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LABOUR GAZETTE

Started in 1921 the Labour Gazette, issued monthly, is the best source of all information on labour 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 attention 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 prompt and accurate information on matters specially affecting and concerning labour.

VOL. LXV

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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 May 1984 with average price for the year ended December 1960 equal to 100 were 701, 662 and 654 respectively. The Pune, Indore, Nanded and Aurangabad Consumer Price Index Numbers for working class for the month of May 1986, with the average prices for the year ended December 1961 equal to 100 were 637, 638, 681 and 724 respectively.

All India Average Consumer Price Index Numbers for Industrial Worker

All India Average Consumer Price Index Numbers for Industrial Workers (General base 1960—100 for May 1986 was 651 as compared to 643 in April 1986. On base 1949—100 derived from 1960 based Index worked out to 791 against 782 for April 1986.

Industrial Disputes in Maharashtra State

During the month of April 1986, there were 49 disputes involving 12,204 workmen and time loss of 2,22,396 mandays as compared to 41 disputes in March 1983 involving 9,625 workmen and time loss of 2,10,318 mandays.

Further particulars of Industrial Disputes are given at pages 530 to 531 of this issue.

Benefits under the Employees State Insurance Scheme.

During the month of May 1986, 94,217 workers were paid Rs. 99,76,426.00 on account of Sickness and Rs. 4,11,018.75 were paid for the long term diseases, e.g. T. B., Cancer, Hemiplegia, Paraplegia, Psychosis etc., 19,386 workers were paid Rs. 34,69,786.77 on account of accidents as employment injury which included 7,133 cases for the permanent disablement and 2,595 for pension to dependents families due to death of the workers in the accidents.

Current Notes

ESI Act Covers Casual Workers : SC

The Supreme Court has reaffirmed the earlier view that casual workers are employees within the meaning of Section 2(9) of the Employees State Insurance (ESI) Act, 1948 and directed that they be brought within the Act's purview.

Setting aside two judgements of Madras High Court in this matter, Justice V Balakrishna Eradi and Justice, M. M. Dutt observed that the Act was a piece of social security legislation enacted to provide for certain benefits to employees in case of sickness, maternity and employment injury.

To hold that worker, employed on, for example construction of additional buildings required for expansion of a factory, were not employees within the meaning of the relevant section on the ground that such construction was not incidental or preliminary to or connected with the work of the factory would be against the object of the Act, Justice Eradi said.

The court, in fact, was of the view that such work must indeed be held to be ancillary, incidental or having some relevance to or link with the object of the factory. It was not correct to say that such work must always have some direct connection with the manufacturing process carried out in the factory. The expression work of the factory should also be understood in the sense of any work necessary for the expansion of the factory or establishment or for augmenting the work of the unit.

The court also rejected earlier court rulings, cited by the Madras bench in its judgment on the two impugned cases, that since casual workers were not entitled to sickness benefits in case their employment was less than the benefit period on contribution period, it did not appear to be the intention of the Act that they be brought under its purview.

In expressing the view that Madras High Court had overlooked other provisions of the Act that, for instance, dealt with employer's liability to pay both employer's contribution and employees contribution where wages were payable to an employee for even a portion of the week. One of the circumstances when wages may be payable to an employee for a portion of the week was that an employee was employed for less than a week, i.e., a casual employee. It was, therefore, the intention of the legislature that the casual employee also be brought within the purview of the Act, the court said.

(Indian Worker, dated 2nd June 1986)

Days lost through strikes in U. K. lowest for over 20 years

Britain has enjoyed a period of industrial peace in the last 12 months unrivalled for 22 years, said the Minister for Employment, Mr. Kenneth Clarke, recently (May 15).

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He added : " The number of days lost through strikes has fallen to an historic low. Just one year after the end of the miners' strike we look set to turn a corner. We now have a better chance than at any time in the last 20 years to get both sides of industry working together for profit and jobs.

" It is a chance we cannot afford to miss. Our laws have given the unions back to their members and self-respect back to the unions. Management now have new responsibilities to deal sensibly with union leaders who more genuinely represent the shopfloor membership. Strikes have been our peculiarly British way of shooting ourselves in the feet for too long. We must continue to rid ourselves of our tradition of industrial conflict if we are to continue to create new jobs and expand our economy."

(British Information Services - BIS, B 277).

Law against child labour ineffective : MIDS

A study commission by the Union Labour Ministry on child labour in the match industry has lamented the continuing 'ineffectiveness' of legal provisions against child labour.

The study, undertaken by the Madras Institute of Development Studies (MIDS), questioned the contention that the nature of operations in the industry called for the use of children. Though the 'nimble fingers' argument was widely accepted even by those who were otherwise opposed to child labour, the study said there was scant truth in it.

An examination of the 17 processes in match manufacture reveal that children were employed in all 12 of the piecerated or contracted operations. These were all simple chores requiring a speed of movement and co-ordination of actions but no special aptitude which children might possibly have and adults lose.

It said not only were adults employed in all these 16 operations, the outnumbered children in the surveyed unit and their modal rate of physical production was more than that of children.

The study observed there was little reason to accept the nimble fingers argument either on the grounds of the adults' inability to work or due to their alleged lower pace of work.

The study also controverted the claim that the economics of match manufacture was such that the wages payable were low and could therefore only form part of the children's supplementary earnings.

It said the piece-rate could not by itself show whether there was an economic advantage to the match owners in employing children. It said though the prevailing piece-rates were the equivalent of daily wage rates which were substantially lower than even agricultural wages, women in large numbers were ready to work for these essentially child-earnings.

The study said there might be non-economic gains in employing child workers who were in any case outside the purview of regulatory labour legislation. Their docility might produce long-term economic gains in that children were more likely to execute unpaid work slipped in between piece-rated jobs and theft of materials and wastage which were elemental forms of protest might be smaller.

Describing the policy actions needed to eliminate the evil of child labour, MIDS observed that without the active support of the households and a realisable programme of developing adult work opportunities, a coalition is likely to form between match unit owners and match work households.

This coalition, it said, backed by combined social and political support, would demand no change in the existing situation and continue clandestine employment of children if any officially sponsored change was foisted from above.

(*Indian Worker*, dated 9th June 1986)

Arms cuts can create 180 m. jobs : ILO

The International Labour Organization (ILO) has said over the past 25 years the annual global outlay for arms went up from \$400 billion to an astronomical \$1000 million, which implies the cost now exceeds the entire income of the poorer half of humanity.

A new econometric study on the long-term employment impact of disarmament policies by the ILO said the resources that could be devoted to ameliorating life on Earth are earmarked for what amounts to 'a death sentence' for mankind.

Pointing out that there is a far better way to use public money than to continue spending mindlessly on arms, the study suggests that the savings from disarmament could be diverted to developing countries to help fight poverty and stimulate prosperity on a global scale.

The study calculates that 170 million jobs would be created in the developing countries and 10 million in the advanced countries if such a shift took place from disarmament to development.

The scheme outlined in the study would require the rich countries, both East and West, to use part of their 'savings' from disarmament as development funds and the recipients to make employment creation and a fairer income distribution, the cornerstone of economic planning. This ILO study would be drawn on in preparing the background paper which the ILO would contribute to the international conference on the relationship between disarmament and development, to be held in Paris from July 15 to August 2.

The study said if a universal disarmament policy is to be associated with systematic financing of development strategies, developing countries would also be ready to reallocate part of their own armaments expenditure to development programmes.

The study was prepared in the hope that the end of this decade would at long last see some slowing down of the arms race and that the discussion about disarmament would enter a new phase of implementation.

In three scenarios used by the simulation model in the ILO study 'sustainable growth with no more than a 4 per cent annual inflation rate would be achieved in the North by 1990 and that protectionism would be kept at bay.'

The first scenario provided for no disarmament intervention and maintenance of the status quo. The second assumed a 10 per cent cut in military spending throughout the 1990s, thereby creating savings that would raise official development assistance from the current level of 0.23 per cent of the donor countries GNP to 0.7 per cent, the level suggested by the UN. The third scenario calls for a one-third cut in defence spending from 1990 onwards, which could provide up to 1.6 per cent of GNP in funds for transfer to developing countries.

Assuming that the funds saved by military spending cuts in the North are channelled to the South and used to accelerate growth and development, two strategies were simulated. The first, a no income distribution strategy based on export led development relying solely on capital-intensive industrialisation, was found to aggravate inequality in the developing world, or passing low producer in both rural and urban areas.

In the second strategy, funds were used to promote employment and income distribution. This anti-poverty strategy called for using the transferred funds to give poor farmers or landless workers access to land, to corresponding research and development, and to supplies of fertilizers, water and similar aids.

The study describes the simulation results of the various combinations of disarmament scenarios and domestic development strategies. It was found that the scenario featuring one-third cuts in military spending combined with the anti-poverty strategy for development produced the most benefits for both North and South as the growth and employment projections mentioned above indicate.

