is in the hands of politicians and they are manipulated by them for sectional ends. Multiplicity of trade unions is also labelled as another impediment in the path of putting the labour-management relations on sounder basis. In doing so, managements conveniently forget their role in promoting harmonious relations. Why should they always use labour as a whipping boy? Can labour be blamed for failures on all fronts? Is it not because labour productivity is relatively easier to measure while management productivity is more difficult — if not impossible to measure? Have we not seen unscrupulous managements manipulating things to instigate inter-union rivalry? Some of them have even succeeded in the short-run in trying to break the organised labour movement, only to find to their surprise and dismay that it boomeranged later.

Trade unions have no option but to recognise that they cannot function freely under political dominance or merely on the basis of ideological considerations which are not germane to the Indian conditions. A basic condition of their existence and growth depends upon the social freedom they enjoy. Their development requires an environment not only of political but of industrial democracy and indeed, of social democracy. Without a social ideal, trade unions can de-generate into mere group interests. Related to an ideal, trade unions can become effective instruments of social change. Ideals can

be promoted only by principles and their consistent practice and right structure endowed with appropriate functions. These principles must vitalise the minds as much of the rank and file of labour as of the leaders so as to help the trade unions achieve their objectives.

There can be no true without some reasonable concept of common purpose. Even the best organised and disciplined members, important as they may be, cannot by themselves lead the trade union movement far towards its goal. The purpose of trade unions cannot be judged merely by declarations since it is related to their activities, and these activities are, inter-linked with the problems both of the workers and the economy. The connotation of justice to the working class itself has undergone a radical change to an integrated and broad based concept of social justice.

### Enlightened Management

Nothing is more conducive to harmonious relations than honesty and straightforwardness in dealing with labour problems. Indian labour is and has always been responsive to national interests. However, what one finds is that some managements do not mean what they say across the negotiating table, have too many mental reservations and try to overcome, albeit temporarily, some problems by making promises which they know they cannot keep up in the future just to mark time and to avoid facing the responsibilities. They fail to recognise that problems can be solved only by facing them squarely and not by suppressing them. It should be realised that problems have a way of multiplying and intensifying if left unresolved. Even problems which can be resolved today if left unresolved become intractable tomorrow.

Managements should realise that their strength lies in unity among labour. They should not be afraid of collective bargaining. Contrary to what has been attributed to it from time to time Indian labour is most amenable. The socio-cultural moorings and value systems of our people are such that they are capable of putting up with tremendous hardships which are beyond the endurance limit of what is considered to be tolerate elsewhere in the developed world. It is this value misconstrued as weakness which has been exploited by the managements. Now that organised labour is standing up and demanding its legitimate share and rights, those with a feudal outlook have responded rather harshly.

### Changing Scenario

In our drive for higher productivity the measure of its success will largely depend upon the extent to which gains of productivity can be equitably shared keeping in view the interests of the ultimate master, namely, the consumer. Any approach that labour should have a share only in the gains brought about by its efforts is no more acceptable to labour and in a sense it constitutes the antithesis of distributive justice. It is argued that if the rise in productivity is due to technology or other factors, why should workers get a share in it. This attitude will be the negation of the concept of corporate strategy or participative mechanism. It can at best be regarded as a device of turning the wheel backwards in the drive for promoting better employee-management relations.

Rapid strides in science and technology the world over have not only brought countries closer but have established new bonds of knowledge and understanding between labour and management. Indian working class is aware of the conditions elsewhere in advanced countries and, therefore, rightly aspire to better conditions to prevail in this country. Lack of anticipation of the needs of labour on the part of management and reluctance to fulfil them to the extent justifiably possible, rather than giving in to the demands of the labour under the threat of strikes or coercion, tantamounts to a negative strategy. It is also desirable to share information about the finances of the organisation. It is presumed that they have no skeletons to hide in the cupboard. Bridging of information and communication gap, wherever it exists, is essential in clearing misunderstandings lingering in the minds of labour.

#### Participation—Responsive and Responsible

The concept of 'Participation' as sought to be introduced in India, covers measures which may be introduced either by employer himself, or by legislation, or by collective agreement with the objective of ushering in co-management by the employers on the one hand, and the chosen representatives of workmen on the other. The main thrust behind the principle of 'Labour Participation in Management' should be to give everyone in the organisation a sense of participation in it, and a means to identify himself with the work.

Under Indian conditions, the success of participation in management, whatever formal shape it might take, would necessarily depend on :—

- (a) The presence of a reasonable degree of mutual understanding and goodwill between workers and management
- (b) The existence of a strong and representative trade union ;
- (c) The inclusion of major subjects such as wages, working conditions, social security measures within the scope of the Joint Consultative Machinery;
- (d) Sound and fair business practices, including sufficient degree of autonomy; and,
- (e) Adequate and continuous training of workers and management personnel.

Participative process has several dimensions. It can be at the corporate level or it may be in the form of a consultative process and finally as a system of jointly determining and achieving specific targets of production at the level of the shop floor.

The essence of participation is based on the element of 'faith' between management and labour in a spirit of partnership for the general good. It should lead to evolving a lasting basis of tangible benefits to the workers on the society as a whole. Such participation alone will bring about democratisation of the process of management and ensure appropriate motivation for improving the performance of the enterprise and raising the levels of productivity.

#### Relevance of INTUC

If labour has to acquire its deserved status, it can be achieved only through a programme of constructive action. It is a singular tribute to the labour management relations in textile industry in Ahmedabad which has all along maintained high traditions and values. Gandhiji's philosophy of trusteeship and non-violence has guided the labour movement there all these years. It alone can provide a lasting basis for promoting harmonious relations between management and labour. However, while labour continues to draw inspiration from the path shown by Gandhiji, I wonder how many managements in the country are guided by his vision and approach ?

It is in keeping with the new role of trade unions that INTUC has declared time and again that our country can ill-afford the stoppages in production on any count, particularly when it is fast trying to catch up with other advanced nations of the world. Collective bargaining, mediation, conciliation, arbitration, and adjudication should naturally be relied upon as effective substitutes for conflict, hatred, strikes and lockouts. To the extent this mechanism of co-operation, as against confrontation, is made more effective, strikes and lockouts will become unnecessary and give way to uninterrupted production and sustained industrial peace. In a planned economy, the relations between labour and management have also got to be on a planned basis.

They cannot be allowed to upset the production targets just because one of the parties would not like to settle the disputes in a fair manner. This should not also mean that on the mere cropping up of a dispute, the statutory procedures must be clamped down on the parties. Freedom must be given to the parties to settle their own affairs and that can only be done through collective bargaining. Alternative to the failure of collective bargaining should not necessarily be a strike or a lockout but recourse to voluntary arbitration.

Our traditions have always laid emphasis on value system. The planning process has also been imbued with this vision. Credit goes to the foresight of Pandit Jawaharlal Nehru who visualised the need for planning as a basis for economic growth and social development. He laid emphasis on the application of science and technology for developing a scientific temper in dealing with complex social and economic problems of a society ridden with age old orthodoxy and exploitation in one form or the other.

