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LABOUR GAZETTE

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

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VOL. LXVII SEPTEMBER 1987 No.1

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Ra 4400—1a

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 July 1987 with average price for the year ended December 1960 equal to 100 were 781, 730 and 724 respectively. The Pune, Jalgaon, Nanded and Aurangabad Consumer Price Index Numbers for working class for the month of July 1987, with the average prices for the year ended December 1961 equal to 100 were 696, 720,745 and [illegible] 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 July 1987 was 724 as compared to 715 in April 1987. On base 1960-100 general Index (Food [illegible]) Index worked out to 880 as against 869 for June 1987.

Industrial Disputes in Maharashtra State

During the month of June 1987 there were 64 disputes involving 11,269 workmen and time loss of 2,81,950 mandays as compared to 63 disputes in May 1987 involving 13,213 workmen and time loss of [illegible] mandays.

Further particulars of Industrial Disputes are given at page 76 of this issue.

Benefits under the Employees State Insurance Scheme

During the month of July 1987, 69,593 [illegible] paid Rs. 67,40,933.85 on account of sickness and Rs. 5 11 792 70 [illegible] for the long term diseases e.g. T.B., Cancer, Hemiplegia, [illegible] Pension [illegible] paid Rs. 58,91,539.30 on account [illegible] employment injury which included 9,193 cases for the permanent disablement and [illegible] for pension to the dependents/families due to death of the workers in the accidents.

Current Notes

[illegible] bouns for TISCO Employees

ABOUT [illegible] employees of TISCO will get 20 percent annual Bonus for the year ending March 31, 1987.

This was announced by the President of the Tata Workers' union Shri V. G. Gopal in a press release issued here on July 31.

As per three-year agreement between the Tata Workers' Union and the TISCO management, the annual bonus for employees of TISCO which cover apart from Works and Tubes Division, Mines and Colliery Marketing Division, Bearing Division and the Head Office comes 19.875 per cent but on the request of the President of the union, the Chairman and Managing Director of TISCO agreed to round it off to 20 per cent.

The total money involved in the agreement comes to Rs. 24.57 crores, an increase of 5.29 crores over the last year's figure of Rs. 19.28 crores.

The minimum bonus for those employees whose basic wage is at Rs.5611 per month, comes to Rs. 2,644, an increase of Rs. 533 over the last year's bonus payment at that level.

At the maximum level of basic wage of Rs. 2,450 the bonus payable is Rs. 7,741, an increase of Rs. 1,312 over the last year's bonus paid for this category.

This is the maximum bonus paid by the TISCO management, both in respect of percentage as well as in amount for their employees.

(*Indian Worker, dated 10ih August 1987*)

Rs. 275 p.m. as special allowance for Laundry workers

THE Secretary of the INTUC-led Bombay Employees' Association has, in a press statement, stated here on August 6, 1987 that the laundry workers in Maharashtra State will get a rise of Rs. 47.50 per month as a special allowance from July 1, 1987. As a result of this the total special allowance will come to Rs. 275/- per month. The existing minimum wage in Greater Bombay for laundry workers is Rs. 615/- per month for skilled, Rs. 575/- for semi-skilled and Rs. 535/- p. m. for unskilled workers and Rs. 275/- per month as special allowance.

(*Indian Worker, dated 10th August 1987*)

Proposed Amendments to Industrial Disputes Act

Mr. P. A. Sangma, Union Minister of Labour said in the Lok Sabha on July 27, 1987, that the Government proposes to amend the Industrial Disputes Act 1947, so that the right to call for a strike can be exercised only if 3/4th of the total membership of the Bargaining Council vote in

favour of the strike. Besides, the procedure shall *Inter-alia* provide that a strike or lockout can be resorted to only after mutual discussions, collective bargaining concilation have failed, arbitration has been refused and a minimum of fourteen days notice served except in the event of lockout declared due to imminent threat of violence or damage to property in which case *ex post facto* approval would have to be attained from the appropriate Government within 14 days. It is also proposed to enhance the existing penalties in the case of illegal strikes and lockout and also for instigation etc., for taking part in and giving financial aid to strikes.

(*E.F.I. Bulletin, dated 1st August 1987*)

Articles, Reports, Enquiries, etc.

(The [illegible] in signed articles appearing in this section were subject to as much as they are supposed by the persons who know [illegible] and. They, however, do not necessarily reflect the views of Government. All [illegible] are welcome and [illegible])

THE PREMIER INDIAN LAW OF INDUSTRIAL RELATIONS: ROLE OF AUTHORITIES—I

BY

Subhash Sharma

General Secretary, Indian National Rural [illegible] Federation

INDUSTRIAL relations, having been recognised as an important [illegible] in the determination of the quantitative and [illegible] standards of the industrial production, are of primary importance for the present day industrial world. For developing and populous country like India, with [illegible] variations of religion, caste, language, territory etc. these relations gain an added importance not alone [illegible] the partners of the industry i.e. employers and the workmen but also for the community, which is to face scarcities, price-rise and a low standard of [illegible] emanating from a crack in these relations. Likewise, the government, for its plain interest in the community affairs and for the politico-economic stability of the country, is much concerned with the harmonious relations of the industry. From such concern of the government emerge the laws regulating the industrial relations. In India, such laws are available as three Central enactments entitled The Industrial Disputes Act, 1947, The Trade Union Act, 1926 and the Industrial Employment (Standing Orders) Act, [illegible] apart from State legislations like the Bombay Industrial Relations Act, 1946. Of the Central enactments with their country-wide jurisdiction, The Industrial Disputes Act, providing for the preventive and curative remedies for the ailing health of industrial relations, is the premier law playing its role through the authorities set out thereunder.

The Authorities

The authorities are the officials, working as the State machinery for the implementation of the provisions of the Act aimed at the industrial peace[1] and harmony. Chapter II of the Act sets out seven authorities named as the Works Committee, Conciliation Officers, Boards of Conciliation, Courts of Inquiry, Labour Courts, Industrial Tribunals and the National Tribunals but for the purpose of this study, these may be classified under three heads on the basis of their functions and the nature of their structure viz. The Works Committee, The Conciliation Authorities and The Adjudication Authorities.

The Works Committee

The works committee, based on the concept of partnership between the employer and his workmen, is an institution in an industrial establishment employing at least one hundred workers[2] aimed at the preservation of amity and harmonious relations in the industry.[3] It well provides a first step in the process of negotiation and settlement under congenial circumstances to achieve the most enduring harmonious relations in the industry, which is the object of the I. D. Act. It is a body which aims to promote good-will and measures of common interest. As a joint association representing both the workmen and the employer, keeping its fingers on the pulse of the industrial climate, the works committee acts as a thermometer constantly measuring the warmth of the relations between the parties in the industry and in case the temperature turns abnormal, it functions as a thermostat to maintain its normalcy. With this pivotal role, the works committee is expected to act as a blockage for preventing the overflow of disputes from the industrial walls and helping to settle these mutually. But, it is unfortunate that this important authority under the Act, has not been made to operate in all the industrial units and also in those employing one hundred or more workmen, its constitution is optional for the employer except where the appropriate government makes it mandatory by its general or special order.[4] Thus, in the absence of this blockage in many industrial units, the dispute overflows from the industry to the second authority under the Act.

The Conciliation Authorities

The conciliation authorities are second in the line, created under sections 4 and 5 of the Act under the nomeclature of Conciliation Officers and the Boards of Conciliation, meant to recive the smoke of friction amongst the two partners of the industry with the object of rebinding the fabric of cordial relations in such a way that even the knot of separation does not remain visible. For this ticklish task, the government machinery has been provided with the tool of persuasion and mediation in their hands. To make this second line of defence prove its worth, the conciliation has been made a compulsory stage in the settlement of an industrial dispute. To make this effort succeed in the cooling off period, a time limit has been prescribed[5] when climate in the industry is kept tension free.[6] Thus, the Act endeavours to make the second line of defence a more firm and a higher blockade leaving very rare chances of the outflow of industrial strife over it or leaving possibility of it being washed away with the heavy flow thereof. But, this strength is to come from the conciliation authorities, who, in order to meet the expectations of their creation, are expected to first prove their credibility to the parties and apart from being clear about the problem, its causes and the provisions of law therefore, they should be tactful and intelligent in handling the issue, must be polite and able to create a good social rapport with the parties and thereby making possibility of exerting a some influence over them. In case this defence proves weak, the industrial dispute reaches to the third type of authority the adjudication authorities

[illegible]

The adjudication authorities,

[illegible]

The own objectives of any industrial adjudication are industrial peace and economic justice. The former implies restoration of industrial peace and good will in industry so as to establish harmony between labour and capital. Industrial harmony helps in boosting production which would help in general economic progress of the community and strengthen national economy. The [illegible] peace and prosperity would be [illegible] With the objective, an adjudication authority functions [illegible] Though it is not a court, it has all the trappings of a [illegible] if not wider jurisdiction than a court.*

Thus, the adjudication authorities, in additional to being the [illegible] of social welfare laws to the benefit of the weaker party, are expected to make efforts for a mutual settlement of the dispute keeping in view the object of industrial peace and harmonious relations. Any problem arising out of industrial relationship has to be looked at from the consideration of social justice which has become an integral part of the industrial law. The concept of social justice has a comprehensive seep and it is neither pedantic nor one sided but is founded on socio-economic quality. It demands a realistic and [illegible] approach for resolving controversy between the capital and labour by holding it on an even scale with the consciousness that industrial operations in modern time have become complex and complicated and for the efficient and successful functioning, of industry various amenities to those working in it are deemed as essential for a peaceful and healthy atmosphere.* The adjudication authority must, therefore, endeavour to solve the competing claims of employers and employees by finding a solution which is just and fair to both parties with the object of establishing harmony between capital and labour. The ultimate object is to see that industrial [illegible] are settled by industrial adjudication on principles of fair play and justice.

In addition to such expectation speedy justice is an important factor in the maintenance of industrial peace by keeping the belief of the parties in adjudication.

REFERENCES

1. G. Ramanujam, in his, article ' Co-education for better Indutsrial Relations ', Indian Worker, New Delhi, August, 18, 1986, rightly clarifies that this peace may not be the peace of the grave but the harmony in industrial relations which will be reflected in the enthusiastic co-operation on the part of both.

2. Section 3(1) of the Act reads; "In the case of any industrial establishment in which one hundred or more workmen are employed or have been employed in the preceding twelve months, the appropriate Government may by general or special order require the employer to constitute in the prescribed manner a works committee consisting of representatives of employers and workman engaged in the establishment howsoever that the number of representatives of workmen on the Committee shall not be less than the number of representative of the employer. The representatives of the workmen shall be chosen in the presribed manner from among the workmen engaged in the estiblishment and in consultation with their trade union, if any, registered under the Indian Trade Unions Act, 1926."

3. Sub-section (2) of Section 3 Clarities this object in its words; "It shall be the duty of the works committee to promote measures for securing and preserving amity and good relations between the employer and workmen and, to that end, to comment upon matters of their common interest or concern and endeavour to compose any material difference of opinion in respect of such matters."

4. Such an order in respect of parts of Bombay, Madras and Calcutta vide Notification No. LR 59 (4) dated 5-5-1984 and in all cases where Central Govt. is the appropriate Govt. Notification No. LR 59(3) dated 7-5-1984 have been issued. The Punjab Govt. has not issued such notification.

5. Sections 12(6) and 13(5) read in this context as; 12(6) A report under this section shall be submitted within fourteen days of the commencement of the conciliation proceedings or within such shorter period as may be fixed by the appropriate Government.

Provided that, subject to the approval of the conciliation officer, the time for the submission of the report may be extended by such peroid as may be be agreed upon in writing by all the parties to the the dispute."

"13(5). The Board shall submit its report under this section within two months of the date, on which the dispute was referred to it or within such shorter period as may be fixed by the appropriate Government."

Provided that the appropriate Government may from time to time extend the time for the submission of the report by such further periods not exceeding two months in the aggregate ;

Provided further that the time for the submission of the report may be extedned by such period as may be agreed upon in writing by all the parties to the dispute."

Dr. G.P. Sinha and Dr. P.R.N. Sinha, in their book Industrial Relations and Labour Legislation, Oxford & I.B.H. Publishing Co., New Delhi; 1977 at P. 225; lay down the reasons for the imposition of time limit for conciliation as :

(1) It is felt that conciliation will provide a cooling off period during which emotional tensions may subside and a settlemetn can be arrived at;

(2) It is felt that the freedom of the parties to settle their disputes even by causing work stoppages should not be taken away from them for a long period; and,

(3) It is argued that if conciliation does not achieve an early break-through, it is not very likely to succeed later.

6. Section 23;—imposing a restriction on strikes etc. during the conciliation period provides "No workmen who is employed in any industrial establishment shall go on strike, in breach of contract and no employer of any such workmen shall declare a lock-out;

(a) during the pendency of conciliation proceedings before a Board and seven days after the conclusion of such proceedings.

(b) during the pendency of proceedings before a Labour Court, Tribunal or National Tribunal and two months after the conclusion of such proceedings."

[illegible] provides for the constitution of Courts of Inquiry, Section 7 for Labour [illegible] Tribunals and Section 7-B provides for constituting the National [illegible] Government.