Compared with the no disarmament simulation, this one third cut plus anti-poverty scenario shows an additional annual growth increase of 0.4 percentage point in the North and of 1.9 percentage points in the South. In terms of employment the corresponding difference would be 10 million new full-time jobs in the North.

(*Indian Worker*, dated 9th April 1986)

Cine Workers brought under PF Scheme

The Employee's Provident Fund Scheme stands extended to Cinema theatres employing five or more people from October 1, 1984, a notification has been issued by the Ministry of Labour in this regard here on May 10.

The provision of the Gratuity Act has also been extended to Cinema theatres from the same date.

The Government has also notified competent authorities and the conciliation officers in Maharashtra, Karnataka, Kerala, Tamilnadu and Andhra Pradesh under the Cine Workers and Cinema Theatre Workers (Regulation of employment) Act, 1981 which regulates the conditions of employment.

All cine workers getting wage upto Rs. 1,600 per month will be benefited from the Welfare Scheme under Cine Workers' Welfare Fund Act, 1981.

Initially welfare activities will cover education, scholarships and medical care. So far a sum of Rs. 1.25 crore has been collected towards the Welfare Fund for Cine Workers. Four advisory Committees at Bombay,

Madras, Bangalore and Hyderabad and a Central Advisory Committee have been constituted to advise the Central Government on Welfare matters.

The film industry has about one lakh workers who are employed on casual or daily rated, temporary or contract basis.

(Indian Worker, dated 9th June 1986)

Industrial Disputes Act amended by West Bengal

The West Bengal Assembly, on April 30, 1986, passed the Industrial Disputes (West Bengal Second Amendment) Bill, 1986, which provides that before closing down any unit, the employers, of such unit will have to furnish necessary guarantee to the Government so that the workers of the unit are not deprived of their dues and compensations in time. The Bill also sought to amend Section 25 (P) of the Industrial Disputes Act, 1947 for making special provision to empower the State Government to direct restarting of those units.

(E. F. I. Bulletin, dated 1st June 1986)

Casual Workers are beneficiaries under E.S.I. Act

Even casual workers are "employees" within the purview of the Employees State Insurance Act, 1948, for the purpose of contribution by their employers to the Employees State Insurance Corporation, the Supreme Court has ruled. A division bench comprising Mr. Justice V. B. Eradi and Mr. Justice M. M. Dutt gave the ruling while allowing three appeals against judgments of the Madras High Court, which held that such workers were not "employees" within the meaning of Section 2(9) of the Act. The Supreme Court said that Sections 39(4) and 42(3) also clearly envisaged the case of casual employees.

(E. F. I. Bulletin, dated 1st June 1986)

Regional Minimum Wages to be fixed

The Union Minister for Labour, Mr. P. A. Sangma, informed the members of the Consultative Committee of Parliament attached to his Ministry on May 7, 1986, that Government had issued specific guidelines on the basis of recommendations of the last Indian Labour Conference and communicated to the states for fixation of regional minimum wages.

(E. F. I. Bulletin, dated 1st June 1986)

WAGE REVISION FOR 36 UNITS

The Union Government is issuing preliminary notifications to revise the minimum wages for 36 scheduled industries for which it is the appropriate authority under the Minimum Wages Act. Normally minimum wages are revised on a rise of 50 points in the consumer price index.

Giving this information to the Parliamentary Consultative Committee here recently, Minister of State for Labour, P. A. Sangma said that the Government

issued specific guidelines on the basis of the recommendations made by Indian Labour Conference and communicated to the State Government for fixation of regional minimum wages.

The members drew the minister's attention to non-implementation of the National Coal-Wage Agreement and also deduction of eight days wages for the one-day token strike in the coal sector, according to an official release.

The members felt that the interim relief suggested by the Wage Boards for journalists and non-journalists was 'meagre' and fell short of requirements.

Some of them referred to the monitoring of implementation of those projects which the Centre provided money to the State Governments. They also referred to the welfare of bidi workers and extension of the provident fund scheme to them. The members agreed to the suggestion relating to discussion amendments to various labour laws at the next meeting of the consultative committee.

The members were informed that Committee was being constituted to go the question of contract labour system in the Food Corporation of India. Regarding exemption under the ESI scheme, the minister said that the corporation has accepted the recommendation of the sub-committee as modified by the standing committee. The application for exemption should be examined more critically and exemption may be given, where the benefits provided by the employers and found to be better.

Regarding charging of service fee from the workers going abroad, it was explained that the recruiting agents are not allowed to charge any service fee as is the case with the recruiting agents registered with the Government. Engaging of sub-agents and sub-contractors for recruitment was not permitted.

The Indian companies are required to furnish an affidavit that they have recruited the workers directly and not through sub-agents and sub-contractors. This system was introduced after complaints that sub-agents were utilised for recruitment.

(Indian Workers, dated 9th June 1986)

Articles, Reports, Enquiries, etc.

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

TECHNOLOGY, PRODUCTIVITY AND EMPLOYMENT

BY

N. K. BHATT, M.P.

MAHATMA Gandhi, while enunciating his trusteeship theory in capital-labour relations, said: "Economic equality is the master key to non-violent independence. Working for economic equality means abolishing the eternal conflict between capital and labour violent and bloody revolution is a certainly one day unless there is a voluntary abdication of riches and the power that riches give and sharing them for common good by non-violent method we seek not to destroy the capitalist, we seek to destroy capitalism."

This means that under the Gandhian economic order the character of production will be determined by the social necessity and not by personal whim or greed. This was the vision of Pandit Jawaharlal Nehru, subsequently carried through by the successive prime ministers and forcefully reinforced by our late Prime Minister, Smt. Indira Gandhi, which started the planning process in the country. The First Five Year Plan carved the strategy which continues to guide us and I quote: "The essence of planning is coordinated approach to economic and social problems. The problem is not merely one of developing resources in a narrow technical sense but of improving the quality of human life and of building up institutions adequate to the wider aims in view. Carrying through such a process calls for a high degree of purposive endeavour on the part of *all sections of community*". This emphasis, that is to achieve a happy marriage between technology and the quality of human life, hopefully, continued to hold premium with the successive Prime Ministers, has been reinforced in the personality of our present Prime Minister.

Technology, Productivity and Employment have gained greater recognition, and very rightly when, our Prime Minister, Shri Rajiv Gandhi, in the broadcast to the Nation declared; a sort of national commitment and I quote: "As we build today so will be tomorrow. Together we will build for an India of the 21st century. Together we will transform what needs transformation. Together we will face challenges of obstacles to progress". Let us, therefore, have a candid introspection. I am quite hopeful that these and many more issues will be introspected upon during the course of two days and I am not

Based on a speech delivered at the National Seminar on Technology, Productivity and Employment at New Delhi jointly sponsored by the Centre for Labour Education and Social Research, National Productivity Council and Delhi Productivity Council on April 4-5, 1986.

endeavouring to pre-empt those discussions. Empirical facts in some of the documents placed before you *deserve threadbare analysis*. Nevertheless I would like to place my perception and views on the subject for whatever those be, for consideration of this august body.

The three partners

The *main* terminologies, technology and productivity are not new to us. It has been talked about over and over again. What is more conspicuous today is the forthright emphasis albeit development of action programme during the Seventh Five Year Plan around *this axis* that has brought the subject into sharp focus. While it is well recognised that technological improvements are necessary; what is least recognised is the fact that technology *is not* an end in itself. Obviously, the nation would not like to be left behind in technological developments, but so would it not like to be left behind in fostering the growth of a conducive social and environmental framework in which the citizens of the country would feel happy, secure and well cared for by the Nation. It matters not how long we live, but *how* we live; whatever may be the strategy of the Plan. I would like to be reminded of the famous statement by Erasmus: "No one is to be despaired of as long as he breaths".

There is no denying the fact, rather it is a fact, that in every successive Five Plans we have carried a backlog of unemployment, leave aside under-employment and improvised wage levels. Obviously, and to a great extent rightly, the Common man, has become weiry of plan targets on employment. Irrespective of what was planned or how was it implemented, unemployment and under-employment continue to persist. In such a scenario, when talk goes about technology and particularly sunrise technologies, citizens in general and worker's unions in particular get alarmed about the implications that is the likely effect of technology on employment. No amount of assurance can help; action alone will be meaningful. Therefore, in our drive for adopting high technologies and to achieve higher and higher productivity it should not be forgotten that in this game there are three partners: The Government (including the bureaucrats), the management or the owners of the capital, and the working class including the consumers. Anything, that will not convince all the partners shall have lesser scope for achieving the goals.