#### Looking Ahead

The quest for industrial harmony is the real basis for policies for closer co-operation between management and labour. This is, important, since the political and socio-economic parameters are changing, making it difficult for the labour movement to solely rely on the militant approach. Public consciousness is playing an important role in the philosophy of labour movement to solely rely on the militant approach. Public consciousness is playing an important role in the philosophy of labour movement. The declaration of the new 20-point Economic Programme by our Prime Minister, Smt. Indira Gandhi and the invocation of 'Shrameva-Jayate' has given dignity to the cause

of labour and has re-emphasised the need that it is through collective efforts that the objectives of socio economic emancipation can be achieved.

To achieve the wide variety of objectives and goals it will be necessary for industry to develop a band of workers and management personnel fully dedicated to the philosophy of non-violence and peaceful industrial relations. For this training and development including that of the rank and file workers will assume greater importance than ever before as a must for promoting closer association of employees with management. Before I conclude, let me recall the ancient words of wisdom of eternal significance of ideal co-existence :

—वायुश्चतुः सप्तशतम्  
 सूर्यो प्लेदीतिशतम् ।  
 देशमायत यथा  
 पूर्णं संज्ञानामयत ॥

If Sun, Moon and countless stars, inspite of their differing sizes and luminosities could co-exist from time immemorial in perfect harmony ; demonstrating functional unity and oneness of Nature's creation, human institutions should strive for unity and harmony regardless of apparent diversities.

Labour and management have their own distinctive positions and responsibilities to discharge, it is, therefore, all the more imperative to strive together for promoting closer association and understanding between them in the interests of all concerned — specially in a developing economy like that of ours.

(*Indian Worker, dated 6th December 1982*)

## Labour Legislation

L. A. BILL No. LI OF 1982

A BILL

Further to amend the Payment of Gratuity act, 1972, in the application to the State of Maharashtra

Act No. 39 of 1972,

WHEREAS, it is expedient further to amend the Payment of Gratuity Act, 1972, in its application to the State of Maharashtra for the purposes hereinafter appearing ; It is hereby enacted in the Thirty-third Year of the Republic of India as follows :—

1. This Act may be called the Payment of Gratuity (Maharashtra Amendment) Short title, Act, 1982.
2. *Amendment of section 2 of act No. 39 of 1972.*—In section 2 of the Payment of Gratuity Act, 1972 after explanation—II below clause (c), the following proviso shall be inserted, namely :—

“ Provided however that while calculating the period of service of employee whether permanent, regular, ‘ bidli ’, casual or temporary, the days treated or granted as weekly holidays, casual leave, annual leave, sick leave shall always be accounted for as days of work in favour of the employee and likewise, days of lay-off for reasons such as power shortage, non-availability of raw materials for any other compelling reasons shall also be added to the days of employment of the employee, for the purposes of this Act.”  
 (Published in *M.G.G.*, Part V, dated 11th November 1982, Page No. 454-55).

L. A. BILL No. XLVII OF 1982

A BILL

Further to amend the Bombay Industrial Relations act, 1946  
 (Bom. XI of 1947)

WHEREAS, it is expedient further to amend the Bombay Industrial Relations Act, 1946, Bom. XI of 1947, for the purpose hereinafter appearing. It is hereby enacted in the Thirty-third Year of the Republic of India, as follows :—

1. This Act may be called the Bombay Industrial Relations (Amendment) Short title Act, 1982.
2. *Amendment of Section 3 of Bombay XI of 1947.*—In section 3 of Bombay Industrial Relations Act, 1946 (hereinafter called the principal Act”) clauses (1), (2), (28), (29) and (33) shall be deleted.
3. *Deletion of certain terms occurring in Bom. XI of 1947.*—In the principal Act, the terms “ approved list”, “ approved union”, “ primary union”, “ qualified union” and “ representative union” wherever they occur shall be deleted.

(Published in *M.G.G.*, Part V, dated 11th November 1982, Page No. 442-443)

## Gist of Important Notifications Under Various Labour Laws

### I. BEEDI AND CIGAR WORKERS (CONDITIONS OF EMPLOYMENT) ACT, 1966

(a) *Exemptions under the Act.*—(1) In exercise of the powers conferred on it by section 41 of the afore cited Act, the Government of Maharashtra, has exempted the employees employed on piece-rate or daily rate, in any industrial premises where tobacco including bidi making manufactory is carried on, in respect of whom minimum rates of wages have been fixed *vide* Government Notification, I. E. & L. D., No. MWA-1579/2127/Lab-7, dated the 6th March, 1979 and revised *vide* Government Notification, I. E. & L. D., No. MWA-1581/4374/Lab-7, dated the 14th January, 1982, from the provisions of sub-section (3) of section 21 of the said Act for the period ending 31st December, 1982.

(Notification No. BCA-1082/CR-10065/Lab-5, dated the 24th September, 1982, published in *M. G. G.*, Part-I-L, dated the 11th November, 1982, at page No. 7834).

### II. BOMBAY RELIEF UNDERTAKINGS (SPECIAL PROVISIONS) ACT, 1958

(1) *Declaration of Relief Undertakings under the Act.*—In exercise of the powers conferred on it by Sections 3 and 4 of the afore mentioned Act, the Government of Maharashtra has declared that the Messrs. Ogale Glass Works Ltd., Ogalewadi, District Satara, shall be conducted as relief undertaking for a further period of one year commencing on the 8th day of October 1982, and ending on 7th day of October 1983 (both days inclusive) to serve as a measure of unemployment relief subject to certain conditions specified in the notification.

(Notification No. BRU-1082/8912/IND-10, dated 7th October 1982, published in *M.G.G.*, Part-I-L, dated 11th November 1982, page No. 7840-41).

(2) In exercise of the powers conferred on it by sections 3 and 4 of the above mentioned Act, the Government of Maharashtra has declared that the Messrs. Centron Industrial Alliance Ltd., Aurangabad shall be conducted as a relief undertaking, for a further period of six months commencing on the 1st day of October 1982 and ending on 31st March 1983 (both days inclusive) to be conducted to serve as a measure of unemployment relief subject to certain conditions specified in the notification.

(Notification No. BRU-1082/8900/IND-10, dated 30th September 1982, published in *M.G.G.*, Part I-L, dated 11th November 1982, page No. 7835-36).

### III. BONDED LABOUR SYSTEM (ABOLITION) ACT, 1976

(1) *Notification under the.*—In exercise of the powers conferred on it by sub-sections (4) and (2) of section 13 of the captioned Act, the Government of Maharashtra, has constituted a Vigilance Committee for the District of Satara consisting of the Chairman and ten Members namely:—

- |  | <i>Chairman</i> |  |
|--|-----------------|--|
| (1) District Magistrate, Satara  | ..              | Under clause (a) of sub-section (2) of section 13.           |
|  | <i>Members</i>  |  |
| (2) Prof. J. T. Bhingardev, Maharashtra Housing Colony at Banawadi, Taluka Karad, District Satara. |                 | Nominated under clause (b) of sub-section (2) of section 13. |
| (3) Shri Panditrao B. Chavan, Laxmi Nagar, Umbraj, Taluka Karad, District Satara.                  |                 | Nominated under clause (b) of sub-section (2) of section 13. |
| (4) Shri B. F. Chavan, Giristan Nagar Palika, Panchgani, Taluka Mahableshwar, District Satara.     |                 | Nominated under clause (b) of sub-section (2) of section 13. |

(5) Shri B. R. Patil, Trade Union Leader and Director, Krishna Sahakari Sakhar Karkhana Ltd., Rethare Bk., Taluka Karad, District Satara. Nominated under clause (c) of sub-section (2) of section 13.

