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### LABOUR GAZETTE

Started in 1921, the *Labour Gazette*, issued monthly is a publication 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 index numbers for working class, industrial disputes, industrial 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 labour and provides information on matters specially affecting and concerning 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 January 1986, with average price for the year ended December 1960 equal to 100 were 668, 672 and 632 respectively. The Poona, Jalgaon, Nanded and Aurangabad Consumer Price Index Numbers for working class for the month of January 1986, with the average prices for the year ended December 1961 equal to 100 were 616, 628, 677 and 695 respectively.

### All India Average Consumer Price Index Numbers for Industrial Workers

All India Average Consumer Price Index Numbers for Industrial Workers (General base 1960-100) for January 1986 was 629 as compared to 630 in December 1985. On base 1949-100 derived from 1960 based Index worked out to 764 as against 765 for December 1985.

### Industrial Disputes in Maharashtra State.

During the month of December 1985, there were 48 disputes involving 10,172 workmen and time loss of 2,06,054 mandays as compared to 43 disputes in November 1985 involving 9,733 workmen and time loss of 1,94,106 mandays.

Further particulars of Industrial Disputes are given at pages 350 of 352 as this issue.

### Benefits under the Employees State Insurance Scheme.

During the month of January 1986, 70,360 workers were paid Rs. 65,72,648.25 on account of Sickness and Rs. 3,34,554.85 were paid for the long term diseases, e.g. T. B., Cancer, Hemiplegia, Paraplegia, Psychosis etc., etc. 21,316 workers were paid Rs. 46,29,014.22 on account of accidents as employment injury which included 7,750 cases for the permanent disablement and 2,710 for pension to the dependents/families due to death of the workers in the accidents.

## Current Notes

### Closure threat by Shriram unit

#### Permission to lay-off workers sought

In the wake of the report of Dr. Nilay Choudhry committee, appointed by the Supreme Court to study safety measures in Shriram Foods and Fertilizer Industries here, expressing the view that caustic chlorine unit of the group cannot be allowed to resume operation in their present state, the management has come out with a threat of closure.

In fact the company has sought from the authorities permission to lay-off its entire workforce. The company has about 1,500 employees on its rolls.

The Three member committee constituted by the Supreme Court, with Nilay Choudhry, Chairman, Central Board for the Prevention and Control of Water Pollution, Shri R. K. Garg, Director, Chemical Engineering Group, Bhaba Atomic Research Centre and Dr. K. Aghoramurthy, Chief Technical Adviser, Sanegrace Group of Companies, has in its report submitted on January 4 said that even if all its recommendations and those of the Singh committee are implemented, the risk due to major releases of chlorine could only be reduced and not completely eliminated.

According to the report, complete elimination of the risk to the population at large obviously lies in reallocation of the plant in an area without habitation.

The committee has recommended that the quantity of liquid chlorine stored should be brought to the minimum. At no time should the total quantity stored should exceed 65 tonnes collectively and 25 tonnes in any one single tank. This will call for the removal of the 200 tonnes capacity tanks from the liquid chlorine storage area.

The committee has also recommended that the storage area (approximately 165 sq. meters) should be housed in a suitable and properly constructed shed that in the event of a spill it can be contained in the shed.

Bringing the present 35 tonne tank in the liquid chlorine storage area to be used solely as a dump tank in case of emergency is another recommendation made. The report has suggested that a fool-proof suction device should be installed in the shed and a chlorine monitor with recorder and alarm system in the control room on top of the liquid chlorine storage tank, the scrubber of the hydro-chloric acid plant vent and the scrubbing power vent pipe.

The committee has recommended installation of a wind direction recorder and paving the floor of the storage tank area with acid proof bricks.

Closure of the caustic units because of their unsafe and hazardous nature was earlier recommended by Delhi's Labour Commissioner, Nita Bali.

The Lt. Governor of Delhi had also appointed an expert committee to investigate the oleum gas leakage from the plant in West Delhi, which blamed poor maintenance and over-load in the tank for the leak.

The five-member committee headed by Shri N. K. Sethuraman, Adviser Engineers India Ltd., in its report submitted to the Lt. Governor on January 4, also voiced serious concern at the location of the plant in a densely populated area. It is also said that the committee has made special mention of the poor maintenance and lack of safety measures at the plant. On December 4, when there was the leakage of gas, the tank contained 55 tonnes of oleum—a chemical used in the manufacture of sulphuric acid. The committee is reported to have observed that the tank had more oleum than its capacity and was supported against a kucha wall.

#### Shriram's claims

Shriram Foods and Fertilizers management had invited the press to visit its caustic chlorine plant on January 6.

Talking to newsmen, Shri Siddharth Shriram, Deputy Managing Director of DCM Ltd., who is in charge of the plant now under closure since the leakage of oleum gas on December 4, said that so far no worker had been laid off by the management. He however, warned that if the company was made to close down indefinitely or asked to shift to a new location, all the workforce and most of the staff would have to be laid off.

According to him, the company was incurring a production loss of about Rs. 50 lakhs a day and around Rs. 7 lakhs profit was being lost daily. The municipal corporation had suspended all the licences of the factory bringing it to a grinding halt.

Shri Shriram claimed that following the last gas leak a number of measures to minimise the chances of any further leak had already been taken by the management. Even in case of a leak, there was adequate provision to check the gas leaking out in the atmosphere thereby posing any threat to the human life.

The reporters were taken round the plant and shown the additional safety provisions in the top floor.

It was further claimed that the company had implemented all but one recommendation of the Nilay Choudhry expert committee.

However, a press release issued by the management said "there are three recommendations of the Nilay Choudhry committee pending implementation and they are : 1. wind direction recorder ; 2. the requisite number of chlorine monitors; and 3. the storage of filled cylinders in covered areas.

The release stated that it was proposed to start its vanaspati manufacturing plant at the earliest. But, it added that this would require the starting of the caustic chlorine plant until such time as alternative arrangements could be made.

Shri Shriram claimed that enquiries were already being made for the intalliation of a new manufacturing process of hydrogen, independent of the chlorine plant. As soon as this facility is commissioned, we shall discontinue operations of the caustic chlorine plant. It would take atleast 16 to 18 months from the date of approval, he said.

Shri Shriram was non-committal in his reply to the question on shifting the chemical plant. "We are in consultation with the Government on this matter and we will adjust to a constructive and co-operative policy consistent with the policy that might be adopted for other similar facilities on similar circumstances," he said.

The possibility of lay off is causing concern to the workers

(Indian worker, dated 13th January 1986)

#### 70 per cent are low paid women workers in cashew industry.

The cashewnut industry in Kerala is a crowded industry and has more workers than justified by the quantity of raw material available to run the industry on a continuous basis. Consequently, the workers get work only for a few months in a year. Concerted efforts for uninterrupted availability of raw material, besides enabling the industry to work all through the year, will go a long way to improve the plight of workers in the industry.

These are the findings of a survey on the Kerala cashewnut industry, carried out by the Labour Ministry. The survey is a follow up of an earlier survey conducted by the Bureau on "Labour Conditions in Cashewnut Factories in India 1965-66."

The present survey has noted a "definite improvement" in the social security and industrial relations affecting the workers in the industry. For instance, the survey revealed that "all the sample units surveyed were covered by pension and gratuity schemes and maternity benefits", which it says, was not the case in 1965-66.

According to Kerala Labour Commissioner and Cashew Officer, the State had 307 units employing 1,83,873 workers. The Bureau team selected 46 cashew processing units employing 25,885 workers" by adopting the method of systematic sampling with a random start. "In regard to units where records were not properly made, the survey team, in order to gather material regarding living conditions, interviewed workers "with the assistance of managements to avoid language problems."

The composition of worker complement in these 46 cashew processing units was revealing. Of the total 25,399 "production workers," 24,228 were women and only 1,171 were men. The sample survey, of course, did not reveal

employment of any adolescent or child labour nor did it reveal employment of contract labour.

Only seven per cent of the women workers were graders (a time-rated job) the rest were employed for shelling, peeling, etc., on piece-rate basis. It is noted that no male worker was found to have been employed on piece rate basis. The employers explained that predominance of women workers in the industry was due to the "repetitive nature of the job which requires a lot of patience and speed that are special qualities of women workers."

Are women workers rewarded for their "special qualities" such as "patience and speed" Certainly not, they in fact suffer for it. And this can be seen from the rates of wage prevalent in the industry. Payment of wages and dearness allowance in the cashewnut industry is normally made on weekly basis. Only 7 per cent of the time-rated workers are paid on monthly basis. Of the total women work-force, 93 per cent are piece-rated, the remaining being the time-rated graders.

The graders were paid a daily wage of Rs. 9.81. At the same time, male workers were employed in a variety of occupations and on a time rated basis with the daily wages ranging between Rs. 11.56 and Rs. 19.91 for borma workers, Rs. 12 and Rs. 19.29 for roasters, Rs. 11.56 and Rs. 16.94 for packers, Rs. 9.81 and Rs. 14.06 for mazdoors (maicad) and between Rs. 12 and Rs. 25 for supervisors. Piece-rated workers all women received an average daily earnings ranging between Rs. 7.36 and Rs. 17.06 and Rs. 18.91 for peelers.

The element of dearness allowance (linked to consumer price index) was the same for all workers irrespective of the nature of their work or sex; it was Rs. 5.36 per day at the time of the survey. For 1980-81, a sum of Rs. 185 was paid as bonus to each worker and 2.5 months' salary to supervisory staff.

**Statement showing Range of daily wage-rates of time-rated workers by sex and occupation.**

Occupation	Range of daily wage rates (Rs.)				Consolidated	
	Basic	Dearness allowance				
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
<b>MALE</b>						
Borma worker/dryer	6.50	14.85	5.06	5.06	11.56	19.91
Roaster	9.94	14.23	5.06	5.06	12.00	19.29
Packer	6.50	11.88	5.06	5.06	11.56	16.94
Maicad (Mazdoor)	4.75	9.00	5.06	5.06	9.81	14.06
Supervisor	6.94	19.94	5.06	5.06	12.00	25.00
<b>FEMALE</b>						
Grader	4.75	4.75	5.06	5.06	9.81	9.81
<b>Range of average daily earnings of piece rated workers by sex and occupation</b>						
<b>FEMALE</b>						
Sheller	2.30	12.00	5.06	5.06	7.36	17.06
Peeler	2.00	13.85	5.06	5.06	7.06	18.91

**Industrial Relations.**—The workers in the industry were well organised and were members of trade unions in almost all the units. The managements of all the factories had accorded recognition to all the unions functioning in their units. The trade unions in all the factories were registered under the Trade Unions Act. Multiplicity of trade unions was common in the cashewnut industry in Kerala and every factory visited had more than one union. The main activity of all the trade unions was securing claims of their members under the various labour Acts.

In the course of the survey, it was observed that almost in all the factories surveyed, the workers' unions had concluded agreements with the managements, covering matters such as payment of bonus, wages, dearness allowance, etc.

**Social Security.**—All the industrial units employing 20 or more workers but less than 50 having completed five years of their existence or those employing 50 or more workers and having completed three years of their existence, are required to institute provident fund for their employees. The scheme framed under the Employees Provident Fund Act, 1952 is also applicable to the cashewnut industry in Kerala. The results of the survey revealed that the factories covered had introduced provident fund in their units. Most of the workers (99 per cent) were members of the fund.

The Employees Family Pension Scheme provides long term protection to families of the industrial workers governed by the Employees Provident Fund Act in case of premature death, while in service. The Scheme was thus in existence in all the units surveyed with the coverage of workers under the Scheme to around 99 per cent.

Under the Payment of Gratuity Act, gratuity is payable to an employee on the termination of his employment after rendering service for not less than five years continuously on superannuation or retirement or resignation or disablement. System of paying gratuity was reported to be in existence in all the units covered and payment was being made as laid down in the above Act.

Maternity benefit was being paid to the employees under the Employees State Insurance Scheme.

*(Indian workers, dated 13th January 1986)*

#### **Implement Carver committee recommendations on safety in mines**

INTUC General Secretary and Indian National Mine Workers Federation President Kanti Mehta on January 13 demanded the early implementation of the recommendations of the Carver committee, deputed by the ILO, on safety in coal mines.

Shri Mehta was also critical of the non-implementation or partial implementation of the recommendations of the safety conferences and courts of inquiries so far held as well as of number of committees on safety.

The INTUC leader, while initiating the deliberations at the two-day Sixth Conference on Safety in Mines, which was inaugurated here by President Singh, welcomed the support given by the President to the workers' demand for more frequent safety conferences and hoped that the time lag between two conferences would not exceed two years in future.

Shri Mehta was particularly sore that the Carver committee's recommendation for prevention of accidents from roof falls had by and large remained unimplemented.

Furnishing the workers with all information regarding safety, including the reports of various committees and commissions, was an essential prerequisite for the active involvement of the workers in safety measures, he stated.

Shri Damodar Pande, M. P. referred to the most unsatisfactory condition of housing, water supply and medical facilities in mines and observed that involvement of workers in safety could not be expected without the provision of these basic facilities.

It was perhaps for the first time that a conference on safety was being inaugurated by the Head of the State. It was also for the first time since the inception of the conference in 1958 safety in oil mines was included in the agenda and besides the representatives of all coal and non-coal mines, representatives of Oil and Natural Gas Commission and Oil India Ltd, participated in the Conference.

Earlier, in his inaugural address the President, Giani Zail Singh, was surprised that such an important conference was being convened at intervals of four to six years.

Highlighting the need for vigorous efforts for foolproof safety measures in mines, particularly underground mines, the President felt that the conference should be held more frequently, the interval not exceeding two years.

He called upon the trade unions to involve themselves in the task of raising safety consciousness among workers.

After giving away the national safety awards, the President said that concerted efforts were required on the part of the enforcing agencies, mine managements, trade unions and mine workers to make the operations of mines safe.

He said trade unions should ensure that the safety equipment provided to the workers were of acceptable quality.

The President said the overall picture was that there had been a considerable increase in the output of minerals in the country and the total number of accidents had come down during the last 15 years, which was due to sound management and operational practices.

### Recommendation

A major recommendation unanimously adopted by the conference, at the instance of Shri S. Das Gupta, General Secretary, Indian National Mine workers Federation, was that the mining industry as well as the Government should fully implement within one year all un-implemented and partly implemented recommendations of the earlier conferences. Complete initial medical check up of all workers within a period of three years was another recommendation of the conference.

For minimising the high rate of accidents from roof and side fall in underground mines and from dumpers and trucks in open cast mines, the conference came out with several recommendations such as preparation and maintenance of support plan, employment of more timbermen, dressers, dumper operators, truck drivers, etc.