Crises of confidence

Discussion on Productivity often centres around worker's productivity; most if not all failures are placed at its door-step which is erroneous; misleading and one that breeds social misgivings. To illustrate let me submit that in India over the decades capital costs of projects have been an ever increasing phenomenon; output has risen but proportionately at a very very sluggish rate. Is it because most, if not all, failures are due to the inefficiency of the working community? This needs candid self-introspection by everyone.

In this context, it would be worthwhile to pause and evaluate the role of trade unions in the freedom movement of the country; in its industrial growth and in protecting the working class from exploitation. Today, if the working class and the trade unions are having reservations about some of the new

technologies, one should remember the environment characterised by the crisis or confidence at all levels. As stated earlier, backlog of employment and under-employment continues to haunt them.

Therefore, it is not technology 'per se' being suspect but certain technologies those call for remedial steps to mitigate or to contain their acute fall-out effects. In this exercise, the action plan, it is a pre-requisite to give due weightage to the development of the 'people'—their attitudes and skills. The urgency to educate the labour force to the changing scenario has never been more urgent. Concurrently, management (be in the State or the private sector) has to adapt itself to the new realities with greater slant on social responsibility and accountability. Gains of technology has to be shared across the board; not merely those who are employed in the system but also by the society as a whole—the consumer; not only to be appropriated by those who develop it or own it. Sunrise technologies would bestow, would alter substantially, economic power and its structure. Privilege without benevolence, power without responsibility, rights without duties should not be the prerogative of anyone, least of all of the 'slite' class or of an 'elite' system. Trade unions cannot be exception to this discipline.

While dedicating 1982 as the year of productivity, Smt. Indira Gandhi desired: "We must get more out of every acre under the plough, out of every spindle and machine, out of every technologist and worker, out of every rupee spent. Decision making must be expedited, and there should be greater delegation of financial and administrative powers, simplification of procedure, improvements in work environment, better maintenance of plant and equipment for increased capacity utilisation". This is a "holistic" approach.

Substantial part of Gross Domestic Product of India emerges from the unorganised sector; there is no trade unionism thwarting efforts there if one is to presume that it does elsewhere; work their is not white-collared. New technology should keep this segment in its focus; development of this multitude of workforce; their skill formation and rehabilitation in productive work, should be the 'core' of our thrust as well as the criteria for choosing technologies.

Compensatory mechanism needed

Very rightly our Prime Minister Shri Rajiv Gandhi has been emphasising on HRD whenever he speaks of New Technologies. Those who are giving shape to his thrust should not take lop-sided view of the thrust on technology during the 7th Plan. If I may say so, there is a need for close co-ordination between training institutes to avoid 'over capacity creation' and 'under utilisation of capacity', so very characteristic of our industrial apparatus. I wonder whether the Ministry of Human Resource Development or the Bureau of Public Enterprises would go into this area and ensure that the training facilities available with the 'public system' are fully utilised. For this we may have to get out of the habit that for each activity we should create the infrastructure of an institution.

In the final analysis, friends, I would like to submit that the issue to be debated is not as to have the new technologies or not to have those? It is an imperative

national commitment is available; assertions of Shri Rajiv Gandhi should be taken as the beacon light. What is more important, and *not a moot point* to be left to the discretion of a few, is *how* to go about it? It is no more in doubt that some of the technologies would lead to negative compensatory mechanism to avoid unemployment and social hardships. And, in this exercise, to carry all along and through. Millions of workers, employed or self-employed in the organised or in the un-organised sectors will have to cooperate hence to be educated and developed. It would be advisable to face the future with a clear perspective. Without social peace there cannot be progress, *working community is the only sure reliance* for the preservation of industrial peace.

I would like to conclude, by quoting Gandhiji, this statement I would suggest be taken in its generic sense:

"I am not opposed to the progress of science, the scientific spirit of the West Commands my admiration and, if that admiration is qualified it is, because.....scientific discoveries stained with innocent blood are of no consequence"

"Forward looking people everywhere are concerned with the human side of Technology and Productivity. All I suggest, therefore, is to keep this social goal in sight.

(Indian Worker, dated 5th and 12th May 1986)

**POVERTY ALLEVIATION PROGRAMMES SOME PROBLEMS
THE ROLE OF TRADE UNIONS**

By

DANIEL J. THEOPHILUS

Deputy Director

CENTRE FOR LABOUR EDUCATION AND SOCIAL RESEARCH NEW DELHI

India is a land of half a million villages in which nearly 80 per cent of the total population lives. The latest census of 1981 assessed India's population as 684 million—the second largest in the world—next only to China. Of the total population 260 million constitute the working population. Of this about 23 million or less than 10 per cent are employed in the organised sector, the remaining 90 per cent of the total labour force is in the rural and unorganised sector.

A vast majority of them is steeped in tradition and conservatism, with the result that they are slow to change and are distinctly reluctant to abandon their obsolete way of living, their habits and their age-old customs, where as urban society is constantly changing with the adoption of modern ways of living. In tribal areas many of them live in a shadow of fear—fear of the rural elite, police, and delinquent forest officials. There are no minimum wages for their labour. There are no roads and no medicare. They are made disabled to growth. Many of them detest the modes of age with the evils and practices associated with it. Worse, the majority of the villagets are illiterate. The literacy rate is much less than 30 per cent, the drop out rate 77 per cent, and infant mortality rate 135 per thousand indicating that education, nutrition and health-care remain grossly neglected in rural areas.

The rate of illiteracy is high among women. They work in the fields and run homes. The spread of education among them is very slow and their general outlook has not been materially affected by the progress of science and technology in urban India.

Bullock-cart economy

Three and a half decades ago, shortly after independence, the country embarked on a planned development to lift the people out of depth of poverty in which the bulk of them lived. But, emancipation of rural poor has proved to be a Himalayan task: this is confirmed by the disproportionate gains from massive expenditure incurred by the government on the village upliftment programmes, employment schemes and other schemes to transform the countryside. The bullock-cart as a major form of cheap transportation continues in majority of villagets. There are 44 million bullock-carts in India. Hundreds of bullock-carts now have rubber or pneumatic tyres which cause less strain on the bullocks. The bullock-cart economy continues to be crucial to the village economy.

With the increasing mechanisation of agricultural operations, the petty owners and small farmers and also countless labourers, will face further economy hardships.

Cattle dung, a commodity freely available, is the main fuel in villages. The progress of installation of biogas plants is slow. Better placed farmers opt for them with the assistance of agricultural development officers. The reckless felling of trees for utilising timber for construction of buildings, furnishing offices and houses for use in mines and factories and other purposes in urban areas has created problem for villagers and the problem is getting aggravated.

Poverty is a basic reality. It is deep-rooted. All over India we see half starved, semi-naked children roaming in the streets, stink and squalor in the rural areas. Despite massive efforts for improving sanitation, water supply, electrification, the kerosene lamps may still flicker in huts and hovels.

Revolution in agricultural technology, the availability of high yielding seeds and improved irrigation facilities have led to a higher food production. However, free availability of foodgrains has no meaning to the rural poor having no purchasing power. Thus, the benefits of Five Year Plans and anti-poverty programmes have not percolated to the poor masses. The bigger land owners, contractors and others have cornered the resultant benefits.

A series of programmes for generating employment were initiated programmes like the Rural Manpower Programmes in the Third Plan, the Crash-Scheme for Rural Employment (CSRE) and the Pilot Intensive Rural Employment Programme (PIREP) in the Fourth Plan and the Employment Guarantee Scheme of Maharashtra (1972) were launched. A centrally sponsored scheme known as Food For Work (FFW) was launched in 1977. In 1980, FFW Programme was redesigned as National Rural Employment Programme (NREP) and put on a 50:50 sharing basis with states. The Sixth Plan (1980-85) relied on NREP as an important component of anti-poverty strategy. All the anti-poverty programmes were planned and implemented in an ad hoc manner in the form of relief work as a palliative to the problem, but not a cure.

Poverty line

The poverty line is currently defined as a mid-point of expenditure class in which a norm of 2,400 calories per person per day, recommended by the Indian Council of Medical Research (ICMR) for the rural areas of the country as a whole. This figure was Rs. 65 per capita per month in 1977-78 prices. An expert task force on projection of consumption expenditure has argued that the average caloric standards for defining poverty line are on the high side considering the variations in caloric requirements across regions, age groups, sex groups and occupational groups. The task force, therefore suggested that 75 per cent of the planning commission's poverty line would suffice to provide normal caloric requirements in most areas. This is the 'reduced' poverty line Rs. 48.75. It may be noted that broadly the average family size is the largest at the lower per capita expenditure levels. It is larger among Harijan and agricultural labourers and that of joint families among cultivators. The less visible members of the household are women and the children. They absorb much less family requirements and the male adults get their full share. Considerable compression of nutritional requirements takes place below the poverty line and even then the family may not be able to afford adequate fuel,

warm, clothing or bedding in the winter and the live huddled under leaky roof in an one room but during monsoons in which all functions like cooking, eating and sleeping are carried on. They have no access to potable water. They are not be able to afford the cost of medicines or travel to the nearest Primary Health Centre, at times of sickness.¹

Several adverse factors operate concurrently at certain times of the year among agricultural labour. The Villagers migrate and go for off-farm work employment like brick making, road building and construction work. For marginal farmers too, food stocks are at the lowest before harvest. Wet seasons are worst times, marked by food shortages, exposure to diarrhoea, malaria, skin diseases, high neonatal mortality, malnutrition, sickness and indebtedness. In this season, poor and weak people, especially women, are vulnerable to deprivation and to becoming poorer and weaker and powerless. Individual families suffer due to seasonal fluctuations of employment and income. No suitable anti-poverty package is made available for productive activities and social inputs suited to the internal or external problems of rural poor.