(6) Shri Madhukar Bhise, Trade Union Leader, Shriram Sahakari Sakhar Karkhana Ltd., Palthan, District Satara. Nominated under clause (c) of sub-section (2) of section 13.

(7) The Deputy Chief Executive Officer, Zilla Parishad, Satara. Nominated under clause (d) of sub-section (2) of section 13.

(8) The District Social Welfare Officer, Class I, Pratap Ganj Peth, Satara. Nominated under clause (d) of sub-section (2) of section 13.

(9) The District Government Labour Officer, 186, Raviwar Peth, Satara. Nominated under clause (d) of sub-section (2) of section 13.

(10) The Divisional Manager, Bank of Maharashtra, Powai Naka, Satara. Nominated under clause (e) of sub-section (2) of section 13.

(Notification No. BLA-1081/(183)/Lab-12, dated 8th September, 1982, published in *M. G. G.*, Part I-L, dated the 4th November, 1982, page No. 7745).

### IV. INDIAN BOILERS ACT, 1923.

(a) *Exemptions under the Act.*—(1) The Government of Maharashtra, in exercise of the powers conferred by Sub-section (2) of section 34 of the said Act has exempted the boiler bearing No. MR. 9037, belonging to the Maharashtra State Electricity Board, Thermal Power Station, Khaperkheda from the operation of Clause (c) of Section 6 of the above said Act for the period of three months from the 3rd September, 1982 to 24th December 1982 (both days inclusive).

(Notification No. IBA-1082/CR-248/Lab-3, dated 30th August 1982, published in *M.G.G.*, Part I-L, dated 4th November, 1982, page No. 7744).

(2) The Government of Maharashtra, in exercise of the powers conferred by Sub-Section (2) of Section 34 of the afore said Act has exempted the boiler bearing No. MR. 9237 belonging to the Maharashtra State Electricity Board, Deepnagar, Bhusawal, from the operation of Clause (c) of Section 6 of the said Act, for the period of three months from the 6th September, 1982 to 5th December, 1982 (both days inclusive).

(Notification No. IBA. 1082/CR. 274/Lab-3, dated 30th August, 1982, published in *M.G.G.*, Part I-L, dated 4th November, 1982, page No. 7744).

(3) The Government of Maharashtra, in exercise of the powers conferred by Sub-Section (2) of Section 34 of the afore mentioned Act has exempted the boiler bearing No. MR. 4754/ belonging to the Shri Krishna Woollen Mills Pvt. Ltd., Bhandup, Bombay, from the operation of Clause (c) of Section 6 of the said Act for the period of 25 days from the 16th September 1982 to 10th October 1982 (both days inclusive).

(Notification No. IBA. 1082/CR. 302/Lab-3, dated the 15th September 1982, published in *M.G.G.*, Part I-L, dated 25th November 1982, page No. 8082).

### V. INDUSTRIAL DISPUTES ACT, 1947

(a) *Notification under the Declaration of utility services under the Act.*—(1) The Government of Maharashtra, in exercise of the powers conferred by Sub-Section (vi) of Clause (n) of Section 2 of the said Act, has declared the Electronics Industry the entire production of which is exported to be a Public Utility Service for the purpose of the said Act for a period of six months from the 16th September, 1982.

(Notification No. IDA. 1482/1302/Lab-2, dated the 15th September 1982, published in *M.G.G.*, Part I-L, dated the 11th November 1982, at page No. 7830).

(a) *Proposed amendments to the Schemes under the.*—The Government of Maharashtra has published draft of a Scheme proposing further amend the Railway Goods Clearing and Forwarding Unprotected Workers (Regulation of Employment and Welfare) Scheme, 1976 thereby giving notice that the Scheme would be taken for consideration after 20th October 1982 and seeking objections and suggestions on the said draft Scheme.

#### DRAFT SCHEME

Whereas the scheme called "the Railway Goods Clearing and Forwarding Unprotected Workers (Regulation of Employment and Welfare) Scheme, 1976 published in Government Notification, Industries, Energy and Labour Department, No. UWA. 1475/CR-148/Lab, dated the 30th September 1976, as amended from time to time, (hereinafter referred to as "the said scheme") has been made by the Government of Maharashtra for the scheduled employment in railway yards and goods-sheds in connection with loading, unloading, stacking, carrying, weighing or measuring by the workers who are not employed by the Railway Authorities, or such other work including work preparatory or incidental to such operations in the area of Greater Bombay ;

And whereas, after consultation with the Advisory Committee, the Government of Maharashtra considers it necessary to make the said scheme applicable to certain additional areas ;

And whereas, after consultation with the Advisory Committees, the Government of Maharashtra further considers it necessary to make the provisions of the said scheme applicable also to scheduled employment,—

- (i) in other establishments in the Railway Yards and goods-sheds; and
- (ii) in private railway sidings of establishments in connection with loading, unloading, stacking, carrying, weighing, measuring or such other work, including work preparatory or incidental to such operations by employees, who are not employed by Railway Authorities.

Now, therefore, in exercise of the powers conferred by clause (a) of the second sub-section (1) and sub-section (2) of section 4 of the Maharashtra Mathadi, Hamal and other Manual Workers (Regulation of Employment and Welfare) Act, 1969 (Mah. XXX of 1969), read with section 24 of the Bombay General Clauses Act, 1904 (Bom. I of 1904), and of all other powers enabling it in this behalf, the Government of Maharashtra, after consultation with the Advisory Committee, hereby makes the following scheme further to amend the said scheme, namely :—

1. (1) This scheme may be called the Railway Goods Clearing and Forwarding Un-protected Workers (Regulation of Employment and Welfare) (Second Amendment) Scheme, 1982.

(2) It shall come into force from 15th November 1982.

2 For clause 2 of the Railway Goods Clearing and Forwarding Unprotected Workers (Regulation of Employment and Welfare) Scheme, 1976 (hereinafter referred to as "the principal scheme"), the following shall be substituted, namely :—

"2. *Objects and application.*—(1) *Objects.*—The objects of this scheme are to ensure an adequate supply and full and proper utilisation of un-protected workers employed,—

- (a) in railway yards and goods-sheds for establishments other than those owned or controlled by the Railway Authorities ;
- (b) by other establishments in the railway yards and goods-sheds; and
- (c) in private railway sidings of establishments; in connection with loading, unloading, stacking, carrying, weighing, measuring or other work including work preparatory or incidental to such operations by employees who are not employed by Railway Authorities, for efficient performance of work and generally for making better provisions for the terms and conditions of employment of such workers and to make provisions for their general welfare.