[illegible] Section [illegible] dealing with reference of disputes to Boards, Courts or Tribunals, [illegible] the appropriate Government is of opinion that any industrial [illegible] exists or is apprehended, it may, at any time, by order in writing:—

[illegible] dispute to a Board for promoting a settlement thereof; or

[illegible] any matter appearing to be connected with or relevant to the dispute to a court for inquiry ; or

[illegible] refer the dispute or any matter appearing to be connected with, or relevant to the [illegible] it relates to any matter specified in the Second Schedule, to a Labour Court [illegible] or

(d) refer the dispute or any matter appearing to be connected with or relevant to the dispute, whether it relates to any matter specified in the Second Schedule or the Third Schedule, to a Tribunal for adjudication: Provided that the dispute relating to any [illegible] specified in Third Schedule and is not likely to affect more than one hundred workmen, the appropriatel Government may, if it so thinks fit, make the reference to a Labour Court under Clause (c).

[illegible] dispute in relation to which the Central Government is [illegible] it shall be competent for that Government to refer the [illegible] Industrial Tribunal, as the case may be, constituted by the State Government.

9. In Central Inland Water Transport Corpn. Ltd. Vs. Workmen (1974) 4SCC 696 and Punjab Beverages (P) Ltd. Vs. Suresh Chand (1978) 2 SCCC 144, the Supreme Court observed: "Proceedings under Section 33 (C) (2) are the nature of execution proceedings and therefore this does not involve a right of plaintiffs to relief and the corresponding liability of the defendent i.e. whether the defendent is at all liable or not. The workmen can not put forward a claim in an application under section 33(C) (2) in respect of a matter not based on existing right."

It was further clarified in Voltas Ltd. Vs. J. M. Demello (1971) 2 SCD. 479, "Although the Labour Court can not go behind the award, it is nevertheless competent to construe the award where it is ambiguous and to ascertain its precise meaning. A claim under Section 33(c) [illegible] postulates [illegible] the determination of the question about computing in terms of money may in some cases have to be proceeded by an inquiry into the existence of the right."

Section 33 C (2): towards that end, provides: "Where any workman is entitled to receive from the employer any money or any benefit which is capable of being computed in terms of money and if any question arises as to the amount of money due or as to the amount at which such benefit should be computed, then the question may, subject to any rules that may be made under this Act be decided by such Labour Court as may be specified in his behalf by the "appropriate Government within a period not exceeding three months.

10. Crown Aluminium Work Vs. Their Workmen AIR 1958 SC 30.

11. Supreme Court, in Life Insurance Corporation of India Vs. J.J. Bahadur AIR 1980 SC 2181 in para 45, observed, "An industrial tribunal or a court has power to impose new obligations, to create new contracts and give awards which may have the effect of existing agreements or making new one. This power is, however, conditioned by the subject matter with which it is dealing and also by the existing industrial law."

Section 11-A of the Act reading in this tone provident where an industrial dispute relating to the discharge or dismissal of a workman has been referred to a Labour Court Tribunal of National Tribunal for adjudication and, in the course of the adjuication, proceedings. the Labour Court, Tribunal or National Tribunal, as the case may be, is satisfied that the order of discharge or dismissal was not justified, it may, by its award set aside the order of discharge or dismissal and direct reinstatement of the worker on such terms and conditions, if any, as it thinks fit, or give such other relief to the workman including the award of any lesser punishment in lieu of discharge or dismissal as the circumstances of the case require.

Provided that in any proceeding under this section the Labour Court Tirbunal or National, as the case may be shall reply only on the materials on record and shall not take only fresh evidence in relation to the matter.

12. Ahmedabad Mfg. Calico Ptg. Co. Ltd. (1973) ISCR, 185 at p. 198.

13. Section 14, 15 and 10(2-A) make provisions for speedy justice in the words:

"14. Duties of Court—A court shall inquire into the matters referred to it and report thereon to the appropriate Government ordinarily within a period of six months from the commencement of its inquiry."

"15.. Duties of Labour Courts, Tribunals and National Tribunals where an industrial dispute has been referred to a Labour Court, Tribunal or National Tribunal for adjudication, it shall hold its proceedings expeditiously and shall, within the period specified in the order referring such industrial dispute or the further period extended under the second provison to sub-section (2-A) of Section 10 submit its award to the appropriate Government,"

"10 (2-A) An order referring an industrial dispute to a Labour Court, Tribunal or National Tribunal under this section shall specify the period within which such Labour Court, Tribunal or National Tribunal shall submit its award on such dispute to the appropriate Government:

Provided that where such industrial dispute is connected with an individual work man, no such period shall exceed three months:

Provided further that where the parties to an industrial dispute apply in the prescribed manner, whether jointly or separately, to the Labour Court, Tribunal or National.

Tribunal for extension period, he may for reasons to be recorded in writing extend such period by such further period as he may think fit."

THE PREMIER INDIAN LAW OF INDUSTRIAL RELATIONS: ROLE OF AUTHORITIES II

BY

Subhash Sharma

Genera, Indian National Rural Labour Federation

In the earlier part of this article that appeared in the last-issue of The Indian dated the author had traced about the industrial relations for been recognised as an important factor in India in the of the quantitative and qualitative standards of the industrial in the present day industrial world. The Government is much concerned with the harmonious relations that exists and the role of authorities that play in the maintenance of industrial peace and harmony.

In this concluding part of the article the functioning and the role of authorities in the of industrial relations is discussed at length.

Functioning

To ascertain the role of authorities in the promotion of industrial relations it is essential that the expectations from the authorities in the light of the provisions of the Act and the spirit of the Socialist Democratic Constitution of Indian Republic, are tested on the touchstone of actual practice.

The field study of the industrial units in the city of Amritsar reveals that of the 23 factories, employing more than 100 workmen and thus eligible for creating works committees, the instructions and persuading reminders by the Labour Commissioner have resulted in the constitution of this committee only in one of these units employing over two thousand workers and there too, despite its practice for the last 20 year or so, it is not functioning as per the provisions of law and their spirit because it is not based on the existence of a trade union in the mills but is meant to be substitute for the latter[14]. Such an experience, added with the lack of knowledge, make the workers of the other eligible industrial units to reject the creation of works committee. Thus as a result of illiteracy regarding the provisions of law for its creation, role and importance, this authority does not or normally exist and even where it has its appearance, the same is functioning far short of its expectations.

A hierarchy of Officers in the state and central spheres of government exists to act as the conciliation officers. For the industries subjugated to the State Government, there are 23 labour-*cum*-conciliation officers including those for the rural sector. Above them, in the state office, there is a Labour Commissioner of the I.A.S. Cadre with an additional Labour Commissioner, Deputy Labour Commissioners and the Assistant Labour Commissioners as his subordinate. For the Central sphere, there is an Assistant Labour

Commissioner (Central), at Chandigarh. These officers, because of the lesser time devoted, lack of requisite skill[16] and the want of dedication common amongst the civil servants are incapable of making the conciliation prove to be a successful method in the promotion of harmonious relations in the industry by hindering the way of adjudication. The statistical data interpreated, for the research work in hand reveals that an average of 540 cases (ranging from 365 to 752) are received by the conciliation officers of the state every month, thereby meaning that an average of 25 cases (excluding the strength of rural labour officers) is the per mensem load of each conciliation officer, however, with the backlog continuing the figures continue inflating. These half-hearted efforts, of the not much competent conciliation authorities, result in the completion of conciliation work in a minimum period of 2 months, however, usually it is more than 3 months and in some case 6 months too. This period, in the majority of individual cases relating to the dismissal and retrenchment of workman, mean unemployment of the workers. Apart from this delay, the conciliation, for its patent and inherent drawbacks, fails to be an effective means of maintaining harmony and peace in the industrial relations The figures, in regard to Punjab State for the past 5 years, interpreted indicate that only 23% cases are settled by the conciliation officers, 38% are withdrawn by the workers, are not pursued or are settled without the help of concilition blockade, expected to be unsurmountable[17].

Adjudication is the last resort in our scheme for the promotion of harmonious industrial relations and operates when the conciliation proceeding break down and the case is referred by the appropriate Government. Personnel of the State Judicial Service are the Presiding Officers of the labour courts at Amritsar, Bhatinda, Jalandhar, Ludhiana, Gurdaspur and Patiala with their additional work as the Industrial Tribunals[18]. The field study, undertaken for the purpose, has revealed that the adujdication authorities encourage mutual settlement of parties at every stage of the case, Being the senior members of the state judicial service, they give up technicalities and attitude of the civil court to become the interpreters of welfare laws with a bias towards the working class only after some experience in these tribunals by which, time they are generally transferred to the district courts Consequently, a worker having remained unemployed or partially employed for over four years, have only less than 50% chances of getting an award for reinstatement with full back wages. In the absence of a provision for free legal aid from competent law officers/lawyers[19] and the non-availability of library facilities make the poor workers' representation, through a member of his union, immatchable for the well-equipped representative of the employer. This makes the worker to lose his case and content with the frustration after a long period of starvation.

The marring effectes of delay in labour adjudication, having been sounded well by the Supreme Court[21], leave no effect on these tribunals and an average period over 3 years (as against prescribed period of 3 months) is consumed in this harassment generating process for the workmen and to the adverse interest of industrial relations.

Conclusion, Suggestions

The foregoing study well reveals that the works committee, based on the concept of partnership of workmen in the industry, has no existence in the industrial units. Lack of education of both the workmen and their employers, absence of a strong trade union movement and the lack of commitment of government machinery are responsible for eliminating this import antauthority from the industrial scene. The conciliation authorities also suffer from wan of knowledge, dedication and commitment resulting in the undesirable delay and poor results of conciliation. Thus, the industrial disputes end in a smoke of frustration of the workmen or their enterance in the court room for adjudication, where again the bias remains towards the wealthy employer. The poor workman, in a very long exercise to prove himself a partner in the industry, becomes completely exhausted, frustrated and disillusioned from the premier law on industrial relations and the authorities made to function thereunder. Such a worker consoles himself saying, the system is capitalistic where the worker cannot expect justice. Expectation of peace and harmonious realtions therefore, is to live in ivory towers.

The consequences of these results are evident from the rapidly growing industrial unrest in the country. The body of industrial relations, what to say it diseased, is yet to make its appearance.

In such a situation, making suggestions for improving the functioning of authorities under the Act, in the promotion of harmonious relations in the industry becomes difficult. However, the following few submissions are made toward this end.

1. A strong trade union base be created by amending the Trade Union, Act of 1926 to check the mushroom growth of trade unions and making their recognition mandatory.

2. The employers and workers be jointly educated in regard to their respective and joint role in the industry, its peace and the national production

3. The recommendatory provision in regard to the creation of works committee, time limit for conciliation and adjudication proceedings be made mandatory.

4. The quality of conciliation authorities be improved by improving their wages to attract those with experience, capability and dedication. Provision for their refresher courses at regular intervals, to keep them abreasts of the latest techniques in the field, be arranged.

5. A separate cadre of authorities for the adjudication of labour dispute be created to recruit those having experience in this field and with commitment for social Justice.

6. An effective scheme for free legal aid to the workers be provided with a provision of library facilities.

7. Regional language be adopted in Labour Courts/Industrial Tribunal for all purposes.

(Indian Worker, dated 10th August 1987)

REFERENCES

14. The management annually elects 10 representatives of workers from 6 departments of the mills but the number of representatives from the management as also their names designation is never decided. Thus, a committee of workers alone is available as the works committee and it does not operate as the joint committee, thereby making it a weak and subordinate body in the way of settlement of disputes. The Standing Orders of the company make its functions recommendatory, leaving the management to decide even in very minor cases involving individual workman e.g. leave, advance etc. A registered trade union in the mills was not consulted even when it approached the management for this purpose, pointing out the provision of law. Resultantly, the matter went to the court of law causing irritation to the management and thereby ending in the suspension of work for about 40 days and the dismissal of all the active respresentatives of workers including eight members of the working committee.

15. The conciliation officer, expected to have an orientation of mind, study of Psychology Sociology, Labour Laws and the tactfulness to do his job satistactorily is not much trained to undertake this difficult task. Having undergone 3 months formal training at the time of their recruitment as Inspector, they are left to learn by hit and trial method if they so like.. The senior officers in the state office, meant to act as conciliation officers in the cases of wider importance and complicated nature are not better equipped than their subordinates except little more experience and their inpression as Senior Officers of the department. Many a time, it happens that a Senior Officer having failed the Junior one becomes successful in making the parties arrive at a settlement.

16. It has been noted that, for regular work of conciliation, usually an officer devotes only half day of week and if the time devoted for the informal conciliation work is added, time, for this important and primary task by their other responsibilities as administrator, the Competent Authority under the Gratuity Act, and the enforcement officer for other labour law viz. Payment-Wages Act, Minimum Wages Act, Factories Act, industrial Employment (Standing Orders) Act etc. etc.

17. The Act under $ 12 (6) prescribes the pariod of 14 days or lesser fixed by the State Govt.

State labour department in Punjab has fixed it one month.

18. Recently the Punjab Govt. has transfered the work to Labour Courts since the post of the Presiding Officer of the Industrial Tribunal in the State of ten remained vacant.

19. The provisions of order XXXIII under the Code of Civil procedure, 1973 are weak and the rules of Punjab govt. for the grant of legal aid to the poor, 1977 also consider a person eligible for such aid under the means test only if his family earnings are less than Rs. 300/ per month, when the minimum wage of a worker in Punjab is Rs. 442.

20. Section 36 prescribes such a representation of parties.

21. In Shanker Dass Vs. Union of India and another 1985-II LLJ-184 the Supreme Court observed: "Delay not only defeats justice and robs it of its immediate relevance to the parties but it shakes the very confidence of the people in the desire and ability of law courts to assist them when they need that assistance most."

