

Press note on ESIS benefit in Maharashtra and Goa.

ESIC has paid Rs. 97 lacks as Cash Benefit in March 1985.

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

In Maharashtra 11,95,552 employees were under the coverage of the Scheme in the month of March 1985. The high lights of the benefits paid to these employees were as follows :—

(i) 69,286 Workers were paid Rs. 50,70,048.75 on account of Sickness and Rs. 4,96,518.20 were paid for the long term diseases under Extended Sickness Benefit for the classified diseases, e.g., T. B., Cancer, Hemiplegia, Paraplegia, Psychosis etc., etc.

(ii) 19,625 Workers were paid Rs. 37,46,945.25 on account of accidents as employment injury which included 6,857 cases for the permanent disablement and 2,689 for pension to the dependents/families due to death of the Workers in the accidents.

(iii) Rs. 4,21,033.00 were paid to the Women Workers as Maternity Benefit for the period of confinement. In addition to the above 87 persons were sterilized and they were paid Rs. 16,535.00 as family planning benefit.

(iv) There were 109 cases where legal proceedings were initiated against defaulting employers/Insured Persons for the recovery of arrears of contributions as under :—

(1) Under Section 45B	..	51 cases.
(2) Under Section 75	..	8 cases.
(3) Under Section 84	..	2 cases.
(4) Under Section 85	..	48 cases.



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No. 10

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LABOUR GAZETTE

Started in 1921, the *Labour Gazette*, issued monthly is a journal for the use of all interested in obtaining prompt and accurate information on matters specially affecting and concerning labour in India and abroad. It contains statistical and other information on consumer price index numbers for working class, industrial disputes, industrial relations, cases under labour laws, labour legislation, etc. Special articles on labour etc., are published from time to time.

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LABOUR GAZETTE

The "Labour Gazette" is a journal for the use of all interested in general and accurate information on matters relating to labour.

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The Month in Brief

Consumer Price Index Numbers for Working Class

The Bombay, Solapur and Nagpur Consumer Price Index Numbers for working class for the month of April 1985, with average price for the year ended December 1960 equal to 100 were 638, 614 and 613 respectively. The Pune, Jalgaon, Nanded and Aurangabad Consumer Price Index Numbers for working class for the month of April 1985 with the average prices for the year ended December 1961 equal to 100 were 587, 585, 638 and 647 respectively.

All India Average Consumer Price Index Numbers for Industrial Worker

All India Average Consumer Price Index Numbers for Industrial Workers (General base 1960-100 for April 1985 was 594 as compared to in March 1985. On base 1949-100 derived from 1960 based Index worked out to 722 as against 712 for March 1985.

Industrial Disputes in Maharashtra State

During the month of March 1985, there were 45 disputes involving 16,447 workmen and time loss of 4,48,695 mandays as compared to 44 disputes in February 1985 involving 10,374 workmen and time loss of 2,23,218 mandays.

Further particulars of Industrial Disputes are given at pages 752 to 754 of this issue.

Benefits under the Employees State Insurance Scheme

During the month of April & May 1985, 1,48,184 workers were paid Rs. 1,11,65,781.75 for the sickness and Rs. 9,79,356.80 were for the long term diseases under Extended sickness Benefit for the classified diseases, and 39,877 workers were paid Rs. 82,38,343.25 on account of accidents as employment injury which included 13,809 cases for the permanent disablement and 5,259 for pension to the dependents/families due to death of the workers in the accidents.

Current Notes

SC orders min. wage of Rs. 71 for quarry workers

Perhaps for the first time, the stone quarry workers will be able to get their full wage of Rs. 71 per 150 cubic feet, the minimum fixed by the Industrial Tribunal.

The Supreme Court on May 24 directed the Union Government to issue a notification under the Minimum Wages Act fixing Rs. 71 as wages for breaking a truck load of stones, the measurement of the truck being 150 cubic feet.

Though the Industrial Tribunal awarded a minimum wage of Rs. 71, the quarry workers could get only Rs. 21 in hand as the owners and the middlemen took away the major share through questionable means.

A division bench of the Supreme Court, comprising Justices P. N. Bhagwati, A. N. Sen and D. P. Tandon, issued the direction, while adjourning to May 7, a contemptation against the Union of India and Haryana Government for not obeying the directions issued by the Court on December 6, 1983.

Issuing notice to the Union Government and the Haryana Government the court asked them to inform it by May 7 of the manner and extend of the compliance of the 21 directives issued earlier.

The directives included release and rehabilitation of bonded labourers in the stone quarries in Haryana, fixation of minimum wages, controlling the stone dust pollution and steps regarding mines safety and welfare measures for the workers.

The Court also asked for the report of the incident of March 17 in which a labourer was allegedly beaten to death with injuries to 34 more at a Faridabad stone quarry.

(Indian Worker, dated 6th May 1985)

Assam Govt. for amending welfare and gratuity laws

The Government of Assam has sought the Centre's intervention in the matter of the gross violation of the labour welfare provisions of the Plantation Labour Act and the Payment of Gratuity Act by the majority of the tea companies in the State.

In the context of its miserable failure to persuade the managements at different levels, the State Government has requested the Centre to make the respective laws more stringent.

In a memorandum submitted to Union Labour Minister T. Anjiah on April when he was here to lay the foundation stone of the administrative building complex of Assam Tea Plantations Provident Fund and Pension Fund Scheme, Assam Labour Minister R. Dhabiwar said that unless the loopholes in the enactments were plugged, the callous and indifferent managements of the tea companies could not be forced to respect the statutory provisions.

Shri Anjiah, however, assured the State Government that the Centre would amend the acts very soon in favour of the workers.

Tea is the most important organised industry in Assam employing about half a million permanent workers besides an almost equal number of casual workers in 760 gardens.

The housing facilities enjoyed by these workers are very meagre. While the Plantation Labour Act has laid down that all permanent labour families should be given a house, the housing in Assam tea gardens vary between 30 to 70 per cent of the total requirement. Similarly, the drinking water, medicare, recreational facilities, etc. for the workers are also quite inadequate, the State Government confesses in the memorandum.

According to the memorandum, in some tea gardens the number of casual labourers far exceeds the number of permanent employees for long periods and the present lacunae in the law are taken full advantage of to deprive the labourers of the facilities.

The State government has urged the Centre to amend section 15 of the Act stipulating that a permanent worker should be granted house rent in lieu of accommodation until the management is in a position to provide him the required housing facility. The aim is to bring into law a financial disincentive for non-construction of houses for workers as required under the Act, the memorandum said.

On the issue of payment of gratuity, the State Government has suggested a scheme for the creation of a gratuity fund for payment of gratuity to the employees on retirement, resignation or death, setting up of a regional institute for personnel management and labour welfare at Gauhati has also been demanded in the memorandum.

(Indian worker, dated 6th May 1985)

Supreme Court indicts ONGC, asks to pay back wages

The Supreme Court on April 24 came down heavily on the public sector Oil and Natural Gas Commission for resorting to "ultra legalist" stand taken against one of its store keepers, whose services were terminated about 18 years ago.

Passing strictures on the ONGC, since the whole action "smacks of victimisation and lacks equanimity," Justices D. A. Desai and Ranganath Misra awarded Rs. 2 lakh to the store-keeper, Shri K. C. Joshi by way of back wages and in lieu of fresh reinstatement.

The court set aside the Allahabad High Court verdict terming the termination of Shri Joshi's services as legal and justified and directed the ONGC to pay the entire amount within four weeks from the date of its award.

Shri Joshi was originally appointed as assistant store keeper in April 1962 and a year later was promoted full-fledged store keeper. In 1967, he was transferred to the Cambay-Nawagaum project and the transfer was challenged by him seeking interim injunction against the order.

The same year there was a strike in the ONGC and Shri Joshi's services were terminated by the management on the ground that he was a temporary employee

Shri Joshi appealed before the Allahabad High Court contending that the ONGC was a state and that the order of termination was violative of Article 14 of the Constitution. Rejecting his plea, the High Court held that "it is not the requirement of the law that in order to dismiss one employee on the ground of unsuitability, the government is required to dismiss all".

The Supreme Court rejected the High Court's verdict and observed that the employees of the corporation, which was an instrumentality of the State, would be entitled to protection of equality in the matter of employment in public service and they could not be dealt with in an "arbitrary" manner.

Bill on bonus introduced in the Rajya Sabha

A Bill seeking to raise the current ceiling on bonus to Rs. 1,600 was introduced in the Rajya Sabha on May 6 by the Union Labour Minister, Shri T. Anjiah.

The Payment of Bonus (Amendment) Bill, 1985 seeks to omit Section 12 of the Payment of Bonus Act, 1965.

According to Section 12, bonus payable to an employee whose salary or wage exceeds Rs. 750 per month is limited to Rs. 750. This section is proposed to be deleted so that bonus is calculated on the basis of an employee's actual salary or wage.

"Employee" means any person (other than an apprentice) employed on a salary or wage not exceeding Rs. 1,600 per month in any industry to do any skilled or unskilled manual, supervisory managerial, administrative, technical or clerical work for hire or reward, according to the payment of Bonus Act, 1965. In other words, employees drawing salary or wage exceeding Rs. 1,600 per month are not eligible for the payment of bonus.

It is to be noted that the latest amendment to the bonus Act meets the demand of the INTUC only partially. The INTUC has all along been demanding doing away with the national ceiling of Rs. 750 for computing bonus and the eligibility wage limit of Rs. 1,600 per month. The present amending bill, while raising the national ceiling from Rs. 750 to Rs. 1,600, has retained the eligibility wage limit of Rs. 1,600 per month.

It may be recalled that this issue was taken up with Shri Rajiv Gandhi when he was the General Secretary of the AICC. Shri Rajiv Gandhi and the then INTUC President Shri Bindeshwari Dubey, who has since become the Chief Minister of Bihar, had discussed this with the Union Finance Minister Shri Pranab Mukherjee who had assured to do the needful. Shri Rajiv Gandhi had also assured the INTUC that necessary amendments would be made to the Payment of Bonus Act.

Soon after the announcement by the present Finance Minister, raising the National Ceiling from Rs. 750 to Rs. 1,600 while presenting the budget this year, the omission in effecting a simultaneous increase in the eligibility limit was brought to the notice of the Finance Minister as well as of the Labour Minister. Yet in the amending bill eligibility limit of Rs. 1,600 per month has been retained.

(Indian Worker dated 13th May 1985)

ILO asked to ensure implementation of its principles on MNC's

The International Labour Organisation has been directed to continue to promote effective implementation of its tripartite Declaration of Principles concerning multi-national enterprises and social policies.

The directive was given by the ninth session of the ILO's Advisory Committee on Salaried Employees and Professional Workers through a resolution that took note of the expansion in recent years of the activity of multi-national commercial enterprises.

The tripartite meeting of the Advisory Committee that concluded here on April 25 was attended by some 200 government, employer and worker representatives from 26 countries.

Shri Upendra Kumar of the Food Corporation of India represented the INTUC in the meeting.

The committee examined issues of employment, training and working conditions, particularly in the context of the introduction of new technologies.

The conclusion and resolutions of the meeting highlighted the need for a more effective response to problems of employment and unemployment in the sector, the importance of questions related to working time and its organisation, remuneration, means of resolving the problems of professional and managerial staff and also of women, young graduates and employees of small and medium-scale enterprises and measures to prevent stress and hazards associated with the use of modern technology.

Employment.—On the question of employment, the committee voiced concern at the fact that the overall growth in employment in the tertiary sector as a whole had not been adequate enough to prevent unemployment in the different branches concerned and came to conclusion that the promotion of a favourable economic infrastructure and stimulation of necessary social dialogue would contribute to the creation of additional jobs so as to prevent or eliminate unemployment in this sector. Considering the increasing need for qualified and skilled personnel as a result of the introduction of new technologies the committee was of the view that employers should be responsible for providing necessary training and retraining.

The meeting also emphasised the need for long-term policies to cope effectively with employment among managerial and technical staff which has risen over the years and wanted the adoption of measures at national level to make employment for the managerial and technical personnel more attractive that would discourage their migration to other countries. The ILO was also asked to undertake a comparative study on salaries and pay differentials in different countries, particularly with regard to professional and managerial personnel.

The committee, by a resolution also noted that the freedom of association was not being fully applied to professional and managerial staff in some countries and called for a specific study by the ILO.

Working hours.—"Reduction of working time should provide opportunities for job creation," said the committee and stressed that reduction in working hours would improve the quality of life of workers, including their working and family life.

Stressing the need for close attention to occupational safety and health problems, the committee recommended that ergonomic principles be applied to eliminate physical and psychology problems related to postures or excessive workloads.

By another resolution the committee, taking note of the dangers which the misuse of computerised system that the employers are increasingly resorting to for personnel management, invited the ILO to carry out studies, in consultation with other UN agencies, with a view to establish a compendium of principles and healthy practices for safeguarding the rights of individual workers at the enterprise level.

The international body was also asked to study the unemployment among young people with diplomas and their constraints in achieving occupational integration.

Other resolutions related to the rights of salaried inventors and authors, attention to be given to certain occupational groups not covered by the committee such as performers and journalists and future activities of ILO of concern to workers in commerce and offices.

(Indian Worker, dated 13th May 1985)

Special courts and tribunals urged

Establishment of a special bench of high courts or high-powered tribunals to attend exclusively to labour cases has been recommended by the Labour Minister's conference that concluded here on May 13.

The two-day conference has also suggested that reference from such benches or tribunals should be made only to the Supreme Court.

Briefing newsmen on the recommendations of the conference, the Union Labour Minister, Shri T. Anjiah, said that he wanted to press ahead with a national wage policy including a national minimum wage to be applied to all employments anywhere in the country in any sector. He disclosed that an 11 member committee of state labour ministers had been formed to go into the whole issue of a national wage policy and report to the National Labour Conference which he proposed to convene by early August. Maharashtra Labour Minister will be its convenor. The other members of the committee are the Labour Ministers from West Bengal, Kerala, Tamil Nadu, Gujarat, Bihar, Assam, Karnataka, Nagaland, Andhra Pradesh and Goa.

Lock-out and closure

The conference voiced concern at the increasing trend to resort to lock-out by calling it suspension of operations. Though lock-out included suspension of work and temporary closing a place of employment, the need for a thorough

review of the matter and examine whether it was necessary to elaborate this definition to deal with this tendency.

The need for effective monitoring of labour relations both at the Centre and the state levels was recognised and it was recommended that the existing arrangements should be strengthened. Emphasis on preventive mediation and effective conciliation was also laid.

The conference also recommended that arbitration promotion boards and committees of a tripartite character should be set up both at the Centre and the state levels to go into actual aspects of utilisation of provision relating voluntary arbitration by the parties and these committees or board should meet at frequent intervals.

Sickness in industries

The problem of growing sickness industries was reviewed in the conference and various measures for revival of sick units and rehabilitation of the affected workers elaborated. The conference was of the considered view that a constant watch to detect symptoms of sickness in time and initiate preventive and remedial measures was imperative.

The need for provisions to prevent diversion of funds was also recognised at the conference which concluded that the objective should be to arrest mala-fide and undesirable transfers that aggravated sickness in industrial units.

Another recommendation made was that workers' dues should be accorded first priority, as the existing law provided a limited relief with monetary ceilings of payment towards workers dues. The conference endorsed the idea of ensuring payment of dues through an insurance scheme.

On the scheme of workers' participation which has been accepted in principle and introduced in some states and in a number of undertakings, the conference felt that no statutory provision was necessary in this respect.

It was decided to include a chapter on safety in hazardous industries in the Factories Act, the violation of the provisions of which should result in imprisonment.

A national child labour project would be taken up in order to make effective intervention in selected areas where there was concentration of child labour. This year the project would be taken up in two areas—one covering the children employed in the carpet weaving industry in Mirzapur, Bhadohi area of Uttar Pradesh and the other to cover the children working in the match industries in Sivakasi.

Minimum Wage

The decision of the earlier conference of the labour ministers held in July last year that the revision of the minimum wages should be once in twice years or on a raise of 50 points in the consumer price index, whichever was earlier, should be made mandatory by suitable amendments to the Minimum Wages Act, the conference recommended.