(a) in railway goods clearing and forwarding establishments (not owned or controlled by Railway Authorities) operating in railway yards and goods-sheds in Thane District and to employers employing such workers ;

(b) by other establishments operating in railway yards and goods-sheds in Thane District and to employers employing such workers ;

(c) in private railway sidings of establishments; in connection with loading, unloading, stacking, carrying, weighing, measuring or other work including work preparatory or incidental to such operations in railway yards and goods-sheds in Thane District and to employers employing such workers ;

Provided that this Scheme shall not apply to the employment in connection with loading, unloading, stacking, carrying, weighing, measuring or other work incidental to such operations in railway yards and goods-sheds in Thane District to which the following schemes, apply, namely —

- (i) The Grocery Market and Shops Un-protected Workers (Regulation of Employment and Welfare) Scheme, 1970.
- (ii) The Bombay Iron and Steel Un-protected Workers (Regulation of Employment and Welfare) Scheme, 1970.
- (iii) The Goods Transport Un-protected Workers (Regulation of Employment and Welfare) Scheme, 1971.
- (iv) The Cloth Markets or Shops Un-protected Workers (Regulation of Employment and Welfare) Scheme, 1971.
- (v) The Cotton Markets Un-protected Workers (Regulation of Employment and Welfare) Scheme, 1972.
- (vi) The Metal (Excluding Iron and Steel) and Paper Un-protected Workers (Regulation of Employment and Welfare) Scheme, 1973.
- (vii) The Khoka and Timber Un-protected Workers (Regulation of Employment and Welfare) Scheme, 1973."

3. In clause 3, after sub-clause (ii), following sub-clause (iii) shall be substituted, namely :—

"(iii) Clauses 14 and 15 of the Scheme shall in relation to the following operations, apply, namely :—

- (a) in railway goods clearing and forwarding establishments (not owned or controlled by Railway Authorities) operating in railway yards and goods-sheds in Thane District;
- (b) by other establishments operating in railway yards and goods-sheds in Greater Bombay and Thane District; and
- (c) in private railway sidings of establishments in Greater Bombay and Thane District in connection with loading, unloading, stacking, carrying, weighing, measuring or other work including work preparatory or incidental to such operations; and this scheme shall in relation to the scheduled employments at (a) and (b) shall come into force from the 15th day of December 1982 and at (c) shall come into force from the 1st January 1983.

(Notification, Industries, Energy and Labour Department No. UWA. 1475/CR-148/Lab, dated the 20th September 1982, published in M.G.G., Part I of 1982 Page No. 7830-33).

(b) *Amendment under the Act.*—(a) The Government of Maharashtra hereby exercises the powers conferred by sub-section (1) of Section 28 of the aforesaid Act to make the following rules further to amend the Maharashtra Mathadi, Hamal and other Manual Workers (Regulation of Employment and Welfare) (Advisory Committee) Rules, 1969, the same having been published in the Maharashtra Government Gazette by sub-section (1) of Section 28, namlv.—

These rules may be called the Maharashtra Mathadi, Hamal and other Manual Workers (Regulation of Employment and Welfare) (Advisory Committee) (Amendment) Rules, 1982.

2. In rule 5-A of the Maharashtra Mathadi, Hamal and other Manual Workers (Advisory Committee) Rules, 1969, in clause (2) in sub-clause (b) for the words, letters and figures "limited to Rs. 5 only" the words, letters and figures "limited to Rs. 10 only" shall be substituted.

(Notification No. UWA/1182/CR-8078/Lab-5, dated 29th September, 1982, published in M.G.G., Part I-L, dated 11th November 1982, Page No. 7837-38).

*Appointments under the Act.*—(a) The Government of Maharashtra in exercise of the powers conferred on it by sub-sections (2), (3) and (4) of Section 14 of the aforesaid Act curtailed the extent of the unexpired term of Shri M. S. Agarwal, Managing Director, Agarwal Containers Private Limited, Bhavani Peth, Pune 411 002, a member representing the employers on the Advisory Committee, and appointed three more members on each representing the legislature of the State, the employers and the workers, for a period co-terminus with the term of office of the other members of the said Advisory Committee and for that purpose amended.

In the said notification,—

(i) in clause (a),—

(a) under the heading "Members representing the Legislature of State" the following entry shall be added, at the end, namely :—

"Dr. Narayanrao Kashiram Gaikwad, M.L.A., 'Manvantar', Gangapur Road, District Nashik,"

(b) under the heading "Members representing employers",—

(1) for the words, letters and figures, "Shri M. S. Agarwal, Managing Director, Agarwal Containers Private Limited, Bhavani Peth, Pune 411 002", the words, letters and figures "Shri W. D. Sancheti, Vice-President, Pune Merchants Chamber, 185, Bhavani Peth, Pune 411 002" shall be substituted,

(2) the following entry shall be added, at the end, namely :—

"Shri S. M. Kagle, Vice-President, Kolhapur Grain Merchants Association, House No. 1390-C, Laxmipuri, District Kolhapur";

(c) under the heading "Members representing workers", the following entry shall be added at the end, namely :—

"Shri K. P. Volvaikar, General Secretary, Maharashtra Rajya Mathadi Transport and General Kamgar Union, Municipal Market Building, 3rd Floor, Yusuf Meharali Road, Masjid Bunder, Bombay 400 009."

(ii) in clause (d),—

(a) for the words and letters "M. S. Agarwal" the words and letters "Shri W. D. Sancheti," shall be substituted;

(b) the following entries shall be added at the end, namely :—

"Dr. Narayanrao Kashiram Gaikwad,

Shri S. M. Kagle,

Shri K. P. Volvaikar

(Notification No. UWA/1282/CR-9045/Lab-5, dated 1st October, 1982, published in M.G.G., Part I-L, dated 11th November 1982, Page No. 7838-39).

#### VII. MINIMUM WAGES ACT, 1948

*Appointments under the Act.*—(1) The Government of Maharashtra, in exercise of the powers conferred on it by sub-section (1) of section 20 of the said Act, has appointed Shri V. V. Vaze, Judge, First Labour Court, Nagpur to be the authority to hear and decide the claims of less than the minimum rates of wages or in respect of wages not paid within the prescribed under sub-section (1) of section 12 or in respect of the payment of remuneration for days of rest or for work done on such days under clause (b) or clause (c) or sub-section (1) of section 13 or of wages at the overtime rate under section 14 to employees employed or paid in those areas in any scheduled employment.

(Notification No. MWA/1582/5009/Lab-7, dated 30th September 1982, published in M.G.G., Part I-L, dated 11th November 1982, Page No. 7837).

*Exemption under the Act.*—(1) Government of Maharashtra, in exercise of the powers conferred by sub-section (2) of section 26 of the said Act, directed that for the period ending 31 December 1983, the provisions of clause (b) of sub-section (1) of section 13 in so far as they relate to the payment of remuneration in respect of days of rest, shall not apply to any employees employed on piece rate or daily rate in any tobacco (including bidi making) manufactory, minimum rates of wages in respect of whom have been fixed by Government. (Notification, Industries, Energy and Labour Department No. MWA/1581/4374/Lab-7, dated 14th January 1982.