Justice Desai in the Delhi Cloth Mills Case, 1984-II LLJ 36, directed affairs of the victim of delay when he observed: "The difficulty in disposing off all the contentions of the workman by this court became almost in-tractable because the respondent would not avail of the services of a senior counsel and he had unfortunately become stonedeaf and no dialogue with him was possible. This is the tragic end of a frustrating prolix court proceeding involving the workman in search of social justice and who had been able once to convince the apex court that the termination of service was wholly illegal. We must record our apprehension that if industrial disputes are not resolved expeditiously and proceed along the beaten track like the unending civil suits before long the labour jurisprudence devised to ensure peace and harmony in the industry would lose entirely its credibility and a frightening situtation may emerge where people would move away from the talking table to direct action."

The workers must keep always before them the interests of crores of our countrymen and throw off the destructive leadership and muster strong to support the best interests of the country.

I would repeatedly like to persuade you to keep away from this strike fever, since "produce or perish" is the crucial question facing us at this juncture. Otherwise you would yourselves stand to suffer the consequences. The freedom that we have secured is for regenerating the country and not for bringing it down. Tremendous natural resources lie hidden under our soil. Why not exploit them to the best advantage? Why not increase production in cloth, steel, cement, etc., and solve the housing and other acute problems? Why not produce more coal and other essential goods so that India may be great and strong and none dare challenge her security? Why not be self-sufficient in vital goods now imported at tremendous cost? If there is surplus production it can be exported to make the nation prosperous.

I, therefore, advice you that if you want more wages you should increase productivity and step up production. There is really no difference of opinion between the Congress and the Socialists over policy and programme as was illustrated at the last A.I.C.C. meeting. Why then all these disruptive and disintegrating activities? I would, therefore, request the Socialists to join hands with the Congress in formulating a five-year programme and carrying it out in a constructive spirit to make the nation strong. The country needs two things: firstly, peace on the basis of Hindu-Muslim amity and secondly, consolidation as was exemplified by the merger of States.

When I say bitter things to industrialists, socialists and labour it is not my intention to hurt their feelings but there is a fire raging in my heart which I want to impart to them. I am speaking to them so bluntly because I have their interests at heart; and I ask you not to be misled by the sweet words of those who are really your enemies. The proposed labour rally was intended to show the backing of ten lakh workers behind the Port Trust. I would like you to remember that this rare opportunity of creating a strong and happy India is fast passing from their hands.

Bombay should see that there is no strike during the period of the industrial truce for the next three years and that production goes on full stream ahead. If there is any grievance it should be carried to the Government, which is their own, and I am sure, it would be satisfactorily solved. I myself am all for your getting the legitimate fruits of your labour. The Congress stands by them. Where then is the need for strikes, "go slow" tactics or stoppage of work?

(Indian Worker, dated August 17, 24th and 31, 1951)

Gist of Important Notifications under the Various Labour Laws

the same having been previously published as required by sub-section (*1*) of the said section 4 namely :—

1. *Title.*—This Scheme may be called the Nashik District Mathadi, Hamal and Other Manual Workers (Regulation of Employment and Welfare) Scheme, 1987.

2. *Objects and Application.*—(1) *Objects.*—The Objects, of the Scheme are to ensure an adequate supply and full and proper utilisation of unprotected workers employed in—

(1) employments in Grocery Markets or Shops in connection with loading, unloading stacking, carrying, weighing, measuring, filling, stiching, sorting, cleaning or such other work including work preparatory or incidental to such operations ; (2) employment in Markets or Subsidiary Markets established under Maharashtra Agricultural Produce Marketing (Regulation) Act, 1963, (Mah. XX of 1964) in connection with loading, unloading, stacking, carrying, weighing, measuring, filling, stitching, sorting, cleaning, or such other work including work preparatory or incidental to such operations ; (3) employment in connection with loading, of goods into public transport vehicle or unloading of good therefrom and any other operations incidental and connected thereto ; (4) employment in Cloth Markets or Shops in connection with loading, unloading, stacking, carrying weighing, measuring, filling, stitching, sorting, cleaning or such other work including work preparatory or incidental to such operations ; (5) employment in Vegetable Markets (including onions and potatoes markets) in connection with loading, unloading, stacking carrying, weighing, measuring, filling, stitching, sorting, cleaning, or such other work, including work preparatory or incidental to such operations ; (6) employment in Khoka Making or in Timber Markets ; (7) employment in Markets and Factories and other establishments in connection with loading, unloading, stacking, carrying, weighing, measuring, filling, stitching, sorting, cleaning or such other work including work preparatory or incidental to such operations carried on by workers not covered by any other entries in the Schedule to the Maharashtra Mathadi, Hamal and Other Manual Workers (Regulation of Employment and Welfare) Act, 1969 (Mah. XXX of 1969) ; (8) employment in Iron and Steel Markets or Shops in connection with loading, unloading, stacking, carrying, weighing, measuring, or such other work preparatory or incidental to such operations ; (9) employment in Railway Yards and Goods Sheds in connection with loading, unloading, stacking, carrying, weighing, measuring, or such other work including work preparatory or incidental to such operations (excluding workmen employed by the Railway Authorities) for efficient performance of work and generally by making better provisions in the terms and conditions of employment of such workers and make provisions for their general welfare and safety.

(2) *Application.*—The Scheme shall apply to the registered workers and the registered employers, in the Scheduled employments specified in column 2 of the Schedule hereto in the areas respectively specified against each of them in column 3 and applicable on and from the dates respectively specified against them in columns 4 and 5 of the said Schedule.

3. *Commencement.*—(1) Clauses 14 and 15 of this Scheme shall come into force on and from the date mentioned in column 4 of the Schedule (appended) hereto.

(2) The remaining clauses shall come into force on and from the date specified against each of them in column 5 of the Schedule hereto.

4. *Interpretation.*—(*a*) "Act" means the Maharashtra Mathadi, Hamal and other Manual Workers (Regulation of Employment and Welfare) Act, 1969;

(*b*) "Board" means the Nashik Mathadi and Unprotected Labour Board constituted under section 6 of the Act;

(*c*) "Chairman" means the Chairman of the Board;

(*d*) "monthly worker" means a worker who is employed by an employer or a group of employers on contract or monthly basis;

(*e*) "pool worker" means a registered worker in the pool who is not a monthly worker;

(*f*) "pool" means a list of workers maintained by the Board, but which does not include monthly workers;

(*x*) maintaining and administering the workers' welfare fund, and recovering from all the registered employers contribution towards the Fund when such Fund is constituted in accordance with the rules of the fund;

(*xi*) maintaining and administering Provident Fund and Gratuity Fund for registered workers in the pool when such Funds are constituted;

(*xii*) assisting, subject to the availability of funds, by way of grant of loan, the Co-operative Societies formed for the benefit of registered workers and staff of the Board.

(2) All property, fund and other assets vesting in the Board shall be held and applied by it subject to the provisions and for the purposes of this Scheme.

(3) The Board shall have and maintain its own fund to which shall be credited—

(*a*) all monies received by the Board from the State Government;

(*b*) all fees, wages and leves received by the Board under this Scheme;

(*c*) all monies received by the Board by way of sale and disposal of properties and other assets;

(*d*) interest on investment in securities and deposits, rents and all monies received by the Board in any other manner or from any other source.

(4) All monies forming part of the funds shall be kept in current or deposit account with the State Bank of India or the Reserve Bank of India or in any Nationalised Scheduled Bank or any Co-operative Bank or any Scheduled Bank or invested in such securities as may be approved by the Board. Such accounts shall be operated by such officers of the Board as may be authrised by it :

Provided that, the Board may keep on hand such sum not exceeding Rs. 1,000 as the Board may consider necessary.

Explanation.— For the purpose of this sub-clause " Nationalised Bank " means any Bank specified in Column 2 of the First schedule to the Banking Companies (Acquisition and Transfer of Undertakings) Act, 1970 (5 of 1970).

(5) The Board may with the previous permission of the State Government borrow money from open market or otherwise with a view to provide itself with adequate resources.

(6) The Board may accept deposits on such conditions as it deems fit from persons, authorities or establishments with whom it has to transact any business.

(7) The Board shall make provision for such reserve and other denominated funds as may be provided in this Scheme.

(8) The Board shall have the authority to spend such sum as it thinks fit for the purpose authorised under the scheme from out of the general fund of the Board or from the reserve and other funds, as the case may be.

(9) The Board shall cause the proper account to be kept of the cost of operating this schemo and of all receipts and expenses under this scheme.

(10) The Board shall submit to the State Government—

(*a*) as soon as may be after the first day of April in every year and not later than the 31st day of October, an annual report on the working of the Scheme during the preceding year ending the 31st March, together with an audited balance-sheet ; and

(*b*) copies of proceedings of the meeting of the Board.

(11) The Board may—

(*i*) fix the number of workers to be registered under the various categories ;

(*ii*) increase or decrease the number of workers in any category on the register, from time-to-time, as may be necessary after a periodical review of the register and anticipated requirements ;

(*l*) to declare that there has been " a go-slow " and to take action as authorised under this scheme ;

(*m*) to sanction the transfer of a monthly worker to the pool at the request of the registered employer or the registered worker, as provided for in this scheme ;

(*n*) to deal with appeals from registered workers and registered employers under clause 37and 38 ;

(*o*) discharge all functions relating to disciponary action a registered employers and workers to the extent permitted under caluse 34.

9. *Functions of Secretary 3.*—Without prejudice to the powers and functions of the Board and the Chairman , the s cretary shall perform duties imposed on him by this scheme in discharge of his duties and in particular be responsible for:—

(*a*) keeping, adjusting and maintaining the register of employer entering or relentering therein the name of any employer and where the circumstances so require removing from the register the name of any registered employer in accordance with the provisions of this scheme ;

(*b*) keeping, adjusting and maintaining, from time to time, such registers or records as may be necessary of workers, including any register or records of workers, who are temporarily not available for work and whose absence, has been approved by the Board and where the circumstance require, removing from any registers or records the name of any registered worker, either at his request or in accordance with the provisions of this Scheme ;

(*c*) the employment and control of registered workers who are available for work when they are not otherwise employed in accordance with this Scheme;

(*d*) the grouping or regrouping of registered workers in suitable pools, in accordance with the instructions received from the Board in such groups as may be determined by the Board,

(*e*) the allotment of registered workers in the pool who are available for work to registered employers and for this purpose, the Secretary shall—

(*i*) make the fullest possible use of registered workers in the pool;

(*ii*) keep the record of attendance at call stands or control points of registered;

(*iii*) provide for the maintenance of records of employment and earnings of registered workers;

(*iv*) make or cause to be made the necessary entries in the attendance cards and the wage slips of the registered workers in the reserve pool as laid down in clause 23;

(*f*) (*i*) the collection of levy or any other contribution from the employers under the Scheme;

(*ii*) the collection from registered workers of contribution to the Provident Fund, Insurance Fund or any other fund which may be constituted under the Scheme;

(*iii*) the payment to each registered daily worker of all earnings lawfully due to him from the registered employer and the payment to such registered worker of all moneys payable by the Board in accordance with the provisions of this Scheme;

(*g*) appointing subject to budget provisions such officers and servants, from time to time, as may be authorised by the Board or the Chairman to appoint

(*h*) the keeping of proper accounts of the cost of operating this Scheme and of all receipt and expenses under it and making and submitting to the Board an Annual Report and Audited Balance-Sheet and profit and loss accounts statements;

(*i*) framing budget annual for submission to the Board on or before the 15th day of February each year

(*j*) maintaining complete service records of all registered workers and record sheets of all registered employers;

(*k*) authorising the employment of unregisered workers in case registered worker are not available for work in the pool or in such other circumstances as the Chairman may approve; and

(*l*) such other functions as may, from time to time, subject to the provisions of this Scheme, be assigned to him by the Board or the Chairman,

monthly worker in the same gang, by transfer of a registered worker in the same or a superior category in the pool who may be selected by registered employers or a group of registered employers.

Explanation.— The criteria for promotion shall ordinarily be:—

(*a*) seniority;;

(*b*) merit and fitness for the category to which promotion is to be made;

(*c*) record of past service.

Note.— A transfer from the pool register to the monthly register in the same category or *vice versa* shall not be deemed a promotion.

(3) The Chairman or the Secretary may, for sufficient and valid reasons, allow the transfer of a registered monthly worker to the pool on a request in writing of the registered employer or the registered worker explaining fully the reasons for the transfer provided that such transfer provided that such transfer shall be subject to the fulfilment of any contract subsisting between the registered monthly worker and his registered employer regarding termination of employment. No transfer shall take place without the prior approval of the Chairman or the Secretary.

(4) If the services of a registered monthly worker are terminated by the registered employee for an act of indicipline or misconduct he may apply to the Board for employment in the pool. The Secretary on behalf of the Board shall then decide on the merits of the case, whether or not the registered worker should be employed by the Board and if so, whether in the same or a lower category. The registered worker should be given an aopportunity of being heard and pleading his case before the Secretary, either himself or through his representatives.

(5) If a registered monthly worker is transferred to, or employed in, the pool under sub-clause (3) or sub-clause (4) as the case may be, his previous service shall be reckoned for all benefits in the pool and the registered employer shall transfer to the Board all benefits that have accrued to the registered worker in respect of his previous service as if such service has not been transferred. The registered employer shall contribute to the Board such amount of the Provident Fund of the registered worker, if any, standing to his credit in the Provident Fund of which he is a member and such amount towards his leave and gratuity as may have been due to him under any contract subsisting between the registered worker and his registered employer or under any law, award or agreement applicable to such registered worker, as if his services had been terminated by the registered employer.