In his brief to newsmen, Shri Anjiah disclosed that the State Labour Ministers felt that steps should be taken to punish bad managers, including those on the Board of Directors of companies that were turned sick. It was also felt that stock options should be made available to workers and in the case of sick units these should be linked to a scheme of voluntary retirement.

Labour Minister Anjiah was totally opposed to any scheme to shift textile mills from existing areas to obtain benefits of real estate price increase.

Asked about the widespread demand for doing away with the salary wage limit on bonus eligibility, Union Labour Secretary HMS Bhatnagar, who was present, said that the matter was under consideration.

Earlier opening the conference on May 7, Shri Anjiah said that the Government was considering the demand for a raising the salary eligibility limit for bonus from Rs. 1,600 to Rs. 3,000 per month. He said that the workers were not happy with the recent increase in the national ceiling on bonus from Rs. 750 to Rs. 1,600. The demand for doing away with the eligibility limit had to be made both in and outside Parliament.

He said whereas the capitalists, with the help of financial institutions, were making huge profits and diverting them to open new factories, they did not want to share the profits with workers.

Shri Anjiah called for abolition of casual Labour and said that in no other country one found terms like casual labour or muster-roll. Labour, which were products of colonial era and smacked of slavery.

He also stressed the need for a national minimum wage policy and favoured setting up of wage boards for the fixation of minimum wage to ensure justice to workers.

The Tamil Nadu Labour Minister, Shri K. A. Krishnaswami, felt the wage boards would have no relevance unless they were made mandatory and accent laid on production and productivity. Gujarat Labour Minister Navin Shastri urged the Centre to set up a committee to closely examine various aspects pertaining to the problem of violence in industrial relations.

He wanted the proposed body to suggest the ways and means to restore the credibility of industrial relations institutions and make deterrent provisions to curb unfair labour practices.

(Indian Worker, dated 20th May 1985.)

ILO for more holidays in Third World

The level of basic holiday in the developing countries of Asia and Pacific tends to be lower than in the other regions, according to the International Labour Organisation (ILO).

In its just published second volume of the World Labour Report, the ILO has noted that though in many Asian countries extensive public or festival holidays and casual leave are widely granted, longer holidays for young workers are still required in India, Iran and Burma.

A few countries do have legislation providing for three to four weeks paid holidays for workers, yet in the majority of countries, the basic holiday is around two weeks and it is less than two weeks in several others, the report says.

According to the report, collective arrangements in Singapore, where one week is basic legal entitlement, provide for a basic holiday of two weeks raising progressively to a maximum of four weeks after 20 years of service.

The right of workers to annual holidays with pay is surprisingly of recent origin. But in the developing countries, the situation varied.

There are laws and relations providing for annual holidays with pay in most developing countries. Yet the scope is limited since in these countries agriculture and other sectors like small undertakings and family enterprise are often excluded. Even where the legislation is applicable, enforcement is found difficult and it remains a particular problem to ensure that the workers receive the holiday pay to which they are legally entitled.

While in Western Europe, the general level of paid holidays has four or even, five weeks in recent times and several other countries like Denmark, France, Luxembourg and Sweden have recently, by legislation, extended the basic holiday to five working weeks, in Eastern Europe, the basic standard is between two and three weeks of paid holidays for workers. Increases with length of service and longer holidays for young workers and other categories are common.

The German Democratic Republic and Yugoslavia prescribe a minimum of 18 working days as paid holidays, the report says.

Legislation in Japan provides for basic holiday of six working days with an increase of one working day per year of continuous service, starting after two years upto a maximum of 20 days. An usually large number of public holidays, 16 or 17, are widely granted in Japan, the report adds.

(Indian Worker dated 20th May 1985)

DA linked to local CPI

The dearness allowance is linked to cost of living index of a particular centre where an industrial unit is located and not on the concept of uniformity even though the industry may be having interstate operations.

This emerged out of the Supreme Court Judgment in case of the Kanpur unit of Indian Oxygen Limited (IOL).

The Court was directed the management of IOL to pay dearness allowance to the workers in its Kanpur unit according to all-India consumer price index as recorded for Kanpur by the Labour Bureau of Simla after applying conversion factor of 4.83.

The direction was issued by a division bench comprising Justice D.A. Desai, Justice V. B. Eradi and Justice V. Khalid, while partly allowing an appeal by the workmen.

(*Indian Worker dated 20th May 1984*)

Labour Legislations Passed, pending and proposed

Labour legislations that have already been passed by Parliament, pending legislations that are lapsed consequent to the dissolution of the last Lok Sabha in December last year and legislations that are proposed to be brought forward during the current year are detailed in the Union Labour Ministry's Annual Report for the year 1984-85.

Two bills, the Trade Union (Amendment) Bill, 1982 and the Hospitals and other Institutions Settlement of Disputes Bill, 1983 have since lapsed with the dissolution of the eighth Lok Sabha.

The following are details of the Ministry's legislative activities :

A. Amendments to existing laws

Industrial Disputes Act.—During the year 1984, the Industrial Disputes Act was amended by which the provisions relating to lay-off and retrenchment have been brought on the lines of the amendments to the provisions relating to closure which are based on the judgment of the Supreme Court in Excel Ware case. This Amendment Act was brought into force with effect from August 18, 1984.

The Industrial Disputes (Amendment) Act, 1982 was also amended empowering the Government to notify the various sections of the Act for enforcement separately and with effect from different dates. The following provisions of the Industrial Disputes (Amendment) Act, 1982 have been brought into force with effect from August 21, 1984

(1) Monetary criteria in the case of supervisors to be treated as workmen enhanced to Rs. 1,600.

(2) The Labour Courts or Industrial Tribunals would give orders or awards within the time specified in the order of reference which shall not exceed three months in the case of individual disputes and in the case of direct applications.

(3) Where a Labour Court or an Industrial Tribunal reinstates a workman, a workman would be entitled to 100 per cent wages even if the employee appeals against the award subject to certain conditions.

(4) The special provisions for lay-off, retrenchment and closure extended to all industrial establishments employing 100 or more instead of 300 or more.

(5) Closure provisions have been recast so as to provide for appeal to Industrial Tribunal against the decisions.

(6) Provisions made for unfair labour practices on the part of employer workmen and a trade union and penal provisions provided for commission of unfair labour practices.

Section 2(c) of the I. D. (Amendment) Act 1982 taking the employees of hospital and other institutions away from the purview of the Act has not been enforced which means that such employees continue to be governed by the ID Act.

Likewise, section 7, dealing with reference of certain individual disputes to grievance settlement authorities has also been not notified.

In 1984 the Industrial Disputes (Central) Rules, 1957 were amended to lay down a time frame for disposal of cases and applications for Labour Courts and Tribunals.

The Industrial Employment (Standing Orders) Rules.—The Industrial Employment (Standing Orders) Rules were amended in August 1984 to provide that the subsistence allowance to be paid to a workman under suspension shall be in accordance with the provisions of Section 10-A of the Act.

The Payment of Gratuity (Amendment) Act, 1984 and the Payment of Gratuity (Second Amendment) Act, 1984.—The Payment of Gratuity (Amendment) Bill, 1984 and the Payment of Gratuity (Second Amendment) Bill, 1984 became Acts after receiving the President's assent on May 18, 1984. The two amending Acts provide, *inter alia*, for raising the wage limit for coverage under the Acts from Rs. 1,000 to Rs. 1,600 per month, appointment of inspectors for better enforcement of the provisions of the Act and redefining the term "Continuous Service" for the purpose of payment of gratuity. The Payment of Gratuity (Second Amendment) Act, 1984 came into force with effect from May 18, 1984 and the Payment of Gratuity (Amendment) Act, 1984 came into force with effect from July 1, 1984.

The Workmen's Compensation (Amendment) Act, 1984.—The Workmen's Compensation (Amendment) Bill, 1984, which received the assent of the President on May 12, 1984, provides for removal of wage limit for coverage revision of the rates of compensation and the list of occupational diseases. The Act was brought into force from July 1, 1984.

The Employees State Insurance (Amendment) Act, 1984.—The Employee State Insurance (Amendment) Act, 1984 came into force with effect from January 27, 1985. The Bill, which was by the Lok Sabha on July 23, 1984 and by the Rajya Sabha on August 1, 1984, secured the President's assent on August 6, 1984. The amending Act provides for raising the wage limit for

the coverage of the Act from Rs. 1,000 to Rs. 1,600 per month, raise in the exemption limit for the employees' contribution from below Rs. 2 to below Rs. 6 per day and recovery of contribution on percentage basis.

The Mines Amendment Act, 1983 came into force with effect from May 5, 1984 after the President's assent on December 12, 1983.

Two other developments not finding, in the Report are the Finance Minister's announcement exempting the accumulated retirement benefit or gratuity upto Rs. 50,000 will be free from Income Tax and (2) the Payment of Bonus (Amendment) Act, 1985 raising the notional ceiling of Rs. 750 for computation of bonus to Rs. 1,600. These two do not find place in the annual Report since they did not take place during the period covered by the Report.

B. Bills pending in Parliament

A Bill was introduced in Rajya Sabha on August 29, 1984 to amend the Bonded Labour System (Abolition) Act, 1976 by way of incorporating an explanation under Section 2(9) of the Act. This amendment provides for treating contract labourers and migrant labourers as bonded labourers provided they fulfil the conditions of 'bondage' as defined in the Act.

The Sales Promotion Employees' (Conditions of Service, (Amendment) Bill, 1984—This Bill was passed by the Rajya Sabha on August 2, 1984 so as to bring within the purview of the definition, all sales promotion employees other than persons who are employed in supervisory capacity and who draw wages exceeding Rs. 1,600 per month and persons employed or engaged mainly in managerial or administrative capacity, and to make necessary consequential changes in Section 6 of the Act (*vide* clauses 2 and 4 of the Bill). The Bill is yet to be considered by the Lok Sabha.

The Trade Union (Amendment) Bill 1982.—This Bill, seeking to stipulate a membership of 10 per cent of the total workforce for the registration of a union and restricting the outsiders holding offices in a union to 25 per cent, was introduced in the Lok Sabha on April 13, 1982. The Bill, however, got lapsed on account of the dissolution of the 7th Lok Sabha. Necessary steps are being taken to bring forward fresh proposals.

The Hospitals and other Institutions Settlement of Disputes Bill, 1983.—A Bill was introduced in the Rajya Sabha on May 6, 1983 so as to provide for a procedure of settlement disputes in hospitals and other institutions, which were taken away from the ambit of the Industrial Disputes Act, 1947 under Section 2(c) of the Industrial Disputes (Amendment) Act, 1982. The Bill is yet to be considered by both Houses of Parliament. That is why the Government, while notifying the enforcement of the provisions of the amending Acts of the ID Act, did not notifying the enforcement of this particular provision. The matter was gone into by a committee of group of Ministers and the committee came to the decision that the legislation should be got ready and that the question as to when the legislation should be proceeded with would be finalised later. The committee is being reconstituted.

Simplification of Forms, Registers, etc. Labour Laws in the case of Small Business and Industrial Establishments—The revised draft of the Bill has been received by the Labour Ministry from the Ministry of Law for comments. The draft is under examination.

C. Proposed new legislations

Legislation for Workers in the Building and Construction Industry.—It has been decided to enact a legislation to regulate the working conditions, safety, health and welfare of the workers in the building and construction industry.

Amendments to the Model Rules Under the Factories Act, 1947. Proposals for amending the Model Rules 76, 116 and 1234, as approved by the 32nd Conference of Chief Inspectors of Factories was forwarded to the Labour Ministry for official transmission to the State Governments and Union Territories with a request to adopt these amendments to the factories rules.

The Workmen's Compensation (Amendment) Bill, 1985.—There is a proposal to carry out a comprehensive amendment of this Act based mainly on the recommendations of the Law Commission of India in their 62nd proposed Bill will also provide, *inter-alia*, for widening the coverage and prescribing more effective measures for realisation of the compensation, amount etc.

Employees State Insurance (Amendment) Bill, 1985.—A comprehensive amendment of the Act, based mainly on the recommendations of the High-powered committee of the Employees State Insurance Corporation is under proposal. The proposed Bill will provide, *inter-alia*, for increased representation to the employees and employers on the Corporation, removal of loop holes in the existing legal and penal provisions, etc.

The Employees Provident Funds and Miscellaneous Provisions (Amendment) Bill, 1985.—There is a proposal to carry out a comprehensive amendment of the Employees Provident Funds and Miscellaneous Provisions Act, 1952 with a view to give shape to the recommendations of the Ramanujam Employees Provident Fund Review Committee. The amending Bill will provide for simplifying the procedure for assessment and maintenance of accounts, increased representation for employers and the workers in the Central Board of Trustees, removing loopholes in the existing legal and penal provisions, etc.

Motor Transport Workers Act, 1961.—Proposals for amending the Motor Transport Workers' Act, 1961 in order to improve its working are also under the Government's consideration.

Winding up the debate on the demands for grants of his Ministry in the Lok Sabha on May 7, the Union Labour Minister announced the creation of a separate gratuity fund on the pattern of the employees provident fund. He also informed about the decision to extend the Employees State Insurance Scheme to cover child labour and retiring workers insured during the tenure of their work.

The Labour Minister, while opening the two-day labour Minister's conference on May 11, also indicated the Government's consideration of raising the wage eligibility limit for payment of bonus under the Payment of Bonus Act from Rs. 1,600 to Rs. 3,000 per month.

Raja urges early rehabilitation of Carbidenen at Bhopal

In the wake of the three month notice for closure by the management of the Bhopal Plant of the multinational Union Carbide Company and the resultant threat to the future of over 900 workers of the plant and their families, Shri Raja Kulkarni, President of the INTUC led Indian National Chemical Workers Federation, has urged the Union Labour Minister to initiate steps for the prompt payment of the termination benefits and early rehabilitation of the affected workers.

It may be recalled that last December's leakage of methyl isocyanate gas from the Union Carbide plant at Bhopal was the world's biggest industrial and environmental tragedy killing over 2,500 people and seriously affecting a quarter of the city's population. The Government of Madhya Pradesh ordered an immediate closure of the Plant and the Government of India has since filed a suit against the compensation.

Welcoming the suit filed against Union Carbide as a good step, Shri Kulkarni in a communication to the Labour Minister, has drawn his attention to the plight of nearly 5,000 men and women belonging to the retrenched workers and has demanded that the Centre and the State to initiate immediate and effective steps for ensuring adequate compensatory benefits for service termination and find alternative employment for their early rehabilitation.

Emphasising the need for both Central and State Labour Ministers regarding the rehabilitation of the unfortunate workers as a social obligation, Shri Kulkarni has proposed the following tentative Scheme :—

Terminal benefits.—Cent per cent payment of provident and gratuity by treating the workers as to have put in adequate long years of service; retrenchment compensation at one month's wages for each year of service; one month's notice pay; full compensatory benefit under voluntary retirement scheme which the management itself had announced in April 1984 annual bonus and encashment of all accumulated leave.

Rehabilitation.—A scheme of finding alternative jobs should be formulated in consultations with the union and be executed through the appointment of a Special Officer on-duty from the Labour Ministry. In case any workman who opts for not getting an alternative job and wants to do work under Self-employment Scheme, he should be paid a Family Disturbance Allowance of Rs. 10,000.00 plus the loan from Bank for such Self-employment Scheme.

Beedi workers Gratuity applicability

Voluntary agencies have been asked whether they would be willing to take over the management of dispensaries for beedi workers being run by welfare funds on grant-in-aid basis, the Union Labour Minister Shri T. Anjiah, said in the Rajya Sabha on May 18.

The raised gratuity limit from Rs. 30,000 to Rs. 50,000 for Government Servants will not be applicable to Supreme Court and High Court judges until the Judges Salaries (Conditions of Service) Act is amended. The matter was engaging the Government's attention.

This was informed by the Minister of State for Law, Shri H. R. Bhardwaj in the Rajya Sabha on May 18.

(*Indian Worker*, dated 27th May 1985).