The conference also called for prohibition of employment of any person at any place which was not in accordance to the support plan approved by the Director General of Mines. It was also recommended that the Internal Safety Organisations should investigate every major incident of roof and side fall even if it did not involve any casualty.

Other recommendations made were for improved quality of survey, employment of more surveyors, better standard of mine environment, setting up of an expert group for laying down guide lines for conducting air-borne dust survey in different types of mines.

The most important recommendation from the workers point of view was about the development of human resource for prevention of accidents by training and retraining of workers. For this purpose, it was recommended to create suitable organisation for training of all workers including the supervisory staff, workmen's Inspectors, pit committee members and those who have been involved in accidents.

The Sixth Conference on Safety did not make many recommendations. It confined itself to only a few fresh recommendations. Its main thrust was to introduce a sense of urgency and bring about a greater sense of responsibility in implementing the safety laws and the earlier recommendations.

(Indian worker dated 20th January 1986).

### Women in the Workforce

Over the past 10 years—designated by the UN as the Decade for Women—the number of working women in the world has increased by about 100 million: from 575 million in 1975 to 675 million, the ILO estimate for 1985. Thus, each year, 10 million women joined the labour force and entered paid employment. This trend is expected to continue during the 1985-2000 period, according to

assessment of the UN Decade for Women does show that some progress has been made towards achieving its three goals: to promote genuine equality between women and men, to ensure full integration of women in development as participants and beneficiaries, and to enhance their contribution to the promotion of world peace.

However, "the pace of progress is slow and uneven and the Decade has also witnessed a deterioration of the situation of women in some respects," says a report prepared for a general discussion on equal opportunities and equal treatment for men and women in employment by the International Labour Conference in June. It also reviews the ILO Plan of Action, adopted in 1975, which was designed primarily to promote equality of opportunity and treatment for women workers.

In developing countries some two-thirds of the female labour force is still found in agriculture, "a sector where poverty is acute and widespread and where the situation of women has in many cases worsened as a result of increasing landlessness and the departure of men seeking work in urban areas," the report points out. On the other hand, in the industrialised market economies, about two-thirds of the working women are employed in the services sector, one-fourth in industry and less than one-tenth in agriculture and in the industrialised centrally planned economies the proportions are one-fifth in agriculture and the remainder in industry and the services.

Although breakthroughs have been made by some of these women into formerly male-dominated occupations and there is a greater awareness of women's contribution to the economy and society, nevertheless the "paid employment" that most women are entering continues to be for low skilled, low status and poorly paid "women's" jobs.

Although legislation on sex discrimination in employment is becoming widespread and may have marginal impact, it is patently not enough. Society's deep-seated notions about men's jobs and women's jobs cannot be legislated away. Until the economic contribution of women is properly recognised and attitudes towards their societal role change—including those of the women themselves—they cannot hope to achieve full equality with men at the workplace the report stresses.

The part that women must play in bettering their own position in the labour force is a recurring theme of the report. While it examines in detail the condition of working women—in developed and developing countries, in market and centrally-planned economies, in rural regions and in cities—and documents the many areas where discrimination is still flourishing against women workers, it also points out that it's primarily up to the women themselves to bring about constructive change.

—ILO Information

(E. F. I. Bulletin, dated 15th January 1986.)



### Europe's Vanishing Jobs and Wasted Talents

Growing youth unemployment poses serious challenge

Thousands of jobs have disappeared in the whirlpool of the economic change sweeping across the European continent, setting adrift large numbers of school leavers and university graduates. For the first time, the young generation of Europe find the doors of a working career closed, because of a mismatch of their education and training with the skill needs of the new and emerging technologies.

What has happened? A recent ILO study\* covering all industrialised countries notes that jobs in the manufacturing sector have declined. The expanding service sector has not generated enough alternate jobs to absorb the newcomers into the labour market. What is more, qualified and experienced workers are forced to seek the very jobs that, in the halcyon days of near full employment of the '60s, used to be traditionally reserved for young job seekers.

Higher education is no longer an easy guarantee of integration into employment, says the ILO. No doubt, university graduates still enjoy an advantage over secondary school or vocational school graduates, but what is happening in Europe today is that persons with more and possibly better education are filling positions that used to be held by people with less education or training. A recent French study found that over half of all jobs held by graduates, whether in sub employment or in more stable employment, are not in line with their education and qualifications. As many as a quarter of all graduates in economics and management were found to be holding jobs inconsistent with their training.

In the socialist countries of Eastern Europe, the problem is somewhat different. Instead of unemployment, they face severe shortage of manpower. Nevertheless, one feature common to both West and East Europe is the "underutilisation of economic and human capacity." As in the West, the changing pattern of economic climate in the East European countries has produced a growing pool of people in transit between jobs, retraining and further education. They do get an allowance during the transition, but quite a few young people are reported to be seeking occupations different from those in which they have been trained.

Engineers in Poland, for instance, spend 40 to 50 per cent of their working time in activities inferior to their qualifications. Physicians, pharmacists and mechanical engineers usually find appropriate employment but they tend to settle in large cities. "In order to stay in urban areas, 30 per cent of all graduate engineers accept jobs for which secondary school education would be sufficient, which is clearly a waste of skills," the ILO study noted.

How to make the transition of the young generation from the classrooms to working life less painful and frustrating? Most Governments, particularly in Western Europe, have sought to tackle the problem in a variety of ways, ranging

\**Integration of youth into working life*—paper presented to ILO Tripartite Advisory Meeting on Integration of Youth into Working Life in Industrialised Countries, ILO, Geneva, 1985.)

from the launching of temporary youth unemployment schemes to integration of vocational training programmes in the school curriculum. Even where such schemes have helped to ease unemployment, some sections of the young generation have failed to benefit, particularly young women and children of migrant workers.

Several innovative approaches are now being tried out. One of these involves local employment initiatives by the jobless, with active financial support and, in some cases, expert guidance from Governments. In Italy workers' co-operatives are largely initiated by the young people themselves, sometimes with the intention of involving others who are more disadvantaged. In a number of countries, including the United Kingdom and Italy, large private sector companies have helped to create local enterprises in areas where they are cutting back on operations.

Only in a few countries such as France, Ireland, Greece and Austria do Central Governments play an active role in the promotion of local employment initiatives through direct financial support. In France, the Employment Promotion Mission of the Labour Ministry provides finance, information services and project evaluation. In Ireland, the Government's youth employment agency offers advice to groups wishing to start enterprises and assists them with financial, technical and administrative arrangements.

In practically all countries where such initiatives are in existence, local Government authorities are playing an increasing role in their development promotion and financing. There are an estimated 12,000 such "self-help initiatives" in the Federal Republic of Germany, with about 110,000 members.

Most West European Governments are coming round to the view that programmes designed to help young people need to relate to education, training and employment policies for the 15-19 age group as a whole. Such an approach has already been adopted by Denmark, Norway and Sweden in the form of "youth guarantee" schemes, and by France in the shape of a comprehensive plan for the co-ordination of school, vocational training, employment and national service.

The youth guarantee scheme gives young people the opportunity to participate in a full-time programme over a fixed period consisting of education and/or work experience and to have continued access to guidance or counselling.

The French plan covers a range of measures for improving the links among all public services concerned with young persons in the 16-21 age bracket.

About 200,000 young people in the 16-18 age group, who have left school, are not in training in France. The plan gives high priority to training them for suitable careers. However, says the ILO, "any plan that has the ambition to train all young people in the 16-18 age group will run against the problem of

shortage of conventional jobs. It has become a truism that training does not create employment; all it can do is contribute to effecting or reducing the relative disadvantages of certain groups of young people, in their job search."

The ILO study was discussed in depth by employer, worker and Government representatives at the recent Tripartite Advisory meeting on Integration of Youth into working life in industrialised countries. The meeting stressed the importance of investments designed to create more jobs, and felt that steady economic growth is the only way to reduce the levels of unemployment.

But industrial policies focused on job creation, the meeting concluded, should be supported by coordinated labour market, education and training policies. It is essential to strengthen the existing weak links between school and work and industry, through accurate vocational guidance and counselling services at all stages of education. Guidance counsellors and teachers should have first-hand knowledge of labour markets, perhaps through their attachment for extended periods to industrial units.

Clearly there is no short cut to full youth employment. Governments across Europe will have to be continually engaged in finding new ways and techniques to absorb emerging generations of young people into working life. With the new technology progressively taking away many human chores, the problem of youth unemployment poses a major challenge for policy planners in industrialised countries, a challenge which can only be countered through imaginative and innovative policies over the remaining years of this century and beyond.

(This article is reproduced from the feature service published by the International Labour office.)

#### Words all the Livelong Day ?

The advent of word-processing, electronic mail and filing systems, advanced reprographics, facsimile transmission, "smart" copies, "intelligent" telephones and other electronic wonders ushers in a substantial transformation of the nature of office work.

"Office employees, both management and workers, are confronted by new work systems, new communication patterns, new organisational structures and new skills", according to a new ILO study.\* "These changes, perhaps more than the technological advances, are affecting the jobs people do, their position in the organisational system and their relationship with each other."

Some of it is for the better as increased simplicity of programming computers may offer the employee opportunities in decision-making, problem-solving and make worklife more challenging.

But some changes are for the worse since by allocating as much content as possible to the technology, jobs are deskilled to the minimum. Once the novelty of new equipment has worn off, workers find that old unsatisfying, repetitive, menial tasks have been replaced by new unsatisfying, repetitive,

menial tasks. And as status goes, many such clerical employees feel they jumped out of the frying pan into the fire.

Most data processing workers have a high school diploma or even a university degree. How can one reasonably expect them to be content and happy when all they have to do is to feed words, words and words again into a machine eight hours a day and five days a week? Small wonder that this white-collar version of Chaplin's *Modern Times* breeds stress and frustration.

One solution lies in expanding the responsibilities of visual display unit operators by giving them other duties associated with encoding, such as editing and proof reading, or by interchanging VDU assignments with administrative support on a regular basis.

Another option is group work. For example, a team of employees can be given overall responsibility for all work relating to a certain category of customers. The employees are called upon to perform various duties, requiring a mix of skills that upgrades their work content. Data-entry work is distributed among all workers and consequently forms a small part of each job.

"Once tasks are recombined to make more composite jobs, it is much easier to improve working time arrangements. The variations in duties performed help to attenuate the physical and mental fatigue often associated with prolonged VDU use," the study says.

It also argues that interchangeability and group work can open up a wider range of career patterns and provide motivation for learning new skills.

Eye strain—the most common complaint among VDU operators—can be reduced by appropriate illumination, adjustable to the measure of difficulty of hard copy reading. Other possibilities include painting or covering the facing walls in a colour and texture that reflect less light, or installing simple partitions blinds or shades. Anti-glare screens should become a standard feature of VDU equipment.

Moreover, keyboards and office furniture such as desk, chairs, foot rests and manuscript holders need to be ergonomically designed not only for the operators' comfort, safety and health, but also for the sake of work efficiency.

Many employees dislike the now fashionable open-plan office. They call it "fish-bowl", "cage" or "rat-maze" and blame it for increased stress and social isolation. Evidently there is no single layout solution to suit all situations. One approach may be to provide workers with an opportunity to assess equipment and layout configuration on a "realistic preview basis" and grant them some say in the final choice.

Says the study "While technological change is inevitable, the challenge facing managers, trade union representatives and individuals is how to take

advantage of the opportunities offered by new technology to redusing restructure jobs so that they are made more interesting and more satisfying rather than more monotonous, more stressful or more frustrating. This is not an easy task. It will require considerable planning, skills and goodwill."

*\*Visual display units : Job content and stress in office work ILO, Geneva.*

(This article is reproduced from the feature service published by the International Labour Office).

#### Equal wages to be amended

Violation of the provision of the Equal Remuneration Act, 1976 may soon be made cognisable by courts on receipt of complaints from institutions notified by the Central and State Government.

The Government has proposals to amend the Act on the lines of the Dowry Prohibition (Amendment) Act, 1984 according to which, courts can take cognisance of offences.

As per the Equal Remuneration Act, 1976 equal payments are to be made to men and women for doing similar work and there can be no discrimination between sex in recruitment. Under its provisions, only inspecting personnel of the Government are empowered to report offences covered by the Act and initiate prosecution.

Despite the blatant violations of the Act on a very large scale the number of cases detected since the statute came into force over ten years ago has been negligible. Inadequacy of inspecting staff, it is pleaded, is a major constraint in bringing the violations to light and the offenders to book. Yet another important reason is the large number of labour enactments which the staff has to ensure enforcement with the result the laws relating to women and children receive very low priority.

The Government appears to be siezed with the problem at last. It is now proposed to amend the law enabling recognised institutions also to report the gross violations. It is hoped that the amendment may increase the number of prosecution and thus become a deterrent.

The Act covers employments most of which fall under the states sector. Surprisingly, Uttar Pradesh appears to be the lone state to report violations of the Act during the last one decade.

According to available figures, in employments under the Central sphere the number of prosecutions launched during 1982, 1983 and 1984 was 15, 58 and 67 respectively. The respective number of convictions for the three years was 8,25 and 38.

With a view to speed up and increase detection of offences under this Act, creation of a seperate machinery, which will enforce the legal provision relating to women and children, in each state is under consideration. There has been a 50 per cent increase in the number of women workers during the three decades from 1951 to 1981. As against four crore employed women in 1951, there

were over 6 crore in 1981. Though 75 per cent of the total women workforce is engaged in the agricultural sector, the number and percentage of women workers in the organised sector have been steadily going up. The number in this sector has risen from 27 lakhs in 1980 to 31 lakhs in 1984.

Another likely amendment relates to discrimination against women workers in matters of promotion. Though the Equal Remuneration Act does not allow any discrimination at the time of recruitment, there is no preventive clause as such to discourage the employers from discriminating in promotion.

The number of women workers in 'white collar' employment has been increasing, while it has considerably gone down in mines, plantations and factories which had once been engaging women in larger numbers.

(*Indian Worker dated 3rd February 1986*).

#### Contract labour act amended

The Centre has promulgated an ordinance amending the Contract Labour (Regulation and Abolition) Act, 1970.

Under the ordinance issued here on January 28 the definition of "appropriate Government" in the Act has been changed so that the appropriate Government for any establishment will be the same under the Industrial Disputes Act, 1947 and the Contract Labour (Regulation and Abolition) Act, 1970.

The amendment has remedied the anomalous situation that the "appropriate Government" for some establishments under the Industrial Disputes Act, 1947 was the Central Government while the "appropriate Government" for the same establishments, under the Contract Labour (Regulation and Abolition) Act, 1970, was the State Government.

(*Indian Worker dated 10th February 1986*).