(Notification No. MWA/1582/4704/Lab-7, dated 30th September 1982, published in M.G.G., Part I-L, dated 11th November 1982, Page No. 7835).

**BOMBAY\***

**510—A rise of 9 points**

In November 1982, the Consumer Price Index Number for the Bombay Centre with base January to December 1960 equal to 100 was 510 being 9 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at the Bombay Centre.

The index number for the food group increased by 14 points to 559 due to a rise in the average prices of rice, wheat, arhar dal, edibles oils, goatmeat, fresh fish, dry fish, eggs, turmeric, onion, coconut, kalimiri, zeera, lavang and vegetables and fruits.

The index number for the pan, supari, tobacco etc., group increased by 1 point to 506 due to a rise in the average prices of panleaf and katha.

The index number for the fuel and light group increased by 1 point to 665 due to a rise in the average price of 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 2 points to 517 due to a rise in the average prices of dhoti, trouser's cloth, mulmul and full pant.

The index number for the miscellaneous group increased by 2 points to 403 due to a rise in the average prices of durrie, washing soap and tailoring charges.

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

(Average price for the calendar year 1960=100)

Group	Weight proportional to the total expenditure.	Group Index Numbers	
		October 1982	November 1982
I-A. Food	57.1	545	559
I-B Pan, Supari, Tobacco, etc.	4.9	505	506
II. Fuel and Light	5.0	664	665
III. Housing	4.6	160	160
IV. Clothing, Bedding and Foot -Wear ..	9.4	515	517
V. Miscellaneous	19.0	401	403
Total	100.0		
Consumer Price Index Number		501	510

\*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 January 1966 issue.

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

**SOLAPUR\***

**524—A fall of 1 point**

In November 1982, the Consumer Price Index Number for Working Class (1960 series) for Solapur Centre with base year January to December 1960 equal to 100 was 524 being 1 point lower than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey in Solapur Centre.

The index number for the food group decreased by 2 points to 558 due to a fall in the average prices of jowar, ghee, dry chillies, onions, garlic, sugar and vegetables.

The index number for the pan supari tobacco etc., group increased by 1 point to 441 due to a rise in the average prices of supari only.

The index number for the fuel and light group increased by 1 point to 672 due to a rise in the average prices of kerosene oil only.

The index number for the clothing bedding and footwear group decreased by 3 points to 532 due to a fall in the average prices of shirting and marking.

The index number for the miscellaneous group remained steady at 401.

**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	
		October 1982	November 1982
I A. Food	63.0	560	558
I B Pan, Supari, Tobacco, etc. . .	3.4	440	441
II. Fuel and Light	7.1	671	672
III. Housing	5.2	337	237
IV. Clothing, Bedding and Footwear	9.0	535	532
V. Miscellaneous	12.3	401	401
Total ..	100.0	....	....
Consumer Price Index Number ..	....	525	524

\*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\*

## 516—A fall of 1 point

In November 1982, the Consumer Price Index Number for Working Class (1960 series) for Nagpur Centre with base year January to December 1960 equal to 100 was 516 being 1 point lower than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey in Nagpur Centre.

The index number for the food group decreased by 2 points to 545 due to a fall in the average prices of jowar, sugar and vegetables and fruits.

The index number for the pan supari tobacco etc., group remained steady at 488.

The index number for the fuel and light group increased by 2 points to 751 due to a rise in the average prices of firewood 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 increased by 7 points to 587 due to a rise in the average prices of shirting, trouser cloth, long cloth, markin (ii), and shirt.

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 the total expenditure	Group Index Numbers	
		October 1982	November 1982
I A. Food	57.2	547	545
I B. Pan, Supari, Tobacco, etc.	3.8	488	488
II. Fuel and Light	5.7	749	751
III. Housing	6.6	240	240
IV. Clothing, Bedding and Footwear	10.9	580	587
V. Miscellaneous	15.8	400	400
Total ..	100.0	....	....
Consumer Price Index Number ..	....	517	516

\*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\*

## 486—A rise of 7 points

In November 1982 the Consumer Price Index Number for Working Class (Series) for Pune Centre with base year January to December 1961 equal to 100 was 486 being 7 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Pune Centre.

The index number for the food group increased by 6 points to 520 due to a rise in the average prices of rice, wheat, jowar, turdal, turmeric, vegetables banana and gur.

The index number for the fuel and light group increased by 58 points due to a rise in the average prices of firewood and charcoal.

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

The index number for the clothing and footwear group remained steady at 519.

The index number for the miscellaneous group decreased by 1 point to 407 due to a fall in the average price of utensils brass.

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

(Average prices for the calendar year 1961=100)

Groups	Weight proportional to the total expenditure	Group Index Numbers	
		October 1982	November 1982
I. Food	55.85	514	520
II. Fuel and light	6.89	676	734
III. Housing	6.65	138	138
IV. Clothing and Footwear	10.31	519	519
V. Miscellaneous	20.30	408	407
Total	100.00	....	....
Consumer Price Index Number ..	....	479	486

\*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\*

## 491—A fall of 6 points

In November 1982, the Consumer Price Index Number for Working Class (New Series) for Jalgaon Centre, with the base year January to December 1981 equal to 100 was being 6 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 Jalgaon Centre.

The index number for the food group decreased by 9 points to 532 due to a fall in the average prices of rice, wheat, gramdal, moongdal, uriddal and fruits and sugar.

The index number for fuel and light has remained steady at 656.

The index number for housing has remained steady at 182.

The index number for clothing, bedding and footwear groups has decreased by 3 points to 470 due to fall in the average prices of long cloth and coloured fabrics.

The Index Number for miscellaneous group has remained steady at 391.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR  
JALGAON CENTRE

(Average price for the calendar year 1961=100)

Groups	Weight proportional to total expenditure	Group Index Numbers	
		October 1982	November 1982
I. Food	60.79	541	532
II. Fuel and Light	7.20	656	656
III. Housing	6.11	182	182
IV. Clothing and Footwear	10.29	473	470
V. Miscellaneous	15.61	391	391
Total	100.00		...
Consumer Price Index Number		497	491

\*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. 5.29.

## NANDED\*

## rise of 5 points

November 1982, the Consumers Price Index Number for Working Class (New Series) for Nanded Centre, with base year January to December 1961 equal to 100 was being 5 points higher than that in the preceding month. The Index relates to the standard of life ascertained during the year 1958-59 family living survey at Nanded centre.

The Index Number for the food group increased by 7 points to 621 due to a rise in the average price of rice, wheat and Jowar.

The Index Number for fuel and light group has remained steady 687.

The Index Number for housing group has remained steady at 285.

The Index Number for clothing and footwear group increased by 2 points to 482 has been due to a rise in the average prices of saree and long cloth.