RMMS to seek State's intervention to break deadlock

In the absence of any worthwhile response from the mill managements to its charter of demands, the INTUC led Rashtriya Mill Mazdoor Sangh (RMMS), the representative union of 1.70 lakh textile workers of Bombay, will be seeking the Maharashtra Chief Minister's intervention for an early settlement of the demands.

A top level delegation of the RMMS will shortly call on the Chief Minister and the State's industry and labour ministers.

The five year wage agreement entered into with the mill managements expired in December, 1984 and the RMMS is now seeking a fresh agreement, for which a charter of demands had already been presented to the mill managements on December 13, 1984.

A massive rally of the textile workers was held on May 20 at the Kamgar Maidan to decide further action on the basis of the outcome of the talks with the leaders.

There has been no encouraging response from the mill managements even after four rounds of talks. The mill workers, under the leadership of the RMMS, had launched the first phase of their peaceful agitation programme. A series of gate meetings were held to voice the workers' protest against the unhelpful and unreasonable stand of the managements. Black flag demonstrations were organised in the City's 56 functioning mills between May 8 and 12. Workers launched a relay fast on May 13 and 14.

A major demand of the RMMS is for the merger of the ad-hoc wage rise of Rs. 45 granted in 1979 and the incremental wages of Rs. 30, accruing in the past five years at the rate of Rs. 6 per annum, with the basic pay. This merger would enable a worker to get dearness allowance at Rs. 1.75 as against every rupee received by him. This will mean an automatic of DA increase of Rs. 125 per month.

Annual increment of Rs. 10 for 'operatives' among the workers and continuance of variable dearness allowance also form a part of the charter of demands.

In the context of the present wage rates having become outdated, the RMMS has sought a 50 per cent increase in the basic wages of loomshed operatives. Other demands include 'speed allowance' for ringsiders, confirmation of the services of badli workers in their respective posts, enhancement and encashment of privileged leave and DTA for operative workers.

The RMMS contends that the wage level of Bombay's textile workers which used to be the highest among the mill workers in the country has been pushed down to No. 2 position. The wage level in Tamil Nadu is the highest in the country, it is pointed out. Besides, since the last wage agreement in 1979 the value of the rupee has come down to 17 paise from 33 paise, thus severely eroding the real wages.

While the wages have remained stagnant, prices of textiles have been consistently rising. "After the announcement of the recent fiscal concessions in the recent Union Budget, prices of mill cloth have gone up by an average of 25 to 30 paise per meter." Imposition of yarn duty on powerloom units, strengthened the competitive advantage of the mills, enabling them to hike the prices.

During the prolonged strike two years ago most of the mills in Bombay indiscriminately reduced their labour force without even paying compensation, rationalised and modernised their factories, all resulting in a higher profitability says the RMMS.

Amidst the loud cry that the textile mills have been unable to earn higher profits most mills in Bombay have been successful in steeply increasing their net worth (paid up capital, reserves and gross) and the textile workers have no faith in the balance sheets prepared by the companies, which are sacrosanct as per the existing laws, asserts the RMMS and adds that the workers are not prepared to accept the company's profits as the basis for negotiating increases in wages or bonus.

On the issue of a national level wage board for the textile industry, the RMMS is firm against such a proposal. According to it, the first such wage board gave a wage rise of Rs. 10 in 1960 and the second board awarded an increase of one per cent in 1969. "It was nothing, but a mockery", said a RMMS spokesman.

Of the 60 mills operating in Bombay before the longdrawn strike, presently 56 are working. Some are working fully and others partially. During the past three years, three mills—Mukesh, Bradbury and Shreeniwas have been closed down. One unit of Kohinoor taken over by the Government is yet to be restarted.

Before the strike, the city's 60 mills maintained a total muster strength of 2.25 lakhs workers, comprising a compliment of 1.75 lakh permanent workers and 50,000 badli workers. Presently, the 56 operating mills have a total muster strength of 1.40 lakh permanent employees and 30,000 badli workers. Of the remaining 50,000 workers of the pre-strike period, 12,000 belong to the three closed mills and of the same 50,000 workers, about 10,000 have resigned and taken to other occupations. The RMMS is presently concerned with the problem of rehabilitating 40,000 unemployed textile workers.

One of RMMS leaders pointed out that it would have been a disaster if the 13 mills had not been taken over. "But he admits that so far the NTC has been able to re employ only about 17,000 of the total complement of 34,000 pre-strike workers of the 13 mills. The RMMS had long ago submitted a proposal to run the sick mills by a workers' cooperative on the lines of the cooperative spinning mills. But the Government has not evinced any interest in the proposal.

(*Indian Worker*, dated 27th May 1985).

"Productive dialogue" needed to tackle challenges to world of work

It is only through "productive dialogue" between the social partners that the unprecedented challenges of an era of pronounced structural change can be mastered, Director-General, Francis Blanchard of the International Labour Office has said in his Report to the 71st Session of the International Labour Conference, which begins in Geneva on June 7, 1985. "This means greater reliance on, and improvement of, the processes of industrial relations and tripartite co-operation."

Mr. Blanchard call for a more co-operative form of industrial relations with "a mutual recognition of substantially shared interests" in order to "reconcile the compelling need to adjust to economic and technological changes, and the wish to maintain an adequate degree of protection for those whose jobs and incomes are affected."

Conflicts decline

Noting the impact of economic recession, revolutionary technological innovation, and a social transformation of the labour force, the ILO head spotlights continuing tension between the requirements of reviving economic activity, restoring the balance of payments and reducing inflation, on the one hand, and the human dimensions of equity, opportunity and maintaining living standards, on the other.

As economic pressures and rising unemployment have led trade unions to reflect upon their bargaining strength, the general level of industrial conflicts has tended to decline; between 1974 and 1983, for example, the number of strikes fell in Italy from 5,174 to 1,565, and in the United Kingdom from 2,922 to 1,353. This may mean that both unions and management recognise the need for greater co-operation in the face of economic adversity.

Jobs and incomes

Reviewing the response to the "critical" issues of employment and income security, Mr. Blanchard cites "sometimes very sophisticated arrangements negotiated at enterprise and industry level for dealing with large reductions in manufacturing employment in industrialised countries. Governments have also stepped in, with national tripartite agreements on jobs showing new vitality in such countries as Italy, Spain and Ireland. "Remarkable" innovations have come in labour-management relations in the US motor industry, including unprecedented features for boosting job security and absorbing redundant

workers. Collective bargaining and tripartite action thus have “imaginative and effectively countered serious threats to employment or income security posed by economic adversity and technological change”.

Joint decision-making

Arrangements for tripartite consultation exist in many developing as well as industrialised countries, the report notes, directed at the general involvement of employers' and workers' organisations in public policy-making on vital economic issues—sometimes as a trade-off for agreed limitations on bipartite collective bargaining. In some cases this has led to a form of joint decision-making on taxation, social benefits and public assistance to industry, in exchange for employer-worker commitments to keep wage and price movements in line with Government policies. A striking example is the system of price and incomes policy set up in Australia in 1983 as a framework of a three-years strategy for national economic recovery, tackling unemployment and inflation simultaneously.

Few other countries have been able to go so far, however, failure to reach national consensus has often led Governments to intervene by imposing restraints on collective wage bargaining.

In developing countries

The problem of reconciling collective bargaining and Government policies is most difficult in developing countries, where rapid economic development is seen as a matter of sheer national survival. Some Governments have absorbed or abolished trade unions, or found ways of curbing their effectiveness, and compulsory arbitration is sometimes used to impose wage settlements. Pointing out that such approaches contradict basic ILO standards, Mr. Blanchard considers “how much better it would be if the efforts devoted to thwarting the voluntary institutions of industrial relations were redirected to a genuine attempt at tripartite consensus.”

Other developing countries, he adds, have met the basic conditions for collective bargaining and the trend seems favourable for its development. In the three largest countries of Latin America, for example, the degree of trade union organisation in industry now appears to have reached levels comparable to those of some of the more highly unionised industrialised countries, and the number of collective agreements has risen sharply. In most countries of South and South East Asia and in certain African countries, too, collective bargaining is accepted as a normal method of determining wages and other conditions of work.”

More Co-operative dialogue

These developments, Mr. Blanchard concludes, show that the “tremendous pressures of increasing competition and technological change, and the obvious need for restructuring and greater flexibility that these imply, have been an important reason for wider adaptation of more co-operative practices to serve the mutual benefit of workers and employers.” He calls for widespread

adoption of “more co-operative” industrial relations, in which the prospering enterprise is seen as the “continuing common concern” of the workforce as well as management, and in which disputes are settled by agreed procedure rather than strikes.

He also urges greater efforts to institute “constructive tripartism”. Even if full agreement cannot always be reached, when the scope of common interest is carefully explored and divergencies are clarified there is at least a good chance that tension and conflict can be attenuated and some problems resolved. Mr. Blanchard adds that his move to convene in 1986 an international meeting of leaders of trade, financial and monetary policy institutions together with Government/employer/worker leaders—to review the impact of international trade and aid measures on employment and poverty—is “one attempt to promote the introduction of the principle of tripartism with international discussions on economic policies.”

(E.F.I. Bulletin, dated 1st May 1985).

New Safety rules for factories

The Union Government is planning to incorporate a separate chapter on control measures for safety in the manufacture of chemicals and other potentially hazardous products in the Factories Act. According to a recent note prepared by the Labour Ministry, the penal provisions under the Act will be enhanced and violations of safety requirements will be met with specially deterrent punishment. The move to amend the factories Act has been initiated in the wake of the world's worst industrial disaster which occurred at Union Carbide's pesticide plant at Bhopal in December last. The labour ministry has also mooted a scheme for worker's participation in industrial safety in the hazardous industries on the basis of specified number of workers employed to introduce the scheme by setting up safety committees.

(E.F.I Bulletin, dated 1st May 1985).

Major Expansion of U. K. Youth Training Scheme and Community Programme

As was announced in the Budget statement recently, Britain's Secretary of State for Employment, Mr. Tom King, is to launch a major expansion in training for young people and in employment opportunities for long-term unemployed people.

The Youth Training Scheme will be extended from April 1986 to provide two years of work-related training for 16-year old school leavers and one year for 17-year-old school-leavers. Both employed and unemployed young people will be eligible. There will be transitional arrangements to allow as many of this year's 16-year-old leavers as possible to move on to their second year of training in 1986.

The main objective of the new scheme is to increase greatly the flow of qualified new entrants to the labour market each year and to increase the job prospects of young people. The scheme will be a major step towards ensuring

that all young people under 18 will be in full-time education, a job, or receiving good-quality training, so that unemployment need no longer be an option for them. It will be so developed that it leads to recognised vocational qualifications.

Consultations

The rate at which the scheme builds up will depend largely on the contribution which employers, trade unions and others concerned are prepared to make. The Secretary of State for Employment is asking the Manpower Service Commission to undertake consultations with them and report back to him with detailed proposals on funding administration and content.

If the outcome of these consultations is satisfactory, the Government will provide an extra £125 million in 1986-87 and £300 million in 1987-88, on top of the planned expenditure on the existing Youth Training Scheme.

The Community Programme—first introduced in 1982 to provide temporary employment for long-term unemployed adults on projects of benefit to the community—is being expanded by 1,00,000 places. It will then provide 2,30,000 places for long-term unemployed people. Extra resources are being allocated—£140 million in 1985-86 and £460 million in 1986-87.

(British Information Services, dated BIS-B-122.)

Articles, Reports, Enquires, etc.

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

Need for a Coherent Safety Policy

by

V. G. GOPAL,

Vice-President, INTUC.

WITH the growth of metal, electrical, electronic and other allied industries working conditions and environment have acquired a new dimension in India.

Realising that trade union's association in this field is very vital. The Tisco management as far back as 1956 entered into an agreement with the union for "Closer association of the employees in the management of the industry." A joint committee under this agreement looks after safety promotion and application, and at the shop floor level Joint Committees are looking into the working conditions and environment and technological changes. The problems are so huge and spill far beyond Tisco's confines a thorough study is needed to go into this question more fully.

Nothing beyond legislation

In almost every activity which involves machines and men and women, the question of safety and environment of the workplace acquires importance. It is well known that greater the safety at workplace the greater is production and productivity. However, in India the position has not changed much in the last thirty five years except in the field of legislation. A host of legislation has been passed by the parliament, but in the matter of its implementation it is a sorry tale of tail directing the head. The personnel who are supposed to oversee its functioning are under-manned and ill-equipped to carry out their tasks.

On the specious plea of cost most of the employers accord low priority to safety and health hazards at work-place and the government with its preoccupation to creating employment, turns a blind eye to the deprivations caused on the workers by the employers.

Also employers in private sector with some exceptions give over-riding importance to production and productivity. This has further accentuated the situation with the workers being burdened with more load, goaded by incentives and what not. Money objective has replaced human safety and the result, more accidents, more limb victims and more deaths due to occupational diseases which inevitably bring more grief to the victims and the family.

Even after the Bhopal tragedy, there does not seem to be any change in the situation except the government is coming out with more statements of intentions in this field. How far it will stick to this attitude is to be seen.

Trade unions preoccupied as they are with bread and butter issues are unable to influence the managements on the issue of safety and environment at work-place beyond a certain stage. Their members are always confronted by the management with the question: "Do you want work" or "you want employment?" The carrot and stick policy of the employers towards workers on issues relating to safety and other matters have cost workers' families heavily. But then they have no alternative. They would like to suffer than be deprived of the job.

If this is the situation in the organised sector, in the unorganised sector an employer can defy with impunity all laws relating to safety on the plea that his is a small-scale venture and he cannot afford safety implements. The worker and trade unions have the enviable task of protecting their jobs and workers' loyalty respectively. The unpredictable nature of business in small-scale sector is another aspect which needs attention from the trade unions and government. In cases of bigger accidents in this sector, the employer moves away leaving the worker and his family without any compensation or livelihood. The electronic sector occupies an important field in the small-scale industry. Most of the workers are not covered by any of the legislation nor are they aware of their employer's obligations to them in matters of safety and environment.

Some recent studies

In one of the studies made by the Central Labour Institute, Government of India, it has been revealed that out of 800 employees working in Asbestos units in Faridabad, 58 workers were found suffering from asbestosis-fibrosis (thickening and scarring) of the lung tissue, lung cancer and cancer of pleura or peritoneum. In India, there are about 12,000 employees working in Asbestos Industry.

The effects of pesticides causing physical harm is also well known. A recent survey made by Dr. Dinesh Mohan, Professor, Centre for Bio-Medical Research of the Indian Institute of Technology, Delhi has revealed that wherever green revolution has taken place in India, due to extensive use of pesticides, the rural workers have been found suffering from acute physical disabilities, dysfunction and even visual disabilities. While in all the developing countries the use of DDT is banned, in India it is still widely used.

Another study in electronic industry was conducted by the Industrial Toxicology Research Centre (ITRC), Lucknow. The report quoting studies by scientists says "the industry using a lot of solvents resins, adhesives acids, alkalis and mineral dusts in the production of electronic equipment posed health hazards to workers when exposed to these chemicals in excessive quantities."

With inadequate ventilation and lack of industrial hygiene practice a variety of chemicals were found to act as respiratory allergens, skin sensitisers and carcinogens.

The acids and alkalis, which are corrosive in nature produced irritation to the skin, the report points out. Less attention was paid to health hazards to which over 60,000 workers engaged in the electronics industry, continued to be

exposed to a large number of chemicals. Pine resin or 'colophony' the main constituent of electronic soldering flux, has shown to cause occupational asthma in workmen in electronics industry.

Workers engaged in soldering and brazing operations used in joining together the circuit component, were vulnerable to poisoning due to lead, cadmium, antimony and zinc.

About 1000 workers using binocular microscopes for assembly of electronics components suffer eyesight problems, the report says, incidence of cervical and lumbar pain syndrome has also been noted in women operators of digital computers.

Similarly, pregnant women, exposed to beryllium fluorescent lamp manufacturing units have been found to be exposed to health hazards. Abortion constitutes an increased health risk to women workers in Finland in the electronics industry, particularly those engaged in manufacturing television and radio.