#### ILO Studying MNC's role

The International Labour Organisation has begun a study on the role of multinational corporation in the plantation industries. The tea industry of India will be covered by it.

The ILO committee on the workers in plantation adopted resolution No. 73 way back in 1976 during its seventh session. Accordingly, the Bureau of multinational Enterprises, set up by the ILO to study the behaviour of MNC's in industry all over the world, has now initiated the study on the MNC's role in the plantation industries.

Shri K. N. Sircar, an authority on the Indian tea industry, who has been entrusted with the study concerning the MNC's role in the industry, said here on February 6 that the frame work of the study had been determined by the tripartite declaration of principles concerning multinational enterprises and social policy of 1977.

(*Indian Worker, dated the 17th February 1986*)

### Indian Labour Conference consensus as finalised by the Union Labour Ministry

The participants in the Indian Labour Conference, held on November 25 and 26 last year under the chairmanship of the former Union Labour minister, Shri T. Anjaiah, did not approve of the hurriedly-prepared draft consensus which, besides not reflecting the views expressed, had certain issues not raised during the discussions included. It was therefore, decided to circulate the initial draft among the participants and elicit their views for finalising the consensus.

The following is the final version of the consensus prepared by the Labour Ministry.

After detailed discussions, the following consensus emerged out of the deliberations :

1. The Conference decided that the Standing Labour Committee should be revived and it should meet in six months. The Committee should be compact and its composition should be left to be decided by the Union Labour Minister.

2. The Conference welcomed the suggestion of the Union Finance minister that a small Group should be set up by the ministry of labour to assist the Government in seeing that the internal resources from the public sector undertakings to the tune of Rs. 35,000 crores in the Seventh Five Year Plan should be mobilised. The Conference felt that a tripartite group should be set up in consultation with the Ministry of Finance.

3. The Conference noted the general improvement in the industrial relations situation. It felt that as far as possible, disputes should be resolved through bipartite mechanism. Where this was not possible, tripartite mechanism could be resorted to or the dispute referred to voluntary arbitration. The voluntary arbitration should be preferred to adjudication.

4. The Conference was concerned about the long delays in the settlement of workers' disputes by the labour courts. The Conference also urged on the Government to finalise its views on the recommendations of the Sanat Mehta Committee regarding setting up of Industrial Relations Commission.

5. The growing sickness of industrial units was viewed with concern and it was felt that immediate preventive steps should be taken to go into the cause of sickness and effective remedial action initiated to combat it. Emphasis should be laid on quick programmes for rehabilitation and revival of sick units. A Standing Committee should be set up to monitor the problem of sickness in industries and also to undertake in-depth study of individual cases of closed sick units as well as units identified as potentially sick. The Conference generally welcomed the Sick Industrial Companies (Special Provisions) Bill, 1985 already introduced in the Parliament. It however, suggested that Government may consider amending it to bring with in its purview sick industrial units as also the potentially sick units to prevent the latter from

closing down. The Conferences also felt that the interest of labour should be fully represented on the Board and the State Governments should also find representation thereon.

6. The Conference agreed in principle to the implementation of the scheme of workers participation in management in the public, private and co-operative sectors, at various levels including board level. The question whether this scheme should be voluntary or should be implemented by legislation as also the modalities for its implementation were left to be considered by the Standing Labour Committee. The Committee could also take into account the framework and the outline of the scheme which has been proposed in the agenda papers.

7. The Conference felt that the existing measures for the safety and health of the workers should be strengthened, effectively implemented and monitored. It was also felt that these measures cannot be implemented without active co-operation both from the employers and the workers and adequate training in safety equipment should be provided to the workers.

The Conference noted that the Ministry of labour was also considering proposals for amendment to the Factories Act and desired that the proposed amendments should be expedited. It was also felt that punishment for repeated violations of provisions of Factories Act dealing with safety and health aspects should be made more deterrent.

8. There was consensus in favour of the Gratuity Insurance Scheme as proposed by the Ministry of Labour. It should, however, be ensured that the workers should not be adversely affected in the payment of gratuity in the event of non-payment of insurance premia by the management.

9. The Conference discussed the need for a national minimum wage. Till such time as this is feasible, it would be desirable to have regional minimum wage in regard to which the Central Government may lay down the guidelines. The minimum wages should be revised at regular periodicity and should be linked with the rise in cost of living.

10. The Conference supported the proposal for a comprehensive legislation on child labour. It was, however, of the view that the problem arises out of socio-economic compulsions and cannot be tackled merely by legislation. It felt that one of the ways for effectively dealing with the problem is to improve the economic conditions of the families which by force of circumstances have to send their children to work. In view of the concern expressed in the Conference, it was felt that Industrial Tripartite Committees should be set up at the Central and State levels in respect of those industries where the incidence of child labour is high. These committees should not only lay down the policies but also monitor the implementation of the schemes/programmes taken up in this regard.

11. The Conference felt that urgent steps are required to improve the working conditions in the unorganised sector and to extend to the workers in this sector the benefits of Welfare Funds. For this purpose, if necessary, more Welfare Funds should be set up. In order that workers are able to avail adequately the benefits from the Welfare Funds, the income limit on eligibility for assistance from the Funds should be enhanced.

12. The Conference was of the view that exemption from the coverage of the ESIC Scheme should be permitted in those cases where adequate alternative arrangements exist and a demand to that effect was made both by the employers and the employees. However, taking into account the likely financial, organisational and other implications involved, the Conference felt that this matter may be remitted for consideration of the Standing Committee of the Corporation.

13. As regards the Employees provident Fund, it was generally felt that the contribution should be raised from 8 per cent to 10 per cent. However, majority of the employer's group had reservations in the matter.

14. The Conference felt that the matter relating to criteria for workers representation on the Indian Labour Conference should be left to be discussed and decided by the central trade union organisations and in the case of any differences among them, the Government may take a decision in the matter.

(*Indian Worker*, dated 17th February 1986)

## Gist of Important Notifications under Various Labour Laws

### I. CONTRACT LABOUR (REGULATION AND ABOLITION) CENTRAL RULES, 1971.

(A) *Notifications under the Act*—The following Notification by the Government of India, Ministry of Labour No. S-16011(1)/85-LW, dated the 26th November 1985, is hereby republished:—

GOVERNMENT OF INDIA/BHARAT SARKAR

MINISTRY OF LABOUR/SHRAM MANTRALAYA

New Delhi, dated the 26th November 1985.

#### NOTIFICATION

Whereas certain draft rules further to amend the Contract Labour (Regulation and Abolition) Central Rules, 1971 were published at page 1620 of the Gazette of India, Part-II, section 3(i) dated the 29th June, 1985 with the Notification of the Government of India in the Ministry of Labour No. G.S.R. 633, dated the 19th June 1985 for inviting objections and suggestions from all persons likely to be affected thereby till the 28th September 1985 and whereas objections and suggestions received from public have been considered by the Central Government.

Now, therefore, in exercise of powers conferred by section 35 of the Contract Labour (Regulation and Abolition) Act, 1970 (37 of 1970), the Central Government hereby makes the following amendment in the rules, namely:

1. (1) These rules may be called the Contract Labour (Regulation and Abolition) Central (Amendment) Rules, 1985.

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

2. In the Contract Labour (Regulation and Abolition) Central Rules, 1971, in rule 25, in the proviso, to clause (v)(a), of sub-rule (2) of rule 25, the words "Whose decision shall be final" shall be omitted.

Note.—The principal rules were published as GSR 191 in the Gazette of India Extraordinary, Part-II, section 3, sub-section (i) dated the 10th February 1971.

(*Vide* Government Notification, Industries Energy, and Labour Department No. CLA-1085/957/Lab-1, dated 18th December 1985, Published in *Maharashtra Government Gazette* Part-I-L, dated 2nd January, 1986, at Pages Nos. 1 to 2.)

### II. INDIAN BOILER ACT, 1923

(A) *Exemptions under the Act*.—(1) In exercise of the powers conferred by sub-section (2) of section 34 of the said Act, the Government of Maharashtra has exempted the boiler bearing No. MR-10562 belonging to the High Explosive Factory, Kirkee, Pune 411 003, the operation of clause (c) of section 6 of the said Act, for the period of four months the 20th December 1985 to 19th April 1986 (both days inclusive).

(*Vide* Government Notification Industries, Energy and Labour Department No. IBA. 1085/96245/1673/Lab-9, dated 19th December 1985 published in *Maharashtra Government Gazette*, Part I-L, dated 2nd January 1986 at page No. 2.)

(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 four boilers No. MR-10972/ MR 11068, MR-11039, and MR-11060, Rashtriya Chemicals and Fertilizers Limited, Thal, District Thane, Taluka Alibag District Raigad from the operation. Regulation 380 of the Boiler Regulations, 1950.

(Vide Government Notification, Industries, Energy and Labour Department No. IBA 1086/86810/1556/Lab-9, dated 19th December 1985, published in *Maharashtra Government Gazette*, Part I-L, dated 9th January 1986 at page No. 165.)

(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-10401, and belonging to the Albright Morarji and Pandi Limited, MIDC Chemical Zone, Ambarnath 421 501, District Thane from the operation of clause (c) of section 6 of the said Act, for the period of one year from the 21st January, 1986 to 20th January 1987 (both days inclusive).

(Vide Government Notification, Industries, Energy and Labour Department No. IBA. 1086/200426/1717/Lab-9, dated 9th January 1986 published in *Maharashtra Government Gazette*, Part I-L, dated 30th January 1986, at page No. 657.)

(4) 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-9890 and belonging to the Hindustan Petroleum Corporation Limited, Corridor Road, Mahul, Bombay 400 074 from the operation of clause (c) of section 6 of the said Act, for the period of one year from the 14th January 1986 to 13th January 1987 (both days inclusive).

(Vide Government Notification, Industries, Energy and Labour Department No. IBA. 1086/200203/1718/Lab-9, dated 9th January 1986 published in *Maharashtra Government Gazette*, Part I-L, dated 30th January 1986 at page No. 658.)

(5) 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-10182 and belonging to the Municipal Power Laundry, Road No. 39, Scheme No. 57, Opposite Naigzon Police Training Centre, Boiwada, Bombay 400 012, from the operation of clause (c) of section 6 of the said Act, for the period of Two months from the 11th January 1986 to 10th March 1986 (both days inclusive).

(Vide Government Notification, Industries Energy and Labour Department No. IBA. 1086/200975/1716/Lab-9, dated 10th January 1986 published in *Maharashtra Government Gazette*, Part I-L, dated 30th January 1986 at page No. 658.)

(6) 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-10506 and MR-10960 belonging to the Messrs. Oil and Natural Gas Commission, Uran, District Raigad from the operation of clause (c) of section 6 of the said Act, for the period of one month from 17th January 1986 to 16th February 1986 (both days inclusive) and for the period for two months from 24th January 1986 to 23rd March 1986 (both days inclusive) respectively.

(Vide Government Notification Industries, Energy and Labour Department No. IBA. 1086/200202/1719/Lab-9, dated 9th January 1986 published in *Maharashtra Government Gazette*, Part I-L, dated 30th January 1986 at page No. 658.

(7) 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-9600 and belonging to the High Explosive Factory, Khadki, Pune 411 003, from the operation of clause (c) of section 6 of the said Act, for the period of two months from the 18th January 1986 to the 17th March, 1986 (both days inclusive).

(Vide Government Notification Industries, Energy and Labour Department No. IBA. 1086/201095/1774/Lab-9, dated 10th January 1986 published in *Maharashtra Government Gazette*, Part I-L, dated 30th January 1986 at page No. 659.)

(8) 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-8857 and belonging to Polychem Limited, 7, Jamshedji Tata Road, Churchgate Reclamation, Bombay 400 020 from the operation of clause (c) of section 7 of the said Act, for the period of one month from the 17th January, 1986 to 16th February, 1986 (both days inclusive).

(Vide Government Notification Industries, Energy and Labour Department No. IBA. 1084/200960/1775/Lab-9, dated 14th January, 1986 published in *Maharashtra Government Gazette*, Part I-L, dated 30th January, 1986 at page No. 659.)

(9) 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-6495 and belonging to The Hindustan Lever Limited, Haji Bunder, Sewree, Bombay 400 015 from the operation of clause (c) of section 6 of the said Act, for the period of one month from the 15th January, 1986 to 14th February, 1986 (both days inclusive).

(Vide Government Notification Industries, Energy and Labour Department No. IBA-1086/201224/1778/Lab-9, dated 14th January, 1986 published in *Maharashtra Government Gazette*, Part I-L, dated 30th January 1986 at page No. 659.)

(10) 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. MP-2048 and belonging to the Central India Spinning Weaving Manufacturing Company Limited, Nagpur from the operation of clause (c) of section 6 of the said Act, for the period of four months upto and inclusive of 6th May, 1986.

(Vide Government Notification, Industries, Energy and Labour Department No. IBA. 1086/200967/1776/Lab-9, dated 15th January, 1986, published in *Maharashtra Government Gazette*, Part I-L, dated 30th January, 1986, at page No. 660.)

(11) 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-11059 and belonging to the Bharat Petroleum Corporation Limited, Mahul, Bombay 400 074, from the operation of clause (c) of section 6 of the said Act, for the period of two months from the 30th December 1985 to 28th February, 1986 (both days inclusive).

(Vide Government Notification Industries, Energy and Labour Department No. IBA. 1085/96994/1632/Lab-9, dated 30th December, 1985 published in *Maharashtra Government Gazette* Part I-L, dated 30th January, 1986, at page No. 660.)

(12) 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-10662 and belonging to the Liberty Oil Mills Private Limited, Shahapur, District Thane from the operation of clause (c) of section 6 of the said Act, for the further period of one month upto and inclusive of 27th January, 1986.

(Vide Government Notification Industries, Energy and Labour Department No. IBA. 1085/96993/1633/Lab-9, dated 31st December, 1985 published in *Maharashtra Government Gazette*, Part I-L, dated 30th January, 1986 at page No. 660.)

(13) In exercise of the powers conferred by sub-section (2) of section 34 of the said Act, the Government of Maharashtra has exempted the boilers bearing Nos. MR-9237 and MR-9238 belonging to the Maharashtra State Electricity Board, Bhusawal Thermal Power Station, Bhusawal, District Jalgaon from the operation of clause 6 of the said Act, for the period of six months from the 8th January, 1986 to 7th July 1986 (both days inclusive).

(Vide Government Notification Industries, Energy and Labour Department No. IBA. 1085/96333/1687/Lab-9, dated 2nd January, 1986 published in *Maharashtra Government Gazette*, Part I-L, dated 30th January, 1986 at page No. 661.)