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

CONSUMER PRICE INDEX NUMBERS (NEW SERIES) FOR WORKING  
CLASS FOR NANDED CITY

(Average prices for the calendar year 1961 = 100)

Groups	Weight proportional to total expenditure	Group Index Numbers	
		October 1982	November 1982
I. Food	61.46	614	621
II. Fuel and Light	5.88	687	687
III. Housing	4.62	285	285
IV. Clothing and Footwear	12.22	480	482
V. Miscellaneous	15.82	413	413
Total	100.00		
Consumer Price Index Number		555	560

\*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, new index number of base 1961=100 should be multiplied by the linking factor viz. 2.45, Rs 4787—4

## AURANGABAD\*

## 520—A rise of 6 points

In November 1982 the Consumer Price Index Number for Working Class (New Series) for Aurangabad Centre will have year January to December 1961 equal to 100 was 520 being 6 points higher than that in the preceding months. The index relates to the standard of life ascertained during the 1958-59 family living survey at Aurangabad Centre.

The index number for the food group increased by 8 points to 562 due to a rise in the average prices of rice, gramdal, oil and fats, chillies dry, mixed spices, jira and vegetables.

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 increased by 10 points to 426 due to a rise in the average prices of pan-leaf, supari, katha and cinema

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	
		October 1982	November 1982
I. Food	60.72	554	562
II. Fuel and Light	7.30	754	754
III. Housing	8.87	316	316
IV. Clothing and Footwear	9.29	473	473
V. Miscellaneous	13.62	416	426
Total	100.00		
Consumer Price Index Number		522	528

\*Details regarding series and method of computation of the index will be found on page 1140 to 1144 of March 1961 issue of Labour Gazette.

Note.—To obtain the equivalent old index numbers on base August 1943 to July 1944 00, the new index number on base 1961=100 should be multiplied by the linking factor—viz 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	1	2	3	4	5	6	7	8	9	10	11	12	Consum- Equiva- Consum- Equiva- er Price lent Old or Price lent Old Index Index Number Number December November 1982 1982	
													December 1982	November 1982
Bombay	..	1960=100	571	505	673	160	525	406	518	2,300	510	2,264	..	..
Solapur	..	1960=100	562	440	675	237	540	405	527	2,013	524	2,002	..	..
Nagpur	..	1960=100	554	490	750	240	580	400	520	2,714	516	2,694	..	..
Pune	..	1961=100	513	..	711	138	524	406	481	..	486	..	..	..
Jalgaon	..	1961=100	538	..	706	182	483	392	500	2,645	491	2,597	..	..
Nanded	..	1961=100	627	..	687	285	480	413	563	1,379	560	1,372	..	..
Aurangabad	..	1961=100	572	..	754	316	473	421	533	1,183	528	1,172	..	..

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 December 1981 November 1982 are given in the following table :—

TABLE

Month	Base 1960=100	*Base 1949=100
1	2	3
December 1981 .. .. .	460	559
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

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

## Labour Intelligence

### INDUSTRIAL RELATIONS IN MAHARASHTRA: REVIEW FOR THE MONTH OF OCTOBER, 1982

#### Industrial Courts, Tribunals and Labour Courts

In all 1584 applications were received by the Industrial Courts, Tribunals and Labour Courts during the month. Their break-up are as under :—

Serial No.	Name of the Industrial Court/ Tribunal and Labour Court	No. of applications, etc. received during the month under the—			Total
		I.T.C. Act, 1962	I.T. Act, 1947	Other Acts.	
1	2	3	4	5	6
<b>I. Industrial Courts/Tribunals—</b>					
1	Industrial Court, Bombay ..	9		55	64
2	Industrial Tribunal, Bombay ..		98		98
3	Industrial Court, Nagpur ..	5		70	75
4	Industrial Tribunal, Nagpur ..		2		2
5	Industrial Court, Pune ..	10		71	81
6	Industrial Tribunal, Pune ..		9		9
7	Industrial Court, Thane ..	10		78	88
8	Industrial Tribunal, Thane ..		57		57
Total		34	166	274	474
<b>II. Labour Courts—</b>					
1	Labour Court, Bombay ..	42	187	122	351
2	Labour Court, Pune ..	2	15	40	57
3	Labour Court, Nagpur ..	23	131	53	207
4	Labour Court, Thane ..	7	28	35	70
5	Labour Court, Kolhapur ..	2	33	57	92
6	Labour Court, Solapur ..	28	49	97	174
7	Labour Court, Akola ..	1	25	40	66
8	Labour Court, Nashik ..	1	15	16	32
9	Labour Court, Aurangabad ..	1	41	19	61
Total ..		107	524	474	1,110
<b>Wage Boards—</b>					

4 references were received by the Wage Board for Silk Textile Industry during the month under review.

## Conciliation:

An analysis of disputes handled by the Conciliation machinery in the State during October 1981 under various Acts is given below

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

Act	Issues relating to pay, allowances and Bonus	Employment leave, hours of work and Miscellaneous	Total
1	2	3	4
1 Industrial Disputes Act, 1947	345	123	468
2 Bombay Industrial Relations Act, 1946	27	13	40
3 Bombay Industrial Relations (Extensions and Amendment) Act, 1964.	..	....	....
Total ..	372	136	508

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

Act	Pending at the beginning of the month	No. of cases received during the month	Settled amicably	Ended in failure	Withdrawn or not pursued by parties	Closed	Total (4 to 7)	Pending at the end of the month
1	2	3	4	5	6	7	8	9
I. D. Act, 1947	1,650	468	87	133	71	88	379	1,739
B. I. R. Act, 1946	151	40	1	13	9	2	26	165
B. I. R. (Ext. and Amdt.) Act, 1964	..	....	....	....	....	....	....	....
Total ..	1,801	508	88	146	80	90	405	1,904

(G.C.P.) Ra 4787—5(625-5-83)

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

Act	Cotton Textile	Silk Textile	Wollen Textile	Textile Processing	Hosiery	Banking	Sugar	Misc.	Trans- port	Total
1	2	3	4	5	6	7	8	9	10	11
B.I.R. Act, 1946 ..	8	3	2	5	4	1	7	5	5	40

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

## District-wise analysis is given below—

Act	Bombay	Pune	Thane	Ngapur	Nanded	Ahmad-nagar	Auran-gabad	Total
1	2	3	4	5	6	7	8	9
B.I.R. Act, 1946	15	7	8	5	..	5	6	40

Act	Amra-vati	Bombay	Wardha	Chanda	Akola	Buldana.	Total
1	2	3	4	5	6	7	8
B. I. R. (Extension and Amendment) Act, 1964.	..	..	..	..	..	..	..

### INDUSTRIAL DISPUTES IN MAHARASHTRA STATE DURING OCTOBER 1982

	October 1982	September 1982	October 1981
No. of Disputes	85	83	79
No. of Workers involved	1,58,745	1,69,111	48,035
No. of Man-days lost	33,38,417	34,66,365	4,98,315

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 October 1982	Started during the month i.e. October 1982	Total		
1	2	3	4	5	6
Textile	52	..	52	1,51,956	31,95,763
Engineering ..	14	1	15	1,471	19,411
Chemical ..	4	2	6	2,499	50,699
Miscellaneous ..	10	2	12	2,819	72,544
October 1982 Total ..	80	5	85	1,58,745	33,38,417
September 1982 Total ..	74	9	83	1,69,111	34,66,365

Sixty four of the disputes arose over questions of " pay, allowances and bonus issues ", 10 related to " Retrenchment and grievances about personnel ", while the remaining 11 were due to other causes.