Women workers of assembly plant have complained of headache, dizziness, weakness and breathing difficulties.

The report recommending several control measures, says ingestion of mineral dust be prevented and hygiene must be maintained. Protective equipment, particularly during soldering operations, should be used while adequate exhausts should be provided. Saying that fire prevention precautions must be ensured, the report wants air sampling to be undertaken regularly. (THE HINDU, January 15, 1984).

A research team led by Dr. Indra Bhargava of the Ram Manohar Lohia Hospital and Dr. Asha Singh of the Maulana Azad Medical College, New Delhi, studied 250 industrial workers in chromium, copper and other metal units both in the small scale and large scale sectors. The study found cancer causing mutagenic changes in the workers in direct proportion to the duration of exposure. Multiple clustering of unrelated chromosomes in a metaphase spread was observed frequently in cytogenetic studies on white blood cultures of the same population, the study said. (INDIAN EXPRESS, January 1, 1985).

A report prepared by the Standing Committee on Safety in Steel Industries (1982) has identified the following health hazards in the Steel Industries

- (1) Carbon Monoxide
- (2) Dust
- (3) Chemicals
- (4) Heat
- (5) Noise
- (6) Lubricant and
- (7) Fumes.

Lack of awareness among the workers on matters relating to safety and occupational health hazards is very serious in this sector. While trade unions in the organised sector can mobilise whenever their members are affected in this field, workers in the small-scale sector can hardly move the employer, leave alone the State and Central Government.

Some suggestions

As a trade unionist, it is my experience that while something useful and necessary has been done by organisations like BHEL, SAIL, Steel Unit and TISCO for the safety of their workers, a lot need to be done to alleviate the sufferings of workers in the other undertakings which are thousands in number and the workers left uncovered are in millions.

Mere legislation is not enough. One or two undertakings being show-pieces in matters of providing their workers with safety and occupational hazard protection can be good examples for others to follow.

What is urgently needed is a coherent policy capable of being implemented sincerely and effectively which brings to the workers and his family relief in times of danger.

Another area of concern to the trade unions and the workers is the ineffectiveness of the present government machinery in matters relating to workers safety at workplace. The attitude of the government in this sphere needs change. Safety at workplace is a top priority. In fact from the erection stage of a production unit safety aspect should be given utmost attention and this alone can lessen the dangers inherent in the present policy and attitude towards a worker's safety. Safety should not be sacrificed at the altar of cost. It should have overriding importance from the government and the employers.

Before I conclude I would like to make the following proposals to meet the ever increasing occupational health hazards :—

- (1) The Governments should ban the import and export of all hazard prone technology.
- (2) Establish at the national level institutions to study occupations causing health hazards, collect statistics, publish reports and periodicals guiding the labour and industry for taking remedial measures.
- (3) At the enterprise level, bi-partite bodies representing labour and management should be constituted for taking safety precautions in the matter of occupational health hazards.
- (4) Safety stewards should be appointed at every shop floor at the enterprise and these stewards should be nominated by the trade union.
- (5) Adequate training facilities should be provided by the management both for the safety stewards and the shop floor supervisors.
- (6) Adequate compensation should be provided by legislation for loss of earning capacity due to occupational disease.
- (7) Retraining and rehabilitation measures must be taken by the management for the victims of occupational hazards.

(8) Deterant punishment must be awarded by law to the industries for violating safety provisions.

(9) ILO Standards must be accepted by the Government for legislative provisions in this regard.

(10) Government should take steps for improving the activities of the Factory Inspectors by :

(a) increasing the strength of inspectors ; and,

(b) provide sufficient training in the matter of hazard prone occupations in the factory and make them effective in the discharge of their duties.

(11) Legislative provisions may be made for appointment of qualified health officers by the industry.

Based on the country paper presented by the author at the Inter-regional Seminar on Occupational Health Services at the Enterprise Level, organised by the ILO at Tiruchirapalli from April 15 to 19.

(*Indian Worker 13th May 1985*).

National Wage policy

V. P. GUPTA

Dy. Chief Labour Commissioner (Retd.)

The statement of the Union Labour Minister, Shri T. Anjiah, in the Parliament the other day gladdened many who have the economic development and the progress of the country at heart. He stated that a national wage policy would soon be evolved to ensure uniformity in industry-wise wage structure. He further added, that such uniformity in wages could be processed and determined by wage boards.

While the evolution of the national wage policy is a welcome step, establishment of wage boards for this purpose is neither practicable nor desirable. A wage board, by nature, is constituted for a particular industry, whereas the national wage policy covers a much wider canvas. Besides the experience of the wage-boards heretofore has been none too happy to inspire confidence among the working class. The organised trade union movement is against the institution of wage boards since they are found to have taken years on end to conclude their deliberations; their recommendations are seldom-unanimous and they lack legal sanction. Wage policy is therefore beyond them.

Determinant of the shares of the claimants

Wage policy is a determinant of the shares of rival claimants of the product of industry and the national dividend. So long as the interests of the various factors of production are complementary to each other, no problems may arise. But there may often be conflict between such interests or in the short-run and long-run objectives of such factors of production and the overall interest of the economy. Such conflict could also arise between the public and private sectors so long as both are operating simultaneously unless their spheres are clearly demarcated and they are insulated from the going on and the effects of each other.

In free-economy countries, free competition and market mechanism ensures fair distribution to all. In other economies with a large measure of regimentation dogmatic solutions can be enforced. It is in an economy where public and private sector operate simultaneously—rather the commanding heights of economy are occupied by the public sector—and the society is wedded to a democratic set up that the question and necessity of evolving a national wage policy arises. The difficulties involved in the process are compounded by the massive unemployment which naturally tempts the unscrupulous employers to take undue advantage of the situation, which in itself weakens the faith of the labouring classes in the democratic way of life. Democracy presupposes freedom for all, while the peculiarities of the economic situation warrant a curb on the exploitative class of the economy. The ideal solution is "full

employment" but despite all our five-year plans we are as distant from this goal as we were. Rather the back-log of unemployment is mounting at a terrific speed. In the meanwhile, steps have to be taken to mitigate the situation.

Striking a balance

A wage policy in an economy like ours has not only to ensure the minimum standard of living, consistent with human decency to all employed people, it has to find a relationship between wages in agriculture and in industry, between skilled, semi-skilled and unskilled workmen of industry depending upon training and experience required, between various sectors of industry, *inter-se*, consistent with their capacity to pay, national importance, employment potential and variations in cost of living, etc. It has to strike a balance between the real wages in private sector and in public sector commensurate with the responsibility and accountability involved. At the same time, the wage policy cannot be oblivious of the percapita national income, because the employed people alone cannot be the beneficiaries of economic activity and national progress. The national wage policy and the economic system has to ensure that adequate capital formation takes place and the savings are ploughed back to industry leading to renovation and expansion. While on the one hand, vital sectors of industry have to go in for advanced technology, human factor is not to be lost sight of in employment intensive industries on the other. Broadly capital goods industries may fall in the former category and consumer goods industry in the latter. Nobody can dispute that everybody has to make some sacrifice for the good of the country and the future generations. Expansion of industry is the prime need of the hour so that the millions of unemployed, waiting in the wings, have a chance to contribute to the development of the nation.

All this involves not only hard economic factors but also a number of value-loaded considerations and a perspective of the future. No single individual however highly placed he may be, can be the arbitre of the future of the nation. A national consensus has to be evolved and guidelines laid down. It is only after such a broad consensus has been reached that implementation or application of the guidelines may be left to a qualified adjudicator or arbitrator in a particular case. At the same time the hard won right of collective bargaining by the organised working class should not be allowed to be bartered away in the name of national wage policy.

It is to be remembered that any artificial equilibrium has its own problems of implementation and monitoring. Wherever the working class is in a position to bargain with the employers on equal footing, such exercises should be allowed rather encouraged because to that extent the problems of implementation would be fewer and the governmental machinery would be able to direct their energies to the problems of wages in the un-organised sector which calls for greater attention.

NLC's observations

It may be relevant to refer to the observations of the National Commission on Labour which observed :

" In the unorganised sector for the most part, adequate governmental or quasi-governmental machinery may be necessary to provide for minimum wage regulation according to conditions in different areas and industries but more specifically to protect the workers in weak positions. Thus it may be that different institutional arrangements for wage fixation may be needed for different groups. In one case, it could consist of Commission Boards for framing wage awards and suitable administrative arrangements for supervising their implementation. In others, both for reaching wage decision and for enforcing them, bipartite arrangements or collective bargaining between workers and employers may be the most appropriate system. In still other cases, a tripartite machinery may be appropriate. All these can co-exist in the country depending upon the traditions and experience which are built up for utilising them."

(*Indian Worker, Dated 27th May 1985.*)

Gist of Important Notifications under Various Labour Laws

1. BOMBAY SHOPS AND ESTABLISHMENTS ACT, 1948.

Amendments under the Act.—In exercise of the powers conferred by the proviso to Section 4 of the said Act, the Government of Maharashtra has amended Schedule II to the said Act, as follows namely :—

In the said Schedule II to the said Act, in entry No' 318, in column 2, after entry No. 317, the following entry shall be added, namely :—

SCHEDULE II

Establishments, employees or other persons.	Provisions of the Act.
2	3
318. All employees (other than those mentioned in Col. 2 of entry at Sr. No. 317 above in this Schedule) employed in the Banks mentioned in Col. 2 of entry at Sr. No. 316 above, in this Schedule.	Section 63, subject to the condition that the employees are paid overtime wages in accordance with the Awards/Settlements/Agreements applicable to them, Provided the rate of overtime is not less than double the ordinary rate of wages.

(*Vide Government Notification Industries Energy and Labour Department No. BSE-1484/CR-208(ii)/Lab-9, dated 27th November 1984, published in Maharashtra Government Gazette, Part I-L, dated 4th April 1985, at page No. 1217.*)

(2) In exercise of the powers conferred by the Proviso to Section 4 of the Act, the Government of Maharashtra has amended Schedule II to the said Act, as follows namely :—

In the said Schedule II to the said Act, in entry No. 321, in column 2, after entry No. 320, the following entry shall be added, namely :—

321—Establishment of Messrs. Hotel Step-1 Situated at Shop No. 1, Green Lawn Building, Mahim Kapad Bazar Road, Mahim, Bombay 400 016.	Section 19, subject to the conditions that— (1) The hotel should not be closed later than 1-30 a.m. each day. (2) No woman or young person should be employed in the Bar/permit Room of the Hotel. (3) The employees concerned should not be required to work for more than 48 hours in a week. (4) The spread-over of the employees shall not exceed 12 hours per day.
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(Vide Government Notification Industries, Energy and Labour Department No. BSE-1484/CR-1092/Lab-9, dated 28th January 1985, published in *Maharashtra Government Gazette*, Part I-L, dated 25th April 1985, at page No. 1722).

(3) In exercise of the powers conferred by the proviso to Section 4 of the said Act, the Government of Maharashtra has amended Schedule II to the said Act as follows namely :—

In the said Schedule II to the said Act, in entry No. 319 in column 2, after entry No. 318, the following entry shall be added, namely :—

"319—Trombay Thermal Power Station Sections 13, 14, 15, 17 and 18 Construction Project, Unit No. 6, Tata subject to the conditions that Power Co., Limited, Bombay

(1) The exemption will remain in operation for the period from the date of issue of Notification to 31st August 1989, and

(2) Employees concerned granted wages for overtime work and one day holiday in a week without making any deduction, on account thereof, from their wages.

(Vide Government Notification Industries, Energy and Labour Department No. BSE-1484/CR-966/Lab-9, dated the 19th January 1985, Published in the *Maharashtra Government Gazette*, Part I-L, dated the 25th April 1985, at page No. 1723).

(4) In exercise of the powers conferred by the proviso to Section 4 of the said Act, the Government of Maharashtra has amended Schedule II to the said Act as follows namely :—

In the said Schedule II to the said Act, in entry No. 528, in column 2, after entry No. 527, the following entry shall be added, namely :—

"328. Establishment of Dr. Beck and Company India Limited Pimpri, Pune 411 018".

Section 62, Subject to the condition that the Registers/Records maintained immediately before this exemption, should be properly maintained and should be made available to the inspectors at their visits for inspection

(Vide Government Notification Industries, Energy and Labour Department No. BSE-1484/CR-991/Lab-9, dated the 19th March 1985, Published in the *Maharashtra Government Gazette*, Part I-L, dated the 25th April 1985, at page No. 1736).

(5) In exercise of the powers conferred by the proviso to Section 4 of the said Act, the Government of Maharashtra has amended Schedule II to the said Act, as follows namely :—

In the said Schedule II to the Act, in entry No. 329, in column 2, after entry 328, the following entry shall be added, namely :—

"329. Electronic data Processing Section Section 13(1), Subject to the condition of the establishment of Dr. Beck and Company India Limited Pimpri, Pune that the registers should not be operated

(Vide Government Notification Industries, Energy and Labour Department No. BSE-1484/CR-991(A)/Lab-9, dated the 19th March 1985, published in the *Maharashtra Government Gazette*, Part I-L, dated the 25th April 1985, at page No. 1736).

(6) In exercise of the powers conferred by the proviso to Section 4 of the said Act, the Government of Maharashtra has amended Schedule II to the said Act, as follows, namely :—

In the said Schedule II to the said Act, in entry No. 330, in column 2, after entry No. 329, the following entry shall be added, namely :—

"330. Computer Department of Messrs Nirlon Synthetic Fibres and Chemicals Limited situated at Nirlon House, Dr. Annie Besant road, worli, Bombay 400 025".

Section 13, Subject to the condition that—

(1) No. Female employee shall be allowed or required to work in the Computer Department after 8-30 p.m.

(2) No employee shall be given night duty continuously for more than 15 days in a month.

(Vide Government Notification Industries, Energy and Labour Department No. BSE-1484/CR/102-7/Lab-9, dated the 19th March 1985, published in the *Maharashtra Government Gazette*, Part I-L, dated the 25th April 1985, at page No. 1737).

(B) *Suspensions under the Act.*—(i) In exercise of the powers conferred by Section 6 of the said Act, the Government of Maharashtra has suspended the operation of the provisions of Sections 13, 14, 17, 18 of the said Act, from 25th March 1985 to 20th April 1985 (both days inclusive) in respect of the Divisional and Branch Officer of the Life Insurance Corporation of India, in the State of Maharashtra, subject to the conditions specified in the Schedule appended hereto.

Schedule

(1) Every employee on account of loss of prescribed holidays on Sundays the 31st March 1985, 7th April 1985 and 14th April 1985, be granted compensatory holidays before the week ending 30th April 1985 and no deductions shall be made from the wages of the employees on account thereof.

(2) The employees shall in respect of the work done on Sundays the 31st March 1985, 7th April 1985 and 14th April 1985 be entitled to overtime payment of the rates not less than those specified in section 63 of the said Act, and;

(3) the employees shall be granted on other days overtime payment at the rates not less than those specified in section 63 of the said Act, in respect of the work done in excess of their normal hours of work.

(Vide Government Notification Industries, Energy and Labour Department No. P-7385/6722/1262/Lab-9, dated 28th March 1985, Published in *M.G.G.*, Part I-L, dated 25th April 1985, at page No. 1743).

II—BOMBAY INDUSTRIAL RELATIONS ACT, 1946.

(A) Deletion of the name of the undertaking.—No. THN-1/84.—In exercise of the powers conferred on me under Notification No. CL/BIR/NTF/1084/H.O. III(B),

date on 15th October 1984 delete the name of Messrs. Cravatex Ltd., Plot No. D-6, M.I.D.C. Industrial Area, Dombivli, District Thane from the list of undertakings in the Textile Processing Industry under section 11(1) of the Bombay Industrial Relations Act, 1946.

(Vide Government Notification Industries, Energy and Labour Department No. THN—1/84, date Nil, published in *M.G.G.*, Part I-L, dated the 25th April 1985, at page No. 1722).