17. *Medical Examination.*— (1) If the Board considers it to be necessary so to do it may require a new worker before registration to undergo, free of charge, a medical examination for physical fitness by a Medical Officer nominated by the Chairman for this purpose. A worker found medically unfit by a Medical Officer may apply in writing, to the Chairman and simaltaneously deposit with him such fees as may be specified in this behalf for examination by a Medical Board. On receipt of such a request of Chairman shall set-up a Medical Board. The decision of the Medical Board shall be final and a worker who is medically unfit shall not be entitled to registration.

(2) If the Chairman deems it necessary so to do he may require a worker to undergo, free of charge, a medical examination by a Medical Board to be constituted by the Chairman. The decision of the Medical Board shall be final, and a worker if found permanently unfit by the Medical Board, the Chairman shall terminate his services forthwith.

18. *Registration fee.*— (*i*) A registration fee of runee one shall be paid to the Board by each worker at the time of registration under this Scheme.

(*ii*) A registration fee of rupees twenty-five shall be paid by each employer at the time of registration under this Scheme.;

19. *Supply of Cards.*— (1) Every registered worker shall be supplied with (*i*) an identity card; (*ii*) an attendance card; (*iii*) wage slips in the forms, devised by the Board.

(2) In case of loss of card, a fresh card will be issued but the cost thereof, which will be fixed by the Board, shall be payable by the registered worker concerned.

27. *Holidays.*—Each registered worker shall be entitled in a year to four holidays with pay at such rates as may be specified by the Board under clause 32. Out of the four holidays, three holidays will be on (*i*) 26th January (Republic Day), (*ii*) 1st May (Maharashtra Day) and (*iii*) 15th August (Independence Day). The fourth holiday shall be decided by the Board,

28. *Obligations of registered workers.*—(1) Every registered worker shall be deemed to have accepted the obligations of this Scheme.

(2) A registered worker in the pool who is available for work shall not engage himself for employment under a registered employer unless he is allotted to that employer by the Secretary.

(3) A registered worker in the pool who is available for work shall carry out directions of the Board and shall—

(*a*) report at such call stands or control points and at such times as may be specified by the Board and shall remain at such call stands or control points ;

(*b*) accept any employment under a registered employer whether in the category in which he has been registered or any other category for which he is considered suitable by the Board.

(5) A registered worker who is available for work when allotted by the Board for employment under a registered employer shall carry out his duties in accordance with the directions of such registered employer or the authorised representative or supervisor and the rules of the employment or place where he is working.

29. *Obligation of registered employers.*—(1) Every registered employer shall accept the obligations of this Scheme.

(2) Subject to the provisions of clause 24, a registered employer shall not employ a worker other than a registered worker who has been allotted to him, by the Secretary in accordance with the provisions of clause 9(*e*).

(3) A registered employer shall, in accordance with instructions as may be given by the Board, submit all available informations of his current and future labour requirements.

(4) A registered employer shall lodge with the Board, unless otherwise directed, particulars of the work-load handled by registered workers on piece-rate and such other statistical data as may be required in respect of the registered workers engaged by him.

(5) (*i*) A registered employer shall pay to the Board within five days from the end of every fortnight or such shorter periods as may be specified by the Board by a special or general order, the levy payable under clause 41(1) and the gross wages due to registered workers for the work done by such registered workers during the fortnight and other amount due to daily registered workers ;

(*ii*) A registered employer who makes default in remitting the amount of wages of registered workers within the time-limit specified in sub-clause (*i*) above, if so required by the Board, deposit with the Board an amount equal to the monthly average of the wages credited by him in the Board during the previous twelve calendar months in order to enable the Board to make payment of wages to registered worker in time. The said amount shall be deposited with the Board within ten days from the date of order of the Secretary of the Board to that effect. If at any time the amount of such deposit falls short of the average of wages for twelve previous calendar months then the registered employer shall make good the deficit amount ;

(*iii*) A registered employer, who persistently makes default in remitting the amount of wages of registered workers within the time limit specified in sub-clause (*i*) above shall further pay by way of penalty, a surcharge of such amount and exceeding ten per cent. of the amount to be remitted as may be determined by the Board. The said surcharge shall be credited to the Board within ten days from the date of the order of the Secretary of the Board to that effect.

(6) A registered employer shall keep such records as the Board may require and shall produce before the Board or such person as may be designated by the Board upon reasonable notice all such records and any other documents of any kind relating to registered workers and to the work upon which they have been employed and furnish such information relating thereto as may be set out in any notice or direction issued by or on behalf of the Board.

(7) A registered employer who fails to make the payment of any amount due from him to the Board under aforesaid clauses within the time specified therein, the Secretary of the Board shall, without prejudice to the right of the Board to take any other action under the Scheme to which the registered employer may be liable for the said default, serve a notice on the registered employer to the effect that unless he pays his dues within three days from the date of receipt of the notice the supply of registered workers to him shall be suspended. On the [illegible] of the notice period the Secretary shall suspend supply of registered workers to the defaulting registered employer until he pays all the dues.

30. *Restriction on employment.*—(1) No employer (other than a registered employer in any area to which this Scheme applies) shall engage for employment a worker unless that worker is a registered worker.

(2) Notwithstanding the preceding provisions of the clause—

(a) where the Secretary is satisfied that,—

(i) the work is emergently required to be done, and

(ii) it is not reasonably practicable to obtain registered worker for that work the Secretary may, subject to any limitation imposed by the Board, allow a registered employer to employ a worker who is not a registered worker :

Provided that, whenever unregistered workers have to be employed the Secretary shall obtain, if possible the prior approval of the Chairman to the employment of such [illegible] and where this is not possible, shall report to the Chairman within 24 hours the full circumstances under which such workers were employed and the Chairman shall [illegible] inform the Board of such employment it its next meeting :

(b) the Board may subject to such conditions it may specify, permit employment of [illegible] workers on a holiday if work is required to be done on that day, to the extent [illegible] workers are not available for work ;

(c) in the case referred to in items (a) and (b), the person so employed as aforesaid by a registered employer shall for the purposes of clauses 29(4), (5) and (6) and clause 32 be [illegible] as a result of that [illegible] were a daily worker.

(3) A registered worker in the pool may, provided he fulfils fully his obligations under [illegible] elsewhere on those days on which he is not allotted for work by the Board.

31. *Cessation of and this Scheme ceases to apply.*—(1) This Scheme shall cease to apply to a registered worker when his name has been removed from the Register or record in accordance with the provisions of the Scheme.

(2) This Scheme shall cease to apply to a registered employer when his name has been removed from the Employers' register in accordance with the provisions of this Scheme.

(3) Nothing in the [illegible] shall affect any obligation [illegible] during any time when a person is a registered worker or a registered employer.

32. (1) Wages, allowances and other conditions of service of registered employees. Without prejudice to the provisions of paragraph 6 of the [illegible] providing for the fixation of minimum conditions of the contract between a registered employer [illegible] and registered employees [illegible] wages, allowances and overtime, hours of work, rest intervals, leave with wages and other conditions of service shall subject to the provisions of sub-clauses (2), (3), (4), (5) and (6) be fixed by the Board for each category of workers.

(2) For the purpose of fixing rates of wages, allowances and overtime, hours of work, rest intervals, leave with wages and other conditions of service (hereinafter collectively referred to as "the conditions of service") of registered workers or for revising or for modifying the same, the Board shall call upon the associations of registered employers and those associations of registered workers covered by this Scheme to make such representations as they think fit as respects the conditions of service which may be fixed or revised or modified under the Scheme in respect of registered workers. If there is no such association of registered

employers and union of registered workers, then such representations from registered [illegible] and registered workers may be invited through notice published in such manner as the Board may think [illegible]

(3) Every such representation shall be in writing and shall be made within such period as the Board may specify and shall state the conditions of service which in the opinion of the person making the representation would be reasonable having regard to the capacity of the registered employers to pay the same or comply with or to any other circumstances which may seem relevant to the person making the representation.

(4) The Board shall take into account the representation aforesaid, if any, and after examining all the material placed before it, shall fix or revise or, as the case may be, modify the relevant conditions of service of the registered workers.

(5) In fixing or revising or, as the case may be, modifying the conditions of service of the registered workers, the Board shall have regard to the cost of living, the prevalent conditions of service in comparable employments in the local areas, the capacity of the registered employers to pay, and any other circumstances which may seem relevant to the Board.

(6) The conditions of service fixed, revised or, as the case may be, modified by the Board shall take effect either prospectively or retrospectively from such date as the Board may decide. The decision of the Board shall be communicated to the registered workers and registered employers in such manner as the Board thinks fit.

33. *Disbursement of wages and other allowances to registered workers.*—The Board may permit the registered employers to pay wages and other allowances to the registered monthly workers employed by them directly after making such deductions as may be authorised and recoverable from them under this Scheme. In respect of registered workers other than registered monthly workers employed by the registered employers, from time to time, the wages and other allowances payable by the registered employers shall be remitted by the registered employers by cheque to the Secretary of the Board every fortnight. The Secretary thereupon shall arrange to disburse the wages and other dues, if any, to the registered workers on a specified day every month subject to deductions recoverable from them under this Scheme.

34. *Disciplinary procedure.*—(1)(*i*) The Personnel may on receipt of the information whether on a complaint or otherwise that a registered employer has failed to carry out the provisions of this Scheme after investigating the matter, give him a warning in writing; or

(*ii*) Where in his opinion, a higher penalty is merited, the Personnel Officer shall report the case to the Chairman who may then cause such further investigation to be made as he may deem fit and take any of the following steps as regards that employer, that is to say, he may—

(*a*) censure him and record the censure in his record sheet; or

(*b*) subject to the approval of the Board and after one month's notice in writing given to the registered employer, remove his name from the employers' register for such period as determined by the Board or permanently.

(2) A registered worker in the pool who fails to comply with any of the provisions of the Scheme or commits any act of indiscipline or misconduct may be reported in writing to the Personnel Officer who may after investigating the matter give him a warning in writing or suspend him for a period not exceeding four days.

(3) Where in the opinion of the Personnel Officer, a higher punishment than that provided in sub-clause (2) is merited, he shall report the case to the Chairman.

(4) On receipt of the written report from the Personnel Officer under sub-section (3) or from the registered employers or any other person that a registered worker in the pool has failed to comply with any of the provisons of this Scheme or has committed an act of indiscipline or misconduct or has consistently failed to produce the standard or *datum* output or has been inefficient in any other manner, the Chairman may make or cause to be made such further investigation as he may deem fit and thereafter take any of the following steps, as regards the worker concerned, that is to say, he may impose any of the following penalties:—

(*a*) give him a warning in writing;

(*b*) suspend him for a period not exceeding four days;

(*c*) terminate his services after giving one month's notice or one month's wages inclusive of dearness allowance in lieu thereof; or

(*d*) dismiss him.

(5) Before any action is taken under this clause the person concerned shall be given an opportunity to show cause why the proposed action should not be taken against him.

(6) During the pendency of investigations under sub-clauses (2) and (4) above, the registered workers concerned may be suspended by the Chairman.

(7) Without prejudice to the powers of the Chairman under clause 35 a registered employer shall have full powers to take disciplinary action against monthly registered workers employed under him.

35. *Special disciplinary powers of the Chairman.*— (1) Notwithstanding anything contained in the Scheme, if the Chairman is satisfied after enquiry that a "go-slow" has been resorted to by any gang of registered workers or any individual registered worker and is being continued or resumed by the same gang or registered worker or different gangs or registered workers on the same or different places of work he may make a declaration in writing to that effect.

(2) When a declaration under sub-clause (1) has been made it shall be lawful for the Chairman—

(*i*) in case of registered monthly workers, to take, without prejudice to the rights of the registered employers, such disciplinary action including removal against such registered workers as he may consider appropriate; and

(*ii*) in case of registered workers in the pool to take such disciplinary action including dismissal against such registered workers as he may consider appropriate.

(3) The Chairman may take disciplinary action—

(*i*) where "go slow" is resorted to by a gang against all the members of the gang and

(*ii*) where "go slow" is resorted to by an individual registered worker against the worker concerned.

(4) Before any disciplinary action is taken under this clause against any registered worker or any gang of registered workers, such registered worker or gang shall be given an opportunity to show cause why the proposed action should not be taken against him or it :

Provided that, the Chairman may, before giving an opportunity to show cause under this sub-clause, suspend from work any registered worker or gang of registered workers immediately after a declaration has been made under sub-clause (1).

(5) A declaration by the Chairman that a "go slow" has been resorted to by a registered worker or a gang of registered workers shall be final, and shall not be liable to be questioned on any ground whatsoever.

36. *Termination of employment.*— (1) The employment of a registered worker in the pool shall not be terminated except in accordance with the provisions of the Scheme.

(2) A registered worker in the pool shall not leave his employment with the registered employer except by giving fourteen days' notice in writing to the Board or forfeiting fourteen days' wages inclusive of Dearness allowance in lieu thereof.

(3) The termination of a registered worker with the Board has been terminated under sub-clauses (1) and (2), he shall forthwith be removed from the register or record of the Board.

37. *Appeals by registered workers.*— (1) Save as otherwise provided in this clause, a registered worker in the pool who is aggrieved by an order passed by any authority under clause 34 may prefer an appeal against the order of the Personnel Officer or the Chairman and against the order of the Chairman to the State Government.