(14) 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-7741 and belonging to the Hindustan Petroleum Corporation Limited, Mahul, Bombay 400 074, from the operation of clause (c) of section 6 of the said Act, for the further period upto and inclusive of 10th February, 1986.

(Vide Government Notification Industries, Energy and Labour Department No. IBA 1085/97306/1699/Lab-9, dated 6th January, 1986 published in Maharashtra Government Gazette Part I-L, dated 30th January 1986 at page No. 661.)

(15) 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-11006 and belonging to the Maharashtra State Electricity Board, Koradi Thermal Power Station, Koradi District Nagpur from the operation of clause (c) of section 6 of the said Act, for the period of one month from the 11th January, 1986 to 10th February, 1986 (both days inclusive).

(Vide Government Notification Industries, Energy and Labour Department No. IBA 1085/200089/1714/Lab-9, dated 7th January, 1986 published in Maharashtra Government Gazette Part I-L, dated 30th January, 1986 at page No. 661.)

(16) 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-8289 and belonging to the Maharashtra State Electricity Board, The Thermal Power Station, Kherkherda, P-O (Via), Nagpur from the operation of clause (c) of section 6 of the said Act, for the period of six months from the 20th January, 1987 to 19th July, 1986 (both days inclusive).

(Vide Government Notification Industries, Energy and Labour Department No. IBA 1086/97305/1698/Lab-9, dated 7th January, 1986 published in Maharashtra Government Gazette Part I-L, dated 30th January, 1986 at page No. 662.)

(17) 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-10776 and belonging to the Maharashtra State Electricity Board, Bhusawal Thermal Power Station, Deepnagar 425 307 Bhusawal District Jalgaon from the operation of clause (c) of section 6 of the said Act, for the period of three months from the 22nd December, 1985 to 21st March, 1986 (both days inclusive).

(Vide Government Notification Industries, Energy and Labour Department No. IBA 1085/95311/1663/Lab-9, dated 13th December, 1985 published in Maharashtra Government Gazette Part I-L, dated 30th January, 1986 at page No. 662.)

(18) 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-9595 and belonging to the Maharashtra State Electricity Board, Nashik, Thermal Power Station, Eklahare, Nashik from the operation of clause (c) of section 6 of the said Act, for a further period of two weeks from the 21st December, 1985 to 3rd January, 1986 (both days inclusive).

(Vide Government Notification Industries, Energy and Labour Department No. IBA 1085/95545/1664/Lab-9, dated 13th December, 1985 published in Maharashtra Government Gazette, Part I-L, dated 30th January, 1986 at page No. 662.)

III MINIMUM WAGES ACT, 1948.

(A) Declaration of Special Allowance under the.—(1) Cloth Dyeing and Cloth Printing. The Deputy Commissioner of Labour (Rural wing and Enforcement), Bombay in exercise of the powers conferred on it, has declared the Special allowance (Cost of living allowance)

to three months commencing on the 1st day of October 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. 422.00 per month
2	II	Rs. 422.00 per month

Explanation.—For the purpose of this Notification, Zones I and II, shall respectively mean Zone 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 Dyeing and Cloth Printing Dated 4th November 1985, Published in Maharashtra Government Gazette Part I-L, Dated 2nd January 1986 pages 65 to 67).

(2) Rubber Manufacturing Industry.—The Deputy Commissioner of Labour (Rural wing and Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special allowance (Cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said 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 October 1985 at the rates mentioned in column (3) of the said Schedule III.

Schedule III

Area (1)	Amount of Special Allowance (cost of living allowance payable) (2)
State of Maharashtra	Rs. 13. 71 Per day.

(Notification No. MWA/SPL/Rubber Manufacturing Industry Dated 4th November 1985, Published in Maharashtra Government Gazette Part I-L, Dated 2nd January 1986 pages 68 to 70).

(3) Engineering.—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to three months commencing on the 1st day of October 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. 14. 55 per day.
2	II	Rs. 14. 55 per day.
3	III	Rs. 14. 55 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 1974.

(Notification No. MWA/SPL/Engineering, dated 4th November 1985, published in *Maharashtra Government Gazette* Part I-L, dated 2nd January 1986, pages 71 to 73)

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

## SCHEDULE III

Serial No.	Zones	Amount of special Allowance (cost of living allowance payable)
(1)	(2)	(3)
1	I	Rs. 176.40 per month.
2	II	Rs. 176.40 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 November 1985, published in *M. G. G.*, Part I-L dated 2nd January 1986, pages 74 to 76).

(5) *Cinema Exhibition Industry*.—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said 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 October 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. 322.00 per month.
2	II	Rs. 322.00 per month.
3	III	Rs. 322.00 per month.
4	IV	Rs. 209.30 per month.
5	V	Rs. 209.30 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 November 1985, published in *M.G.G.*, Part I-L, dated 2nd January 1986, pages 77 to 79).

(a) *Fountain pens*.—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 4th October 1985 to 31st December 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)
	I	Rs. 6.50 per day.
	II	Rs. 6.50 per day.

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

(Notification No. MWA/SPL/Fountain Pens dated 4th November 1985 published in *M.G.G.*, Part I-L, dated 2nd January 1986 pages 80 to 82).

(7) *Salt pan*.—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to twelve months commencing on that 1st day of October 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	Area falling in Zone I	Rs. 412.00 per month.
2	Area falling in Zone II	Rs. 360.50 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/5283/5337/Lab-7, dated 20th June 1983.

(Notification No. MWA/SPL/Salt pan, dated 4th November 1985, published in *M. G. G.*, Part I-L, dated 2nd January 1986, pages 83 to 85).

(8) *Hotel*.—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the powers, conferred on it, has declared the Special allowance (cost of living



said scheduled employment in the areas mentioned in column (2) of Schedule III here to in relation to the period commencing from 1st November 1985 to 31st October 1986 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. 88.20 per month.
2	II .. ..	Rs. 88.20 per month.
3	III .. ..	Rs. 88.20 per month.
4	IV .. ..	Rs. 88.20 per month.
5	V .. ..	Rs. 88.20 per month.

*Explanation.*—For the purpose of this notification, Zones I, II, III, IV and V respectively, mean Zones I, II, III, IV and V formed for the purpose and shown in Notification, Industries, Energy and Labour Department, No. MWA. 24842/604/Lab dated 31st October 1985.

(Notification No. MWA/SPL/Hotel, dated 26th November 1985, published in M G Part I-L, dated 2nd January 1986, pages 86 to 88).

(B) *Revision and Fixation of Minimum Rates of Wages.*—(1) The Government of Maharashtra, Industries, Energy and Labour Department, has in exercise of the powers conferred by Section 27 of the said Act, gave notice of its intention to add to Part I of the said Act with effect from the expiry of the period of three months from the date of publication of this Notification in the following employments, in respect of which it is of the opinion that minimum rates of wages should be fixed under the said Act, namely :—

- \*60 Employments in any industries manufacturing Dyes and Chemicals.
- 61 Employments in any industry manufacturing Drugs and Pharmaceuticals.
- 62 Employments in any industries manufacturing Paints and Varnishes.
- 63 Employments in any industries manufacturing Soaps and Cosmetics.
- 64 Employments in any industries manufacturing of Steel furniture.”.

(Vide Government Notification I.E. & L.D., No. MWA-1085/6127/Lab-7, dated 8th January, 1986, published in Maharashtra Government Gazette, Part I-L, dated 30th January 1986 at page No. 710).

(2) The Government of Maharashtra, I.E. & L.D. has in exercise of the powers conferred by Section 27 of the said Act, gave notice of its intention to add to Part-I of the Schedule to the said Act with effect from the expiry of the period of three months from the date of publication of this Notification in the *official Gazette*, the following employments in respect of which it is of the opinion that, the minimum rates of wages should be fixed under the said Act, namely

\*65 Employment in Electronic Industry in Santacruz Electronic Export Processing Zone, Greater Bombay, Maharashtra.

66 Employment in Poultry Farms.

67 Employment in any factory as defined under clause (m) of section 2 or within the meaning of section 85, of the Factories Act, 1948 (LXIII of 1948), not covered

(1) Government Notification, I.E.&L.D, No. MWA-1085/6398/Lab-7, dated 8th January 1986, published in Maharashtra Government Gazette, Part I-L, dated 30th January 1986 at pages Nos. 710-711).

(3) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by clause (b) sub-section (1) of section 3 read with Act, after considering of section 5 of the said Act, after considering all the representations received by it in respect of the aforesaid proposals published in Maharashtra Government Gazette, under Government Notification, Industries, Energy and Labour Department, No. MWA. 5084/6027/Lab-7, dated 7th November 1984 and after considering the advise of the Advisory Board revised with effect from the 15th January 1986, the Minimum rates of wages payable to the employees employed in the said Scheduled employment and refixes and revises them as set out in column 3 of the Schedule as the minimum rates of wages payable to the classes of employees mentioned against them in column 2 thereof.

## SCHEDULE

Serial No.	Class of employees	Rates (per month)		
		Zone I	Zone II	Zone III
1	2	3	4	5
		Rs.	Rs.	Rs.
I	Skilled A (Full time adults not being adolescents)	300.00	250.00	200.00
	(1) Mukadam/Jobber			
	(2) Fitter			
	(3) Jacquard Weaver			
	(4) Weaver			
	(5) Weaver on Bobby above Twelve working shafts.			
	(6) Electrician			
	(7) Boiler Attendant.			
	(8) Front sizer back sizer			
	(9) Welder			
	(10) Warper/Hand warper			
	(11) Dyeing Master, Dyer, Rangari Bleacher			
	(12) Designer			
	(13) Employees by whatever name called doing the work of the nature done by persons falling under any of the foregoing classes of employees.			
II	Skilled 'B' (Full time adults not being adolescents)	270.00	220.00	170.00
	(1) Wireman			
	(2) Engine Driver			
	(3) Calenderman			
	(4) Painter			
	(5) Tailor			
	(6) Card Cutter			
	(7) Employees, by whatever name called doing the work of the nature done by persons falling under any of the foregoing			

## SCHEDULE—

Serial No.	Class of employees	(Rates (per month))		
		Zone I	Zone II	Zone III
1		3	4	5
		Rs.	Rs.	Rs.
III	Semi skilled (Full time adults not being adolescents).	240.00	190.00	140.00
	(1) Drawer			
	(2) Winders			
	(3) Thrower			
	(4) Folder by hand or machine			
	(5) Twister			
	(6) Checker			
	(7) Assistant Welder			
	(8) Design cloth cutters			
	(9) Beam Knotter Lacer			
	(10) Employees by whatever name called doing work of the nature done by persons falling under any of the foregoing classes of employees.			
IV	Unskilled (Full time adults not being adolescents)			
	(1) Mazdoor doing the work of Ironer, Beam Carrier, Beacher creet-boy, Bilman, Sweeper, Hamal, Helper, Waft distributor, Stamper, Packer, Suit Pital, Fireman, Kandi barner, Warchman, Peon, Robin Clezner.	230.00	180.00	130.00
V.	Office staff (Full time adults, not being adolescents)			
	Manager Supervisor	350.00	300.00	250.00
	Accountant Munim	300.00	250.00	200.00
	Clerk	250.00	200.00	150.00
VI	Full time adolescents employed in any of the categories of employment mentioned above in this column.	80 per cent of the rate fixed for adults in respect of the same Category of employment (Basic plus Dearness Allowance)	80 per cent of the rate fixed for adults in respect of the same Category of employment (Basic plus Dearness Allowance)	80 per cent of the rate fixed for adults in respect of the same Category of employment (Basic plus Dearness Allowance)

1	2	3	4	5
		8. OKT. 1987	10. OKT. 1987	
VII	Part time employees (i.e. employees who work for not more than five hours in a day) employed in any of the categories of employment mentioned above in this column.	For every hour of work 12½ per cent of the rate fixed in respect of the same category of employees	For every hour of work 12½ per cent of the rate fixed in respect of the same category of employees	For every hour of work 12½ per cent of the rate fixed in respect of the same Category of employees
VIII	Apprentices (Trainees) Employed in any of the categories referred to I to III in columns of the Schedule.	75 per cent basic plus special allowance	75 per cent basic plus special allowance	75 per cent basic plus special allowance

Training period should not be more than 3 months.

IX. The minimum wages for the piece rated workers should be fixed as per guidelines laid down in Government Resolution, Industries and Labour Department, No. MWA-5071/154465/Lab-III(A), dated the 15th October 1971. (Annexure 'A').

Explanation.—For the purpose of this Notification,—

(a) 'Competent Authority' means the competent authority appointed by the Government of Maharashtra by Government Notification, Industries and Labour Department, No. MWA. 2662/20268/Lab-III, dated the 16th January 1965.

(b) Zone I shall comprise the areas within the limits of Municipal Corporation, Municipal Council as the case may be of Greater Bombay/Thane/Pune/Kalyan/Bhiwandi/Nizampur/Ulhasnagar and areas falling within ten kilometers from the limits of such areas.

(c) Zone II shall comprise the areas falling within the limits of the Municipal Corporation, Municipal Council, Grampanchayat or as the case may be contonment of Solapur, Malegaon Ichalkranji, Nagour, Kamptee, Sangli, Miraj, Jaisingpur, Dhule, Jalgaon, Aurangabad, Ahmednagar, Kolhapur, Vita (District Sangli), Vadgaon (District Kolhapur), Nanded, Madhavnagar, Tikekarwadi (District Solapur), Kurundwad and also all areas within periphery of ten kilometres from such areas.

(d) Zone III shall comprise the rest of the Maharashtra State, i.e. areas not falling in Zone I and Zone II.

(e) The minimum rate of daily wages, payable to any employee employed in any factory on daily wages shall be computed by dividing the minimum rate of monthly rate of wages fixed for the class of employee to which he belongs by 26, the quotient being stepped upto the nearest paise.

(f) The wages payable to the employees employed on piece rate basis shall be so fixed that the minimum rates of wages payable to them shall not be less than the wages payable on the aforesaid monthly rate basis.

(g) The competent authority shall declare the Consumer Price Index Number for working class (New series) Bombay City shall be the cost of living index number applicable to the employees employed in the said Scheduled employment in pursuance of clause (d) of section 2 of the said Act and shall, after the expiry of every six months commencing on 1st day of January and the 1st day of July, calculate the average of the cost of living index applicable to the said employees for these six months, and ascertain the rise of such average over 184. For such rise of every point, the special allowance (hereinafter referred to as

for each of the six months immediately following the two months in respect of which average has been calculated shall be at the rate of Re. 1 per month, in respect of all S.

The competent authority shall then compute the cost of living allowance in accordance the direction given in the preceding paragraph.