The government had spent crores of rupees through many of its programmes for the welfare of the people but the benefits had not reached the people to the extent they should have reached. The amount earmarked for certain projects was not fully spent. Sometimes a school or a road was built or a well was drilled in the name of development of villages. The government loans and relief were incurred by the beneficiaries in filling various forms and completing the formalities.

After Independence agricultural reforms have been implemented. Irrigation projects, and Hydroelectric projects have been built. Electricity has been made available for agricultural purpose. Water pumps and use of under ground water and mechanisation of agriculture had come to stay. More land is being brought under cultivation. Banks assist agricultural cooperative movements. Science and technology in farming techniques, high yielding seeds and chemical fertilizers have been introduced. Institutions like Agricultural Prices Commission to fix the prices of agricultural products, Warehousing Corporations, Food Corporations, and NAFED have been established. 'Zamindari' system has been abolished. Land reforms implemented. Many programmes have been introduced for agricultural improvements. Industrial expansion and infrastructure creations have been made available.

Increasing rural poverty

But, even today our village community is in the clutches of handful big moneyed landowners and money lenders who are ruthless in exploiting the rural poor. The elite who constitute only 30 per cent of the rural population enjoy 81.9 per cent of the wealth of villages. 53.7 per cent of the total arable land in the country is owned by agricultural households who account for 13.3 per cent of the population. Agricultural labourers on an average get work for about 100 days in a year. Majority of them are indebted. They are denied even their minimum wages. Under such conditions of social repression they still live in semi-slavery.

There has been an increase in the magnitude of rural poverty in all states and union territories. The causes of this increasing rural poverty are said to be many, ranging from distribution of land, non-availability of non-agricultural work, poor skill, absence of marketing facilities etc. etc. Even when agricultural states with highly developed small scale units forge ahead as in the case of Punjab and Andhra Pradesh, a larger portion of rural population sinks below poverty line. The industrial expansion, infrastructure creation and availability of socio-educational facilities and technological support provided have not touched the problem.

Planned development

Since India's emergence as a sovereign, democratic, socialist and secular State, the thrust has been on alleviation of poverty. Gandhiji advocated 'panchayati raj' as the people's organisation at the grass-root level to achieve realms of democracy leading to economic self-sufficiency.

Nehru, India's first Prime Minister brought in planning for socio-economic development and sought introduction of the panchayati raj.

He said, "India we have terrible problems of extreme poverty in certain large regions, apart from general poverty of the country. We have always a difficult choice before us. Whether to concentrate on production in selected and favourable areas," and thus for a moment ignoring the poor areas, or try to develop the backward areas at the same time, so as to lessen the inequalities between regions. A balance has to be struck and integrated national plan evolved."

Nehru stressed the importance of using democratic methods in fulfilling economic development plans of and involving the masses in their implementation. He emphasised that five year plans were part of war India was waging against poverty and ignorance and that India would never be able to win it by means of resolutions, slogans or the enthusiasm shown by few ministers and civil servants alone. It was necessary to draw millions of people into it.

Nehru, India's first Prime Minister, wrote "We waste our resources which are very limited. Planning does not mean a mere collection of projects and schemes, but a thought out approach of how to strengthen the base and pace of progress so that the community advances on all fronts."

Nehru, insisted on cardinal agrarian reforms. He understood well that quite a good people, including in his own party, being landlords and big landowners, were opposed to agrarian reforms and transformations that would affect their class interest. "Land reform has become absolutely essential and we have been yearning for it for generations and have been working for it." Nehru said, "We have to give effect to it without let or hindrance. If anybody comes in the way, we have to remove him because millions wait and millions have been waiting for decades for this."

Nehru saw the only possible way of effecting progressive social reforms in agriculture, of wiping off the poverty and backwardness of the overwhelming majority of the population organising the peasantry in cooperatives and

introducing through legislation a fixed maximum level, 'a ceiling' of individual ownership, the land surplus being handed over to the landless poor.

"Abolition of the Zamindari system" Nehru stressed, "does not mean that we have solved the land problem. . . . I am positive in mind that there should be a ceiling on land, and the sooner it is brought out the better."

Under Nehru's plan of progressive reforms in the country-side, significance was attached, apart from cooperative movement, to 'community development' programmes and introduction of the 'Panchayat System'. Nehru unequivocally insisted on setting up various kinds of cooperatives in the villages, above all service cooperatives dealing with credit and marketing. He wrote " . . . I am convinced, no other way but that of cooperation for our rural population. Multi-purpose cooperatives are essential for them and these should lead to cooperative farming. . . . That fact we should remember is that there are too many people in this country and relatively little arable land."

The rural poor, i.e., the landless or land hungry peasants, farm hands and small tenants, constitute the overwhelming majority of the population in villages. Their holdings are divided. Small producers were impoverished and turned into paupers. Majority of the farmers are in indebtedness. Big land owners have in their hands movable and immovable property. It is, therefore, senseless to talk about socialism as long as the disparity continues. Our economy is characterised by the existence, in greater or lesser degree, of utilised or underutilised manpower on one hand of unexploited natural resources on the other.

The First Plan is said to have laid the foundations for achieving socialistic pattern of society and the second Five Year Plan laid the foundations of industrial progress and opportunities for weaker and unprivileged sections of our people. But the benefits of economic development has not reached the less-privileged classes of the society. The small man so far has little opportunity of perceiving participation on the growth of the nation. This is because he is still living in an unorganised society lacking opportunity.

Way back in 1968, the Reserve Bank Credit Review Committee warned of the impending rise in rural tensions that may lead to violence if some measure of help was not given to those who had been bypassed by the green revolution. Therefore, either to diffuse the developing upheavals or to consolidate the political power in the electoral game of numbers or out of genuine concern for the poor, a number of special programmes to alleviate poverty have been launched.

Anti-poverty programmes

Indira Gandhi gave new directions in the task of economic emancipation of the poor masses; whether it was nationalisation of banks or mines or Green Revolution or 20-Point Programme —all were directed towards improvement in the life of persons below the poverty line in rural areas. Indira Gandhi did not harbour any illusions of a magic wand for the removal of poverty. She said that "there is only one magic which could remove poverty and that is hard work, iron will and strictest discipline."

Under the Sixth Five Year Plan package of anti-poverty programmes being implemented are the Integrated Rural Development Programme (IRDP), Training of Rural Youth for Self-Employment (TRYSEM), Development of Women and Children in Rural Areas (DWCRA), National Rural Employment Programme (NERP), Rural Landless Employment Guarantee Programme (RLEGP), the Droghat Proven Areas Programme (DPAP), Desert Development Programme (DDP) and the Minimum Needs Programme (MNP).

The IRDP, NREP, RLEGP and TRYSEM are all India programmes. These are in operation in 22 states and 9 Union Territories.

There is a large overlap of action programmes relating to income and employment generation in these packages of schemes.

The allocations made in the financial terms and amounts utilised for IRDP, NREP and RLEGP are given below —

TABLE I
Year-wise allocation and utilisation under anti-poverty programme
(Rs. in crores)

Year	IRDP Amount		NREP Amount		RLEGP Amount	
	Allocated	Utilised	Allocated	Utilised	Allocated	Utilised
1980-81 ..	250.55	158.64	340.00	219.03		
1981-82 ..	300.66	264.65	360.00	317.63		
1982-83 ..	400.88	359.59	360.00	394.76		
1983-84 ..	407.36	406.09	380.00	392.22	100.00	6.21
1984-85 ..	407.39	372.92	460.00	514.35	400.00	373.94
						(prov)
Total	1,766.15	1,661.89	1,900.00	1,837.99	500.00	380.15

Source — Ministry of Agriculture

The beneficiary coverage under these programmes along with the targets for the Sixth Plan and achievements for 1984-85 are given below

TABLE II
Beneficiary coverage under IRDP, NREP and RLEGP

Unit	Target of Sixth Plan		Achievement 1980-81 to 1984-85	
IRDP Families (Million)	15.00		16.56	
NREP Mandays (Million)	300.400		1980-81 413.58	
RLEGP Mandays (Million)	300		1981-82 354.52	
			1982-83 351.20	
			1983-84 302.76	
			1984-85 352.31	
			1983-84 5.20	
			1984-85 254.98	

Source.—Ministry of Agriculture.