Out of the 10 disputes that terminated during the course of the month, 10 were settled either entirely or partially in favour of the workers, and in favour of the employers.

\*The word " Work stoppages " in the official sense means interruption of work and it is hereby used in that sense as virtually synonymous with " Strike ". In compiling statistics of the industrial disputes, however, disputes in which 10 or more persons are involved are included.

THE FOLLOWING STATEMENT GIVES THE DETAILED INFORMATION OF IMPORTANT INDUSTRIAL DISPUTES CAUSING MORE THAN 10,000 MAN-DAYS LOST DURING THE MONTH OF OCTOBER, 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
1	Bombay— The Shreevats Textile Mills Ltd., V. N. Purba Marg, Bombay-71	Pvt.	S	Retrenchment ..	16-8-1982	20-10-1982	543	10,560	33,680	Unsuccessful
2	Bombay— The Bombay Gas Co. Ltd., Lalbaug Bombay-12	Pvt.	S	Others—Charter of Demand ..	29-7-1981	....	1,450	39,150	5,73,200	Continued
3	Bombay— The Shreenivas Cotton Mills Ltd., 402, Senapati Marg, Bombay-13.	Pvt.	S	20 per cent of Bonus	20-10-1981	....	7,570	1,89,501	21,20,432	Do.
	Bombay— The Standard Mills	Pvt.	S	Union s— for higher	21-10-1981	....	5,083	1,33,056	16,26,911	Do.

**FOLLOWING STATEMENT GIVES THE DETAILED INFORMATION OF IMPORTANT INDUSTRIAL DISRUPTIONS CAUSING MORE THAN 10,000 MANIDAYS LOST DURING THE MONTH OF OCTOBER, 1982**

Sl. No.	Name of the Concern	Sector	S/L	Reason	Date of work stoppages		No. of workers involved	Man-days lost		Remarks
					Began	Ended		During the month	Till the close of the month	
1	2	3	4	5	6	7	8	9	10	
<i>Bombay—</i>										
	Shree Madhusudan Mills Ltd., P. B. Marg, Bombay-13.	Pvt.	S	Wages etc.	27-10-1981		5,985	1,55,610	18,85,275	Con
<i>Bombay—</i>										
	The Ruby Mills Ltd., Lady Jamshedji Road, Dadar, Bombay-28.	Pvt.	S	Others— Demand for withdrawal of circular.	10-1-1982	....	1,408	20,427	2,89,398	Do.
<i>Bombay—</i>										
	Bombay Dyeing and Manufacturing Co., Ltd., Textile Mills (Prabhadevi) Bombay-25.	Pvt.	S	G. D.— Wages etc.	16-1-1982	....	7,937	1,09,947	15,01,316	Do.
<i>Bombay—</i>										
	Swan Mills Ltd., T. J. Road, Sewari, Bombay-15.	Pvt.	S	G. D.— Wages	17-1-1982	....	3,119	73,744	7,33,046	Do.
<i>Bombay—</i>										
	Digvijay Textile Mills, Lalbaug, Bombay-33	Pub.	S	G. D.— Wages	18-1-1982		2,341	60,866	5,75,886	Do.
<i>Bombay—</i>										
	M/s. Swan Mills Ltd., (Process House), T. J. Road, Sewari, Bombay-15	Pvt.	S	G. D.— increase in wages etc.	18-1-1982		1,618	30,562	3,48,523	Do.
<i>Bombay—</i>										
	The Mill Ltd., 30 Keshavnagar, Sant Gadhe Maharaj Chowk, Bombay-11 (BC.)	Pvt.	S	Charter of demand.	18-1-1982		4,311	94,581	9,96,939	Do.
<i>Bombay—</i>										
	The Tata Mills Ltd. Dadar Bombay-14.	Pvt.	S	Charter of demand wages etc.	18-1-1982		7,217	1,83,058	17,70,798	Do.
<i>Bombay—</i>										
	The Elphinston Spg. & Wvg. Mills Co. Ltd., Elphinston Road, Parel, Bombay-12.	Pvt.	S	Demand for H. wages etc.	18-1-1982		3,278	34,614	6,36,488	Do.
<i>Bombay—</i>										
	The Kohinoor Mills Co., Ltd., M.M.G.S., Marg, Dadar, Bombay-14.	Pvt.	S	G. D.— Wages etc.	18-1-1982		6,489	1,75,203	16,15,761	Do.
<i>Bombay—</i>										
	Bombay Dyeing and Mfg. Co. Ltd., (Spring Mill) Bombay-14.	Pvt.	S	D.— Wages	18-1-1982		7,875	69,307	13,14,782	Do.
<i>Bombay—</i>										

LABOUR STATISTICS—JANUARY 1983

THE FOLLOWING STATEMENT GIVES THE DETAILED INFORMATION OF IMPORTANT INDUSTRIAL DISPUTES CAUSING MORE THAN 10,000 MAN-DAYS LOST DURING THE MONTH OF OCTOBER, 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>						
18	Jupitar Textile Mills, Balasheth Madhukar Marg, Parel, Bombay-13.	Pub.	S	Demanding wages and better Services condition including many more demands.	18-1-1982		3,133	69,423	7,97,520	Contd.
	<i>Bombay—</i>			<i>G. D.—</i>						
19	Swan Mills Ltd., (Unit Coorla Mills) Old Agra Road, Kurla, Bombay-70.	Pvt.	S	Increase in wages & other facilities.	18-1-1982		2,479	61,465	6,00,299	Do.
	<i>Bombay—</i>			<i>G. D.—</i>						
20	The Poddar Mills Ltd., N. M. Joshi Marg, Chinchpokli, Bombay-11.	Pvt.	S	Increase in wages.	18-1-1982		3,555	80,715	8,28,924	Do.
	<i>Bombay—</i>			<i>Do.</i>						
21	Shree Ram Mills Ltd., G. K. Marg, Bombay-13.	Pvt.	S	<i>Do.</i>	18-1-1982		6,000	1,35,222	14,15,995	Do.
	<i>Bombay—</i>			<i>Do.</i>						
22	The Victoria Mills Ltd., Budhkar Marg, N. M. Joshi, Marg, Parel, Bombay-13.	Pvt.	S	<i>Do.</i>	18-1-1982		3,269	76,056	7,59,720	Do.
	<i>Bombay—</i>			<i>G. D.—</i>						
23	The Phoenix Mills Ltd Lower Parel, Bombay-13.	Pvt.	S	Increase in wages	18-1-1982	..	4,006	97,501	9,45,114	Contd.
	<i>Bombay—</i>			<i>Do.</i>						
24	M/s. The Dawn Mills Co., Ltd. Ganpatrao Kadam Marg, Lower Parel, Bombay-13.	Pvt.	S	<i>Do.</i>	18-1-1982	..	1,907	42,125	4,51,138	Do.
	<i>Bombay—</i>			<i>G. D.—</i>						
25	The Kohinoor Mills Co. Ltd., No. 3 523, Lady Jamshetji, Road, Dadar, Bombay-28.	Pvt.	S	Increase in wages D.A, T.A. H.R.A. Ext.	18-1-1982	..	1,147	30,969	2,81,015	Do.
	<i>Bombay—</i>			<i>G. D.—</i>						
26	Piramal Spg. & W. Mill Ltd., Piramal Bhavan, G. K. Marg, Bombay-13.	Pvt.	S	Wages	18-1-1982	..	2,714	49,930	5,74,999	Do.
	<i>Bombay—</i>			<i>Others—</i>						
27	Poddar Processors, G. K. Marg, Lower Parel, Bombay-13.	Pvt.	S	Calling for Holiday working.	23-12-1981	..	850	19,823	2,20,637	Do.
	<i>Bombay—</i>			<i>G. D.—</i>						
28	India United Mills No. 1, Dr. Ambedkar	Pub.	S	Wages Ext.	18-1-1982	..	6,806	1,54,008	15,31,578	Do.