(B) Appointments under the —(1) In exercise of the powers conferred by Section 86-B of the said Act the Government of Maharashtra has nominated Shri A. D. Kadam to represent employees on the Wage Board for the Industry of Co-operative Banks to which the Banking Regulation Act, 1949, in place of Shri K. Y. Varkhinde.

(Vide Government Notification Industries, Energy and Labour Department, No. BIR-1084/(7162)/Lab-9, dated 4th February 1985, published in *M.G.G.*, Part I-L, dated the 18th April 1985, at page No. 1480).

III-EMPLOYEES' PROVIDENT FUND AND MISCELLANEOUS PROVISIONS ACT, 1952.

(A) Exemptions under the Act.—(1) In exercise of the powers conferred by clause (a) of sub-section (1) of Section 17 of the said Act and subject to the conditions specified in the Schedule stipulated in the original notification the Government of Maharashtra has exempted Messrs. Nashik District Central Co-operative Bank Limited, Agra Road, Nashik 422 002, from the operation of all the provisions of the Employees' Provident Fund Scheme 1952, for a period of three years from the date of issue of the Notification.

(Vide Government Notification Industries, Energy and Labour Department No. EPF-1184/9536/Lab-4, dated 26th December 1984, published in *M.G.G.* Part I-L, dated 4th April 1985, at pages Nos. 1220 to 1223).

(2) In exercise of the power conferred by clause (a) of Sub-section (1) of section 17 of the said Act and subject to the conditions specified in the Schedule stipulated in the original notification the Government of Maharashtra has exempted Messrs. The State Industrial and Investment Corporation of Maharashtra Limited, (SICOM), Nariman Point, Nirmal, 1st floor, Bombay 400 021, from the operation of all the provisions of the Employees Provident Fund Scheme 1952 for a period of three years from the date of issue of the Notification.

(Vide Government Notification Industries, Energy and Labour Department No. EPF-1184/9517/Lab-4, dated 31st December 1984, published in *M.G.G.*, Part I-L, dated 4th April 1985, at page Nos. 1224 to 1226).

(3) In exercise of the powers conferred by clause (a) of sub-section (1) of section 17 of the said Act, and subject to the conditions specified in the Schedule stipulated in the original notification the Government of Maharashtra has exempted Messrs. Wanless Hospital, Miraj Medical Centre, Miraj, District Sangli, from the operation of all the provisions of the said scheme for a period of three years from the date of issue of the notification.

(Vide Government Notification Industries, Energy and Labour Department, No. EPF-1184/(9546) Lab-4, dated the 4th January 1985, published in *M.G.G.*, Part I-L, dated the 18th April 1985, at page Nos. 1477 to 1479).

(4) In exercise of the powers conferred by clause (a) of sub-section (1) of section 17 of the said Act, and subject to the conditions specified in the Schedule stipulated in the original notification the Government of Maharashtra has exempted Messrs.

VIP. Industries Limited, 78-A, MIDC Estate, Satpur, Nashik 422 007, from the operation of all the provisions of the said scheme for a period of three years from the date of issue of the Notification.

(Vide Government Notification Industries, Energy and Labour Department, No. EPF-1184/9537/Lab-4, dated the 7th January 1985, published in *M.G.G.*, Part I-L, dated the 25th April 1985, at pages Nos. 1738 to 1740).

IV-TRADE UNIONS ACT, 1926.

(A) Appointments under the Act.—(1) In exercise of the powers conferred by Sub-section (2) of section 3 of the said Act, the Government of Maharashtra has appointed Shri V. K. Sawant, Assistant Commissioner of Labour, Thane, in place of Smt. V. P. Bandre, to be the Deputy Registrar of Trade Unions for the purposes of exercising and discharging under the superintendence of direction of the Registrar, the powers and functions of the Registrar within the local limits of Thane District.

(Vide Government Notification Industries, Energy and Labour Department, No. TUA-1185/7571/Lab-9, dated the 11th January 1985, published in *M.G.G.*, Part I-L, dated the 4th April 1985, at page No 1223).

V-INDIAN BOILERS ACT, 1923.

(A) Exemption under the Act.—(1) In exercise of the powers conferred by Sub-Section (2) of Section 34 of the said Act, the Government of Maharashtra has exempted the boiler bearing No. MR-10578 and belonging to the United Carbon India Limited, Thane-Belapur Road, District Thane, from the operation of clause (c) of Section 6 of the said Act, for the period of one year from the 11th February 1985 to 10th February 1986 (both days inclusive).

(Vide Government Notification Industries, Energy and Labour Department, No. IBA-1084/99328/1084/Lab-9, dated 18th January 1985, published in *M.G.G.*, Part I-L, dated 4th April 1985, at page No. 1227).

(2) In exercise of the powers conferred by Sub-section (2) of section 34 of the said Act, the Government of Maharashtra has exempted the boiler bearing No. MR-6481 and belonging to the Municipal Corporation of Greater Bombay, Worli, Bombay 400025 from the operation of clause (c) of Section 6 of the said Act, for the period of four months from the 8th February 1985 to 6th June 1985 (both days inclusive).

(Vide Government Notification Industries, Energy and Labour Department No. IBA-1085/61912/1130/Lab-9, dated the 28th January 1985, published in *M.G.G.*, Part I-L, dated the 4th April 1985, at page No. 1227).

(3) In exercise of the powers conferred by Sub-section (2) of section 34 of the said Act, the Government of Maharashtra has exempted the boiler bearing No. MR-9627 belonging to the Maharashtra State Electricity Board Parli Thermal Power Station, Parli Vajjnath from the operation of clause (c) of Section 6 of the said Act for the period of six months from the 29th March 1985 to 28th September 1985 (both days inclusive).

(Vide Government Notification Industries, Energy and Labour Department, No. IBA-1085-67582/1265/Lab-9, dated 26th March 1985, published in *M.G.G.*, Part I-L, dated 25th April 1985, at page No. 1743).

(4) In exercise of the powers conferred by Sub-section (2) of Section 34 of the

the operation of clause (c) of section 6 of the said Act, for the period of two months from the 8th February 1985 to 7th April 1985 (both days inclusive).

(Vide Government Notification Industries, Energy and Labour Department No. IBA-1085/62673/(1138)/Lab-9, dated 31st January 1985, published in M.G.G., Part I-L, dated 25th April 1985, at page No. 1749).

VI-MINIMUM WAGES ACT, 1948.

(A) *Addition to the Schedule to the Act.* (1) In exercise of the powers conferred by section 27 of the said Act, the Government of Maharashtra has added to Part I of the Schedule to the said Act, the following employment in respect as which it is of the opinion that the Minimum Rates of Wages should be fixed under the said Act, namely :—

“Sr. No. 55 Employment in cycle mechanic workshop (including repairing, servicing and incidental operations)”.

(Vide Government Notification, I.E. & L.D. No. MWA. 5684/4249/Lab-7, dated the 19th January 1985, published in M.G.G., Part I-L, dated 4th April 1985, at page No. 1227).

(2) In exercise of the powers conferred by section 27 of the said Act, the Government of Maharashtra, had added to part I of the Schedule to the said Act, the following employment in respect of which it is of the opinion that the Minimum rates of wages should be fixed under the said Act, namely :—

“Sr. No. 56 Employment in Cement and or Cement based Industry”.

(Vide Government Notification, I.E. & L.D. No. MWA. 5281/4242/Lab-7, dated 18th January 1985, published in M.G.G. Part I-L, dated 18th April 1985, at page No. 1480).

(B) Declaration of Special Allowance under the—

(1) *Printing Press.*—The Deputy Commissioner of Labour (Rural Wing & Enforcement), Bombay in exercise of the powers conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2), of Schedule III appended hereto in relation to six months commencing on the 1st day of July 1984 at the rate mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of special Allowance (cost of living allowance payable) (3)
		Rs.
1	A	.. 430.00 per month.
2	B ₁	.. 378.00 per month
3	B ₂	.. 344.00 per month

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

(Notification No. MWA/SPL/Printing Press dated 4th February 1985, published in M.G.G., Part I-L, dated 4th April 1985, pages 1228 to 1230).

(2) *Tanneries and Leather Manufactory.*—The Deputy Commissioner of Labour (Rural Wing & Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of January 1985 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of special Allowance (cost of living allowance payable) (3)
1	I	.. Rs. 137.70 per month.
2	II	.. Rs. 97.20 per month.
3	III	.. Rs. 76.95 per month.
4	IV	.. Rs. 56.70 per month.

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

(Notification No. MWA/SPL/Tanning and Leather Manufactory, dated 4th February 1985, published in M.G.G., Part I-L, dated 4th April 1985, pages 1231 to 1233).

(3) *Hospital/Bombay.*—The Deputy Commissioner of Labour (Rural Wing & Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to the period commencing on the 1st day of January 1985 to 28th January 1985 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of special Allowance (cost of living allowance payable)
1	Area within the limits of Municipal Corporation of Greater Bombay.	Rs. 445.00 per month.

(4) *Dispensary.*—The Deputy Commissioner of Labour (Rural Wing & Enforcement), Bombay in exercise of the powers, conferred on it, has declared the Special Allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the area mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of January 1985 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of Special Allowance (cost of living allowance payable) (3)
1	I	Rs. 166.50 per month.
2	II	Rs. 138.75 per month.
3	III	Rs. 111.00 per month.

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

(Notification No. MWA SPL/Dispensary, dated 4th February 1985, published in M.G.G. Part I-L, dated 4th April 1985, pages 1237 to 1239).

(5) *Hospital, (Pune).*—The Deputy Commissioner of Labour Rural Wing & Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to the period commencing on the 1st day of January 1985 to 28th January 1985 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of special Allowance (cost of living allowance payable) (3)
		Rs. per month
1	I	273.00
2	II	273.00
3	III	273.00

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

(6) *Plastics.*—The Deputy Commissioner of Labour (Rural Wing & Enforcement) Bombay in exercise of the Powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of January 1985 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of special Allowance (cost of living allowance payable) (3)
1	I	Rs. 7.29 per day
2	II	Rs. 7.29 per day

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

(Notification No. MWA/SPL/Plastics, dated 4th February 1985, published in M.G.G. Part I—L, dated 4th April 1985, pages 1243 to 1245).

(7) *Canteen and Clubs.*—The Deputy Commissioner of Labour (Rural Wing & Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of January 1985 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of special Allowance (cost of living allowance payable) (3)
1	I	Rs. 72.00 per month
2	II	Rs. 72.00 per month
3	III	Rs. 72.00 per month
4	IV	Rs. 72.00 per month

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

(Notification No. MWA/SPL/Canteen and Clubs, dated 4th February 1985,

(8) *Card Board and Straw Board.*—The Deputy Commissioner of Labour (Rural Wing & Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment to the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of January 1985 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of special Allowance (cost of living allowance payable) (3)
1	I	Rs. 531.00 per month
2	II	Rs. 531.00 per month
3	III	Rs. 354.00 per month

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

(Notification No. MWA/SPL/Card Board and Straw Board, dated 4th February 1985, published in *M.G.G.* Part I-L, dated 4th April 1985, pages 1249 to 1251).

(9) *Hotels.*—The Deputy Commissioner of Labour (Rural Wing & Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of January 1985 at the rate mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of special Allowance (cost of living allowance payable) (3)
1	I	Rs. 87.45 per month
2	II	Rs. 87.45 per month
3	III	Rs. 87.45 per month
4	IV	Rs. 87.45 per month
5	V	Rs. 87.45 per month

Explanation.—For the purpose of this notification, Zones I, II, III, IV and V shall respectively, mean Zones I, II, III, IV and V formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA 2483/5278/Lab-7, dated 14th July 1983.

(Notification No. MWA/SPL/Hotels, dated 4th February 1985, published in *M.G.G.* Part I-L, dated 4th April 1985, pages 1252 to 1254).

(10) *Film Production Industry (Cine Studios and Laboratories).*—The Deputy Commissioner of Labour (Rural Wing & Enforcement), Bombay in exercise of Powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of January 1985 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of special Allowance (cost of living allowance payable) (3)
1	I	Rs. 240.00 per month

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

(Notification No. MWA/SPL/Film Production Industry (Cine Studios and Cine Laboratories), dated 4th February 1985, published in *M.G.G.*, Part I-L, dated 4th April 1985, pages 1255 to 1256).

(11) *Film Production Industry (Cine Studios and Cine Laboratories) (Solapur).*—The Deputy Commissioner of Labour (Rural Wing & Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of January 1985 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of special Allowance (cost of living allowance payable) (3)
1	I	Rs. 205.00 per month

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

(Notification No. MWA/SPL/Film Production Industry Cine Studios and Cine Laboratories), Solapur dated 4th February 1985, published in *M.G.G.*, Part I-L, dated 4th April 1985, pages 1257 to 1259).

(12) *Utensils and for other household articles.*—The Deputy Commissioner of Labour (Rural Wing & Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of January 1985 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of special Allowance (cost of living allowance payable) (3)
1	I	Rs. 12.52 per day
2	II	Rs. 12.52 per day
3	III	Rs. 12.52 per day
4	IV	Rs. 12.52 per day
5	V	Rs. 12.52 per day

Explanation.—For the purpose of this notification, Zones I, II, III, IV and V shall respectively, mean Zones I, II, III, IV and V formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA/3880/2822/Lab-7, dated 21st January 1981.

Notification No. MWA/SPL/Utensils and/or other household articles, dated 4th February 1985, published in *M.G.G.* Part I-L, dated 4th April 1985, pages 1259 to 1261).

(13) *Fountain Pens, Ball Point Pens.*—The Deputy Commissioner of Labour (Rural Wing & Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of January 1985 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of special Allowance (cost of living allowance payable) (3)
1	I	Rs. 10.62 per day.
2	II	Rs. 10.62 per day.

Explanation.—For the purpose of this notification, Zones I, II, shall respectively mean Zones I, and II, formed for the purpose and shown in the Notification, Industries, Energy and Labour Department No. MWA/2480/2784/Lab-7, dated 23rd February 1981.

(Notification No. MWA/SPL/Fountain Pens Ball Point Pens, dated 4th February 1985, published in *M.G.G.* Part I-L, dated 4th April 1985, pages 1262 to 1264).

(14) *Cotton Ginning and Cotton Pressing.*—The Deputy Commissioner of Labour (Rural Wing & Enforcement), Bombay in exercise of the powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to the period commencing on 1st day of January 1985, to 25th January 1985 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

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

Explanation.—For the purpose of this notification, Zones I, II, and III shall respectively, mean Zones I, II and III formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA. 2574/122/Lab-7, dated 10th October 1977.

(Notification No. MWA/SPL/Cotton Ginning and Cotton Pressing, dated 4th February 1985, published in *M.G.G.*, Part I-L, dated 4th April 1985 pages 1265 to 1267).

(15) *Cotton Ginning and Cotton Pressing.*—The Deputy Commissioner of Labour (Rural Wing & Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to the period commencing on the 26th January 1985 to 30th June 1985 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of special Allowance (cost of living allowance payable) (3)
1	I	Rs. 60.00 per month.
2	II	Rs. 60.00 per month.
3	III	Rs. 60.00 per month.

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

(Notification No. MWA/SPL/Cotton Ginning and Cotton Pressing, dated 4th February 1985, published in *M.G.G.*, Part I-L, dated 4th April 1985, pages 1268 to 1270).

(16) *Manufacturing Readymade Garments and Tailoring Establishments.*—The Deputy Commissioner of Labour (Rural Wing & Enforcement), Bombay in exercise of the Powers, conferred on it has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) Schedule III appended hereto in relation to six months commencing on the 1st day of January 1985 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zones	Amount of special Allowance (cost of living allowance payable)
(1)	(2)	(3)
1	I	.. Rs. 322.40 per month.
2	II	.. Rs. 322.40 per month.
3	III	.. Rs. 322.40 per month.

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

(Notification No. MWA/SPL/Manufacturing Readymade Garments and Tailoring Establishments, dated 4th February 1985, published in *M.G.G.*, Part I-L, dated 4th April 1985, pages 1271 to 1273);

(17) *Optical Frames.*—The Deputy Commissioner of Labour (Rural Wing & Enforcement), Bombay in exercise of the Powers, Conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st January 1985 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zones	Amount of special Allowance (cost of living allowance payable)
(1)	(2)	(3)
1	I	.. Rs. 10.45 Paise per day.
2	II	.. Rs. 10.45 Paise per day.