According to the 1985-86 annual report of the Agricultural Ministry during the Sixth Plan till March last year, over 16 million families had been helped to cross the poverty line exceeding the target of 15 million families. Over two million rural families had been helped to cross the poverty line till February last under IRDP programme 1985-86.

Closely monitoring of governments' major anti-poverty programme for Integrated Rural Development shows all is not well with its implementation. In a number of cases the central guidelines have been honoured more in breach than in practice. The irregularities and deficiencies in the IRDP come to light in a concurrent evaluation initiated by the department of rural development. There are cases where banks have taken as much as one year to sanction assistance after having received the loan application. The delay in forwarding the application to the banks has been no longer than two years in some cases. There have been also instances of beneficiaries having sold their assets created with the help of the programme.

Reports of Programme Evaluation Organisation (PEO) of the Planning Commission, NABARD and number of other institutions have revealed that political influence, corruption, and collusion between bank officials and sometimes the beneficiaries themselves have blighted its purposes."

Seventh Plan priorities

In his forward to the Seventh Plan document, the Prime Minister Rajiv Gandhi has observed "Anti-poverty programmes are an important element of our strategy. . . . the experience gained in the Sixth Plan will be used to restructure the programmes to improve their effectiveness and to ensure that the benefits flow to those for whom they are intended." Food, work and productivity have been the basic priorities which guided the preparation of Seventh Plan. The Plan recognises that in a situation where poverty is pervasive, the perception of needs and priorities must not be merely male perception but must take into account explicitly the special needs and problems of women and children. In absolute terms, the number of rural poor is expected to fall from 273 million in 1984-85 to 211 million in 1989-90.

Over the plan period, employment potential is expected to increase by 40 million standard person years against an addition to the labour force of 30 million persons.

Prime Minister Rajiv Gandhi had said that the top two priorities of his government will be agriculture and programmes aimed at poverty alleviation because these benefited the largest number of people and also brought the country closer to its goal of socialism.

Replying to a three day debate in the Rajya Sabha on the President's address, Shri Gandhi said "stress on agriculture was only logical, as it formed the backbone of the national economy. Improving agriculture is the best way of removing poverty from our land."

In this connection, Shri Gandhi refuted the charge that the Government was importing high-technology, most of which were unsuited to Indian conditions. Technology to monitor the monsoons, to improve farm implements, he said, were indeed suited to as well as needed by India."

In addition there are other schemes, such as Indira Awas Yojana (initially called Indira Gandhi Nirman Yojana) for scheduled castes and scheduled tribes.

In various programmes of rural development have to be realistic, it is imperative that people's representatives are actively involved in planning and implementation of these programmes. No programme aimed at poverty alleviation can attain any significant measure of success without organisational efforts of potential beneficiaries. Voluntary agencies including trade unions have been working in the areas of relief and rehabilitation of bonded labour. Such agencies have acquired, over the years, expertise to provide services.

Under the Seventh Five Year Plan a new 'household approach' will be tried out and more than one member of a family will be entitled to assistance under different schemes. The total outlays for Rural Development Programmes Centre, States and Union Territories under Seventh Plan is Rs. 90,74.22 crores. For IRDP it is Rs. 3473.99 crores and NREP Rs. 2,487.47 crores. This is bound to intensify the scramble for funds among the relatively rich sections of rural areas and politicians leaving the destitutes, the landless poor and powerless, high and dry. The trade unions and other voluntary organisations should make efforts to 'strengthen' the implementation programmes and 'cleanse' the administration.

The CPM leadership in their 12th Congress at Calcutta, on December 29, 1985, had to concede that it had not fully grasped the situation existing in the rural areas which had affected the growth of the party to a large extent. With several delegates pressing for more attention to the agrarian sector, the central leadership asked them to go in for sample survey of villages in different states.

The AICC President and Prime Minister Rajiv Gandhi said on December 28 1985, at Bombay, "that the goal of self reliance and eradication of poverty demand that the present generation bear hardship and make sacrifices. The employed would have to be more productive and consume less so that resources can be made available for investment and for programmes to help the poor."

Trade Unions, he said, "they have a glorious heritage of nationalism and socially relevant radicalism. But today they are a mere shadow of their past. They protect the few who are obvious of the millions of have-nots. Power without responsibility, rights without duties have come to be their prerogative."

Rural workers organisation

The history of trade unionism is like 'light' and 'shade' with some outstanding achievements and failures. It is also true that the trade unions have not given due attention to the rural sector. With our unsympathetic bureaucracy in charge of the implementation of the various statutes or administrative guidelines, aimed at improving the rural labour, the record is poor. There are instances of resistance to the functioning of rural workers organisation. The perpetual indebtedness of the workers not only push them down below subsistence, but also makes it difficult for them to join rural organisations for the fear being assaulted or murdered. The government has been relying on the bureaucracy to give meaning to the lives of the rural poor. The result has been disappointing.

... at least through trade unions are people and ... specific organisations, the basic philosophy is that it is the people affected

Over 40 per cent of Indian women live in rural areas. Women who constitute half of the workforce in rural areas have to be given more recognition than hitherto and equipped and trained for appropriate skills to operate such machinery which would contribute to raising their own household incomes. Banking sector should be reformed and steps taken to reach the beneficiaries and the target groups lack of adequate information about the steps and procedures necessary to get benefits under various schemes seem to be the major cause of distortions and malpractices. Immediate steps need to be taken to step up the flow of relevant information to the vast multitude of rural productive hands, such as :

- The administrative machinery for implementing minimum wage for agricultural labour will have to be streamlined.
- Measures to strengthen peasants organisation and bargaining power should be taken.
- As regards organisations of rural poor, they are ripped up into a state of critical confrontation without basic services and needs being met.
- There must be a concerted effort for maintaining employment generation and productivity in all sectors of economy.

Measures to protect and improve the working and living conditions of scheduled tribes and scheduled tribes and other weaker sections should be the main thrust of agricultural planning.

There is an urgent need for strengthening communication at the grass root level and checking possibilities of harassment and exploitation.

Regulation of essential commodities needs direct involvement of co-operatives.

The national trade union organisations, as they go to the 'May-Day Centenary' should solemnly resolve to take their years of experience to hand and extend their activities to help the vast rural unorganised labour in various forms and at various levels. The workers of the government, with or without organisation, and the stock of their constitutional rights as human beings, and as citizens of a free India. Without this the basic problems of poverty, dehumanisation and degradation cannot be solved.

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(Indian Worker, dated 5th and 12th May 1986)

GENESIS OF RETAINER IN SUGAR INDUSTRY

By

Dr. MOHD. MUSTAFA

The amount paid to the seasonal workers in the sugar industry as compensation for their unemployment after the crushing season is over is known as 'Retainer'. The workers had been struggling for long to get this legitimate demand met and it was in 1938 that due appreciation of the demand for retainer came forth when the Bihar Labour Enquiry Committee recommended its payment to the workers as off-season unemployment compensation. Retainer is usually in the form of a lump sum paid to the workers on their reporting for duty in the following crushing season. There are only a few sugar factories in the country making monthly payment of the retainer.

Before the system of retainer came into operation the workers and their unions had to wage many a struggle to get their legitimate demand accepted. They had a very convincing case. Their plea was that the sugar industry was purely a seasonal industry and that social justice required that they should be paid a retainer during off season since they had to undergo considerable hardships in the absence of an alternative employment.

The employers, on the other hand, had been refusing to entertain the demand with the argument that the workers, whose main vocation was agriculture, sought employment in the sugar factories only to supplement their income and as such were not entitled for any retainer.

However, the Sugar Factories (Wages) Enquiry Committee of both U. P. and Bihar (1946 and 1947) gave the following recommendations with regard to the retainer :—

- (i) a retainer of 50 per cent. of the total monthly wages for the skilled workers ;
- (ii) a retainer of 25 per cent. of the total monthly wages for the semi-skilled, and
- (iii) 10 per cent. of the total monthly wage for the unskilled seasonal workers.

The U. P. Labour Enquiry Committee on its part took a serious view of the employer's attitude on the issue and strongly recommended the payment of retainer at the rate of 25 per cent. to all seasonal workers regardless of their categories.

A Court of Enquiry was appointed in 1950 to study and recommend on issues like bonus, leave and retainer for sugar mill workers. The Court of Enquiry dismissed the demand of the retainer by the unskilled workers since in its opinion the workers did have a fair chance of securing employment in agricultural farms during the period of their un-employment. However, the court recommended a retainer of 50 per cent. for the seasonal skilled and clerical employees. It appeared that the court had preferred to take a legalistic approach to the problem and deny to the unskilled workers the payment of the retainer

which, by any yardstick, was a justified claim. None of the recommendations were, however, implemented.