JANUARY 1983

LABOUR GAZETTE—JANUARY 1983

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

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Serial No.	Name of the concern	Sector	S/L	Reason	Date of work-stoppages		No. of workers Involved	Man-days lost		Results	
					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>							
31	Bharat Textile Mills Ganpatrao Kadam Marg, Lower Parel, Bombay-13.	Pub.	S	Wages etc.	18-1-1982		2,260	56	5,36,073	Contd.	
<i>Bombay—</i>											
32	Apollo Textile Mills N. M. Joshi Marg, Chinchpokli, Bom- bay-11.	Pub.	S	Do.	18-1-1982		2,268	53,820	5,34,541	Do.	
<i>Bombay—</i>											
33	India United Mills Dye Works NTC (MN)Ltd., A units of Government of India Undertaking, Veer Savarkar Marg, Bombay-28.	Pub.	S	Do.	19-1-1982		1,485	39,987	3,61,712	Do.	
<i>Bombay—</i>											
34	India United Mill No. 3, N.T.C.T., B. Kadam, Marg, Bombay-35	Pub.	S	Do.	19-1-1982		1,980	39,494	4,26,506	Do.	
<i>Bombay—</i>											
35	India United Mill No. 2 (NTC) Kalachowki Bombay-33.	Pub.	S	Do.	19-1-1982		1,995	40,986	4,28,184	Do.	
<i>Bombay—</i>				<i>G. D.—</i>							
36	The Modern Mill Ltd., 101, K. Khadye Bombay-11.	Pvt.	S	Wages etc.	19-1-1982		3,246	82,701	7,84,652	Contd.	
<i>Bombay—</i>				<i>G. D.—</i>							
37	India United Mills No. 4, Mill, T. B. Kadam Marg, Kala- chowki, Bombay-33.	Pub.	S	Wages etc.	19-1-1982		2,954	36,855	1,52,257	Do.	
<i>Thane—</i>				<i>Others—</i>							
38	Swastik household & Industrial Products Ambernath, District Thane.	Pvt.	S	Persuasion of their demands like wages etc.	2-3-1982		1,346	29,510	2,43,414	Do.	
<i>Thane—</i>											
39	Teksans Ltd., Kolshet Road, Thane.	Pvt.	S	Reinstatement	20-4-1981			459	11,700	2,11,228	Do.
<i>Bombay—</i>				<i>G. D.—</i>							
40	The Gold Mohur Mills Ltd., Dadasaheb Phalke Rod, Dadar, Bombay-14.	Pvt.	S	Increase in wages and better Service condition.	18-1-1982		2,670	54,465	5,91,175	Do.	
<i>Bombay—</i>				<i>G. D.—</i>							
41	Bradbury Mills Ltd., M. Azad Road, Bombay-11.	Pvt.	S	Wages etc.	18-1-1982		3,599	93,574	8,85,354	Do.	
<i>Bombay—</i>											
42	Finlay Mills Ltd., 10/11, Dr. S. S. Rao Road, Parel, Bom- bay-12.	Pvt.	S	Do.	18-1-1982		4,303	1,01,842	10,36,386	Do.	
<i>Bombay—</i>											
43	Mafatal Fine Spg. & Mfg. Co. Ltd.,	Pvt.	S	Do.	18-1-1982		4,857	25,896	7,46,403	Do.	

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

Serial No.	Name of the concern	Sector	S/L	Reason	Date of work-stoppages		No. of workers Involved	Man-days lost			Results
					Began	Ended		During the month	Till the close of the month	10	
44	Bombay— Kamala Mills Ltd., Senapati Bapat Marg, Lower Panel, Bombay-13.	Pvt.	S.	G. D.— Higher wages	18-1-1982	..	4,602	1,17,155	11,19,454	Comd.	
45	Bombay— The New City of Bombay Mfg. Co. Ltd., 65, Tukaram B. Kadam Marg, Bombay-33.	Pvt.	S.	G. D.— Wages etc.	18-1-1982	..	2,160	52,457	5,15,318	Do.	

LABOUR GAZETTE—JANUARY 1983

EMPLOYEES, STATE INSURANCE CORPORATION,  
MAHARASHTRA REGION

Press note showing the progress during the month of November 1982

The Employees' State Insurance Scheme applies to 30 centres in the State of Maharashtra and provides protections to 17,95,246 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 November, 1982, 18,442 Insured Persons received Rs. 38,44,964.16 Cash Benefit due to employment injuries. This includes 3,146 persons who were in receipt of pension for permanent disablement benefit and 2,240 persons who were in receipt of Dependent's Benefits as dependents of deceased Insured Persons. During the month 8,084 accidents were reported against 8,689 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 November 1982, 58,378 claims were received and an amount of Rs. 61,07,292.10 was paid as Sickness Benefit. During the preceding month 56,870 claims were received and an amount of Rs. 57,08,564.70 was disbursed as Sickness Benefit.

Some Insured Persons suffering from T. B., Mental Maligars and other long term diseases required more attention and they are being paid additional Benefits called Extended Sickness Benefit. During the month an amount of Rs. 9,45,917.10 was paid towards this benefit.

During the month 325 Insured Women claimed Rs. 5,22,697.50 by way of Maternity Benefit.

The attendance at the dispensaries as per certificates received was 1,85,411 during the month.

During the month Funeral Benefit in 106 cases amounting to Rs. 10,600.00 was paid.

During the month confinement charges in respect of wives of Insured Persons amounting to Rs. 38,520.00 was paid.

During the month an amount of Rs. 20,129.50 was paid as Extended Sickness Benefit to 214 Insured Persons who had undergone sterilisation operation for family planning.

The recovery arrears of contribution under the Scheme, Legal proceeding were initiated to 51 cases against defaulting Employer.

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