The competent authority shall be a notification in the *Official Gazette*, declare the of living allowance computed as aforesaid in the last week of July when such allowance payable for each of the months from July to December and in the last week of January such allowance is payable for each of the months from January to June :

Provided that the Competent Authority shall declare the cost of living allowance payable in respect of the period from the date of fixation of the rate of minimum wages to the end of June or of December as the case may be immediately after the said date with effect from which the minimum rates of wages are fixed.

"Employment in Powerloom Industry" includes employment in any of the processes such as winding, warping, beaming, sizing, drawing, reaching, weaving, dying, bleaching, printing, calendaring, folding, finishing or similar process carried on mainly concerning powerloom production in the establishment and/or outside the establishments.

Government Notification, Industries, Energy and Labour Department No. MWA.5084/ Lab-7, dated 10th January 1986, published in *Maharashtra Government Gazette*, Part I-L, dated 30th January 1986, at pages No. 713 to 716).

Annexure 'A' to Government Notification, Industries, Energy and Labour Department, No. MWA-5084/6027, Lab-7, dated 10th January 1986.

*Committee appointed under the Minimum Wages Act, 1948, for employment in Powerloom Industry.*

## GOVERNMENT OF MAHARASHTRA

### INDUSTRIES AND LABOUR DEPARTMENT

Resolution No. MWA. 5071/154465-Lab-III(A),

Sachivalaya, Bombay-32, dated the 15th October 1971.

Government Resolution, Industries and Labour Department, No. MWA-1068/135154-Lab-III, dated the 28th July 1969.

RESOLUTION.—By Government Resolution, Industries, and Labour Department, No. MWA-5068/135154-Lab-III, dated the 28th July 1969 the Government of Maharashtra constituted a Committee in pursuance of the provisions of clause (a) of sub-section (1) of section 5 of the Minimum Wages Act, 1948, to hold enquiries into the conditions prevailing in the employment in powerloom industry and to advise it in the matter of fixation of the minimum rates of wages in respect of the employees employed in the powerloom industry and to indicate the rates to be so fixed.

2. The Committee submitted its report to the Government on the 20th July 1971. Orders regarding the minimum rates of wages in respect of the employees employed in the powerloom industry have been issued under the Government Notification, Industries and Labour Department, No. MWA-5071/51437-Lab-III(A), dated the 28th September 1971.

3. The Committee has suggested the method of working out piece-rates of wages payable to certain categories of employees in this employment on the basis of a standard formula and minimum reasonable production excepted at normal efficiency standards. The

employees employed on the basis of the suggestion of the Committee. It should be ensured that the wages payable to the employees employed on piece-rate basis, are so fixed that the minimum rates or wages payable to them shall not be less than the minimum time rates of wages fixed under Government Notification, Industries, and Labour Department, No. MWA-5071/151437-Lab-III(A), dated the 28th September 1971.

4. The report of the Committee should be published for general information as a priced publication.

*Annexure 'A' to Government 5 Resolution, Industries and Labour Department, No. MWA-5071/154465-Lab-III(A), dated the 15th October 1971*

The Committee has suggested piece for weavers the largest complement in the employment in terms of formula, which takes into consideration production level at certain 'efficiency' Where wages are being paid on piece-rate basis the practice may be continued but in such a way as to ensure the minimum wage that we have recommended for categories on the basis of eight hours working day.

The Committee goes on to say as follows :—

"The wages of weavers such as (1) Jacquard Weaver, (2) Drop-box Weaver, (3) Dobby Weaver working on more than twelve shafts, (4) Dobby weaver working on twelve or less working shafts, (5) Weaver (Plain weaving) which fall in skilled 'A' and skilled 'B' categories have been fixed on the basis of production following efficiency as basis for calculating piece-rates:—

Type of weaving	Production at
1. Gray plain Weaving	80 per cent. efficiency two looms basis.
2. Gray dhoti	75 per cent. efficiency two looms basis.
3. Gray sari	70 per cent. efficiency two looms basis.
4. Gray sari or towels on Jacquard.	60 per cent. efficiency two looms basis.
5. Jacquard chaddars, Jacquard turkish towels.	65 per cent. efficiency one loom basis.
6. Coloured sari, coloured lungi ..	60 per cent. efficiency one loom basis.

The piece-rates are to be worked out in terms of production to be arrived by applying following well recognised formula :—

$$\frac{\text{Revolution per minute} \times 60 \text{ minutes} \times 8 \text{ hours}}{\text{Number of picks} \times 36 \text{ inches}} \times \text{production in yards at 100 per cent. efficiency.}$$

Production at : (1) 80 per cent. (2) 75 per cent. (3) 70 per cent. (4) 60 per cent. (5) 65 per cent.

Efficiency levels are to be worked out with reference to production at 100 per cent. efficiency. The formula takes into account the Revolution per minute, number of picks and measurement of fabric work hours and measurement of fabric produced. Weavers shall be paid the minimum piece-rate worked out as per indications detailed above, as per production."

(Vide Government Notification I.E. & L.D. No. MWA-5084/6027/Lab-7, dated 10th January, 1986, published in *M.G.G.*, Part I-L, dated 30th January, 1986, at pages Nos 717 to

## IV. BOMBAY RELIEF UNDERTAKING (SPECIAL PROVISIONS) ACT, 1958.

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

(a) declared that the Industrial Undertaking called Messrs. Estrella Batteries Limited shall for a period of twelve months commencing from 27th day of November 1985 and ending on 26th November 1986 (both days inclusive) be conducted to serve as a measure of unemployment relief; and

(b) directs that in relation to the said relief undertaking and in respect of the said further period of twelve months commencing on the 27th November 1985 and ending on the 26th November 1986 (both days inclusive) for which the said relief undertaking continues as such any right, privilege, obligation or liability (excepting the obligations or liabilities incurred in favour of workmen of the said relief undertaking, the Maharashtra State Electricity Board, State Industrial and Investment Corporation of Maharashtra Limited, India, Industrial Development Bank of India, Industrial Finance Corporation of India and Industrial Credit and Investment Corporation of India and the dues of the Employees' State Insurance Corporation, and any liability incurred under the Bombay Sales Tax Act, 1959 (Bom. LI of 1959), the Maharashtra State Tax on Professions, Trades, Callings and Employments Act, 1975 (Mah. XVI of 1975), and the Employees' Provident Fund and Miscellaneous Provisions Act, 1952 (19 of 1952), accrued or incurred before the 12th day of October 1983 and any remedy for the enforcement thereof shall be suspended and all proceedings relating thereto pending before any Court, Tribunal, Officer or Authority shall be stayed.

(Vide Government Notification I.E. & L.D. No. BRU-1085/(170)/IND-10, dated 22nd November, 1985, published in *Mah. Govt. Gazette*, Part I-L, dated 9th January, 1986, at pages Nos. 154 to 155).

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

(a) declared that the Industrial Undertaking called Messrs. Amar Dye Chem Limited shall for a further period of twelve months commencing on the 3rd day of December 1985 and ending on 2nd day of December 1986 (both days inclusive) be conducted to serve as a measure of unemployment relief; and

(b) directs that in relation to the said relief undertaking and in respect of the said further period of twelve months commencing on 3rd day of December 1985 and ending on 2nd day of December 1986 (both days inclusive), for which the said relief undertaking continues as such any right, privilege, obligation or liability (excepting the obligations or liabilities incurred in favour of workmen of the said relief undertaking, or in favour of the industrial units which are registered as Small Scale Industrial Units with the Directorate of Industries of the Government of Maharashtra, State Industrial and Investment Corporation of Maharashtra Ltd., Dena Bank, Indian Overseas Bank and other nationalised Banks, Industrial Development Bank of India, Industrial Finance Corporation of India, Industrial Credit and Investment Corporation of India, Industrial Reconstruction Bank of India, Life Insurance Corporation of India, and Unit Trust of India and the dues of the employees' State Insurance Corporation and any liability incurred under the Bombay Sales Tax Act, 1959 (Bom. LI of 1959), the Maharashtra State Tax on Professions, Trades, Callings and Employments Act, 1975 (Mah. XVI of 1975) and the Employees' Provident Fund and Miscellaneous Provisions Act, 1952 (19 of 1952) accrued or incurred before the 3rd day of December 1984 and any remedy for the enforcement thereof shall be suspended and all proceedings relative thereto pending before any Court, Tribunal, Officer or Authority shall be stayed.

(Vide Govt. Notification I.E. & L.D. No. BRU-1085/(171)/IND-10, dated 2nd December, 1985, published in *Maharashtra Government Gazette*, Part I-L, dated 9th January, 1986.

(3) The Govt. of Mah. Industries, Energy and Labour Department has in exercise of the powers conferred by sections 3 and 4 of the said Act—

(a) declared that the industrial undertaking called "Shree Changdeo Sugar Mills Limited" having its registered office at Bombay (hereinafter referred to as "the said relief undertaking") which State Government has provided loan of Rs. 12.64 lakhs (Rupees twelve lakh and sixty-four thousand only), shall for a period of twelve months commencing from 2nd day of December 1985 and ending on 1st day of December 1986 (both days inclusive) be conducted to serve as a measure of unemployment relief; and

(b) directs that in relation to the said undertaking and in respect of the period of twelve months commencing from 2nd day of December 1985 and ending on 1st day of December 1986 (both days inclusive) for which the said relief undertaking continues as such any right, privilege, obligation or liability (excepting the obligations or liabilities incurred in favour of the workmen of the said relief undertaking and the farmers who have supplied sugarcane to the said relief undertaking) accrued or incurred before the 2nd day of December 1985 and any remedy for the enforcement thereof shall be suspended and all proceedings relative thereto pending before any Court, Tribunal, Officer or Authority shall be stayed.

(Vide Govt. Notification I.E. & L.D. No. BRU-1085(24)/IND-10, dated 2nd December, 1985, published in *M. G. G.*, Part I-L, dated 9th January 1986, at page No. 157

(4) The Govt. of Mah. Industries, Energy and Labour Department has in exercise of the powers conferred by sections 3 and 4 of the said Act—

(a) declared that the Industrial Undertaking called "Messrs. Pulgaon Cotton Mills Limited shall for a further period of one year commencing on the 10th day of December 1985 and ending on the 9th day of December 1986 (both days inclusive), be conducted to serve as a measure of unemployment relief, and

(b) directs that in relation to the said relief undertaking and in respect of the said further period of one year commencing on the 10th day of December 1985 and ending on the 9th day of December 1986 (both days inclusive), for which the said relief undertaking continues as such any right, privilege, obligation or liability (excepting the obligation or liabilities specified in the Schedule hereto), accrued or incurred before the 25th day of November 1982 and any remedy for the enforcement thereof shall be suspended and all proceedings relative thereto pending before any Court, tribunal, officer or authority shall be stayed.

## Schedule

- (1) Obligations or liabilities incurred in favour of the workmen of the said relief undertaking;
- (2) Liabilities towards the industrial units which are registered as small scale industrial units with the Directorate of Industries of the Government of Maharashtra;
- (3) Liabilities towards the Maharashtra State Electricity Board;
- (4) Liabilities towards all new (that is, nationalised) banks constituted under the Banking Companies (Acquisition and Transfer of Undertaking) Act, 1970 (5 of 1970);
- (5) Liabilities incurred under the Bombay Sales Tax Act, 1959 (Bom. LI of 1958); the Maharashtra State Tax on Professions, Trades, Callings and Employments Act, 1975 (Mah. XVI of 1975), the Employees' State Insurance Act, 1948 and the Employees' Provident Fund and Miscellaneous Provisions Act, 1952 (19 of 1952);
- (6) Rights and liabilities incurred in respect of Maharashtra State Textile Corporation, Industrial Development Bank of India, Industrial Finance Corporation of India, Maharashtra State Financial Corporation, State Industrial and Investment Corporation of Maharashtra

(Vide Govt. Notification I.E. & L.D. No. BRU-1085/(196)/IND-10, dated 6th December 1985, published in *Maharashtra Government Gazette*, Part I-L, dated 9th January 1986, at page Nos. 158 to 159).

(5) The Govt. of Maharashtra Industries, E. & L. D. has in exercise of the powers conferred by sections 3 and 4 of the said Act--

(a) declared that the industrial undertaking called Messrs Centron Industrial Alliance Limited, Aurangabad (hereinafter referred to as "the said Relief Undertaking"), having its registered Office at Bombay which a Sales-tax Loan of Rs. 10.57 lacs (Rupees ten lacs fifty-seven thousand only) has been provided by the State Government, shall for a period of six months commencing from 9th day of December 1985, be conducted and shall serve as a measure of unemployment relief; and

(b) directed that in relation to the said Relief Undertaking and in respect of the said period of which the said Relief Undertaking continues as such, any right, privilege, obligation or liability (excepting all statutory financial liabilities and the obligations accrued towards or liabilities incurred in favour of the workmen of the said Relief Undertaking and the liabilities accrued towards any industrial unit which is registered as Small Scale Industrial Unit with the Directorate of Industries, Government of Maharashtra and whose dues to be recovered from the said Relief Undertaking before the 1st day of January 1977 did not exceed Rs. 5,000) accrued or incurred before the 1st January 1977 and any remedy for the enforcement thereof shall be suspended and all proceedings relative thereto pending before any court, tribunal officer or authority shall be stayed.

(Vide Govt. Notification I.E. & L.D. No. BRU-1085/(156)/IND-10, dated 9th December, 1985, published in *M.G.G.*, Part I-L, dated 9th January 1986, at page No. 160).

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

(A) *Appointments under the Act.*—(1) The Govt. of Maharashtra I.E. & L.D. has in exercise of the powers conferred by sub-section (3) and (5) of Section 6 read with Section 11 of the said Act, appointed Shri P. K. Bangale, Assistant Commissioner of Labour, Bombay to be the member of the Grocery Markets and Shops Board for Greater Bombay, in place of Shri B. B. Haldevanekar.

(Vide Govt Notification Industries, Energy and Labour Department No. UWA-1385/10924/Lab-5, dated 9th December, 1985, published in *Maharashtra Government Gazette*, Part I-L, dated 9th January 1986, at page No. 161).

(2) The Govt. of Maharashtra I.E. & L.D. has in exercise of the powers conferred by sub-section (3) and (5) of Section 6 read with section 11 of the said Act, appointed Shri B. H. Ramishte, General Secretary, Maharashtra Rajya Mathadi, Transport and General Kamgar Union, Bombay-400 009, in place of Shri K. P. Valvaikar, to be a member of the said Board to represent the Unprotected workers of the Railway Goods Clearing and Forwarding Establishments Labour Board for Greater Bombay.