The recommendations of the Wage Board, appointed by the Government of India, were given effect to from April 27, 1961 in Uttar Pradesh. The board had allowed a retainer at the rate of 50 per cent. of the total monthly wages only to certain categories of workers as shown in the following table :—

Department	Categories of Workmen
1. Chemical or manufacturing.	Chemists, panmen, assistant panmen, evaporators, triplemen, mets and guice supervisors.
2. Engineering	Fitters and engine drivers.

Wage Board and Retainer

The central Wage Board for Sugar Industry submitted its recommendations in December 1960. The payment of retainer allowance to the skilled operatives and clerks at the rate of 25 per cent. was applicable to all the sugar mills in India. The payment at the said rate came into operation with the implementation of the Board's recommendations by the Government of U. P.

The second wage board decided against deviating from the recommendations of the first wage board with the result that the unskilled seasonal workers were once again ignored in respect of the payment of the retainer allowance.

In 1975, however, the U. P. Labour Minister's award extended the entitlement to the retainer allowance to the unskilled workers in U. P. at 10 per cent. of the basic pay. The employers in the sugar industry of other regions had also started paying the retainer to their workers on the lines the award of the Labour Minister of U. P.

It may be noted that the acceptance of the demand for the payment of the retainer by the Government was the materialisation of an old dream of the sugar industry workers after a long struggle. The fixation of the retainer allowance by the Central Wage Board for different categories of the seasonal workers in the industry was exactly the same as recommended by the Bihar labour Enquiry Committee in 1946-47. At the same time it is to be mentioned that the interest of the low paid workers were not protected as they got very little as compared to the retainer got by the workers in the higher scales of pay. With the phenomenal rise in the cost of living, the present rates of retainer allowance offer little relief particularly to the low paid workers. The rates call for an upward revision in the context of the steep erosion in the value of the rupee.

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3. Report, U. P. Labour Enquiry Committee, Vol. I, Part I Government of U. P., Lucknow, 1946-48, p. 177.
4. U. P. Gazette, Part VIII, dated May 13, 1950, p. 177, Government of U. P. Lucknow.
5. Notification No. 2309 (ST)/A-237(ST)/60, dated April 27, 1961, Government of U. P., Lucknow.
6. Retainer was not allowed to the employees designated Mate in the Muster Roll, but had no coolies working under them. (Further scripation—U. P. Sugar Co., Seorahi, District Seoria, U. P.).

(Indian Worker, dated 26th May 1986)

Labour Legislation

Financial Assistance

To the persons who meet with accident.

RESOLUTION

The existing scheme administered by the Revenue and Forest Department for grant of relief to the victims of Natural Calamities does not provide for grant of immediate substantial relief to the relatives of person/persons who die accidents and/or who are rendered permanently incapacitated and/or disabled by loss of limbs. In order to cover all un-protected workers and their families, Government has decided to introduce a welfare Scheme for them, all over the State of Maharashtra :—

(1) This Welfare Scheme is named "महाराष्ट्र शक्यताही कष्ट रक्षक योजना."

(2) The Scheme will be implemented with effect from 1st August 1982, in the State and will cover the cases of accidents occurring from that date.

2. *Definition of accident.*—For the purpose of this scheme "accident" would mean any bodily injury resulting solely and directly from external and visible means and include natural calamities also. However, the benefit of the scheme would *not* be given to the victims or families of victims of earthquake or large scale floods. The benefit of the scheme would also *not* be given to the victims or families of victims of injury resulting from any breach of law with criminal intent or a suicide or attempted suicide or liquor tragedy.

3. *The beneficiaries.*—It is intended to cover workers as mentioned in Para 2 above between the age group of 16 and 65 whose family income does not exceed Rs. 6,000 per annum and who have been residents of Maharashtra for not less than 15 years. Illustrative examples of categories who would benefit from the scheme are agricultural labourers, small agriculturists, Hamals, Brick-Kiln, and Charcoal Kiln Workers, domestic servants, hand-cart men, Beedi/Cigar Workers, Panshopwallas, Newspapers boys, Cobblers, Rikshawalas and similar categories.

4. *The benefits.*—The Scheme provides following benefits :—

	Assistance Rs.
(1) Death due to accident	2,000
(2) Loss of 2 limbs, 2 eyes, or 1 limb and 1 eye due to accident	2,000
(3) Loss of 1 limb or 1 eye due to accident	1,000

for this purpose, loss of limb shall mean severance of limb from wrist in the case of upper limbs and ankle in the case of lower limbs. The cutting of fingers thereby resulting in disability is also included.

5. *Visit of Local Officers to the scene of Accident and procedure for inquiry.*—The victims of accidents need to be given prompt relief which cannot be given unless the concerned Officers visit the scene of accidents and acquaint themselves with the nature and extent of the accident, and relief to be given. The Collectors should, therefore, impress upon the local Officers concerned the paramount

from the 18th April 1986 to 17th April 1987 (both days inclusive) and from the 21st April 1986 to 20th April 1987 (both days inclusive) respectively.

(Vide Government Notification Industries, Energy and Labour Department, No. IBA. 1086/210650/1996/Lab-9, dated 16th April 1986 published in *Maharashtra Government Gazette*, Part I-L, dated 8th May 1986, at page Nos. 2334 to 2335).

(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/EX/7, MR/EX/8 and MR/EX/9 all belonging to the Rashtriya Chemicals and Fertilizers Limited, Chembur, Bombay 400 074 from the operation of clause (c) of section 6 of the said Act, for a period of Six weeks for each boiler from the 17th April 1986 to 31st May 1986 (both days inclusive).

(Vide Government Notification Industries, Energy and Labour Department, No. IBA. 1086/210649/1997/Lab-9, dated 16th April 1986 published in *Maharashtra Government Gazette*, Part I-L, dated 8th May 1986 at page No. 2335).

(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. 9539, MR-9906 and MR-9907 belonging to the Rashtriya Chemical and Fertilizers Limited, Chembur, Bombay 400 074, the operation of clause (c) of section 6 of the said Act, for the period of six months for each boiler from the 16th April 1986 to 15th October 1986 (both days inclusive) from the 25th April 1986 to 24th October 1986 (both days inclusive) and from the 21st April 1986 to 20th October 1986 (both days inclusive) respectively.

(Vide Government Notification Industries, Energy and Labour Department, No. IBA. 1086/210648/1998/Lab-9, dated 16th April 1986 published in *Maharashtra Government Gazette*, Part I-L, dated 8th May 1986 at page No. 2335).

(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-9600 and belonging to the Indian Ordnance Factory, Khadki Pune 411 003, from the operation of clause (c) of section 6 of the said Act, for the period of one month from the 18th April 1986 to 17th May 1986 (both days inclusive).

(Vide Government Notification Industries, Energy and Labour Department No. IBA. 1086/210626/2001/Lab-9, dated 16th April 1986 published in *Maharashtra Government Gazette*, Part I-L, dated 8th May 1986 at page No. 2336).

(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-7881 and belonging to The Bharat Petroleum Corporation Limited, Mahul, Bombay 400 074, the operation of clause (c) of section 6 of the said Act, for further period of twelve months upto and inclusive of 1st April 1987.

(Vide Government Notification Industries, Energy and Labour Department No. IBA. 1086/208842/1988/Lab-9, dated 4th April 1986, published in *Maharashtra Government Gazette*, Part I-L, dated 8th May 1986 at pages Nos. 2337 to 2338).

(10) In exercise of the powers conferred by sub-section (2) of the section 34 of the said Act, the Government of Maharashtra has exempted the Boiler bearing No. MR-10595 and belonging to the Textile Corporation of Marathwada Limited, MIDI Industrial Area, Balirampur (Dhanggaon), P. B. No. 26 Nanded 430 601 from the operation of clause (c) of section 6 of the said Act, for the period of two months from the 28th April 1986 to 27th June 1986 (both days inclusive).

(Vide Government Notification Industries, Energy and Labour Department No. IBA. 1086/210610/2002/Lab-9, dated 21st April 1986 published in *Maharashtra Government Gazette*, Part I-L, dated 8th May 1986 at page No. 2338).

(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 Six boilers bearing numbers mentioned in column 2 below and belonging to the Rashtriya Chemicals and Fertilizers Limited, post Box

36, Alibag 402 201, District Raigad from the operation of clause (c) of section 6 of the Act, for the period mentioned in column 3 below.