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

(Notification No. MWA/SPL/Optical Frames, dated 4th February 1985, published in *M.G.G.*, Part I-L, dated 4th April 1985, pages 1274 to 1276).

(18) *Hair Cutting Saloon.*—The Deputy Commissioner of Labour (Rural Wing & Enforcement), Bombay in exercise of the Powers, Conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of January 1985 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zones	Amount of special Allowance (cost of living allowance payable)
(1)	(2)	(3)
1	I	Rs. 191.10 Per month.
2	II	.. Rs. 191.10 Per month.
3	III	.. Rs. 191.10 Per month.
4	IV	.. Rs. 191.10 Per month.

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

(Notification No. MWA/SPL/Hair Cutting Saloon, dated 4th February 1985, published in *M.G.G.*, Part I-L, dated 4th April 1985, pages 1277 to 1279).

(19) *Laundry.*—The Deputy Commissioner of Labour (Rural Wing & Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to the period commencing on the 1st day of January 1985 to 25th January 1985 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zones	Amount of special Allowance (cost of living allowance payable)
(1)	(2)	(3)
1	I	.. Rs. 412.50 per month.
2	II	.. Rs. 412.50 per month.
3	III	.. Rs. 412.50 per month.
4	IV	.. Rs. 412.50 per month.

Explanation.—For the purpose of this notification, Zones I, II, III and IV, shall respectively means Zones I, II, III and IV formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA. 5274/10020/Lab-III-A, dated 22nd January 1975.

(Notification No. MWA/SPL/Laundry, dated 4th February 1985, published in *M.G.G.*, Part I-L, dated 4th April 1985, pages 1280 to 1282).

(20) *Laundry*.—The Deputy Commissioner of Labour (Rural Wing & Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said schedule employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 26th January 1985 to 30th June 1985 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of special Allowance (cost of living allowance payable) (3)
1	I	.. Rs. 100.00 per month.
2	II	.. Rs. 100.00 per month.
3	III	.. Rs. 100.00 per month.
4	IV	.. Rs. 100.00 per month.

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

(Notification No. MWA/SPL/Laundry, dated 4th February 1985, published in M.G.G., Part I-L, dated 4th April 1985, pages 1283 to 1285).

(21) *Advocates or Attorneys*.—The Deputy Commissioner of Labour (Rural Wing & Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of January 1985 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of special Allowance (cost of living allowance payable) (3)
1	I	Rs. 91.00 per month
2	IIA	Rs. 91.00 per month
3	IIB	Rs. 91.00 per month
4	III	Rs. 91.00 per month.

Explanation.—For the purpose of this notification, Zones I, IIA, IIB and III, shall respectively mean Zones I, IIA, IIB and III formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA. 5383/5431/Lab-7, dated 23rd June 1983.

(Notification No. MWA/SPL/Advocates or Attorneys, dated 4th February 1985, published in M.G.G., Part I-L, dated 4th April 1985, pages 1286 to 1288).

(22) *Engineering*.—The Deputy Commissioner of Labour (Rural Wing & Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said schedule employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to three months commencing on the 1st day of January 1985 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of special Allowance (cost of living allowance payable) (3)
1	I	Rs. 13.35 per day
2	II	Rs. 13.35 per day
3	III	Rs. 13.35 per day
4	IV	Rs. 13.35 per day.

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

(Notification No. MWA/SPL/Engineering, dated 4th February 1985, published in M.G.G., Part I-L, dated 4th April 1985, pages 1289 to 1291).

(23) *Rubber Manufacturing Industry*.—The Deputy Commissioner of Labour (Rural Wing & Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to three months commencing on the 1st day of July 1984 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Zones (2)	Amount of special Allowance (cost of living allowance payable) (3)
State of Maharashtra	Rs. 12.75 per day.

(Notification No. MWA/SPL/Rubber Manufacturing Industry, dated 4th February 1984, published in M.G.G., Part I-L, dated 4th April 1985, pages 1292 to 1294).

(24) *Paper and Paper Board Manufacturing.*—The Deputy Commissioner of Labour (Rural Wing & Enforcement), Bombay in exercise of the Powers conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to three months commencing on the 1st day of January 1985 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of special Allowance (cost of living allowance payable) (3)
1	I	Rs. 138.00 per month.
2	II	Rs. 138.00 per month.

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

(Notification No. MWA/SPL/Paper and Paper Board Manufacturing, dated 4th February 1985, published in *M.G.G.*, Part I-L, dated 4th April 1985, pages 1295 to 1297).

(25) *Cloth Dying Cloth Printing.*—The Deputy Commissioner of Labour (Rural Wing & Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to three months commencing on the 1st day of January 1985 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of special Allowance (cost of living allowance payable) (3)
1	I	Rs. 390.00 per month.
2	II	Rs. 390.00 per month.

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

(Notification No. MWA/SPL/Cloth Dying and Cloth Printing, dated 4th February 1985, published in *M.G.G.*, Part I-L, dated 4th April 1985, pages 1298 to 1300).

(26) *Cinema Exhibition Industry.*—The Deputy Commissioner of Labour (Rural Wing & Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to three months commencing on the 1st day of January 1985 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of special Allowance (cost of living allowance payable) (3)
1	I	Rs. 290.00 per month.
2	II	Rs. 290.00 per month.
3	III	Rs. 290.00 per month.
4	IV	Rs. 188.50 per month.
5	V	Rs. 188.50 per month.

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

(Notification No. MWA/SPL/Cinema Exhibition Industry, dated 4th February 1985, published in *M.G.G.*, Part I-L, dated 4th April 1985, pages 1301 to 1303).

(27) *Wooden Photo.*—The Deputy Commissioner of Labour (Rural Wing & Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of January 1985 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of special Allowance (cost of living allowance payable) (3)
1	I	Rs. 138.00 per month.
2	II	Rs. 103.50 per month.
3	III	Rs. 69.00 per month.

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

(Notification No. MWA/SPL/Wooden Photo, dated 4th February 1985, published in *M.G.G.*, Part I-L, dated 4th April 1985, pages 1304 to 1306).

(28) *Wooden Furniture*.—The Deputy Commissioner of Labour (Rural Wing & Enforcement), Bombay in exercise of the Powers, conferred on it, has declared Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said schedule employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of January 1985 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of special Allowance (cost of living allowance payable) (3)
1	I	Rs. 4.86 per day
2	II	Rs. 7.24 per day
3	III	Rs. 2.47 per day

Explanation.—For the purpose of this notification, Zones I, II and III shall respectively mean Zones I, II and III formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA. 6283/9895/5546-(R)/Lab-7, dated 7th September 1983.

(Notification No. MWA/SPL/Wooden Furniture, dated 4th February 1985, published in M.G.G., Part I-L, dated 4th April 1985, pages 1307 to 1309).

(29) *Shops*.—The Deputy Commissioner of Labour (Rural Wing & Enforcement) Bombay in exercise of the Powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of January 1985 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of special Allowance (cost of living allowance payable) (3)
1	I	Rs. 387.50 per month.
2	II	Rs. 323.25 per month.
3	III	Rs. 301.70 per month.
4	IV	Rs. 258.60 per month.

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

(Notification No. MWA/SPL/Shops, dated 4th February 1985, published in M.G.G., Part I-L, dated 4th April 1985, pages 1310 to 1312).

(30) *Powerloom*.—The Deputy Commissioner of Labour (Rural Wing & Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said schedule employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of January 1985 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of special Allowance (cost of living allowance payable) (3)
1	I	428.00
2	II	428.00
3	III	428.00

Explanation.—For the purpose of this notification, Zones I, II and III shall respectively mean Zones I, II and III formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA/5084/5844/Lab-7, dated 1st August 1984.

(Notification No. MWA/SPL/Powerloom, dated 4th February 1985, published in M.G.G., Part -II, dated 4th April 1985, pages 1313 to 1315).

(31) *Construction or Maintenance of Roads*.—The Deputy Commissioner of Labour (Rural Wing & Enforcement), Bombay in exercise of the Powers conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of January 1985 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of special Allowance (cost of living allowance payable) (3)
1	I	Rs. 4.70 per day.
2	II	Rs. 4.70 per day.
3	III	Rs. 4.70 per day.

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

(Notification No. MWA/SPL/Construction or Maintenance of Roads, dated 4th February 1985, published in M.G.G., Part I-L, dated 4th April 1985, pages 1316 to 1318).

(32) *RFDM (Rice, Flour or Dal Mills)*.—The Deputy Commissioner of Labour (Rural Wing & Enforcement), Bombay in exercise of the Powers conferred on it has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of January 1985 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Area	Amount of special allowance (cost of living allowance) payable per month
(1)	(2)	(3)
		Rs.
1	Areas within the limits of Municipal Corporation of Greater Bombay	423.60
2	Areas within the limits of the Thane Municipal Council and areas within a distance of eight kilometres from the periphery of such limits of Thane Municipal Council, excluding the areas falling within the limits of Municipal Corporation of Greater Bombay.	353.00
3	Areas within the limits of Municipal Councils of Kalyan, Bhiwandi, Nizampur, Dombivali, Ambarnath, Ulhasnagar, Nashik, Malegaon, Nashik Road, Deolali.	264.75
4	All other areas in Bombay Revenue Division except those specified at Serial Nos. 1, 2 and 3 areas in Jalgaon and Dhule Districts.	176.50
5	Areas within the limits of Municipal Councils of Dhule, Nandurbar, Jalgaon, Bhusawal and Amalner.	232.50
6	All other areas in Jalgaon and Dhule Districts except those specified at Serial No. 5 above	155.00
7	Areas within the limits of the Municipal Corporation of Pune and the areas within a distance of ten kilometres from the periphery of such limits.	324.00
8	Areas within the limits of Municipal Council of Ahmadnagar	243.00
9	Areas within the limits of the Cantonments of Pune and Kirkee	243.00

(1)	(2)	(3)
10	All areas in Pune and Ahmadnagar Districts except those specified at Serial Nos. 7, 8 and 9.	162.00
11	Areas within the limits of the Municipal Corporation of Kolhapur and the areas within a distance of ten kilometres from the periphery of such limits.	221.10
12	Areas within the limits of the Municipal Corporation of Solapur and the areas within a distance of ten kilometres from the periphery of such limits.	221.10
13	Areas within the limits of the Municipal Councils of Satara City, Sangli, Miraj, Barshi, Pandharpur and Ichalkaranji.	165.00
14	All other areas in the Pune Revenue Division except areas in Pune and Ahmadnagar Districts and those specified at Serial Nos. 11, 12 and 13 above.	112.20
15	Areas within the limits of Municipal Corporation of Nagpur and areas within a distance of ten kilometres from the periphery of such limits.	330.00
16	Areas within the limits of the Municipal Councils of Khamgaon, Akola, Amravati, Yavatmal, Wardha, Kamptee, Gondia and Chandrapur.	247.50
17	All other areas in the Nagpur Revenue Division except those specified at Serial Nos. 15 and 16 above.	165.00
18	Areas within the limits of the Municipal Councils of Aurangabad, Jalna and Latur.	125.25
19	Areas within the limits of the Aurangabad Cantonment	125.25
20	All other areas in Aurangabad, Beed and Osmanabad Districts except those specified at Serial Nos. 18 and 19 above.	83.50
21	Areas within the limits of the Municipal Councils of Parbhani and Nanded.	131.25
22	All other areas in the Nanded and Parbhani Districts except those specified at Serial No. 21 above.	87.50

(Notification No. MWA/SPL/RFDM, dated 4th February 1985, published in M.G.G., Part I-L, dated 4th April 1985, pages 1319 to 1323).

(3) *Hospital*—The Deputy Commissioner of Labour (Rural Wing & Industrial Wing) in exercise of the Powers conferred on it has declared the Special Allowance payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to the period commencing from 29th January 1985 to 30th June 1985 at the rates mentioned in column (3) of the Schedule III.

SCHEDULE III

Serial No	Zones	Amount of special Allowance (cost of living allowance payable)
(1)	(2)	(3)
1	I	Rs. 166.50 per month.
2	II	Rs. 138.75 per month.
3	III	Rs. 111.00 per month.

Explanation.—For the purpose of this notification, Zones I, II and III shall respectively mean Zones I, II and III formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA/5284/5751/Lab-7, dated 29th January 1985.

(Notification No. MWA/SPL/Hospital, dated 4th February 1985, published in M.G.G. Part I-L, dated 4th April 1985, pages 1324 to 1326).

VII-FACTORIES ACT, 1948.

(A) *Appointments under the Act.*—(1) In exercise of the powers conferred by sub-section (1) of section 10 of the said Act, the Government of Maharashtra has appointed the R.M.O. of Sanjay Gandhi Memorial Hospital, Roha, District Raigad, to be the certifying surgeon for the purpose of the said Act for region of Dhatav and Roha, District Raigad.

(Vide Government Notification I.E. & L.D., No. FAC. 1084/9529/Lab-4, dated 25th January 1985, published in M.G.G., Part I-L, dated the 18th April 1985, at page No. 1480).

(2) In exercise of the powers conferred by sub-section (2-A) and (7) of Section 8 of the said Act, the Government of Maharashtra has appointed the Shri H. N. Mirashi, to be the Joint Chief Inspector of Factories, from 17th September 1984 (AN) and also specified the Chief Inspector of Factories, Bombay, to be the authority to which the Joint Chief Inspector shall be officially subordinate, and he shall exercise all powers of Chief Inspector of Factories, Bombay, except the power under Rule 6 of the Maharashtra Factories Rules 1963, and assigned to the Joint Chief Inspector of Factories the local limits as all the District of the State of Maharashtra.

(Vide Government Notification I.E. & L.D., No. FAC. 1084/(9591)/Lab-4, dated the 20th January 1985, published in M.G.G. Part I-L, dated 25th April 1985, at

(B) *Notifications under the Act.*—(1) In exercise of the powers conferred by Rule 79 (1) of Maharashtra Factories Rules 1963 the Government of Maharashtra has directed that Rules 79 to 85 of the said Rules shall come into force in respect of the Factories specified in the Schedule appointed here to with effect from the date of the notification.

(Vide Government Notification I.E. & L.D. No. FAC. 1084/9511/Lab-4, dated the 30th March 1985, published in M.G.G., Part I-L, dated 25th April 1985 at pages Nos. 1744 to 1748).

VIII-EMPLOYEES' STATE INSURANCE ACT, 1948.

(A) *Exemption under the Act.*—(1) In exercise of the powers conferred by section 87 read with section 91-A of the said Act, the Government of Maharashtra has exempted for a further period of one year with effect from the 1st July 1984, up to and inclusive of 30th June 1985 from the operation of all the provisions except Chapter V-A of the said Act, every factory in the State of Maharashtra subject to the conditions specified against each one of them, which is engaged in:—

(1) exclusively in one or more of the manufacturing processes specified in column 1 of the table annexed hereto or any other manufacturing process which is incidental to or connected with any of the aforesaid process, and

(2) partly in one or more of the manufacturing process specified and partly in one or more of the manufacturing processes specified in the definition of 'seasonal factory' in clause (12) of section 2 of the said Act.

TABLE

Name of the manufacturing process.	
(1) Re-drying manufacturing leaf	
(2) Rice milling.	
(3) Salt Manufacture.	
(3) Wool pressing either with or Tobacco.	
without cotton pressing and ginning.	
(5) Oil Mills	Provided that the process of oil milling is subsidiary to any other manufacturing process which is seasonal and so long as the number of employees engaged in oil milling is less than fifty

(Vide Government Notification I.E. & L.D. No. SIA. 1084/4486/Lab-11, dated 22nd January 1985, published in M.G.G., Part I-L, dated 18th April, 1985, at page No. 1481).