(Vide Govt. Notification I.E. & L.D. No. UWA-1285/1085/Lab-5, dated 11th December, 1985, published in *Maharashtra Government Gazette*, Part I-L, dated 9th January 1986, at page No. 162).

#### VI. PAYMENT OF GRATUITY ACT, 1972

which they shall exercise their functions and to which the authority of such Inspectors respectively extend.

#### Schedule

Serial No.	Officers	Areas
(1)	(2)	(3)
1	Commissioner of Labour, Bombay	Within the limits of Greater
2	Additional Commissioner of Labour, Bombay	Bombay, Thane, Raigad,
3	Deputy Commissioner of Labour, Bombay	Ratnagiri, Sindhudurg,
4	Deputy Commissioner of Labour, Thane	Nasik, Jalgaon and Dhule
5	Assistant Commissioner of Labour, Bombay	Districts.
6	Assistant Commissioner of Labour, Thane	
7	Assistant Commissioner of Labour, Raigad	
8	Assistant Commissioner of Labour, Kalyan	
9	Assistant Commissioner of Labour, Nasik	
10	Assistant Commissioner of Labour, Jalgaon	
11	Government Labour Officer, Bombay	Within the limits of Greater
12	Government Labour Officer, Thane	Bombay, Thane, Raigad,
13	Government Labour Officer, Raigad	Ratnagiri, Sindhudurg,
14	Government Labour Officer, Kalyan	Nasik, Jalgaon and Dhule
15	Government Labour Officer, Bhiwandi	Districts.
16	Government Labour Officer, Ratnagiri	
17	Government Labour Officer, Sindhudurg	
18	Government Labour Officer, Nasik	
19	Government Labour Officer, Jalgaon	
20	Government Labour Officer, Dhule	
21	Government Labour Officer, Malegaon	

#### II

1	Additional Commissioner of Labour, Pune	
2	Deputy Commissioner of Labour, Pune Division, Pune.	
3	Deputy Commissioner of Labour, Pune District, Pune.	
4	Assistant Commissioner of Labour, Pune Division, Pune.	
5	Assistant Commissioner of Labour, Pune District, Pune.	
6	Assistant Commissioner of Labour, Ahmednagar.	
7	Assistant Commissioner of Labour, Solapur	Within the limits of Pune,
8	Assistant Commissioner of Labour, Kolhapur	Satara, Sangli, Solapur
9	Assistant Commissioner of Labour, Sangli	and Kolhapur Districts.
10	Government Labour Officer, Pune Division, Pune.	
11	Government Labour Officer, Pune District, Pune.	
12	Government Labour Officer, Ahmednagar	
13	Government Labour Officer, Solapur	
14	Government Labour Officer, Kolhapur	

Serial No.	Officers	Areas
(1)	(2)	(3)
III		
1	Deputy Commissioner of Labour, Nagpur Division, Nagpur.	
2	Assistant Commissioner of Labour, Nagpur Division, Nagpur.	
3	Assistant Commissioner of Labour, Nagpur District, Nagpur.	
4	Assistant Commissioner of Labour, Gondia	Within the limits of Nagpur,
5	Assistant Commissioner of Labour, Bhandara	Wardha, Bhandara, Chandra-
6	Assistant Commissioner of Labour, Chandrapur/Gadchiroli.	pur, Amravati, Akola,
7	Assistant Commissioner of Labour, Amravati	Buldhana, Yeotmal and
8	Assistant Commissioner of Labour, Akola	Gadchiroli Districts.
9	Government Labour Officer, Nagpur District, Nagpur.	
10	Government Labour Officer, Gondia	
11	Government Labour Officer, Bhandara	
12	Government Labour Officer, Chandrapur/Gadchiroli	
13	Government Labour Officer, Amravati.	
14	Government Labour Officer, Akola	Within the limits of Nagpur,
15	Government Labour Officer, Wardha	Wardha, Bhandara,
16	Government Labour Officer, Tumsar	Chandrapur, Amravati,
17	Government Labour Officer, Tirora	Akola, Buldhana, Yeotmal
18	Government Labour Officer, Buldhana	and Gadchiroli Districts.
19	Government Labour Officer, Yeotmal	

## IV

1	Deputy Commissioner of Labour, Aurangabad Division, Aurangabad.	
2	Assistant Commissioner of Labour, Aurangabad District, Aurangabad.	
3	Assistant Commissioner of Labour, Nanded	Within the limits of Auranga-
4	Government Labour Officer, Aurangabad	bad, Jalna, Parbhani, Bhir
5	Government Labour Officer, Nanded	Nanded, Osmanabad and
6	Government Labour Officer, Parbhani	Latur Districts.
7	Government Labour Officer, Bhir	
8	Government Labour Officer, Osmanabad	
9	Government Labour Officer, Jalna	
10	Government Labour Officer, Latur	

## BOMBAY SHOPS AND ESTABLISHMENTS ACT, 1948

(A) Notifications under the Act.—(1) The Government of Maharashtra Industries, Energy and Labour Department has in exercise of the powers conferred by sub-section (5) of section 10 of the said Act directed that all the provisions of the said Act shall come into force in the following Grampanchayat/Municipal areas shown against the respective districts with effect from the 1st day of January 1986.

I	Aurangabad District	(i) Silhod Grampanchayat. (ii) Paithan Municipal Council. (iii) Kannad Municipal Council. (iv) Gangapur Municipal Council.
II	Jalna District	(i) Partur Municipal Council. (ii) Ambad Municipal Council.
III	Parbhani District	(i) Pathri Municipal Council. (ii) Kalamnari Municipal Council.
IV	Bead District	(i) Gevrai Municipal Council.
V	Latur District	(i) Nilanga Municipal Council. (ii) Ousa Municipal Council. (iii) Chakur Grampanchayat. (iv) Murud Grampanchayat.
VI	Osmanabad District	(i) Umarga Municipal Council. (ii) Murum Municipal Council. (iii) Paranda Municipal Council. (iv) Bhum Municipal Council.

Government Notification Industries, Energy and Labour Department No. BSE. 1584/38938/996/Lab-9, dated 23rd December 1985, published in Maharashtra Government Gazette, Part I-L, dated 9th January 1986, at page No. 166).

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

## Schedule

Festival	Provisions of section	Period
Shree Sidheshwar Mahayatra.	Section 11(i) (a), 12, 14, 16, 19(1), 20, 21, 24, 26, 27, 28 and 30.	24th December 1985 to 31st January 1986 (both days inclusive).

of the said Act, as shown in column 2 of the Schedule appended hereto on account of the festivals shown in column 1 of the said Schedule for the periods mentioned in column 3 of the said Schedule.

## Schedule

Festival	Provisions of sections	Period
Makar Sankrant	Sections 10 (1), 11(1) (a), 14, 16, 18, 19, 20, 21, 23 & 24.	12th January 1986 to 16th January 1986 (both days inclusive).

(Vide Govt. Notification I.E. & L.D. No. P-7386/200817/1715/Lab-9, dated 8th January, 1986, published in *Maharashtra Government Gazette*, Part I-L, dated 30th January 1986, at pages Nos. 711 to 712).

(3) The Government of Maharashtra Industries, Energy and Labour Department has in exercise of the powers conferred, by section 6 of the said Act suspended for the period commencing on the 1st February 1986 and ending on the 8th February, 1986 the operation of Section 18 of the said Act, in so far as they relate to the operation of the calendar or list of closed days prepared under sub-section (1) and of the orders, if any issued under sub-section (1-B) of the said Section 18 in the areas of 271-Sangli (Sangli) and, 263-Javli (Satara) Assembly constituency, subject to the conditions that :—

(i) All Shops and Commercial establishments in the said areas shall remain closed on the 2nd February 1986, and,

(ii) no deductions shall be made from the wages of any employee in any such Shop or Commercial establishments on account of closure on the 2nd February 1986.

(Vide Govt. Notification I.E. L.D. No. P. 7386/CR-1713/Lab-9, dated 9th January 1986, published in *Maharashtra Government Gazette*, Part I-L, dated 30th January 1986, at page No. 713).

(C) *Appointments under the Act.*—(1) The Govt. of Maharashtra Industries, Energy and Labour Department, has in exercise of the powers conferred by sub-section (2) of section 48 of the said Act, the Commissioner of Labour, Bombay appointed the persons mentioned in column No. 2 of the Schedule to be inspectors for the purpose of the implementation of the provisions of the said Act in the local areas (which are not subject to the jurisdiction of any local Authority for the enforcement of the said Act) in the District or Districts specified in column 4 of the said Schedule against each name instead of the District or Districts specified in column 3 of the said Schedule.

## Schedule

Serial No.	Name of the Inspectors	Name of the Dist./s for which previously appointed	Name of District for which now appointed
1	2	3	4
1	Shri V. H. Rathod	Sangli District	Solapur District.
2	Shri V. S. Dhanvijay	Nagpur, Wardha, Bhandara and Chandrapur Districts.	Yavatmal and Amravati Districts.

(Vide Govt. Notification I.E. & L.D. No. CL/BSE/NFN/2186/Insp./H.O. XII, dated 14th January 1986, published in *Maharashtra Government Gazette*, Part I-L, dated 30th

## शुद्धीपत्र

विषय.—नूबदे, दुकाने व सस्था अर्धानियम, १९४८

सण, उत्सव व तला मारकरिता अधिनियमाच्या काही तरतुदीने निरस्त.

ग्रामकोष अधिसूचना, क्रमांक पो. ७३८५/१६२६०/१६७८/कामगार-९, दिनांक २५ डिसेंबर १९८५ का आदेशे मा अनुसूचीमधील रकाना २ खालीलप्रमाणे वाचतात :—

“अधिनियमाच्या तरतुदी”

(२)

११(१) (अ), १२, १४, १६, १८, १९(१), २०, २१, २४, २६, २७, २८ व ३०,

(कामगारांच्या उद्योग, जमीन व कामगार विभाग क्रमांक पो. ७३८६/२०१४५०/(१७८६) का-९, दिनांक १६ जानेवारी १९८६ च्या अधिसूचनेद्वारे महाराष्ट्र शासन राजपत्र, मास एक-८, दिनांक ३० जानेवारी १९८६ यात क्रमांक ७२० मध्ये प्रसिद्ध केले).

VIII. EMPLOYEES' STATE INSURANCE ACT, 1948.

(A) *Appointments under the Act.*—(1) The Govt. of Maharashtra Industries, Energy and Labour Department has in exercise of the powers conferred by section 74 of the said Act, Shri K. M. Desai, Member Industrial Court, Bombay appointed to be Judge of the said Employees' Insurance Court, Bombay in place of Shri R. N. Gawande.

(Vide Govt. Notification I.E. & L.D. No. SIA.2484/4485/Lab-10, dated 13th January 1986, published in *Maharashtra Government Gazette*, Part I-L, dated 30th January 1986, at page No. 719).

**ANNUAL REPORT OF THE CONSUMER PRICE INDEX NUMBERS  
FOR THE WORKING CLASS FOR THE STATE OF MAHARASHTRA  
FOR THE YEAR 1985**

**BOMBAY**

The Consumer Price Index Number for Industrial Workers (1960=100) for the Bombay Centre varied between 613 to 658 during the year under review. The average of the index numbers for the whole year, came to 640 which was about 6.4 times higher than that of base period (1960=100). The following Table gives the monthly Consumer Price Index Numbers during the year 1985 :—

Month and Year	Consumer Price Index Number	Variation in points as compared to previous month
<b>1985 :</b>		
January	613	+ 1
February	614	+ 1
March	624	+10
April	638	+14
May	641	+ 3
June	650	+ 9
July	651	+ 1
August	650	- 1
September	639	-11
October	647	+ 8
November	654	+ 7
December	658	+ 4
<b>Average</b>	<b>640</b>	

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

Month and Year	Food	Pan, Supari, tobacco, etc.	Fuel and Light	Housing	Clothing Bedding and Footwear	Miscellaneous
<b>1985 :</b>						
January	676	664	807	185	577	481
February	675	672	810	185	578	488
March	686	689	822	185	585	496
April	701	726	835	185	594	504
May	704	737	835	185	600	508
June	712	747	847	185	603	521
July	712	742	850	191	604	524
August	711	740	850	191	606	527
September	690	735	855	191	609	529
October	701	754	855	191	614	528
November	712	755	855	191	614	531
December	717	760	858	191	619	532
<b>Average</b>	<b>700</b>	<b>727</b>	<b>840</b>	<b>188</b>	<b>600</b>	<b>514</b>

The average of the index numbers was higher than that of the base year for food group by about 7.0 times, the pan, supari tobacco etc. group by about 7.3 times, the fuel and light group by about 8.4 times, the housing group by about 1.9 times, the clothing bedding and footwear group by about 6.0 times and the miscellaneous group by about 5.1 times.



## SOLAPUR

The Consumer Price Index Number for Industrial Workers (1960=100) for the Solapur Centre varied between 609 to 663 during the year under review. The average of the index number for the whole year, came to 632 which is about 6.3 times higher than that of base period (1960=100). The following table gives the monthly Consumer Price Index Number during the 1985 —

Month and Year	Consumer Price Index Number	Variation in points as compared to previous month
<b>1985 :</b>		
January	623	— 2
February	615	— 8
March	609	— 6
April	614	+ 5
May	622	+ 8
June	626	+ 4
July	629	+ 3
August	634	+ 5
September	642	+ 8
October	657	+15
November	656	— 1
December	663	+ 7
<b>Average</b>	<b>632</b>	

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

Month and Year	Food	Pan, Supari tobacco etc.	Fuel and Light	Housing	Clothing bedding and footwear	Miscellaneous
<b>1985 :</b>						
January	679	537	732	273	595	469
February	666	535	732	273	595	470
March	654	561	736	273	603	470
April	658	589	740	273	606	472
May	667	614	740	273	619	478
June	673	614	740	273	619	478
July	676	614	740	281	619	478
August	685	627	740	281	619	475
September	695	603	740	281	623	495
October	715	598	740	281	647	492
November	709	597	740	281	647	516
December	715	598	740	281	649	541
<b>Average</b>	<b>683</b>	<b>591</b>	<b>738</b>	<b>277</b>	<b>620</b>	<b>486</b>

The average of the index numbers was higher than that of the base year for the food group by about 6.8 times, the pan, supari, tobacco etc. group by about 5.9 times, the fuel and light group by about 7.4 times, the housing group by about 2.8 times, the clothing bedding and footwear group by about 6.2 times and the miscellaneous group by about 4.9 times.

**NAGPUR**

The Consumer Price Index Number for Industrial Workers (1960=100) at the Nagpur Centre varied between 608 to 647 during the year under review. The average of the index number for the whole year, came to 625 which is about 6.2 times higher than that of base period (1960=100). The following table gives the monthly Consumer Price Index Number during the year.