No.	Boiler No.	Period of extension to be granted
1	2	3
1	MR-10973	2nd April 1986 to 1st April 1987 (both days inclusive).
2	MR-10991	9th April 1986 to 8th April 1987 (both days inclusive).
3	MR-10992	10th April 1986 to 5th April 1987 (both days inclusive).
4	MR-10993	10th April 1986 to 9th April 1987 (both days inclusive).
5	MR-10994	10th April 1986 to 9th April 1987 (both days inclusive).
6	MR-11016	2nd April 1986 to 1st April 1987 (both days inclusive).

(Vide Government Notification Industries, Energy and Labour Department, No. 1086/208843/1986/Lab-9, dated 2nd April 1986, published in *Maharashtra Government Gazette*, Part I-L, dated 8th May 1986 at page No. 2338).

III. BOMBAY INDUSTRIAL RELATIONS ACT, 1946.

(A) *Corrigendum*.—In Government Notification, Industries, Energy and Labour Department, No. BIR. 1084/(7299)/(6190)/Lab-2, dated the 10th October 1985 published in *Maharashtra Government Gazette*, Part I-L, in Annexure 'A' attached thereto for the name "Kamlakar Bhondur" appearing at Serial No. 12 the name "Kamalakar Dhondur" should be substituted.

(Vide Government Notification Industries, Energy and Labour Department, No. BIR. 1084/(7299)/(6190)/Lab-2, dated 24th April 1986, published in *Maharashtra Government Gazette*, Part I-L, dated 8th May 1986, at page No. 2339).

IV. BOMBAY SHOPS AND ESTABLISHMENT ACT, 1948.

(1) (A) *Suspension as the provisions of the Act*.—In exercise of the powers conferred by Section 6 of the said Act, the Government of Maharashtra has 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 period mentioned in column 3 of the said schedule.

Schedule

Establishment	Provisions of Sections	Period
Book shops	Sections 10(1), 11(1)(a), 14, 16, 18, 19, 20, 21, 23 & 24.	1st June 1986 to 31st July 1986 (both days inclusive).

(Vide Government Notification, Industries, Energy and Labour Department, No. P.-7386/CR-1906/Lab-9, dated 18th April 1986, published in *Maharashtra Government Gazette*, Part I-L, dated 8th May, 1986, at pages Nos. 2343 to 2344).

(2) In exercise of the powers conferred by section 6 of the said Act, the Government of Maharashtra has 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 sections	Period
1	2	3
Ramzan Utsav	Sections 10(1), 11(1)(a), 14, 16, 18, 19, 20, 21, 23, & 24.	13th May 1986 to 11th June 1986 (both days inclusive).

(Vide Government Notification, Industries, Energy and Labour Department, No. P-7386/CR-1905/Lab-9, dated 18th April 1986, published in *Maharashtra Government Gazette*, Part I-L, dated 8th May 1986 at pages Nos. 2344 to 2345).

Consumer Price Index Numbers for Industrial Workers for May 1986

BOMBAY CENTRE*

A rise of 9 points

In May 1986 the Consumer Price Index Number for Industrial Workers (1960=100) for the Bombay Centre with base January to December 1960 equal to 100 was 701 being 9 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at the Bombay Centre.

The index number for the Food group increased by 10 points to 779 due to a rise in the average prices of Wheat, Edible Oils, Goat meat, Fish fresh, Milk Vegetables and Fruits Subgroup, Tea ready made, Grinding charges & Garlic

The index number for the Pan, Supari & Tobacco etc. group increased by 9 points to 809 due to a rise in the average price of Panleaf.

The index number for the Fuel & Light group remained steady at 890.

The index number for Housing remained steady at 195 being a six monthly item.

The index number for the Clothing, Bedding and Footwear group increased by 12 points to 636 due to a rise in the average prices of Dhoti bleached, Saree Ichalkaranji and Saree Malegaon.

The index number for the miscellaneous group increased by 6 points to 543 due to a rise in the average prices of Laundry charges and Washing Soap.

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

(Average prices for the calendar year 1960 = 100)

Groups	Weight proportional to the total expenditure	Group Index Numbers	
		April 1986	May 1986
I-A. Food	57.1	769	779
I-B. Pan, Supari, Tobacco, etc.	4.9	800	809
II. Fuel and Light	5.0	890	890
III. Housing	4.6	195	195
IV. Clothing, Bedding and Foot-Wear	9.4	624	636
V. Miscellaneous	19.0	537	543
Total ..	100.0	.....	.....
Consumer Price Index Number	.....	692	701

*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 January 1966 issue.

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

SOLAPUR CENTRE*

A rise of 3 points

In May 1986 the Consumer Price Index Number for Working Class (New Series) for Solapur Centre with base January to December 1960 equal to 100 was 665 being 3 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Solapur Centre.

The index number for the food group increased by 5 points to 711 due to a rise in the average prices of Jowar, Arhardal, Groundnut Oil, Garlic, Vegetable and Fruits sub-group.

The index number for the Pan, Supari & Tobacco etc. group remained steady at 656.

The index number for the Fuel & Light group remained steady at 748.

The index number for housing remained steady at 286 being a six monthly item.

The index number for clothing, bedding and footwear group remained steady at 653.

The index number for the miscellaneous group remained steady at 554.

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	
		April 1986	May 1986
I-A. Food	63.0	706	711
I-B. Pan, Supari, Tobacco etc.	3.4	656	656
II. Fuel and Light	7.1	748	748
III. Housing	5.2	286	286
IV. Clothing, Bedding and Footwear ..	9.0	653	653
V. Miscellaneous	12.3	554	554
Total ..	100.00	.....	.....
Consumer Price Index Number ..	.....	662	665

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

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

NAGPUR CENTRE*

656—A rise of 2 points

In May 1986 the Consumer Price Index Number for Working Class (New Series) for Nagpur Centre with base January to December 1960 equal to 100 was 656 being 2 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Nagpur Centre.

The index number for the food group decreased by 1 point to 689 due to a fall in the average prices of Onions and Vegetables and Fruits sub-group.

The index number for the Pan, Supari & Tobacco etc. group increased by 55 points to 829 due to a rise in the average price of pan readymade.

The index number for the Fuel & Light group remained steady at 946.

The index number for housing remained steady at 347 being a six monthly item.

The index number for clothing, bedding and footwear group remained steady at 634.

The index number for the miscellaneous group remained steady at 533.

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

(Average prices for the calendar year 1960=100)

Groups	Weights proportional to the total expenditure	Group Index Numbers	
		April 1986	May 1986
I-A. Food	57.2	690	689
I-B. Pan, Supari, Tobacco, etc.	3.8	774	829
II. Fuel and Light	5.7	946	946
III. Housing	6.6	347	347
IV. Clothing, Bedding and Footwear	10.9	634	634
V. Miscellaneous	15.8	533	533
Total	100.0	....	....
Consumer Price Index Number	....	654	656

*Details regarding the scope and method of compilation of the index may be seen on pages 771 to 773 of January 1968 issue of Labour Gazette.

—For arriving at equivalent of the old Index Number (1939 = 100), the new Index Number should be multiplied by the linking factor viz. 5.22.

PUNE CENTRE*

637—A rise of 11 points

In May 1986 the Consumer Price Index Number for Industrial Workers (New Series) for Pune Centre with base year 1961 equal to 100 was 637 being 11 points higher than that in preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Pune Centre.

The index number for the food group increased by 19 points to 719 due to rise in the average price of Jowar, Bajri, Oils and Fats, Mutton, Fish and Eggs Dry Chillies and Vegetables.

The index number for the fuel and Light group remained steady at 824.

The index number for housing remains steady at 153 being a six monthly item.

The index number for clothing and footwear increased by 1 point to 620 due to a rise in the prices of Dhoti & Saree.

The index number for the miscellaneous group remained steady at 515.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR PUNE CENTRE

(Average prices for the calendar year 1961=100)

Groups	Weight proportional to total expenditure	Group Index Numbers	
		April 1986	May 1986
I. Food	55.85	700	719
II. Fuel and Light	6.89	824	824
III. Housing	6.65	153	153
IV. Clothing and Footwear	10.31	619	620
V. Miscellaneous	20.30	515	515
Total	100.00	626	637
Consumer Price Index Number	....	....	....

*Details regarding the scope and method of compilation of the index will be found on pages 1727 to 1730 of the August 1965 issue of Labour Gazette. For Errata thereto, see page 217 of September 1965 issue.

JALGAON CENTRE*

A Rise of 7 Points

In May 1986 the Consumer Price Index Number for Industrial Workers (1961=100) for the Jalgaon Centre with base January to December 1961 to 100 was 638 being 7 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at the Jalgaon Centre.

The index number for the Food group increased by 11 points to 692 due to a rise in the average prices of Rice, Jowar, Turdal, edible Oil, Milk, Ghee and Garlic.

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

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

The index number for the clothing and footwear group remained steady at 612.