(2) In exercise of the powers conferred under section 88 read with section 91-A of the said Act, the Government of Maharashtra has exempted from the operation of the said Act all manual workers engaged in connection with loading unloading stacking, carrying, weighing, measuring, filing, stitching, sorting, clearing; or such other work including work preparatory or incidental there to in the employment specified in the Schedule to the Maharashtra Mathadi, Hamal and other Manual workers' (Regulation of Employment and Welfare) Act, 1969 and registered in the Board set up under section 6 of the said Act, for a period of one year with effect

The above exemption is subject to the following conditions :—

(1) The factories, establishments wherein the employees are employed shall, if so required, maintain a register, showing the names and designations of the exempted employees ;

(2) Notwithstanding this exemption the employees shall continue to receive such benefits under the said Act to which they might have become entitled, on the basis of the contributions paid prior to the date from which exemption granted by this Notification, operates ;

(3) The contribution for the exempted period, if already paid, shall not be refunded ;

(4) The employers of the said factories, establishments shall submit in respect of the period during which these were subject to operation of the said Act (hereinafter referred to as the "said period") such returns in such forms and containing such particulars as were due from them in respect of the said period under the Employees' State Insurance (General) Regulations, 1950 ;

(5) Any Inspector appointed by the Corporation under sub-section (1) of section 45 of the said Act or other official of the Corporation authorised in this behalf shall for the purpose of ;

(i) verifying the particulars contained in any return submitted under sub-section (1) of section 44 for the said period ; or

(ii) ascertaining whether registers and records were maintained as required by the Employees' State Insurance (General) regulations, 1950, for the said period, or

(iii) ascertaining whether the employees continued to be entitled to benefits provided by the employer or other agency in cash and kind ; or

(iv) ascertaining whether any of the provisions of the Act had been complied with during the period when such provisions were in force in relation to the said factories/establishments be empowered to :—

(a) require the principal or immediate employer, to furnish to him such information as he may consider necessary ; or

(b) enter any factory, establishment, office or other premises occupied by such principal or immediate employer at any reasonable time and require any person found incharge thereof to produce to such Inspector or other Official and allow him to examine such documents, books and other documents relating to the employment of persons and payment of wages or to furnish to him such information as he may consider necessary ; or

(c) examine the principal or immediate employer, his agent or a servant or any person found in such factory, establishment, office or other premises, or any person whom the said Inspector or other Official has reasonable cause to believe to have been an employee ; or

(d) make copies of or take extracts from any register, accounts book or other document maintained in such factory, establishment, office or other premises.

(Vide Government Notification I.E. & L.D. No. SIA. 1284/4483/Lab-4, dated 22nd January 1985, published in M.G.G., Part I-L, dated 18th April 1985, at pages Nos. 1481 to 1482).

(3) In exercise of the powers conferred under Section 90 read with section 91A of the said Act, the Government of Maharashtra exempted the Maharashtra Small Scale Industries Development Corporation Ltd., Bombay, from the operation of the said Act retrospectively from 1st November 1978 to 31st July 1981 (both days inclusive).

(Vide Government Notification I.E. and L.D. No. SIA. 1581/3303/Lab-11, dated the 31st January 1985, published in Maharashtra Government Gazette, Part I-L, dated 25th April 1985, at page No. 1749).

(4) In exercise of the powers conferred by section 90 read with section 91-A of the said Act the Government of Maharashtra has exempted the printing Press, owned by the Nagpur Municipal Corporation, Nagpur, from the operation of the said Act for a period of three years beginning from the 14th July 1983 to 13th July 1986.

(Vide Government Notification I.E. and L.D. No. SIA. 1282/3739/Lab-11, dated 4th February 1985, published in Maharashtra Government Gazette, Part I-L, dated 25th April 1985, at page No. 1750).

(5) In exercise of the powers conferred by section 88 read with section 91-A of the said Act the Government of Maharashtra has exempted the employee's of Head Office, Sales and Services Procurements Departments in Bombay and else where in the State of Maharashtra of Messrs. Tata Engineering and Locomotive Company Limited, from the operation of the said Act for a period of one year with effect from 24th November 1984 to 23rd November, 1985 (both days inclusive).

The above exemption is subject to the following conditions

(1) The aforesaid office/establishment wherein the employees are employed, shall maintain a register showing the names and designations of the exempted employees ;

(2) Notwithstanding this exemption the employees shall continue to receive such benefits under the said Act to which they might have become entitled to on the basis of the contributions paid prior to the date from which exemption granted by this notification operates,

(3) The contributions for the exempted period, if already paid, shall not be refunded ;

(4) The employer of the said office/establishment shall submit in respect of the period during which that factory was subject to operation of the said Act (hereinafter referred to as the "said period"), such returns in such forms and containing such particulars as were due from it in respect of the said period under the Employees' State Insurance (General) Regulations, 1950 ;

(5) Any Inspector appointed by the Corporation under sub-section (1) of section 45 of the said Act or other official of the Corporation authorised in this behalf shall, for the purpose of,—

(i) verifying the particulars contained in any return submitted under sub-section (1) of section 44 for the said period ; or

(ii) ascertaining whether registers and records were maintained as required by the Employees State Insurance (General) Regulations, 1950, for the said period ; or

(iii) ascertaining whether the employees continued to be entitled to benefits provided by the employer in cash and kind being benefits in consideration of which exemption is being granted under this notification ; or

(iv) ascertaining whether any of the provisions of the Act had been complied with during the period when such provisions were in force in relation to the said factory be empowered to,—

(a) require the principal or immediate employer to furnish to him such information as he may consider necessary ; or

(b) enter any factory, establishment, office or other premises occupied by such principal or immediate employer at any reasonable time and require any person found incharge thereof to produce to such Inspector or other official and allow him to examine such documents ; books and other documents relating to the employment of persons and payment of wages or to furnish to him such information as he may consider necessary ; or

(c) examine the principal or immediate employer, his agent or servant, or any person found in such factory, establishment, office or other premises, or any person whom the said Inspector or other official has reasonable cause to believe to have been an employee; or

(d) make copies of or take extracts from any register, account book or other document maintained in such factory; establishment, office or other premises.

(Vide Government Notification I.E. and L.D. No. SIA. 1784/4443/Lab-11, dated the 4th February 1985, published in *Maharashtra Government Gazette*, Part I-L, dated the 25th April 1985 at pages Nos. 1750 to 1751.)

B. *Notifications under the Act.*—The following Notification by the Government of India, Ministry of Labour and Rehabilitation, No. S-38012/1/84/HI(SSI), dated the 4th/5th January 1985 is hereby republished—

NOTIFICATION

S.O.—In exercise of the powers conferred by sub-section (2) of section 1 of the Employees' State Insurance (Amendment) Act, 1984 (45 of 1984), the Central Government hereby appoints the 27th January 1985, as the date on which the provisions of the said Act shall come into force.

(Vide Government Notification I. E. & L. D. No. SIA. 1185/4498/Lab-11, dated 22nd January 1985, published in *M.G.G.*, Part I-L, dated the 25th April 1985 at page No. 1749).

IX. CONTRACT LABOUR (REGULATION AND ABOLITION) ACT, 1970

(A) *Notifications under the.*—The following Notification by the Government of India, Ministry of Labour and Rehabilitation, Department of Labour No. S-16025/22/84-LW, dated the 20th November 1984 is hereby republished—

GOVERNMENT OF INDIA/BHARAT SARKAR

MINISTRY OF LABOUR AND REHABILITATIONS

SHRAM AUR PUNARWAS MANTRALAYA

DEPARTMENT OF LABOUR/SHRAM VIBHAG

Dated New Delhi, the 20th November 1984.

S.O.—In exercise of the powers conferred by sub-section (1) of section 10 of the Contract Labour (Regulation and Abolition) Act, 1970 (37 of 1970) the Central Government, after consultation with the Central Board, hereby prohibits the employment of contract labour in the works specified in the Schedule annexed hereto, in the Chromite, Magnesite, Gypsum and Mica Mines in the country, with immediate effect.

The Schedule

1. Chromite Mines—

- (i) Over-burden excavation and removal
- (ii) Drilling and Blasting;
- (iii) Raising of Ore; and
- (iv) Transportation of over-burden to dumps and Ore to stocking sites

2. Magnesite Mines—

- (i) Over-burden removal;
- (ii) Drilling and Blasting; and
- (iii) Raising of Minerals.

3. Gypsum Mines—

- (i) Over-burden removal and
- (ii) Mining/raising of Mineral.

4. Mica Mines—

- (i) Raising of Mica;
- (ii) Drilling and Blasting;
- (iii) Dewatering of mines;
- (iv) Muck removal; and
- (v) Processing of Mica.

(Vide Government Notification I.E. & L.D. No. CLA-1085/750/Lab-12, dated 19th January 1985, published in *Maharashtra Government Gazette*, Part I-L, dated 25th April 1985, at pages Nos. 1723 to 1724).

X. INDUSTRIAL DISPUTS ACT, 1947

(A) *Appointments under the Act.*—(1) In exercise of the powers conferred by Section 4 of the said Act, the Commissioner of Labour Bombay, has appointed the Additional Commissioner of Labour, Bombay, a "Conciliation Officer" to deal with the state wide dispute between Public Works Department, Rural Development Department, Irrigation and Power Department, Maharashtra State Water Supply and Sewerage Board and the workmen employed under the :—

(Vide Government notification I. E. & L.D. No. CL/IDA/1084/Notification Con/N/O. III(A); dated the 4th September 1984, published in *Maharashtra Government Gazette* Part I-L, dated the 25th April 1985, at page No. 1752).

Consumer Price Index Numbers for Industrial Workers - for April 1985.

CENTRE-BOMBAY*

A rise of 14 points

In April 1985 the Consumer Price Index Number for Industrial Workers (1960=100) for Bombay Centre with base Jan. to Dec. 1960 equal to 100 was 638 being 14 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Bombay Centre.

The index number for the food group increased by 15 points to 701 due to a rise in the average prices of rice, wheat, Arhardal, goat meat, fish-fresh, milk, dry chillies, sugar, cold drink, Vegetables and Fruits.

The index number for the Pan, Supari & Tobacco etc. group increased by 37 points to 726 due to a rise in average prices of pan leaf, pan readymade, supari, bidi and cigarettes.

The index number for the fuel and light group increased by 13 points to 835 due to a rise in the average prices of Kerosene Oil.

The index number for housing remained steady at 185 being a six monthly item

The index number for clothing, bedding and footwear group increased by 9 points to 594 due to a rise in the average prices of saree Ichalkaranjee, Malegaon, Shirting Mafatlal and sherrcock.

The index number for the miscellaneous group increased by 8 points to 504 due to a rise in the average prices of Medicine, Railway fare and barber charges.

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

(Average prices for the calendar year 1960 = 100)

Group	Weight proportional to the total expenditure.	Group Index Numbers	
		March 1985	April 1985
I-A. Food	57.1	686	701
I-B. Pan, Supari, Tobacco, etc.	4.9	689	726
II. Fuel and Light	5.0	822	835
III. Housing	4.6	185	185
IV. Clothing, Bedding and Foot-Wear	9.4	585	594
V. Miscellaneous	19.0	496	504
Total	100.0	.....	.....
Consumer Price Index Number	.....	624	638

*Details regarding the scope and method of compilation of the index will be found on pages 598 to 605 of December 1965 issued of *Labour Gazette*, For Errata (see) page 367 of 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

CENTRE-SOLAPUR*

614—A rise of 5 points

In April, 1985 the Consumer Price Index Number for Working Class (New Series) for Solapur Centre with base January to December 1960 equal to 100 was 614 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 Solapur Centre.

The index number for the food group increased by 4 points to 658 due to a rise in the average prices of rice, wheat, chillies green, milk and sugar.

The index number for the pan, supari and tobacco etc. group increased by 27 points to 589 due to a rise, in the average prices of pan leaf & pan Anished.

The index number for the fuel & light group increased by 4 points to 740 due to a rise in the average price of kerosene Oil.

The index number for housing remained steady at 273 being a six monthly item.

The index number for clothing, bedding and footwear group increased by 3 points to 606 due to a rise in the average price of markin.

The index number for the miscellaneous group increased by 2 points to 472 due to a rise in the average price of railway fare.

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	
		March 1985	April 1985
I-A. Food	63.0	654	658
I-B. Pan, Supari, Tobacco etc.	3.4	561	589
II. Fuel and Light	7.1	736	740
III. Housing	5.2	273	273
IV. Clothing, Bedding and Footwear	9.0	603	606
V. Miscellaneous	12.3	470	472
Total	100.00	.....	.....
Consumer Price Index Number	.....	609	614

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

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

CENTRE-NAGPUR*

613—Index remains Steady

In April 1985 the Consumer Price Index Number for Working Class (New Series) for Nagpur Centre with base January to December 1960 equal to 100 was 613 being remains steady at the level of preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Nagpur Centre.

The index number for the food group decreased by 4 points to 655 due to a fall in the average prices of arhardal, vegetable and fruit sub-group.

The index number for the pan, supari and tobacco etc. group increased by 10 points to 604 due to a rise in the average price of supari.

The index number for the fuel and light group increased by 4 points to 925 due to a rise in the average price of Kerosene oil.

The index number for housing remained steady at 327 being a six monthly item.

The index number for clothing bedding and footwear group increased by 9 points to 635 due to a rise in the average prices of saree and markin.

The index number for the miscellaneous group increased by 2 points to 456 due to a rise in the average price of railway fare.

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

(Average prices for the calendar year 1960=100)

Groups	Weights proportional to total expenditure	Group Index Numbers	
		March 1985	April 1985
I-A. Food	57.2	659	655
I-B. Pan Supari, Tobacco, etc.	3.8	594	604
II. Fuel and Light	5.7	921	925
III. Housing	6.6	327	327
IV. Clothing, Bedding and Footwear	10.9	626	635
V. Miscellaneous	15.8	454	456
Total	100.0	613	613
Consumer Price Index Number		613	613

*Details regarding the scope and method of compilation of the index may be seen on pages 771 to 779 of January 1963 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 CENTRE*

587—A fall of 1 Point

In April 1985 the consumer Price Index Number for Industrial Workers (1961=100) for the Pune centre with base 1961 equal to 100 was 587 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 at Pune centre.

The index number for the food group decreased by 4 points to 645 due to a fall in the average prices of turdal, mutton, fish and eggs and vegetables.

The index number for the fuel and light group increased by 3 points to 797 due to a rise in the average price of Kerosene only.

The index number for housing remains steady at 149 being a six monthly item.

The index number for the clothing and footwear group decreased by 1 point to 576 due to a fall in the average price of Saree only.

The index number for the miscellaneous group increased by 5 points to 505 due to a rise in the average prices of bidies, cigarettes and barber charges.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR PUNE CENTRE

(Average prices for the calendar year 1961 = 100)

Groups	Weight proportional to total expenditure	Group Index Numbers	
		March 1985	April 1985
I. Food	55.85	649	645
II. Fuel and Light	6.89	794	797
III. Housing	6.65	149	149
IV. Clothing and Footwear	10.31	577	576
V. Miscellaneous	20.30	500	505
Total	100.00	588	587
Consumer Price Index Number		588	587

*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*

585—A rise of 7 points.

In April 1985 the Consumer Price Index Number for Industrial Workers (1961=100) for Jalgaon Centre with base Jan. to Dec. 1961 equal to 100 was 585 being 7 points higher than that in preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Jalgaon Centre.

The index number for the food group increased by 7 points to 629 due to a rise in the average prices of moongdal, fresh fish, milk, ghee, vegetables, sugar and prepared tea.

The index number for the fuel and light group increased by 5 points to 720 due to a rise in the average prices of kerosene only,

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

The index number for clothing and footwear group increased by 2 points to 603 due to a rise in the average price of saree and cloth for trouser.

The index number for the miscellaneous group increased by 13 points to 493 due to a rise in the average prices of Pan kat and Jarda.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR JALGAON CENTRE

(Average prices for the calendar year 1961=100)

Group	Weight proportional to total expenditure.	Group Index Numbers	
		March 1985	April 1985
I. Food	60.79	622	629
II. Fuel and Light	7.20	715	720
III. Housing	6.11	188	188
IV. Clothing and Footwear	10.29	601	603
V. Miscellaneous	15.61	480	493
Total ..	100.00	....	....
Consumer Price Index Number ..	....	578	585

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

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

NANDED*

638—A rise of 2 points

In April 1985 the Consumer Price Index Number for Industrial Workers (1961=100) for the Nanded Centre with base Jan. to Dec. 1961 equal to 100 was 638 being 2 points higher than that in preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at the Nanded Centre.