(2) A registered worker who is aggrieved by an order of the Secretary—

(*i*) placing him in a particular group in the register or record ; or

(*ii*) refusing registration under clause 15 ; or

(*iii*) requiring him under clause 28(4)(*b*) to undertake any work which is not of the same category to which he belongs may prefer an appeal to the Chairman.

(3) Any registered worker who is aggreved by an order under clause 16(4) may prefer an appeal to the Chairman.

(4) No appeal shall lie where the notice has been given of the removal of the name of a registered worker from the register or record in accordance with the instructions of the Board if the ground of removal is that the registered worker falls within a class of description of registered workers whose names are to be removed from the register or record in order to reduce the size thereof :

Provided that, an appeal shall lie to the Chairman where the registered worker alleges that he does not being to the class or description of registered workers referred in the instruction of the Board.

(5) Every appeal referred to in sub-clause (1), (2), (3) or (4) shall be in writing and be preferred within fourteen days of the date of receipt of the order appeale against :

Provided that, the appellate authority may for reasons to be recorded, admit an appeal-preferred after the expiry of fourteen days.

38. *Appeals by registered employers*—(1)(*i*) A registered employer who is agrieved by an order of the Personnel Officer under clause 34(1)(*iii*) may appeal to the Chairman.

(*ii*) In the case of an appeal against an order under clause 34(1)(*ii*)(*b*) the Chairman shall forthwith refer the matter to the State Government. The State Government shall make such order on the appeal as it thinks fit.

(2) Every appeal referred to in sub-clause (1) shall be in writing and preferred within fourteen days of the receipt of the order appealed against :

Provided that the appellate authority may for reasons to be recorded, admit an appeal preferred after the expiry of fourteen days.

39. *Powers of Revision of the Chairman.*— Notwithstanding anything contained in the Scheme, the Chairman, in case of an order passed by Personnel Officer under clause 34, may at any time call for the record of any proceeding in which the Personnel Officer has passed the order for the purpose of satisfying himself as to the legality or propriety thereof and may pass such order in relation thereto as he may think fit :

Provided that, the Chairman shall not pass any order under this clause which may prejudicially affect the interests of any person without giving such person a reasonable opportunity of being heard.

40. *Stay of order in case of certain appeals.*— Where an appeal is made by a registered worker in accordance with the provisions of clause 37 against an order of termination of service on one month's notice or where an appeal is preferred by a registered employer in accordance with the provisions of clause 38 against an order removing his name from the employers' register under clause 34(1)(*ii*)(*b*), the appellate authority may suspend the operation of the order appealed from pending the hearing and disposal of the appeal.

41. *Cost of operating the Scheme and provision for amenities and benefits to the registered workers.*— (1) The cost of operating the Scheme and for providing different benefits, facilities and amenities to registered workers as provided in the Act and under this Scheme, shall be defrayed by payments made by the registered employers to the Board. Every registered employer shall pay to the Board such amount by way of levy in respect of registered workers allotted to and engaged by him as the Board may from time to time, specify by public notice or written order to the registered employers and in such manner and at such time as the Board may direct. The Board may require the registered employers to pay the levy retrospectively or prospectively as it may deem fit.

[illegible] shall [illegible] specified [illegible] Schedule [illegible] from [illegible] and [illegible] as shown [illegible]

[illegible] employers under [illegible] Board [illegible] such [illegible] shall [illegible]

The Board shall not sanction any [illegible] exceeding [illegible] the [illegible] without the prior approval [illegible]

[illegible] for [illegible] due payment [illegible] amount referred to [illegible]

The [illegible] such [illegible] and [illegible] reasonably be required in connection with the operation and [illegible] of this Scheme.

If [illegible] employer fails to make the payment due from him under [illegible] Contributory Provident [illegible] as may [illegible] the manner and method of payment and such other [illegible] that the rate of contribution is not less than 6 per cent. of [illegible] employer until he pays the dues.

Provided that pending the framing of the [illegible] be lawful for the Board to fix the rate of contribution and manner and method of payment thereof.

[illegible] rules for the contributory Provident Fund, the Board shall take into consideration the Employees' Provident Funds Act, 1952 (XIX of 1952), as from time to time, and the Schemes made thereunder for any establishment.

(3) The Board shall frame rules for payment of gratuity to registered workers.

In framing rules for the payment of gratuity to registered workers, [illegible] shall take into consideration the provisions of the Payment of Gratuity Act, 1972 (XXXIX) of 1972, as amended from time to time.

The rules for Provident Fund and Gratuity framed by the Board shall be subject to the approval of the State Government.

43. *Penalties.*— [illegible] contravenes the provisions of clauses 14, 29 and 30 shall, on conviction, be punished,—

(1) if it is a first contravention, with imprisonment for a term which may extend to three [illegible] or with fine which may extend to five hundred rupees, or with both ;

(2) if it is a subsequent contravention, with imprisonment for a term which may extend to six months, or with fine which may extend to one thousand rupees, or with both ;

(3) if such contravention continues after the subsequent conviction, with a fine which may extend to one hundred rupees for each day on which the contravention is made till the said contravention continues.

SCHEDULE

(Clause 2(2) and Clause 3(3))

Serial No.	Name of Employment	Area of Employment	Date of commencement of Chapter [illegible] of the Scheme	Date of application of provisions of the Scheme
1	2	3	4	5
1	Employment in Grocery [illegible] in connection [illegible] stacking, carrying [illegible] filling, stitching [illegible] such other [illegible] paratory or incidental [illegible]	[illegible] (*b*) Malegaon Municipal Council (*c*) Lasalgaon Grampanchayat.	1 [illegible] June 1987	30th June 1987
2	Employment in Markets [illegible] Markets established under [illegible] Agricultural Produce [illegible] lation [illegible] connection [illegible] stacking [illegible] filling [illegible] such [illegible] paratory [illegible]	[illegible] (*b*) Harsul Municipal Council. (*c*) Malegaon Municipal Council (*d*) Lasalgaon Grampanchayat (*e*) [illegible] Grampanchayat	5th June 1987	30th June 1987

3	Employment in connection with loading of goods, into public transport vehicle or unloading of goods therefrom and other operations incidental and connected thereto.	(a) the erstwhile Nashik Road Municipal Council, and the erstwhile Nashik City Municipal Council, now forming part of the Nashik Municipal Corporation the City of Nashik. (b) Malegaon Municipal Council,	15th June 1987	30th June 1987
4	Employment in Cloth Market or Shops in connection with loading, unloading, stacking carrying, weighing, measuring, filing, stitching, sorting, cleaning or such other work incidental to such operations.	Areas falling within :- Malegaon Municipal Council,	15th June 1987	30th June 1987
5	Employment in Vegetable Markets (including onions and potatoes markets in connection with loading, unloading, stacking, carrying, weighing measuring, filling, stitching, sorting cleaning or such other work including work preparatory or incidental to such operations.	Areas falling within : (a) the erstwhile Nashik-Road Municipal Council, and the erstwhile Nashik City Municipal Council, now forming part of the Municipal Corporation of the City of Nashik. (b) Malegaon Municipal Council,	15th June 1987	30th June 1987
6	Employment in Khoka Making or in Timber Markets.	Areas falling within : (a) the erstwhile Nashik-Road Municipal Council, and the erstwhile Nashik City Municipal Council, now forming part of the Municipal Corporation of the City of Nashik.	15th June 1987	30th June 1987
7	Employment in Markets and factories and other establishments in connection with loading, unloading, stacking, carrying, weighing, measuring, filling, stitching, sorting, cleaning or such other work including work preparatory or incidental to such operations carried out by workers not covered by any other entries in the schedule to the Maharashtra Mathadi, Hamal and Other Manual Workers (Regulation of Employment and Welfare) Act, 1969 (Mah. XXX of 1969).	Areas falling within the erstwhile Nashik-Road Municipal Council, the erstwhile Nashik City Municipal Council, and the erstwhile Satpur Municipal Council, now forming part of the Municipal Corporation of the city Nashik.	15th June 1987	30th June 1987

SCHEDULE - Contd.

1	2	3	4	5
8	Employment in Iron and Steel Markets or Shops in connection with loading, unloading, stacking, carrying, weighing, measuing or such other work preparatory or incidental to such operations.	Areas falling within-- (a) the erestwhile Nashik-Road Municipal Council, and the erstwhile Nashik City Municipal Council, now forming part of the Municipal Corporation of fhe City of Nashik. (b) Manmad Municipal Council. (c) Malegaon Municipal Council. (d) Lasalgaon Grampanchayat and areas within the periphery of 10 K. M. of the Grampanchayat. (e) Pimpalgaon (Baswant) Grampanchayat and the areas within the periphery of 10 K. M. of the area of the Grampanchayat.	15th June 1987	30th June 1987
9	Employment in Railway Yards and Goods Sheds in connection with loading, unloading, stacking, carrying, weighing, measuring or such other work including work preparatory or incidental to such operations (excluding workmen employed by the Railway Authority).	Areas falling within-- (a) the erstwhile Nashik-Road Municipal Council, and the erstwhile Nashik City Municipal Council, now forming part of the Municipal Corporation of the city of Nashik. (b) Manmad Municipal Council. (c) Malegaon Municipal Council. (d) Lasalgaon Grampanchayat and the areas within the periphery of 10 K.M. of the Grampanchayat. (e) Pimpalgaon (Baswant) Grampanchayat and the areas within the periphery of 10 K. M. of the area of the Grampanchayat.	15th June 1987.	30th June 1987.

FORM 'A'

(*See* clause 14)

THE NASHIK MATHADI AND UNPROTECTED LABOUR BOARD

[illegible] *for the registration of employer*

Registration No.

[illegible] be filled in by office)

I, hereby apply for registration as an employer, etc., The necessary particulars are given [illegible] —

1. Name and address of the Establishment and Telephone No.
2. Whether a firm or a company Name of the Proprietor—
   (1)
   (2)
   (3)
   (4)
3. Are you a member of any Association ? If so, state the name and address of the Association.
4. Whether your Establishment is registered under the Bombay Shops and Establishments Act, 1948. If so state Registration No.
5. The places of work with location in details where the loading, unloading, stacking, carrying, etc., of goods is carried on in connection with trade/business of your Establishments.
6. Are you employing workers through contractors ? If so, state the name of the contractors.
7. Are you employing workers through Tolli ? If so, state the name of the Mukadam s of the Tolli s, or of all workers.

Date :

Place :

(*Vide* Government Notification, Industries, Energy and Labour Department No. UWA. 1482 CR-10045/Lab-5, dated 12th June 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 9th July 1987, at pages Nos. 3452 to 3472).

(C) *Constitution of One Man Board.*—(1) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by section 6(*A*) of the said Act, constituted a Board to be known by the name of the Metal (Excluding Iron and Steel) and Paper Markets and Shops Mathadi Labour Board for Greater Bombay and appointed Shri S. T. Jadhav, Assistant Commissioner of Labour to hold office and to exercise all the powers and perform all the duties and functions of the said Board until the Board is duly constitut d under section 6 of the said Act.

(*Vide* Government Notification, Industries, Energy and Labour Department No. UWA. 1387 CR/(11426)/Lab-5, dated 18th June 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 9th July 1987, at page No. 3473).

(D) *Appointments under the Act.*—(1) The Government of Maharashtra, Industries, Eenergy and Labour Department has in exercise of the powers conferred by sub-section (*4*) of section 1 of the said Act, appointed the 10th day of July 1987 to be the date on which all the provisions of the said Act, shall come into force in the areas mentioned in column 3 of the Schedule hereto appended and for the schedule employments mentioned in column 2 of the said schedule.

SCHEDULE

Sr. No.	Name of the Employment	Area
1	2	3
1	Employment in markets and factories and other establishments, in connection with loading, unloading, stacking, carrying, weighing, measuring, filling, stitching, sorting cleaning or such other work including work preparatory or incidential to such operations carried on by workers not covered by any other entries in the Schedule to the said Act.	Raigad District.
2	Employment in onion and potato wholesale markets in connection with loading, unloading, stacking, carrying, weighing, measuring, filing, stitching, sorting, cleaning or such other work including work preparatory or incidential to such operations.	Thane and Raigad Districts

(*Vide* Government Notification, Industries, Energy and Labour Department No. UWA. 1387 CR-11438/Lab-5, dated 9th July 1987, at page No. 3711).

(2) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by sub-section (*1*) of section 6 of the said Act, with effect from the 10th day of July, 1987 extended the

Schedule

Serial No.	Notification	Name of the Board	Name of the Employment	Area of jurisdiction of the Board
1	2	3	4	5
1	Government Notification, Industries and Labour Department No. UWA-1369/(Grocery)/LAB-IV, dated the 15th December 1969.	Grocery Markets and Shops Board for Greater Bombay.	(*i*) Employment in onion and potato wholesale markets in connection with loading, unloading, stacking, carrying, weighing, measuring, filling, stitching, sorting, cleaning or such other work including work preparatory or incidental to to such operations.	Thane and Raigad Districts.
			(*ii*) Employment in markets and factories and other establishments, in connection with loading, unloading, stacking, carrying, weighing, measuring, filling stitching, sorting, cleaning or such other work including work preparatory or incidental to such operations carried on by workers not covered by any other entries in the Schedule to the said Act.	Thane and Raigad Districts.