Month and Year	Consumer Price Index Number	Variation in points as compared to previous month.
1985		
January	610	— 4
February	608	— 2
March	613	+ 5
April	613	Steady
May	614	+ 1
June	616	+ 2
July	625	+ 9
August	631	6
September	640	+ 9
October	641	+ 1
November	647	+ 6
December	640	— 7
<b>Average</b>	<b>625</b>	

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

Month and Year	Food	Pan, Supari, Tobacco etc.	Fuel and Light	Housing	Clothing, Bedding and Footwear,	Miscellaneous
1985 :						
January	655	586	917	327	623	452
February	651	594	917	327	623	452
March	659	594	921	327	626	454
April	655	604	925	327	635	456
May	654	619	923	327	640	459
June	654	695	923	327	637	458
July	666	686	928	338	637	462
August	673	673	928	338	637	476
September	681	718	928	338	630	503
October	682	710	928	338	630	503
November	692	709	928	338	634	505
December	680	710	928	338	633	506
<b>Average</b>	<b>667</b>	<b>658</b>	<b>924</b>	<b>332</b>	<b>632</b>	<b>474</b>

The average of the index numbers was higher than that of the base year for the food group by about 6.7 times, the pan, supari tobacco etc. group by about 6.6 times the fuel and light group by about 9.2 times, the housing group by about 3.3 times, the clothing bedding and footwear group by about 6.3 times and the miscellaneous group by about 4.7 times.

## PUNE

The Consumer Price Index Number for Industrial workers (1961=100) for the Pune Centre varied between 585 and 612 during the year under review. The average of the index number for the whole year comes to 593 which was about 5.9 times higher than that of the base period (1961=100).

The following table gives the monthly Consumer Price Index Number (New Series) during the year 1985:—

Year and Month	Consumer Price Index Number	Variation in points as compared to that of the various month.
<b>1985</b>		
January	585	+ 6
February	588	+ 3
March	588	—
April	587	— 1
May	588	+ 1
June	589	+ 1
July	594	+ 5
August	594	—
September	596	+ 2
October	595	— 1
November	601	+ 6
December	612	+11
Average	593	

The following table shows group wise index number for the Pune Centre for each month of the year 1985

Year and month	Food	Fuel and Light	Housing	Clothing and footwear	Miscellaneous
1	2	3	4	5	6
<b>1985 :</b>					
January	656	789	149	545	485
February	650	791	149	577	497
March	649	794	149	577	500
April	645	797	149	576	505
May	646	797	149	576	505
June	646	797	149	589	506
July	654	797	150	589	506
August	654	797	150	593	507
September	657	797	150	593	508
October	651	805	150	604	512
November	659	823	150	605	513
December	677	821	150	619	512
Average	654	800	150	587	505

The average of the index numbers was higher than that of the base year for the food 6.5 times, fuel and light 8.0 times, for Housing by about 1.5 times, for the Clothing and Footwear 5.9 times and the Miscellaneous group by about 5.0 times.

**JALGAON**

The Consumer Price Index Number for Industrial Workers (New Series) for the Jalgaon Centre varied between 578 and 631 during the year under review. The average of the Index Numbers for the whole year comes to 602 which was about 6 times higher than that of the base period (1961 = 100).

The following table gives the monthly Consumer Price Index Number (New Series) during the year 1985 :—

Year and Month	Consumer Price Index Number	Variation in points as compared to that of the previous month.
<b>1985 :</b>		
January	582	—10
February	585	+ 3
March	578	— 7
April	585	+ 7
May	584	— 1
June	589	+ 5
July	610	+21
August	618	+ 8
September	616	— 2
October	623	+ 7
November	627	+ 4
December	631	+ 4
<b>Average</b>	<b>602</b>	

The following table shows groups wise Index Numbers for the Jalgaon Centre for each month of the year 1985

Year and Month	Food	Fuel and Light	Housing	Clothing and Footwear	Miscellaneous
1	2	3	4	5	6
<b>1985 :</b>					
January	631	714	188	601	471
February	636	714	188	601	471
March	622	715	188	601	480
April	629	720	188	603	493
May	623	720	188	603	512
June	631	720	188	603	516
July	663	720	188	604	522
August	677	720	188	602	523
September	668	720	188	607	542
October	678	720	188	611	542
November	685	720	188	611	543
December	691	720	188	613	542
<b>Average</b>	<b>653</b>	<b>719</b>	<b>188</b>	<b>605</b>	<b>513</b>

The average of the index number was higher than that of the base year for the food group by about 6.5 times for the fuel and light group by about 7.2 times for housing 1.9 times for clothing and footwear group by about 6 times and the miscellaneous group by about 5.1 times.

**NANDED**

The Consumer Price Index Number for Industrial Workers the Nanded Centre varied between 636 and 671 during the year under review. The average of the index number for the whole year came to 656 which was about 6.6 times higher than that of the base period (1961 = 100).

The following table gives the monthly Consumer Price Index Number (1961 = 100) during the year 1985 :—

Year and Month	Consumer Price Index Number	Variation in points as compared to that of the previous month
<b>1985 :</b>		
January	659	+ 2
February	646	- 13
March	636	- 10
April	638	+ 2
May	643	+ 5
June	651	+ 8
July	662	+ 11
August	667	+ 5
September	664	- 3
October	666	+ 2
November	668	+ 2
December	671	+ 3
<b>Average</b>	<b>656</b>	

The following table shows groups wise Index Number for the Nanded Centre for each month of the year 1985

Year and Month	Food	Fuel and Light	Housing	Clothing and Footwear	Miscellaneous
1	2	3	4	5	6
<b>1985 :</b>					
January	730	788	386	530	514
February	706	788	386	531	524
March	682	793	386	556	537
April	682	801	386	558	543
May	685	801	386	557	560
June	697	801	386	557	565
July	714	801	386	561	570
August	721	801	386	561	569
September	717	801	386	562	569
October	720	801	386	565	566
November	714	801	386	569	600
December	716	801	386	583	600
<b>Average</b>	<b>707</b>	<b>798</b>	<b>386</b>	<b>558</b>	<b>560</b>

The average of the index number was higher than of the base year for the food group by about 7.1 times for the fuel and light group by about 8.0 times for housing 3.9 times for clothing and footwear group by about 5.6 times and the miscellaneous group by about 5.6 times.

### AURANGABAD

The Consumer Price Index Number for Industrial Workers (New Series) for the Aurangabad Centre varied between 636 and 690 during the year 1985. The average of the index number for the whole year was 657, which was about 6.6 times higher than that of the base period (1971=100).

The following table gives the monthly Consumer Price Index Number (New Series) during the year 1985 —

Year and month	Consumer Price Index Number	Various in point as compared to that of the previous month
<b>1985</b>		
January	640	+ 5
February	636	- 4
March	641	+ 5
April	647	+ 6
May	653	+ 6
June	641	-12
July	651	+10
August	659	+ 8
September	665	+ 6
October	673	+ 8
November	688	+15
December	690	+ 2
<b>Average</b>	<b>657</b>	

The following table shows group wise Index Number for the Aurangabad Centre for every month of the year 1985 —

Year and month	Food	Fuel and light	Housing	Clothing and footwear	Miscellaneous
1	2	3	4	5	6
January	712	772	326	576	494
February	704	772	326	578	500
March	707	780	326	592	510
April	715	784	326	593	514
May	721	784	326	593	526
June	699	789	326	612	526
July	714	789	326	614	531
August	724	789	326	621	543
September	733	789	326	621	546
October	741	789	326	653	547
November	761	789	326	656	562
December	765	789	326	654	561
<b>Average</b>	<b>725</b>			<b>614</b>	<b>530</b>

The average of index number was higher than that of the base year for the food group by 7.2 times, for fuel and light group by 7.7 times, for housing by about 3.3 times, for the clothing and footwear group by 6.1 times and the miscellaneous group by about 5.3 times.

### Consumer Price Index Numbers for Industrial Workers for January 1986

#### BOMBAY CENTRE\*

##### A rise of 10 Points

In January 1986 the Consumer Price Index Number for Industrial Workers (1961=100) for the Bombay Centre with base January to December 1960 equal to 100 was 668 being 10 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at the Bombay Centre.

The index number for the Food group increased by 15 points to 732 due to a rise in the average prices of wheat, baira, goat-meat, fish fresh, bhajia, tea-readymade and vegetables and fruits sub-group.

The index number for the Pan, Supari and Tobacco etc., group increased by 4 points to 764 due to a rise in the average prices of supari and katha.

The index number for the Fuel and Light group increased by 6 points to 864 due to a rise in the average price of firewood.

Six monthly house rent index compiled by the chain method on the basis of the house rent survey, conducted by N.S.S.O. The index number for the housing increased by 4 points to 195.

The index number for the Clothing, Bedding and Footwear group increased by 3 points to 622 due to a rise in the average prices of shirting and ladies chappal.

The index number for the Miscellaneous group increased by 2 points to 534 due to a rise in the average prices of medicine and cinema show.

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

(Average prices for the calendar year 1960 = 100)

	Weight proportional to the total expenditure	Group Index Numbers	
		December 1985	January 1986
I-A. Food	57.1	717	732
I-B. Pan, Supari, Tobacco, etc.	4.9	760	764
II. Fuel and Light	5.0	858	864
III. Housing	4.6	191	195
IV. Clothing, Bedding and Foot-Wear	9.4	619	622
V. Miscellaneous	19.0	532	534
Total ..	100.0	...	...
Consumer Price Index Number	....	658	668

\*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 867 of

#### SOLAPUR CENTRE\*

##### 672—A rise of 9 Points

In January 1986 the Consumer Price Index Number for Working Class (New Series) for Solapur Centre are base year January to December 1960 equal to 100 was 672 being 9 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Solapur Centre.

The index number for the food group increased by 10 points to 725 due to a rise in the average prices of wheat jowar, chillies green.

The index number for the Pan, Supari and Tobacco etc., group increased by 50 points to 648 due to a rise in the average prices of Panleaf, Supari and Cigareattes.

The index number for the Fuel and Light group remained steady at 740.

Six monthly house rent index compiled by the chain method on the basis of the house rent survey conducted by N.S.S.O. The index number for the housing increased by 5 points to 286.

The index number for clothing, bedding and footwear group decrease by 3 points to 646 due to a fall in the average prices of Dhoti and martein.

The index number for the miscellaneous group increased by 14 points to 555 due to a rise in the average price of Cinema.

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

(Average prices for the calendar year 1960=100)

Groups	Weight proportional to the total expenditure	Group Index Numbers	
		December 1985	January 1986
I-A. Food	63.0	715	725
I-B. Pan, Supari, Tobacco etc.	3.4	598	648
II. Fuel and Light	7.1	740	740
III. Housing	5.2	281	286
IV. Clothing, Bedding and Footwear	9.0	649	646
V. Miscellaneous	12.3	541	555
Total ..	100.00	...	...
Consumer Price Index Number ..		663	672

\*Details regarding the scope and method of compilation of the index may be seen on page

## CENTRE NAGPUR\*

## 632—A fall of 8 Points

In January 1986 the Consumer Price Index Number for Working Class (New Series) for Nagpur Centre with base January to December 1986 equal to 100 was 632 being 8 points lower than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Nagpur Centre.

The index number for the food group decreased by 17 points to 663 due to a fall in the average prices rice, wheat, jowar, chillies dry, onions and sugar.

The index number for the Pan, Supari and Tobacco etc., group remained steady at 710.

The index number for the Fuel and Light group increase by 3 points to 931 due to a rise in the average price of Coal.

Six monthly house rent index compiled by the chain method on the basis of the house rent survey, conducted by N.S.S.O. The index number for the housing increase by 9 points to 347.

The index number for clothing, bedding and footwear group remained steady at 633.

The index number for the miscellaneous group increased by 2 points to 508 due to a rise in the average price of Cinema.

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

(Average prices for the calendar year 1960=100)

Groups	Weights proportional to the total expenditure	Group Index Numbers	
		December 1985	January 1986
I-A. Food ..	57.2	680	663
I-B. Pan, Supari, Tobacco, etc. ..	3.8	710	710
II. Fuel and Light ..	5.7	928	931
III. Housing ..	6.6	338	347
IV. Clothing, Bedding and Footwear ..	10.9	633	633
V. Miscellaneous ..	17.8	506	508
Total	100.0	....	....
Consumer Price Index Number	....	640	632

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

Note.—For arriving at the old Index Number (1939 = 100), the new Index Number should

## CENTRE\*

## 616—A rise of 4 Points

In January 1986, the Consumer Price Index Number for Industrial Workers (1961=100) for the Pune Centre with base January to December 1961 equal to 100 was 616 being 4 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at the Pune Centre.

The index number for the Food group increased by 7 points to 684 due to a rise in the average prices of wheat jowar, turdal, oils and fats, fresh fish and vegetables.

The index number for the Fuel and Light group decreased by 3 points to 818 due to a fall in the price of charcoal (patti) only.

Six monthly house rent survey was conducted by the office of the Commissioner of labour, Bombay in the month of January 1986. Accordingly the index number for housing has increased by 3 points to 153.

The index number for the clothing and footwear group of remained steady at 619.

The index number for the miscellaneous group decreased by 1 point to 511 due to a fall in the price of hair oil (Tata Co.).

## CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR PUNE CENTRE

(Average prices for the calendar year 1961=100)

Groups	Weight proportional to total expenditure	Group Index Numbers	
		December 1985	January 1986
Food ..	55.85	677	684
Fuel and Light ..	6.89	821	818
Housing ..	6.65	150	153
Clothing and Footwear ..	10.31	619	619
Miscellaneous ..	20.30	512	511
Total	100.00	....	....
Consumer Price Index Number	....	612	616

\*Details regarding the scope and method of compilation of the index will be found on



## JALGAON CENTRE\*

## A fall of 3 Points

In January 1986 the Consumer Price Index Number for Industrial Workers (1961=100) for the Jalgaon Centre with base January to December 1961 equal to 100 was 628 being 3 points lower than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at the Jalgaon Centre.

The index number for the Food group decreased by 8 points to 683 due to a fall in the average prices of rice, fish-fresh, chillies dry, other vegetables, fruits, sugar and gur.

The index number for the Fuel and Light group increased by 26 points to 746 due to a rise in the average prices of firewood only.

Six monthly House Rent Survey was conducted by the office of the Commissioner of Labour, Bombay in the month of December 1985. The Housing Index for January 1986 works out at 187.90 which remains unchanged as compared to the Housing Index in previous half yearly period ending December 1985.

The index number for the clothing and footwear group remained steady at 613.