The index number for the miscellaneous group decreased by 1 point to 544 due to a fall in the average price of hair Oil 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	
		April 1986	May 1986
I. Food	60.79	681	692
II. Fuel and Light	7.20	801	801
III. Housing	6.11	188	188
IV. Clothing and Foot wear	10.29	612	612
V. Miscellaneous	15.61	545	544
Total	100.00	631	638
Consumer Price Index Number			

*Details regarding the scope and method of compilation of the index will be found on pages 759 to 760 of the January 1966 issue of *Labour Gazette*.

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

NANDED CENTRE*

A Rise of 20 Points

In May, 1986 the Consumer Price Index Number for Industrial Workers (1961=100) for the Nanded Centre with base January to December 1961 to 100 was 681 being 20 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 27 points to 726 due to a rise in the average prices of Jowar, Turdal, Masurdal, Groundnut Oil, Fresh Fish, Tamarind, Vegetable sub-group and Banana.

The index number for the Fuel & Light group increased by 51 points to 852 due to a rise in the average prices of firewood (gaheria and dhawada).

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

The index number for the clothing and footwear group increased by 1 point to 589 due to a rise in the average price of saree only.

The index number for the miscellaneous group remained steady at 599.

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	
		April 1986	May 1986
I. Food	60.79	698	726
II. Fuel and Light	7.20	801	852
III. Housing	6.11	386	386
IV. Clothing and Footwear	10.29	588	589
V. Miscellaneous	15.61	599	599
Total	100.00	661	681
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 issue of *Labour Gazette*.

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

AURANGABAD CENTRE*

724—A rise of 30 Points

In May, 1986 the Consumer Price Index Number for Industrial Worker (New Series) for Aurangabad Centre with base year 1961 equal to 100 was being 30 points higher than that in preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Aurangabad Centre.

The index number for the food group increased by 49 points to 817 due to rise in the average prices of Wheat, Jowar, Turdal, Gramdal, Oils and Fats sub-group, Mixed spices, Vegetables and Vegetable sub-group, Banana, Gur and prepared Tea.

The index number for the fuel and light group remained steady at 803.

The index number for housing remains steady at 328 being a six monthly item.

The index number for clothing and footwear increased by 1 point to 657 due to rise in the price of Saree only.

The index number for the miscellaneous group increased by 2 points to 567 due to a rise in the average prices of pan leaf and katha Kanpur.

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	
		April 1986	May 1986
I. Food	60.72	768	817
II. Fuel and Light	7.50	803	803
III. Housing	8.87	328	328
IV. Clothing and Footwear	9.29	656	657
V. Miscellaneous	13.62	565	567
Total ..	100.00	.....	.....
Consumer Price Index Number	.....	694	724

*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 June 1985 to May 1986 are given in the following table :—

TABLE

Month	Base	*Base
	1960=100	1949=100
1	2	3
June 1985	606	737
July 1985	615	747
August 1985	618	751
September 1985	619	752
October 1985	625	760
*November 1985	630	766
December 1985	630	766
January 1986	629	764
February 1986	633	769
March 1986	638	775
April 1986	643	782
May 1986	651	791

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

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

Act 1	Issues relating to pay, allowances and Bonus 2	Employment, leave, hours of work and miscellaneous causes 3	Total 4
Industrial Disputes Act, 1947	1	34	35
Bombay Industrial Relations Act, 1946	6	16	22
Bombay Industrial Relations (Extensions and Amendment) Act, 1964.	2	2	4
Total	9	52	61

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

Act 1	Pending at the beginning of the month 2	No. of cases received during the month 3	Settled amicably 4	Ended in failure 5	Withdrawn or not pursued by parties 6	Closed 7	Total (4 to 7) 8	Pending at the end of the month 9
Industrial Disputes Act, 1947	793	336	50	198	62	29	336	795
B.I.R. Act, 1946	131	22	2	9	2	..	13	140
B.I.R. (Ext. and Mt.) Act, 1964.	49	4	1	2	..	..	1	50
Total	973	361	53	209	64	29	350	985

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

Act 1	Cotton Textile 2	Silk Textile 3	Chemical 4	Textile Processing 5	Hosiery 6	Banking 7	Sugar 8	Misc. 9	Transport 10	Total 11
B.I.R. Act, 1946	16	1	..	2	1	2	..	..	..	22

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

District-wise analysis is given below :-

Act 1	Bombay 2	Pune 3	Sangli 4	Nagpur 5	Nanded 6	Aurangabad 7	Ahamadnagar 8	Total 9
B.I.R. Act, 1946	21	1	..	..	..	..	..	22

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

INDUSTRIAL DISPUTES IN MAHARASHTRA STATE DURING APRIL 1986

	April 86	March 86	April 85
No. of Disputes	49	41	41
No. of Workers involved	12,204	9,625	15,569
No. of Man-days lost ..	2,22,396	2,10,318	4,04,965

Industry-wise classification is given below

Name of the Industry Group	Number of disputes in progress			Number of work people involved in all disputes	Remarks
	Started before beginning of the month i.e. before	Started during the total month i.e.	Total		
1	2	3	4	5	6
Textile	3	3	6	2,547	
Engineering	20	3	23	7,038	
Chemical ..	4		4	650	
Miscellaneous ..	13	3	16	1,969	
April, 1986—Total ..	40	9	49	12,204	
March, 1986—Total ..	36		41	9,625	

Twenty four of the 49 disputes arose over question of "pay, allowances and bonus" and 25 over "management and grievance about personnel".

Out of the 49 disputes that terminated during the course of the month, 47 were settled entirely in favour of the workers, and 7 disputes were settled on other grounds.

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 DETAILS OF DISPUTES WHICH ARE REGISTERED UNDER SECTION 17-B OF THE INDUSTRIAL DISPUTES ACT, 1947, DURING APRIL 1986.

Serial No.	Name of the Concern	Sector	S/L	Reason	Date of last dispute	No. of workers involved	Status of Disputes		Remarks
							Began	Ended	
1	Thane Messrs. Takson Ltd., Kolshef Road, Thane.	Pvt. S.	20-4-1981	Reinstatement	20-4-1981	49	622	67	Continued
2	Bombay Estrella Batteries Ltd., Plot No. 1, Dharavi, Matunga, Bombay 400 019.	Pvt. L.		Unfair Labour Practice.	3-11-1984	156	150	566	Do.
3	Bombay Bombay Forging Pvt. Ltd., Kalina, Bombay 400 098.	Pvt. S.		Others Fighting amongst the workmen.	1-1-1984	65	60	61	Do.
4	Bombay Bush India Ltd., Sukh Sagar, M/s. Patkar Marg, Bombay 400 007.	Pvt. L.		Workers continue to indulge in 50% down fr 13th A 1984	1-1-1984	005	30	950	Do

Serial No.	Name of the Concern	Sector	S/L	Reason	Date of work stoppage		No. of Workers Involved	Mandays lost			Remarks
					Began	Ended		During the month	Till the close of the month	10		11
5	Bombay The Indian Smelting Refining Co. Ltd. L. B. S. Marg Bhandup, Bombay 400 078	Pvt. S.		General Demand Wages, D.A. e/c	10-12-1984	.....	1,007	12,906	3,01,724	Continued
6	Bombay Everest Building Products Ltd., Mulund Bombay 400 080.	Pvt. L.		As assault on the personnel the govt. initiated to mgt. staff GO-slow.	16-7-1985	....	654	16,599	1,59,788	Do.
7	Raigad M/s. Grindwell Norton, P. O. Karanja, Dist. Raigad 400 704.	Pvt. S.		Demand for 10% Bonus for the year 1984-85.	8-3-1986	....	675	17,550	31,725	Do.

PRESS NOTE ON ESIS BENEFIT IN MAHARASHTRA AND GOA

The Employees' State Insurance Scheme protects the industrial workers as defined under the E. S. I. 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 12,50,998 employees were under the coverage of the Scheme in the month of May, 1986. The high lights of the benefits paid to these employees were as follows.

ESIS has paid Rs. 1.55 Crores as Cash Benefit in May, 1986.

- (I) 94,217 workers were paid Rs. 99,76,426.00 on account of Sickness and Rs. 4,11,018.75 were paid for the long term diseases, e.g. T. B., Cancer, Hemiplegia, Paraplegia, Psychosis etc. etc.
- (II) 19,386 workers were paid Rs. 44,69,786.77 on account of accidents as employment injury which included 7,133 cases for the permanent disablement and 2,595 for pension to the dependents/families due to death of the workers in the accidents.
- (III) 6,02,713.00 were paid to the women workers as Maternity Benefit for the period of confinement. In addition to the above 18 persons were sterilized and they were paid Rs. 4,198.00 as family planning benefit.
- (IV) There were 139 cases where legal proceedings were initiated against defaulting employers/Insured Persons for the recovery of arrears of contributions as under :

	Cases
1. Under Section 45B	105
2. Under Section 75	9
3. Under Section 84	1
4. Under Section 85	24

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