(*Vide* Govt. Notification, I.E. & L.D., No. UWA-1387/CR-(11438)/Lab-5, dated 9th July, 1987 at page No. 3712).

(3) 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. Kulkarni Foundries Limited, Pune, shall for a further period of one year commencing on the 29th day of June 1987 and ending on the 28th day of June 1988 (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 29th day of June 1987 and ending on the 28th day of June 1988 (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 the Maharashtra State Electricity Board, the Maharashtra State Finance Corporation, the Bank of Maharashtra, the Industrial Development Bank of India, the Industrial Finance Corporation of India, the Industrial Credit and Investment Corporation of India, the Employees' State Insurance Corporation of India, the Life Insurance Corporation of India, Unit Trust of India, General Insurance Corporation of India Limited, 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), the Employees' Provident Fund and Miscellaneous Provisions Act, 1952 (19 of 1952), accrued or incurred before the 29th day of April 1981, 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, Industries, Energy and Labour Department No. BRU-1087/(566)/IND-10, dated 26th June, 1987, published in *M.G.G.* Part I-L, dated 30th July 1987 at pages Nos. 3701 to 3702].

III. BOMBAY LABOUR WELFARE FUND ACT, 1953.

(A) *Corrigendum.*—In Government Notification, Industries, Energy and Labour Department No. MLW. 1186/4972/LAB-10, dated the 20th April 1987, in clause 'A' under the heading "Representatives of Employers" in sub-clause (*2*), after word "Bombay" the ords "or his nominee" shall be added.

(*Vide* Government Notification, Industries, Energy and Labour Department No. MLW. 1186/4972/Lab-10, dated 19th June 1987, Published in *Maharashtra Government Gazette*, Part I-L, dated 9th July 1987 at page No. 3474).

IV. BOBOAY SHOPS & ESTABLESHMENTS ACT, 1948.

Reference.—(1) Notification, Industries, Energy and Labour Department, No. BSN. 1382/CR-335/LAB-9, dated the 4th June 1983.

(2) Corrigendum, Industries, Energy and Labour Department, No. BSN. 1385, 775181/1361/LAB-9, dated the 13th August 1986.

(3) Addendum, Industries, Energy and Labour Department No. BSN. 1386 225096 2302/LAB-9, dated the 14th January 1987.

ADDENDUM

(A) *Herein.*—In Government Notification, Industries, Energy and Labour Department No. BSN. 1382/CR-335/LAB-9, dated the 4th June 1983, published in the *Maharashtra Government Gazette*, Part I-L, Extraordinary, dated the 4th June 1983 at pages 162 to 164 and as corrected by corrigendum, Industries, Energy and Labour Department No. BSN. 13854/77518/LAB-9, dated the 13th August 1986, and by Addendum, Industries, Energy and Labour Department, No. BSN. 1386 225096 2302/LAB-9, dated the 14th January 1987, for the words and figures "of three years commencing the date of the first meeting of the Commission" appearing at the end, the words and figures "upto and inclusive of 31st December 1987" shall be substituted.

(*Vide* Government Notification, Industries, Energy and Labour Department No. BSN. 1387/410536/2676/Lab-9, dated 19th June 1987, Published in *Maharashtra Government Gazette*: Part I-L, dated 9th July 1987, at page No. 3474).

(B) *Amendment to Schedule II.*—(1) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by the proviso of the Section 4 of the said Act amended Schedule II to the said Act, namely

In the said Schedule II to the said Act, after entry No. 359, the following entry shall be added namely : -

360, Pankaj Juice Centre, Bhaudaji Road, King's Circle, Matunga, Bombay 400 019.	Section 19 Subject to the conditions that,-- (1) The Establishment shall not be closed later than 12.30 a.m. (2) It should not sell intoxicants in its premises. (3) Female employees, if any, should not be made to work in the establishment after 8-30 p.m.

(*Vide* Government Notification, Industries, Energy and Labour Department No. BSE. 1087 CR-2670 Lab-9, dated 19th June 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 16th July 1987, at page No. 3482).

(2) The Government of Maharashtra, Industries, Energy and Labour Department has Sin exercise of the powers conferred by the proviso to Section 4 of the said Act, amended schedule II to the said Act, namely

In the said Schedule II to the said Act, after entry No. 359, the following entry shall be added namely

359, Establishments of Messrs. Hotel Caesars Palace, situated at 313, Linking Road, Khar, Bombay 400 052.	Section 19, subject to the conditions that,— (*i*) the Hotel should not be closed later than 12.30 a.m. each day. (*ii*) No woman or young person should be employed in the Bar/ Permit Room, if any, of the Hotel. (*iii*) The employees concerned should not be required to work for more than 48 hours in a week. (*iv*) The spread-over of the employees shall not exceed 12 hours per day.

(*Vide* Government Notification, Industries, Energy and Labour Department No. BSE.1486/ CR-2285/Lab-9, dated 2nd June 1987, published *Maharashtra Government Gazette*, Part I-L, dated 16th July 1987, at page No. 3490).

(3) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by the proviso to section 4, of the said Act, amended Schedule II to the said Act, namely :—

In the said Schedule II to the said Act, after entry No. 360, the following entry shall be added namely

361, Money Exchange Counter of Central Bank of India at International Airport, Sahar, Bombay.	Sections 13(*1*) and 17, subject to the the conditions that,— (1) No female employee allowed or required to work after 8-30 p.m. (2) No employee shall be given

	(3) The spread-over of the employees shall not exceed 12 hours per day. (4) The employee shall be entitled to overtime wages in accordance with section 63 of the Act. (5) Every employee shall be given one day holiday in a week without making any deductions from his wages on account thereof.

(*Vide* Government Notification, Industries, Energy and Labour Department No. BSE. 1487/ CR-2576/Lab-9, dated 8th July 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 23rd July 1987, Part I-L, dated 23rd July 1987 at page No. 3605).

(*c*) *Suspension as the provisions of the* [illegible] The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by Section 6 of the said Act, suspended in respect of the establishment specified in Column 1 of the Schedule appended, the operation of the provisions of the said Act, specified in column 2 of the said Schedule for the period and subject to the conditions specified in columns 3 and 4 respectively of the said Schedule on accounts of completion of the accounts and stock taking for the half yearly and yearly closing in June and December, 1987 respectively in the State of Maharashtra.

SCHEDULE

Establishments	Provision of the Act	Period
Bank ..	Section 13(relating to closing hours) Sections in (1) and 14(2)	27th, 29th and 30th June 1987 and 29th, 30th and 31st December 1987.

(*Vide* Government Notification, Industries, Energy and Labour Department No. 7387/ 415275/2756/Lab-9, dated 23rd June, 1987, published in *Maharashtra Government Gazette* Part I-L, dated 23rd July 1987, at pages Nos. 3605 to 3606).

(2) The Government 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 of the said Schedule for the periods mentioned in Column 3 of the said Schedule.

SCHEDULE

Festivals	Provisions of sections	Period
Coconut day Utsav.	Sections 10(1), 11(1) (*a*), 14, 16, 18, 20, 21, 23 and 24.	8th August, 1987 to 10th August 1987 (Both days inclusive).

(*Vide* Government Notification, Industries, Energy and Labour Department No. [illegible]

The Government 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 sections	Period
Gokulashtami	Sections 10(1), 11(1) (*a*), 14, 16, 18, 20, 21, 23 and 24.	16th August 1987 to 17th August, 1987 (both days inclusive),.

(*Vide* Government Notification, Industries, Energy and Labour Department No. P-7387/CR-2820 Lab-9, dated 20th July, 1987, published in *Maharashtra Government Gazette* Part I-L dated 30th July 1987, at pages Nos. 3649 to 3650).

(4) The Government 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 Sections	Period
Pongal ..	Sections 10(1), 11(1) (*a*), 14, 16, 18, 20, 21, 23 and 24.	21st August 1987 to 24th August 1987 (both days inclusive)

(*Vide* Government Notification, Industries, Energy and Labour Department No. P-7387/CR-2821 Lab-9, 20th July, 1987, published in *Maharashtra Government Gazette*, Part I-L, 30th July, 1987 at pages Nos. 3651 to 3652.

The Government 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 Sections	Period
Festival	Sections 10(1), 11(1)(*a*), 14, 16, 18, 20, 21, 23, and 24.	23rd August, 1987 to 25th August 1987 (both days inclusivd).

(*Vide* Government Notification, Industries, Energy and Labour Department No. P-7387/CR-2822 Lab-9, dated 20th July, 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 30th July 1987, at pages Nos. 3652 to 3654).

V INDUSTRIAL DISPUTES ACT, 1947.

(A) *Declaration of Public Utility Services.*—(1) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by sub-clause (*vi*) of clause of section 2 of the said Act, declared the Industry engaged in the Electronic Industry, the entire production of which is exported and employing 20 or more workmen to be a public utility service for the purpose of the said Act for a period of 6 months commencing from the date of issue of this Notification.

(*Vide* Government Notification, Industries, Energy and Labour Department No. IDA. 687/7131/LAB-2, dated 22nd June 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 9th July 1987, at page No. 3476).

(2) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by sub-clause (*vi*) of clause (*n*) of Section 2 of the said Act, declared the Industry specified in the Schedule annexed to be a public utility service for the purpose of the Act for a period of six months from the date of this Order.

Schedule

Concerns manufacturing bread and biscuits and employing 20 or more workmen.

(*Vide* Government Notification, Industries, Energy and Labour Department No. IDA. 687/(7132)/Lab-2, dated 25th June 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 9th July 1987, at pages Nos. 3476 to 3477).

(3) The Government of Maharashtra, Industries, Energy and Labour Department has in, exercise of the powers conferred by sub-clause (*vi*) of clause (*n*) of Section 2 of the said Act declared the Industry engaged in Production, Supply and Distribution of Petroleum Products to be a public utility service for the purpose of the said Act for a period of 6 months commencing from the date of issue of this Notification.

(*Vide* Government Notification, Industries, Energy and Labour Department No. IDA. 687/(7141)/Lab-2, dated 25th June, 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 9th July 1987 at page No. 3477).

(B) Notification under the Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by section of the said Act and in supersession of all previous Government Notification issued in this behalf directed that the Powers exercisable by it under Sub-sections (1) and (*4*) of section 53C of the said Act, shall be exercisable also by each of the Officers specified in column 2 of the Schedule annexed in respect of the areas specified against him in column 3 of that Schedule

SCHEDULE

Serial No. 1	Officer 2	Address 3
1	Deputy Commissioner of Labour (Industrial Relations), Bombay.	State of Maharrshtra
2	Additional Commissioner of Labour, Bombay Division.	State of Maharashra.
3	Assistant Commissioner of Labour, Bombay Division.	State of Maharashtra.
4	Deputy Commissioner of Labour (Conciliation), Bombay District.	The city of Bombay and Bomba Suburban District
5	Assistant Commissioner of Labour, Bombay District.	The city of Bombay and Bombay Suburban District
6.	Deputy Commissioner of Labour, Thane ..	Thane District
7	Assistant Commissioner of Labour, Thane ..	Thane District
8	Assistant Commissioner of Labour, Kalyan ..	Thane District
9	Assistant Commissioner of Labour, Raigad ..	Raigad, Ratnagiri and Sindhurga Districts
10	Deputy Commissioner of Labour, Nashik Division	Nashik Division.
11	Assistant Commissioner of Labour, Nashik ..	Nashik District.
12	Assistant Commissioner of Labour, Ahmadnagar	Ahmadnagar District

[illegible] and Labour Department No. IDA. 0187 [illegible] in *Maharashtra Government Gazette*, Part I-L [illegible] at pages [illegible] 3599 to 3600).

[illegible] Government of Maharashtra, Industries, Energy and Labour Department has in [illegible] conferred by sub-section (1) of section 25 M and clause (b) of section 39 of the said Act, as [illegible] to the State of Maharashtra and in supersession of provious [illegible] in this behalf, specified the Officer mentioned in Column 2 of the Schedule, to be the [illegible] to exercise the powers conferred by Section 25N of the [illegible] Act, for the areas respectively specified [illegible] them in Column 3 of that Schedule.

SCHEDULE

Serial No.	Officer	Areas
1	2	3
1	Commissioner of [illegible] ..	State of Maharashtra.
2	[illegible] of Labour, (Industrial [illegible] to the Office of the Commissioner of Labour, Bombay.	State of Maharashtra

SCHEDULE—*contd.*

1	2	3
3	Additional Commissioner of Labour, Bombay Division.	Konkan Division.
4	Assistant Commissioner of Labour, Divisional Office, Bombay.	Konkan Division.
5	Deputy Commissioner of Labour, (Conciliation), Bombay District.	The city of Bombay and Bombay Suburban District.
6	Assistant Commissioner of Labour, Bombay District.	The city of Bombay and Bombay Suburban District.
7	Deputy Commissioner of Labour, Thane	Thane District.
8	Assistant Commissioner of Labour, Thane	Thane District.
9	Assistant Commissioner of Labour, Kalyan	Thane District.
10	Deputy Commissioner of Lablur, Nashik Division.	Nashik Division.
11	Assistant Commissioner of Labour, Nashik	Nashik District.
12	Assistant Commissioner of Labour, Jalgaon	Jalgaon and Dhule Districts.
13	Assistant Commissioner of Labour, Ahmednagar.	Ahmednagar District.
14	Assistant Commissioner of Labour, Raigad	Raigad, Ratnagiri and Sindhudurga Districts.
15	Additional Commissioner of Labour, Pune Division.	Pune Division.
16	Deputy Commissioner of Labour, Pune .	Pune Division.
17	Assistant Commissioner of Labour, Pune .	Pune and Satara Districts.
18	Assistant Commissioner of Labour, Sangli .	Sangli District.
19	Assistant Commissioner of Labour, Kolhapur ..	Kolhapur District.
20	Assistant Commissioner of Labour, Solapur .	Solapur District.
21	Deputy Commissioner of Labour, Aurangabad Division.	Aurangabad Division.
22	Assistant Commissioner of Labour, Aurangabad Division.	Jalna and Parbhani Districts.
23	Assistant Commissioner of Labour, Aurangabad District.	Aurangabad District.
24	Assistant Commissioner of Labour, Nanded	Nanded, Osmanabad, Latur and Beed Districts.
25	Deputy Commissioner of Labour, Nagpur Division.	Nagpur and Amravati Divisions.
26	Assistant Commissioner of Labour, Nagpur Division.	Nagpur Division.
27	Assistant Commissioner of Labour, Chandrapur District.	Chandrapur and Gadchiroli Districts.
28	Assistant Commissioner of Labour, Nagpur District.	Nagpur District.
29	Assistant Commissioner of Labour, Bhandara ..	Bhandara District.
30	Assistant Commissioner of Labour, Gondia .	Bhandara District.
31	Assistant Commissioner of Labour, Amravati ..	Amravati and Yeotmal Districts.
32	Assistant Commissioner of Labour, Akola .	Akola and Buldhana Districts.