The index number for the food group remained steady at 682.

The index number for the fuel and light group increased by 8 points to 801 due to a rise in the average prices of kerosene only.

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

The index number for the clothing and footwear group increased by 2 points to 558 due to a rise in the average prices of dhoti, shoes and chappal.

The index number for the miscellaneous group increased by 6 points to 543 due to a rise in the average prices of Pan-leaf, supari, and bidi.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR NANDED CITY

(Average prices for the calendar year 1961=100)

Group	Weight proportional to total expenditure	Group Index Numbers	
		March 1985	April 1985
I. Food	61.46	682	682
II. Fuel and Light	5.88	793	801
III. Housing	4.62	386	386
IV. Clothing and Footwear	12.22	556	558
V. Miscellaneous	15.82	537	543
Total ..	100.00	....	....
Consumer Price Index Number ..	....	636	638

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

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

AURANGABAD*

647—A rise of 6 points

In April 1985 the consumer Price Index Number for Industrial Workers (1961=100) for the Aurangabad centre with base 1961 equal to 100 was 647 being 6 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at the Aurangabad centre.

The index number for the food group increased by 8 points to 715 due to a rise in the average prices of wheat, Jowar, turdal, moongdal, karad oil turmeric, dry chillies, sugar and gur.

The index number for the fuel and light group increased by 4 points to 784 due to a rise in the average price of kerosene only.

The index number for housing remains steady at 326 being a six months item.

The index number for the clothing and footwear group increased by 1 point to 593 due to a rise in the average prices of Dhoti and saree.

The index number for the miscellaneous group increased by 4 points to 514 due to a rise in the average price of barber charges only (Shave).

CONSUMER PRICE INDEX NUMBERS FOR INDUSTRIAL WORKERS
FOR AURANGABAD CENTRE

(Average prices for the calendar year 1961=100)

Groups	Weight proportional to total expenditure	Group Index Number	
		March 1985	April 1985
I. Food ..	60.72	707	715
II. Fuel and Light ..	7.50	780	784
III. Housing ..	8.87	326	326
IV. Clothing and Footwear ..	9.29	592	593
V. Miscellaneous ..	13.62	510	514
Total	100.00	....	....
Consumer price Index Number ..	....	641	647

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

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

ALL INDIA AVERAGE CONSUMER PRICE INDEX NUMBERS
FOR INDUSTRIAL WORKERS

The statistics for the Last 12 calendar months from May 1984 to April are given in the following table

TABLE

Month	Base 1960=100	*Base 1949=100
	2	3
May 1984 ..	562	683
June 1984 ..	574	698
July 1984 ..	585	711
August 1984 ..	586	712
September 1984 ..	589	716
October 1984 ..	592	720
November 1984 ..	595	723
December 1984 ..	588	715
January 1985 ..	588	715
February 1985 ..	585	711
March 1985 ..	586	712
April 1985 ..	594	722

*Index numbers under this column are derived from the 1980 based index.

THE STATEMENT SHOWING THE CONSUMER PRICE INDEX NUMBER FOR (INDUSTRIAL WORKERS)
GROUPS FOR SEVEN CENTRES OF MAHARASHTRA STATE FOR THE MONTH OF APRIL, 1985.

Centre	Base	Food	Pan, Supari, tobacco etc.	Fuel and Light.	Housing	Clothing, bedding and footwear.	Miscellaneous.	Consumer Price Index Number April 1985	Equivalent Old Index Number	Consumer Price Index Number March 1984	Equivalent Old Index Number
1	2	3	4	5	6	7	8	9	10	11	12
Bombay	1960=100	701	726	835	185	594	504	638	2,833	624	2,771
Solapur	1960=100	658	589	740	273	606	472	614	2,345	609	2,326
Nagpur	1960=100	655	604	925	327	635	456	613	3,200	613	3,200
Pune	1961=100	645	....	797	149	576	505	587	....	588	....
Jalgaon	1961=100	629	....	720	188	603	493	585	3,095	578	3,058
Nanded	1961=100	682	....	801	386	558	543	638	1,563	636	1,558
Aurangabad	1961=100	715	....	784	326	593	514	647	1,436	641	1,423

Note.—For arriving at the equivalent old index numbers the new Index Numbers may be multiplied by the linking factors mentioned against the respective centres as follows
BOMBAY : 4.44, SOLAPUR : 3.82, NAGPUR : 5.22, JALGAON : 5.29, NANDED : 2.45, AURANGABAD : 2.22

LABOUR GAZETTE—JUNE 1985

Labour Intelligence

INDUSTRIAL RELATIONS IN MAHARASHTRA
REVIEW FOR THE MONTH OF MARCH 1985

Industrial Courts, Tribunals and Labour Courts

In all 2710 applications were received by the Industrial Courts, Tribunals and Labour Court during the month. Their break-up are as under :—

Serial No.	Name of the Industrial Court/Tribunal and Labour Court	No. of applications, etc. received during the month under the—				Total
		B.I.R. Act, 1946	I.D. Act, 1947	Other Acts.		
2		3	4	5	6	

Industrial Court/Tribunals—					
1	Industrial Court, Bombay	11	51	78	89
2	Industrial Tribunal, Nagpur	1	..	..	51
3	Industrial Tribunal, Pune	..	..	24	25
4	Industrial Tribunal, Thane	1	..	..	33
5	Industrial Tribunal, Amravati	..	4	..	4
6	Industrial Tribunal, Solapur	..	..	52	64
7	Industrial Tribunal, Nashik	..	..	..	..
8	Industrial Tribunal, Kolhapur	4	..	20	24
9	Industrial Tribunal, Amravati	..	..	24	24
10	Industrial Tribunal, Nashik	..	1	..	1
11	Industrial Tribunal, Nashik	..	9	26	26
12	Industrial Tribunal, Aurangabad	..	..	..	9
13	Industrial Tribunal, Aurangabad	4	..	35	39
14	Industrial Tribunal, Aurangabad	..	..	..	..
15	Industrial Tribunal, Aurangabad	..	..	..	..
16	Industrial Tribunal, Aurangabad	..	..	..	..
17	Industrial Tribunal, Aurangabad	..	..	..	..
18	Industrial Tribunal, Aurangabad	..	..	..	..
19	Industrial Tribunal, Aurangabad	..	..	..	..
20	Industrial Tribunal, Aurangabad	..	..	..	..
21	Industrial Tribunal, Aurangabad	..	..	..	..
22	Industrial Tribunal, Aurangabad	..	..	..	..
23	Industrial Tribunal, Aurangabad	..	..	..	..
24	Industrial Tribunal, Aurangabad	..	..	..	..
25	Industrial Tribunal, Aurangabad	..	..	..	..
26	Industrial Tribunal, Aurangabad	..	..	..	..
27	Industrial Tribunal, Aurangabad	..	..	..	..
28	Industrial Tribunal, Aurangabad	..	..	..	..
29	Industrial Tribunal, Aurangabad	..	..	..	..
30	Industrial Tribunal, Aurangabad	..	..	..	..
31	Industrial Tribunal, Aurangabad	..	..	..	..
32	Industrial Tribunal, Aurangabad	..	..	..	..
33	Industrial Tribunal, Aurangabad	..	..	..	..
34	Industrial Tribunal, Aurangabad	..	..	..	..
35	Industrial Tribunal, Aurangabad	..	..	..	..
36	Industrial Tribunal, Aurangabad	..	..	..	..
37	Industrial Tribunal, Aurangabad	..	..	..	..
38	Industrial Tribunal, Aurangabad	..	..	..	..
39	Industrial Tribunal, Aurangabad	..	..	..	..
40	Industrial Tribunal, Aurangabad	..	..	..	..
41	Industrial Tribunal, Aurangabad	..	..	..	..
42	Industrial Tribunal, Aurangabad	..	..	..	..
43	Industrial Tribunal, Aurangabad	..	..	..	..
44	Industrial Tribunal, Aurangabad	..	..	..	..
45	Industrial Tribunal, Aurangabad	..	..	..	..
46	Industrial Tribunal, Aurangabad	..	..	..	..
47	Industrial Tribunal, Aurangabad	..	..	..	..
48	Industrial Tribunal, Aurangabad	..	..	..	..
49	Industrial Tribunal, Aurangabad	..	..	..	..
50	Industrial Tribunal, Aurangabad	..	..	..	..
Total		33	65	291	389

Labour Courts—					
1	Labour Court, Bombay	169	163	403	735
2	Labour Court, Pune	3	52	49	104
3	Labour Court, Nagpur	17	86	101	204
4	Labour Court, Thane	1	43	65	109
5	Labour Court, Kolhapur	..	1	25	26
6	Labour Court, Solapur	5	15	157	177
7	Labour Court, Akola	1	8	25	34
8	Labour Court, Nashik	..	276	21	297
9	Labour Court, Aurangabad	110	32	25	167
10	Labour Court, Sangli	1	95	12	108
11	Labour Court, Amravati	1	7	30	38
12	Labour Court, Dhule	1	7	26	34
13	Labour Court, Jalgaon	..	20	4	24
14	Labour Court, Bhandara	..	32	20	52
15	Labour Court, Ahmednagar	4	222	13	239
16	Labour Court, Latur	..	6	3	9
Total		313	1065	979	2,357

Wage Boards—42 references were received by the Wage Board for Cotton Textile Industry during the month under review.

Conciliation

An analysis of disputes handled by the Conciliation machinery in the State during August 1984 under various Acts is given below:

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

Act 1	Issues relating to pay, allowances and Bonus 2	Employment, leave, hours of work and Miscellaneous causes 3	Total 4
(1) Industrial Disputes Act, 1947	11	10	21
(2) Bombay Industrial Relations Act, 1946	12	30	42
(3) Bombay Industrial Relations (Extensions and Amendment) Act, 1964.	3		3
Total	26	40	66

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

Act 1	Pending at the beginning of the month 2	No. of cases received during the month 3	Settled amicably 4	Ended in failure 5	Withdrawn or not pursued by parties 6	Closed 7	Total (4 to 7) 8	Pending at the end of the month 9
I. D. Act, 1947	899	329	55	37	37	68	348	880
B. I. R. Act, 1946	254	38	...	19	11		53	190
B. I. R. (Ext. and Amdt.) Act, 1964.	58	14	3	...			21	11
Total	1211	381	58	56	48	68	422	1175

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

Act 1	Cotton Textile 2	Silk Textile 3	Chemical 4	Textile Processing 5	Hosiery 6	Banking 7	Sugar 8	Misc. 9	Transport 10	Total 11
B. I. R. Act, 1946	15	2	..	3	..	12	4	..	2	38

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

District-wise analysis is given below

Act 1	Bombay 2	Pune 3	Sangli 4	Nagpur 5	Nanded 6	Auranga- 7	Ahamad- nagar 8	Total 9
B. I. R. Act, 1946	18	4	16	..	..	..	..	38

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

INDUSTRIAL DISPUTES IN MAHARASHTRA STATE DURING MARCH 1985

	Mar. 1985	Feb. 1985	Mar. 1984
No. of Disputes	45	44	41
No. of Workers involved	16,447	10,374	17,067
No. of Man-days lost	4,48,695	2,23,218	4,04,411

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 March 1985	Started during the month i.e. March 1985	Total		
	2	3	4	5	6
Textile			1	5,985	1,000
Engineering	18	5	23	5,799	1,000
Chemical	8		8	1,953	1,000
Miscellaneous	9	4	13	2,710	1,000
March 85 Total	36	9	45	16,447	4,48,695
Feb. 85 Total	40	4	44	10,374	2,23,218

Eight of the disputes arose over question of "pay, allowance and bonus issues", 5 related to "Retrenchment and grievances about personnel" 45 disputes on leave and hours of work and the remaining 32 were due to other issues.

Out of the 7 disputes that terminated during the course of the month 2 disputes were settled either entirely or partially in favour of the workers 5 in favour of the employers.

Note—The figures given in the above Table are based on returns received under the collection of Statistics Act, 1953. In compiling Statistics of the Industrial Disputes 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 MARCH 1985.

Serial No.	Name of the Concern	Sector	S/L	Reason	Date of work Stoppage		No. of Workers Involved	Man days lost		Result
					Began	Ended		During the month	Till the close of the month	
					6	73	8	9	7	
1	Thane— M. Tesson Ltd., Koislet Road, Thane.	Pvt.	S	Reinstatement	20-4-1981	....	459	11,648	5,79,141	Continued.
2	Bombay— Estrella Batteries Ltd., Plot No. 1 Dharavi, Matunga, Bombay-19.	Pvt.	L	Unfair Labour Practices.	3-11-1983	....	1,170	28,242	5,08,740	Do.
3	Bombay— Kumbay Corrug Ltd., Vidyawati Marg, Kallina, Bombay-98.	Pvt.	S	Others— Fighting amongst the work- men.	11-7-1984	....	625	16,875	1,40,000	Do.
4	Bombay— International Rubber and General Indus- tries Ltd., 23, Shani Industrial Estate, Veera Desai Road, Andheri (West), Bombay-58	Pvt.	L	Go-Slow and Mass Indi- scipline.	1-12-1984	....	1,000	27,000	1,04,000	Do.

Serial No.	Name of the Concern	Sector	S/L	Reason	Date of work Stoppage		No. of workers Involved	Mand-days During the month	lost Till the close of the month	Result
					Began	Ended				
1										11
5	Bombay— The India Smelting and Refining Co. Ltd., L. B. S. Marg, Bombay-78.	Pvt.	S	General Demands— Wages, D.A. etc.	10-12-1984	.....	213	27,162	79,521	Do.
6	Raigad— Mahindra Ugin Seteel Co. Ltd., Jagdishnagar, Khopoli, District Raigad, Raigad 410 216.	Pvt.	S	Suspension of two workmen pending enquiry for assaulting a watchmen.	8-2-1985	.....	1,682	45,414	75,690	Do.
7	Bombay— A. G. Glass Works Pvt. Ltd., New Vivekanand Road, Joga h-wari (Easi), Bombay 400 102	Pvt.	L	Slow-Down strike on account of annual Bonus Issue	24-11-1984	.....	416	11,232	46,176	Do.
8	Thane— The National Rayon Corporation Ltd., Shastri, Thane (No. 19) 111	Pvt.	L	Co-Stop	24-11-1984	.....	5,81	1,3,026	3,10,000	Do.

PRESS NOTE ON ESIS BENEFITS IN MAHARASHTRA AND GOA

ESIS pays Rs. 2.12 crores in April and May 1985..

The Employees' State Insurance Scheme projects the Industrial Workers as insured under the ESI Act in the event of sickness, maternity, disablement and death due to employment injury besides providing medical care to the workers and their families.

In Maharashtra 11,98,479 and 12,04,031 employees were under the coverage of the scheme in the month of April, May 1985 respectively. The high lights of the benefits paid to these employees were as follows—

(i) 1,48,184 workers were paid Rs. 1,11,65,781.75 for the sickness and Rs. 9,79,356.80 were paid for the long term diseases under Extended Sickness Benefit for the classified diseases, e.g., T. B., Hemiplegia, Paraplegia, Psychosis, etc.

(ii) 39,877 workers were paid Rs. 82,38,343.25 on account of accidents as employment injury which included 13,809 cases for the permanent disablement and 5,259 for pension to the dependents/families due to death of the workers in the accidents.

(iii) Rs. 8,43,886.30 were paid to the women workers for Maternity Benefit.

Besides above 92 persons were sterilized and they were paid Rs. 20,140.00 as family planning benefit.

There were 212 cases where legal proceedings were initiated against defaulting employers for the recovery of arrears of contributions as under—

- | | |
|------------------------|--------------|
| (1) Under Section 45 B | 112 cases. |
| (2) | 75 16 cases. |
| (3) | 84 5 cases. |
| (4) | 85 79 cases. |