The index number for the miscellaneous group decreased by 1 point to 541 due to a fall in the average price of supari only.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR  
JALGAON CENTRE

(Average prices for the calendar year 1961=100)

Groups	Weight proportional to total expenditure	Group Index Number	
		December 1985	January 1986
I. Food ..	60.79	691	683
II. Fuel and Light ..	7.20	720	746
III. Housing ..	6.11	188	188
IV. Clothing and Foot wear ..	10.29	613	613
V. Miscellaneous ..	15.61	542	541
Total ..	100.00	631	628
Consumer Price Index Number ..	....		

\*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

## NANDED CENTRE \*

## A rise of 6 Points

In January 1986 the Consumer Price Index number for Industrial Workers (1961=100) for the Nanded Centre with base January to December 1961 equal to 100 was 677 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 Nanded Centre.

The index number for the Food group increased by 10 points to 726 due to a rise in the average prices of rice, jowar, masurdal, fish, tamarind, other vegetables and grinding charges.

The index number for the Fuel and Light group remained steady at 801.

Six monthly House Rent Survey was conducted by the Office of the Commissioner of labour, Bombay in the month of December 1985. The Housing Index for January 1986 works out at 386.26 which remains unchanged as compared to the Housing Index in previous half yearly period ending December 1985.

The index number for the clothing and footwear group remained steady at 583.

The index number for the miscellaneous group remained steady at 600.

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	
		December 1985	January 1986
I. Food ..	61.46	716	726
II. Fuel and Light ..	5.88	801	801
III. Housing ..	4.62	386	386
IV. Clothing, Bedding and Footwear ..	12.22	583	583
V. Miscellaneous ..	15.82	600	600
Total ..	100.00	671	677
Consumer Price Index Number ..	....		

\*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 equivalent old index number on base August 1943 to July 1944 = 100

## AURANGABAD CENTRE\*

## 695--A rise of 5 Points

In January 1986 the Consumer Price Index Number for Industrial Workers (1961=100) for the Aurangabad Centre with base January to December 1961 equal to 100 was 695 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 the Aurangabad Centre.

The index number for the Food group increased by 7 points to 772 due to a rise in the average prices of Jowar, grinding charges and gramdal.

The index number for the Fuel and Light group remained steady at 789.

Six monthly house rent survey was conducted by the office of the Commissioner of labour, Bombay in the month of January 1986. Accordingly the index number for housing has increased by 2 points to 328.

The index number for the clothing and footwear group remained steady at 654.

The index number for the miscellaneous group increased by 4 points to 565 due to a rise in the average price of Kathau.

## CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR AURANGABAD CENTRE

(Average prices for the calendar year 1961-100)

Groups	Weight proportional to total expenditure	Group Index Number	
		December 1985	January 1986
I. Food ..	60.72	765	772
II. Fuel and Light ..	7.50	789	789
III. Housing ..	8.87	326	328
IV. Clothing and Footwear ..	9.29	654	654
V. Miscellaneous ..	13.62	561	565
Total	100.00		....
Consumer Price Index Number		690	695

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

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

## ALL INDIA AVERAGE CONSUMER PRICE INDEX NUMBERS FOR INDUSTRIAL WORKERS

The statistics for the Last 12 calendar months from February 1985 to January 1986 are given in the following table :—

TABLE

Month	Base 1960=100	*Base 1949=100	
	1	2	3
February 1985	.. .. .	585	711
March 1985	.. .. .	586	712
April 1985	.. .. .	594	722
May 1985	.. .. .	600	729
June 1985	.. .. .	606	737
July 1985	.. .. .	615	747
August 1985	.. .. .	618	750
September 1985	.. .. .	619	752
October 1985	.. .. .	625	760
November 1985	.. .. .	630	766
December 1985	.. .. .	630	766
January 1986	.. .. .	629	765

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

THE STATEMENT SHOWING THE CONSUMER PRICE INDEX NUMBER FOR (INDUSTRIAL WORKERS) GROUPS FOR SEVEN CENTRES OF MAHARASHTRA STATE FOR THE MONTH OF JANUARY 1986

Centre	Base	Food	Pan, Supari, Tobacco etc.	Fuel and Light	Housing and Footwear	Clothing, Bedding and Miscellaneous	Miscellaneous	Consumer Price Index Number		Equivalent Old Index Number	Divisor
								Jan. 1986	Dec. 1985		
1	2	3	4	5	6	7	8	9	10	11	12
Bombay	1960-100	732	764	864	195	622	534	668	2,966	658	2,922
Pune	1960-100	725	648	740	286	646	555	672	2,567	663	2,533
Nagpur	1960-100	663	710	931	347	633	508	632	3,299	640	3,341
Thane	1961-100	684	..	818	153	619	511	616	..	612	..
Jalgaon	1961-100	683	..	746	188	613	541	628	3,322	631	3,338
Aurangabad	1961-100	726	..	801	386	583	600	677	1,659	671	1,644
Latur	1961-100	772	..	789	328	654	565	695	1,543	690	1,532

Note.—For arriving at the equivalent old Index Numbers the new Index Numbers may be multiplied by the linking factors mentioned against the respective centres as follows:—

BOMBAY: 4.44, SOLAPUR: 3.82, NAGPUR: 5.22, JALGAON: 5.29, NANDED: 2.45, AURANGABAD: 2.22

## Labour Intelligence

### INDUSTRIAL RELATIONS IN MAHARASHTRA REVIEW FOR THE MONTH OF DECEMBER 1985

#### Industrial Courts, Tribunals and Labour Courts

In all 2524 applications were received by the Industrial Courts, Tribunals and Labour Courts during the month. Their break-up are as under:—

Serial No.	Name of the Industrial Court/Tribunal and Labour Court	No. of applications, etc. received during the month under the—			Total
		B.I.R. Act, 1946	I.D. Act, 1947	Other Acts	
	2	3	4	5	6
<b>I. Industrial Court Tribunals*—</b>					
1	Industrial Court, Bombay ..	29	..	146	175
2	Industrial Tribunal, Bombay ..	..	45	..	45
3	Industrial Court, Nagpur ..	4	..	39	43
4	Industrial Tribunal, Nagpur ..	..	3	..	3
5	Industrial Court, Pune ..	1	..	52	53
6	Industrial Tribunal, Pune ..	..	21	..	21
7	Industrial Court, Thane ..	44	..	13	57
8	Industrial Tribunal, Thane ..	..	2	..	2
9	Industrial Court, Kolhapur ..	2	..	59	61
10	Industrial Tribunal, Kolhapur ..	..	2	..	2
11	Industrial Court, Amravati ..	1	..	32	33
12	Industrial Tribunal, Amravati ..	..	..	..	..
13	Industrial Court, Nashik ..	..	..	28	28
14	Industrial Tribunal, Nashik ..	..	5	..	5
15	Industrial Court, Aurangabad ..	3	..	69	72
16	Industrial Tribunal, Aurangabad ..	..	..	..	..
Total		84	78	438	600

#### II. Labour Courts—

1	Labour Court, Bombay ..	141	319	202	662
2	Labour Court, Pune ..	3	50	45	98
3	Labour Court, Nagpur ..	12	227	130	369
4	Labour Court, Thane ..	14	16	96	126
5	Labour Court, Kolhapur ..	1	35	7	43
6	Labour Court, Solapur ..	3	14	79	96
7	Labour Court, Akola ..	8	3	21	32
8	Labour Court, Nashik ..	..	5	13	18
9	Labour Court, Aurangabad ..	2	18	49	69
10	Labour Court, Dhule ..	3	3	7	13
11	Labour Court, Sangli ..	3	18	41	62
12	Labour Court, Amravati ..	..	27	56	83
13	Labour Court, Jalgaon ..	3	2	17	22
14	Labour Court, Bhandara ..	..	41	25	66
15	Labour Court, Ahmadnagar ..	1	55	54	110
16	Labour Court, Latur ..	..	42	13	55

Analysis of disputes handled by the Conciliation machinery in the State during December 1985 under various Acts is given below.

Cause-wise analysis of the cases received during the month :-

Act	Issues relating to pay, allowances and Bonus	Employment, leave, hours of work and Miscellaneous causes	Total
1	2	3	
Industrial Disputes Act, 1947	6	53	59
Bombay Industrial Relations Act, 1946	9	11	20
Bombay Industrial Relations (Extensions and Amendment) Act, 1964.			
<b>Total</b>	<b>15</b>	<b>64</b>	<b>79</b>

Result-wise analysis of the cases dealt with during the month :-

Act	Pending at the beginning of the month	No. of cases received during the month	Settled amicably	Ended in failure	Withdrawn or not pursued by parties	Closed	Total (4 to 7)	Pending at the end of the month
1	2	3	4	5	6	7	8	9
Industrial Disputes Act, 1947	75	100	44	10	48	66	309	107
Bombay Industrial Relations Act, 1946	17	30	11	2	11		45	14
Bombay Industrial Relations (Ext. and Am.) Act, 1964.					1		1	1
<b>Total</b>	<b>92</b>	<b>130</b>	<b>55</b>	<b>12</b>	<b>60</b>	<b>66</b>	<b>357</b>	<b>122</b>

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

Act	Cotton Textile	Silk Textile	Chemical	Textile Processing	Hosiery	Banking	Sugar	Misc.	Transport	Total
1	2	3	4	5	6	7	8	9	10	11
B.I.R. Act, 1946	15	..	..	..	..	3	1	..	1	20

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

District-wise analysis is given below :-

Act	Bombay	Pune	Sangli	Nagpur	Nanded	Aurangabad	Ahmadnagar	Total
1	2	3	4	5	6	7	8	9
B.I.R. Act, 1946	18	..	2	..	..	..	..	20

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

### INDUSTRIAL DISPUTES IN MAHARASHTRA STATE DURING DECEMBER 1985

	Dec. 85	Nov. 85	Dec. 84
No. of Disputes	48	43	45
No. of Workers involved	10,172	9,733	17,149
No. of Man-days lost ..	2,06,054	1,94,106	3,83,709

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	Started during the month i.e.	Total		
1	2	3	4	5	6
Textile		3	5	421	8,390
Engineering	19		21	6,677	1,39,854
Chemical ..	12		12	1,759	32,527
Miscellaneous	7	3	10	1,315	25,283
Dec. 1985—Total	40	8	48	10,172	2,06,054
Nov. 1985—Total	40		11	9,733	1,94,106

Twenty five of the 48 disputes arose over question of "pay, allowances and bonus issues" related to "Retrenchment and grievances about personnel", and the Remaining 19 disputes were due to other causes.

Out of the 10 disputes that terminated during the course of the month, 8 disputes were settled either entirely in favour of the workers, and 2 disputes were unsuccessful.

—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, however disputes in which 10 or more persons are involved are included.

THE FOLLOWING STATEMENT GIVES THE DETAILED INFORMATION OF IMPORTANT INDUSTRIAL DISPUTES CAUSING MORE THAN 10,000 MANDAYS LOST DURING THE MONTH OF DECEMBER 1985

Serial No.	Name of the Concern	Sector	S/L	Reason	Date of work stoppages		No. of workers involved		Man-days lost		Result
					Began	Ended	Involved	Involved	During the month	Till the close of the month	
1	2	3	4	5	6	7	8	9	10	11	
1	Thane— Messrs. Tekson Ltd., Koshet Rd., Thane.	Pvt.	S	Reinstatement	20-4-81	..	459	11,622	6,49,920	Continued	
2	Bombay— Estrella Batteries Ltd., Plot No. 1, Dheravi- Matunga, Bombay-49.	Pvt.	L	Unfair Labour Practices.	3-11-83	..	1,170	22,724	7,20,818	Do.	
3	Bombay— Bombay Forging Pvt. Ltd., Vidyanagari Marg, Matunga, Bombay-98.	Pvt.	S	Others— Fighting among amongst the workmen.	11-7-84	..	625	16,794	2,86,792	Do.	
4	Bombay— The Indian Smelting Refining Co. Ltd., C. B. S. Marg, Bhandup Bombay-78.	Pvt.	S	Genl. Demand— Wages, D.A. etc.	10-12-84	..	1,007	14,726	2,49,441	Do.	
5	Bombay— Everest Building Products Ltd., Jathashankar Dasa Rd., Mulund, Bombay-80.	Pvt.	L	As a result on the personnel refers inti- duction to it. staff, slow.	16-7-85	..	654	16,849	94,205	Do.	

THE FOLLOWING STATEMENT GIVES THE DETAILED INFORMATION OF IMPORTANT INDUSTRIAL DISPUTES CAUSING MORE THAN 10,000 MANDAYS LOST DURING THE MONTH OF AUGUST 1985

Serial No.	Name of the Concern	Sector S/L	Reason	Date of workstoppages		No. of workers involved	Mandays lost			Result
				Began	Ended		During the month	Till the close of the month	10	
1		3	4	5	6	7	8	9	10	11
6	Chandrapur— Larsen and Toubro Ltd., Awarpar Cement Works, Post Office Taluka Rajura, Chandrapur (M.S.) (Pvt.)	Pvt.	S	20% Bonus + 15% Exgratia	27-10-85	..	942	22,151	49,016	Do.
7	Bombay— Tandon Magnetics (I) Ltd., Unit No. 9, S.D.F.-1 Seepz, Andheri (E), Bombay 400 059.	Pvt.	S	Union recogni- tion and better Service condition.	23-8-85	..	777	12,500	64,993	Do.

PRESS NOTE ON ESIS BENEFITS IN MAHARASHTRA AND GOA

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

In Maharashtra 1239181 employees were under the coverage of the Scheme in the month of January, 1986. The high lights of the benefits paid to these employees were as follows:

ESIC has paid Rs. 1.22 crors as Cash Benefit in January, 1986.

(I) 70360 Workers were paid Rs. 65,72,648.25 on account of Sickness and Rs 3,34,554.85 were paid for the long term diseases, e.g. T. B., Cancer, Hemiplegia, Paraplegia, Psychosis etc. etc.

(II) 21316 Workers were paid Rs. 46,29,014.22 on account of accidents in employment injury which included 7786 cases for the permanent disablement and 2710 for pension to the dependents/families due to death of the workers in the accidents.

(III) Rs. 6,78,195.00 were paid to the women workers as Maternity benefit for the period of confinement. In addition to the above 38 persons were sterilized and they were paid Rs. 9,406.00 as family planning benefit.

(IV) There were 183 cases where legal proceedings were initiated against defaulting employers/Insured Persons for the recovery of arrears of contributions as under

(1) Under Section	..	45 B	..	155 Cases.
(2) Under Section	..	75	..	6 Cases.
(3) Under Section	..	84	..	4 Cases.
(4) Under Section	..	85	..	18 Cases.

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