(*Vide* Government Notification, Industries, Energy and Labour Department No. IDA.0187/6965/H-Lab-2, dated 29th April 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 23rd July 1987, at page Nos. 3601 to 3602).

(3) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by Section 39 of the said Act, and in supersession of all previous Government Notifications issued in this behalf, directed that the powers exercisable

[illegible]

SCHEDULE

Serial No.	Officers	Area
1	2	3
1	Deputy Commissioner of Labour, (Industrial [illegible] in the Office of the Commissioner of Labour, Maharashtra State, Bombay.	State of Maharashtra.
2	Additional Commissioner of Labour, Bombay ..	State of Maharashtra.
3	Deputy Commissioner of Labour, (Conciliation), Bombay District.	The City of Bombay and Bombay Suburban District.
4	Deputy Commissioner of Labour, Thane	Thane District.
5	Additional Commissioner of Labour, Pune Division.	Pune Division.
6	Deputy Commissioner of Labour, Pune	Pune Division.
7	Deputy Commissioner of Labour, Aurangabad Division.	Aurangabad Division.
8	Deputy Commissioner of Labour, Nashik Division.	Nashik Division.
9	Deputy Commissioner of Labour, Nagpur Division.	Nagpur Division and Amravati Divisions.

([illegible] Notification, Industries, Energy and Labour Department, No. IDA [illegible] dated [illegible] April 1987, published in *Maharashtra Government Gazette*, [illegible] dated [illegible] July [illegible] at page No. 3690).

[illegible] The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by Section 39 of the said Act, and in supersession of all previous Government Notifications issued in this behalf directed that the powers exercisable by it [illegible] of Section 10 of the said Act, to make a reference of an industrial dispute to a Labour Court or Tribunal, where the parties to such dispute apply in the prescribed manner, [illegible] jointly or separately for such reference, shall be exercisable also by each of the Officers specified in Column 2 of the Schedule hereto in respect of the areas specified against him in Column 3 of that Schedule.

SCHEDULE

Serial No.	Officers	Area
1	2	3
1	Deputy Commissioner of Labour, (Industrial Relation) in the Office of the Commissioner of Labour, Maharashtra State, [illegible]	State of Maharashtra.
2	[illegible]	State of Maharashtra.
3	Deputy Commissioner of Labour, (Conciliation) [illegible] District.	The City of Bombay and Bombay Suburban District.
4	Deputy Commissioner of Labour, Thane	Thane District.
5	[illegible] Commissioner of [illegible] Pune Division	Pune Division.

SCHEDULE—*contd.*

1	2	3
6	Deputy Commissioner of Labour, Pune	Pune Division.
7	Deputy Commissioner of Labour, Aurangabad Division.	Aurangabad Division.
8	Deputy Commissioner of Labour, Nashik Division.	Nashik Division.
9	Deputy Commissioner of Labour, Nagpur Division.	Nagpur Division and Amravati Divisions.

(*Vide* Government Notification, Industries, Energy and Labour Department No. IDA-0187/6965/B/Lab-2, dated 29th April, 1987, published in *Maharashtra Government Gazette*, Part-I-L, dated 30th July 1987 at pages Nos. 3690-3691).

(5) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by Section 39 of the said Act, and in supersession of all previous Government Notifications issued in this behalf, directed that the powers exercisable by it under Sub-section (1) of Section 10 and Sub-section (5) of Section 12 of the said Act, Shall in relation to Industrial Disputes within the meaning of Section 2-A of the said Act, be exercisable, also by each of the Officers specified in Column 2 of the Schedule hereto in respect of the areas specified against him in Column 3 of that Schedule.

SCHEDULE

Serial No.	Officers	Area
1	2	3
1	Deputy Commissioner of Labour, (Industrial Relation) in the Office of the Commissioner of Labour, Maharashtra State, Bombay.	State of Maharashtra.
2	Additional Commissioner of Labour, Bombay ..	State of Maharashtra.
3	Deputy Commissioner of Labour, (Conciliation) Bombay District.	The City of Bombay and Bombay Suburban District.
4	Deputy Commissioner of Labour, Thane	Thane District.
5	Additional Commissioner of Labour, Pune Division.	Pune Division.
6	Deputy Commissioner of Labour, Pune	Pune Division.
7	Deputy Commissioner of Labour, Aurangabad Division.	Aurangabad Division.
8	Deputy Commissioner of Labour, Nashik Division.	Nashik Division.
9	Deputy Commissioner of Labour, Nagpur Division.	Nagpur Division and Amravati Divisions.

(*Vide* Government Notification, Industries, Energy and Labour Department No. IDA-0187/6965/C/Lab-2, dated 29th April 1987, published in *Maharashtra Government Gazette*, Part-I-L, dated 30th July, 1987 at pages Nos. 3691 to 3692)

(6) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by Section 39 of the said Act, and in supersession of all previous Government Notifications issued in this behalf, directed that the power exercisable by the State Government under Sub-section (7) of Section 11 of the said Act, shall be exercisable

Serial No. (1)	Officers (2)	Area (3)
1	Deputy Commissioner of Labour (Industrial Relation) in the Office of the Commissioner of Labour, Maharashtra State, Bombay.	State of Maharashtra.
2	Additional Commissioner of Labour, Bombay ..	State of Maharashtra.
3	Deputy Commissioner of Labour, (Conciliation) Bombay District.	The City of Bombay and Bombay Suburban District.
4	Deputy Commissioner of Labour, Thane	Thane District.
5	Additional Commissioner, of Labour, Pune Division.	Pune Division.
6	Deputy Commissioner of Labour, Pune	Pune Division.
7	Deputy Commissioner of Labour, Aurangabad Division.	Aurangabad Division.
8	Deputy Commissioner of Labour, Nashik Division.	Nashik Division.
9	Deputy Commissioner of Labour, Nagpur Division.	Nagpur Division and Amravati Divisions.

(*Vide* Government Notification, Industries, Energy and Labour Department No. IDA. 0187/6985/F/Lab-2, dated 29th April 1987 published in *Maharashtra Government Gazette*, Part I-L, dated 30th July 1987 at pages Nos. 3694 to 3695).

(C) *Constitution and Appointments under the Act.*—(1) The Government of Maharashtra Industries, Energy and Labour Department has in exercises of the powers conferred by Section 8 of the said Act, appointed Shri S. V. Naik, The Additional DistrictJ udge, Akola to be the Presiding Officer of the Industrial Tribunal in place of Shri R. N. Gawande.

(*Vide* Government Notification, Industries, Energy and Labour Department No. IDA. 687/7170/Lab-2, dated 1st July 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 30th July 1987 at page No. 3707).

(2) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by Section 7 of the said Act,—

(1) Constitutes the Third Labour Court, Thane, for the adjudication of Industrial Disputes relating to any matter specified in the Second Schedule to the said Act, and for performing such other functions as may be assigned to them under the said Act ; and

(2) Appoints from the date of taking over charge, Shri S. D. Suryavanshi, Chief Judicial Magistrate, Wardha the Presiding Officer thereof ; being person who is qualified the appointment as Presiding Officer of a Labour Court.

(*Vide* Government Notification, Industries, Energy and Labour Department No. IDA. 687/7145/Lab-2, dated 1st July 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 30th July 1987 at page No. 3709).

(8) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by Section 37 of the said Act and in supersession of all previous Government Notification issued in this behalf, directed that the powers exercisable by it under sub-section (2) of section 25-A of said Act, shall be exercisable also by each of the Officers specified in column 2 of the Schedule hereto in respect of the areas specified against him in Column (3) of that Schedule.

SCHEDULE

Serial No. (1)	Officers (2)	Area (3)
1	Deputy Commissioner of Labour (Industrial Relation) in the Office of the Commissioner of Labour, Maharashtra State, Bombay.	State of Maharashtra.
2	Additional Commissioner of Labour, Bombay ..	State of Maharashtra.
3	Deputy Commissioner of Labour, (Conciliation) Bombay District.	The City of Bombay and Bombay Suburban District.
4	Deputy Commissioner of Labour, Thane	Thane District.
5	Additional Commissioner, of Labour, Pune Division.	Pune Division.
6	Deputy Commissioner of Labour, Pune	Pune Division.
7	Deputy Commissioner of Labour, Aurangabad Division.	Aurangabad Division.
8	Deputy Commissioner of Labour, Nashik Division.	Nashik Division.
9	Deputy Commissioner of Labour, Nagpur Division.	Nagpur Division and Amravati Divisions.

(*Vide* Government Notification, Industries, Energy and Labour Department No. IDA. 0187/6985/F/Lab-2, dated 29th April 1987 published in *Maharashtra Government Gazette*, Part I-L, dated 30th July 1987 at pages Nos. 3694 to 3695).

(C) *Constitution and Appointments under the Act.*—(1) The Government of Maharashtra Industries, Energy and Labour Department has in exercises of the powers conferred by Section 8 of the said Act, appointed Shri S. V. Naik, The Additional DistrictJ udge, Akola to be the Presiding Officer of the Industrial Tribunal in place of Shri R. N. Gawande.

(*Vide* Government Notification, Industries, Energy and Labour Department No. IDA. 687/7170/Lab-2, dated 1st July 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 30th July 1987 at page No. 3707).

(2) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by Section 7 of the said Act,—

(1) Constitutes the Third Labour Court, Thane, for the adjudication of Industrial Disputes relating to any matter specified in the Second Schedule to the said Act, and for performing such other functions as may be assigned to them under the said Act ; and

(2) Appoints from the date of taking over charge, Shri S. D. Suryavanshi, Chief Judicial Magistrate, Wardha the Presiding Officer thereof ; being person who is qualified the appointment as Presiding Officer of a Labour Court.

(*Vide* Government Notification, Industries, Energy and Labour Department No. IDA. 687/7145/Lab-2, dated 1st July 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 30th July 1987 at page No. 3709).

(2) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by sub-section (*4*) of the Section 17 of the said Act, the exemption from the operation of the Employees' Provident Fund Scheme, 1952 granted to Messrs. Khatau Vallabhadas and Company, Bombay under Government of Maharashtra Notification, Industries, Energy and Labour Department No. PEF. 1165/Lab-4, dated the 7th February 1986 should be cancelled with effect from 1st July 1987.

(*Vide* Government Notification, Industries, Energy and Labour Department No. EPF. 1086 243/Lab-4, dated 23rd June 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 16th July 1987 at page Nos. 3482-3483).

(3) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by sub-section (*4*) of Section 17 of the said Act, cancelled the exemption from the operation of the Employee's Provident Funds Scheme, 1952, granted to Messrs. Crown Aluminium Works [Prop. Jeewanlal (1929) Limited], Bombay 400 020, under Government of Bombay Notification, Labour and Social Welfare Department No. 2073/48/I, dated the 23rd September 1958 aforesaid.

(*Vide* Government Notification, Industries, Energy and Labour Department No. EPF. 1186/434 Lab-4, dated 28th May 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 16th July 1987, at page No. 3489).

(4) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by sub-section (*4*) of Section 17 of the said Act, the exemption from the operation of the Employees' Provident Fund Scheme, 1952 granted to Messrs. Amalgamated Electricity Company Limited, Fort, Bombay under Government of Bombay, Notification, Labour and Social Welfare Department No. EPF. 1160/I, dated the 30th March 1960, should be cancelled with effect from 1st July 1987.

(*Vide* Government Notification, Industries, Energy and Labour Department No. EPF. 1087/580 Lab-4, dated 12th June 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 16th July 1987 at pages Nos. 3490-3491).

(5) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by sub-section (*4*) of Section 17 of the said Act, exemption from the operation of the Employees' Provident Funds Scheme, 1952, granted to Messrs. Jamsedji Rustomji and Devidas and Jani and Merchant, Advocates and Solicitors, Cresent Chambers, Tamarind Lane, Fort, Bombay 400 023, under Government of Maharashtra, Notification, Industries and Labour Department No. EPF. 1168/177454/Lab-1, dated 1st February 1969, should be cancelled with effect from 1st July 1987.

(*Vide* Government Notification, Industries, Energy and Labour Department No. EPF. 1087/587/Lab-4, dated 23rd June 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 23rd July 1987 at page No. 3604).

VIII. PAYMENT OF WAGES ACT, 1946

(*A*) *Deduction of wages under the Act.*– (1) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by clause (KK) of sub-section (*2*) of section 7 of the said Act, granted permission for deduction by Messrs. The Pratap Spinning and Weaving and Manufacturing Company Ltd., Amalner, district Jalgaon, from the wages of their employees an amount of Rs. 22 (Rs. Twenty-two only) per month towards the contribution for "The Pratap Mill Karmachari Kalyan Yojana Fund" subject to the conditions laid down in the notification.

(*Vide* Govt. Notification, I.E. & L.D. No. PWA-1087 6653/Lab-7, dated 12th June, 1987, published in *M.G.G.*, Part I-L, dated 16th July 1987 at page No. 3483).

IX. BOMBAY INDUSTRIAL RELATIONS ACT, 1946

(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 (2) of section (4) of the said Act, conferred and imposed on all the officers mentioned in column (2) to the Schedule appended, to perform all the powers and duties of the Commissioner of Labour under Chapter VII of the said Act, for the areas specified against them in column (3) of the said schedule.

SCHEDULE

Serial No. (1)	Officers (2)	Areas (3)
1	Deputy Commissioner of Labour (Industrial Relations) in the Office of the Commissioner of Labour, Bombay.	Maharashtra State.
2	Additional Commissioner of Labour, Bombay Division.	Maharashtra State.
3	Deputy Commissioner of Labour (Conciliation), Bombay District.	All the local areas in Konkan Division excluding Thane District.
4	Deputy Commissioner of Labour, Thane ..	Thane District.
5	Additional Commissioner of Labour, Pune Division.	Pune Division.
6	Deputy Commissioner of Labour, Pune	Pune Division.
7	Deputy Commissioner of Labour, Aurangabad Division.	Aurangabad Division.
8	Deputy Commissioner of Labour, Nagpur Division.	Nagpur and Amravati Divisions.
9	Deputy Commissioner of Labour, Nashik Division.	Nashik Division.

(*Vide* Govt. Notification, I.E. & L.D. No. BIR-387/7088/Lab-2, dated 7th May 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 16th July 1987 at page No. 3487).

(B) *Constitution and Appointments under the Act* — (1) The Government of Maharashtra, Industries, Energy and Labour Department, has in exercise of the powers conferred by section, 10 of the said Act, appointed Shri S. V. Naik, Additional District Judge, Akola to be a member of the Court of Industrial Arbitration.

(*Vide* Government Notification, I.E. and L.D. No. BIR-687/7172/Lab-2, dated 1st July 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 30th July, 1987 at page No. 3708).

(2) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by section 9 of the said Act.

(1) Constitutes a Third Labour Court at Thane having jurisdiction in the local area of Thane District; and

(2) Appoints from the date of taking over charge, Shri S. D. Suryavanshi, Chief Judicial Magistrate, Wardha (having the prescribed qualification laid down in the said section) to preside over the said Labour Court.

(*Vide* Govt. Notification, I.E. & L.D. No. BIR-687/(7146)/Lab-2, dated 1st July, 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 30th July 1987 at page No 3710).

X. INDUSTRIAL EMPLOYMENT (STANDING ORDERS) ACT, 1946.

(A) *Appointments under the Act* — (1) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by clause (c) of section 2 of the said Act, and in supersession of all the previous Notifications issued by Government in this behalf, has appointed the Officers, mentioned in column (2) of the schedule appended, to perform all the functions of the certifying Officer under the said Act for the areas, specified against them in column 3 of the said schedule.

SCHEDULE

Serial No. (1)	Officers (2)	Areas (3)
1	Deputy Commissioner of Labour (Industrial Relations in the Office of the Commissioner of Labour, Bombay.	Maharashtra State.
2	Additional Commissioner of Labour, Bombay Division.	Maharashtra State.
3	Deputy Commissioner of Labour (Counciliation), Bombay District.	Konkan Division excluding Thane District.
4	Deputy Commissioner of Labour, Thane ..	Thane District
5	Additional Commissioner of Labour, Pune Division.	Pune Division.
6	Deputy Commissioner of Labour, Pune	Pune Division
7	Deputy Commissioner of Labour Aurangabad Division.	Aurangabad Division.
8	Deputy Commissioner of Labour, Nagpur Division.	Nagpur and Amravati Divisions.
9	Deputy Commissioner of Labour, Nashik Division.	Nashik Division.

(*Vide* Government Notification, I.E. & L.D. No. IEA-387/7089/Lab-2, dated 4th May 1987, published in *Maharashtra Government Gazette* Part I-L, dated 16th July 1987, at page Nos. 3487 to 3488).

XI. MAHARASHTRA RECOGNITION OF TRADE UNIONS AND PREVENTION ON UNFAIR LABOUR PRACTICES ACT, 1971, MAHARASHTRA I OF 1972.

(A) *Notification under the Act.*— (1) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by proviso to clause (15) of Section 3 of the said Act, noticed the Group of concerns owned by Messrs. India Photographic Co. Ltd., in the State of Maharashtra as specified in the Schedule to the one under taking for the purpose of Chapter III of the said Act.

SCHEDULE

(1) Head Office, Fort, Bombay-400 001.
(2) Colour Processing Division, Prabhadevi, Bombay 400 025.

(*Vide* Government Notification, Industries, Energy and Labour Department No. TUA 1186/6682/Lab-2, dated 19th June, 1987, published in *Maharashtra Government Gazette* Part I-L, dated 16th July 1987, at Page No. 3491).

(B) *Constitution and Appointments under the Act* (1) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by Section 4 of the said Act, appointed Shri S. V. Naik, Additional District Judge, Akola in place of Shri R. N. Gawande to be a Member of the Industrial Court.

(*Vide* Government Notification, Industries, Energy and Labour Department No. ULP/687/7171/Lab-2, dated 1st July, 1987 published in *Government Maharashtra Gazette* Part I-L, dated 30th July 1987 at Page No. 3708)

(2) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by Section 6 of the said Act.

(1) Constitute Third Labour Court at Thane having jurisdiction of local areas of Thane District; and

(2) Appoints from the date of taking overcharge, Shri S. D. Suryavan, Chief Judicial Magistrate, Wardha (having the prescribed qualification laid down in the said section) to preside over the said Court.

[*Vide* Government Notification, Industries, Energy and Labour Department No. ULP. 687(7147) Lab-2, dated 1st July 1987, published in *Maharashtra Government Gazette* dated 30th July 1987, at page No. 3710].

XII. INDIAN BOILER ACT 1923.

(.4) *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-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 period of one month from the 10th July 1987 to 9th August 1987 (both days inclusive).

[*Vide* Government Notification I. E. and L. D. No. IBA-1087/418219, 2787/Lab-9, dated 7th July 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 30th July 1987, at page No. 3645.[

(2) In exercise of the powers conferred by sub-section (*2*) of section 34 of the said Act, the Government of Maharashtra has exempted the boiler bearing No. MR-10098 and belonging to the M. S. F. B. Thermal Power Station, Koradi, District Nagpur from the operation of clause (*c*) of section 6 of the said Act, for the period of six months from 11th July 1987 to 10th January 1988 (both days inclusive).

[*Vide* Government Notification Industries, Energy and Labour Department No. IBA-1087 418635/CR-2802/Lab-9, dated 9th July 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 30th July 1987 at page No. 3645].

(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-11162 and [illegible] to the Kopargaon Sahakari Sakhar Karkhana Ltd., Gautam Nagar, Kolpewadi, District Ahmadnagar from the operation of clause (*c*) of section 6 of the said Act, for the period of four months from 23rd April 1987 to 31st August 1987 (both days inclusive).

[*Vide* Government Notification Industries, Energy and Labour Department No. IBA 1087 410936 2681, Lab-9, dated 23rd April 1987, published in *Maharashtra Government Gazette*, part I-L, dated 30th July 1987 at page No. 3645].

(4) In exercise of the powers conferred by sub-section (*2*) of section 34 of the said At the Government of Maharashtra has exempted the boiler bearing No. MR-10424 and 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 the further period upto and inclusive of 25th July 1987.

[*Vide* Government Notification Industries, Energy and Labour Department No. IBA-1087/41167/2686/Lab-9, dated 27th April 1987, published in *Maharashtra Governmenet Gazette*, Part I-L, 30th July 1987 at page No. 3646].

(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-9627 and belonging to the Maharashtra State Electricity Board, Parli-Vaijnath Thermal Power Station Parli-Vaijnath, 431520 from the operation of clause (*C*) of section 6 of the said Act, for the period of six months from the 7th May 1987 to 6th November 1987 (both days inclusive).

(*Vide* Government Notification Industries, Energy and Labour Department No. IBA-1087/4111570/2689/Lab-9, dated 5th May 1987 published in *Maharashtra Government Gazette* Part I-L dated 30th July 1987 at page No. 3646).

(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-9009 and belonging to the Swastik Rubber Products Ltd. Swastik House, Khadki, Pune 411 003 from the operation of clause (*C*) of Section 6 of the said Act, for the period of fifteen days from 11th May 1987 to 25th May 1987 (both days inclusive).

(*Vide* Government Notification Industries, Energy and Labour Department No. IBA. 1087-412640/CR-2701/Lab-9 dated 8th May 1987 published in *Maharashtra Government Gazett*-Part I-L, dated 30th July 1987 at page No. 3646).

(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-8597 and belonging to the Maharashtra State Electricity Board, Paras (C.R.) 444109, District Akola, from the operation of clause (*C*) of section 6 of the said Act, for the period of one month from the 20th May 1987 to 19th June 1987 (both days inclusive).

(*Vide* Government Notification Industries, Energy and Labour Department No. IBA-1087 412347/2704/Lab-9, dated 20th May 1987 published in *Maharashtra Government Gazette* Part I-L dated 30th July 1987 at page No. 3647).

(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-10124 and belonging to the Maharashtra Electricity Board, Thermal Power Station, Koradi, District Nagpur from the operation of clause (*C*) of Section 6 of the said Act, for the period of six months from the 13th June 1987 to 12th December 1987 (both days inclusive).

(*Vide* Government Notification Industries, Energy and Labour Department No. IBA-1087/415585/2748/Lab-9, dated 11th June 1987 published in *Maharashtra Government Gazette* Part I-L, dated 30th July 1987 at page Nos. 3647).

(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-9704 and MR-9737 belonging to the Hindustan Organic Chemicals Limited, Rasayani, District Raigad 410207 from the operation of clause (*c*) of section 6 of the said Act, for the period of one year from the 13th June 1987 to 12th June 1988 (both days inclusive).

(*Vide* Government Notification Industries, Energy and Labour Department No. IBA-1087/415583/2750/Lab-9, dated 12th June 1987 published in *Maharashtra Govrenment Gazette* Part I-L dated 30th July 1987 at page No. 3647).

(10) In exercise of the powers conferred by sub-section (2) of section 34 of the said Act, the Governmenof Maharashtrahas exempted the boiler bearing No.MR-11088 and belonging to the Maharashtra State Electricity Board, Chandrapur Thermal Power Station, Chandrapur from the operation of clause (*C*) of Section 6 of the said Act, for the period of six months from the 26th May 1987 to 25th November 1987 (both days inclusive).

(*Vide* Government Notification Industries, Energy and Labour Department No. IBA-1087/413270/(2708)/Lab-9, dated 30th July 1987 at page No. 3688).

(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-9465 and belonging to the Hindustan Antibiotics Ltd, Pimpri, Pune 411 018 from the operation of clause (c) of section 6 of the said Act for the period of Twenty six days from the 5th June 1987 to 30th June 1987 (both days inclusive).

(*Vide* Government Notification Industries, Energy and Labour Department No. IBA 1087 CR-414647 (2724) Lab-9, dated 4th June 1987 published in *Maharashtra Government Gazette* Part I-L, dated 30th July 1987 at page No. 3688).

(12) In exercise of the powers conferred by sub-section (2) of section 34 of the said Act, No. 1 MR-11038, 2 MR-10995 and 3 MR-11060 and belonging to the Rachtriya Chemicals and Fertilizers Ltd., Thal Unit, Taluka Alibag, District Raigad from the operation of clause (C) of Section 6 of the said Act, for the period of three months and nine days upto and inclusive of 15th September 1987.

(*Vide* Government Notification Industries, Energy and Labour Department No. IBA-1087 CR-414981 (2726) Lab-9, dated 8th June 1987 published in *Maharashtra Government Gazette* Part I-L, dated 30th July 1987 at page No. 3688).

(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 boiler bearing No. MR-8587 and belonging to the Maharashtra State Electricity Board, Thermal Power Station, Khaperkhede Nagpur, from the operation of clause (C) of Section 6 of the said Act, for the further period District of three months upto and inclusive of 14th September 1987.

(*Vide* Government Notification Industries, Energy and Labour Department No. IBA-1087/415987 2770 Lab-9, dated 6th June 1987 published in *Maharashtra Government Gazette* Part I-L, datdd 30th July 1987 at page No. 3689).

(14) 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-10602 and belonging to the Hindustan Organic Chemicals Limited, Rasayani, Zilla Raigad 410 207 from the operation of clause (C) of Section 6 of the said Act, for the period of one year from the 24th June 1987 to 23rd June 1988 (both days inclusive).

(*Vide* Government Notification Industries, Energy and Labour Department No. IBA-1087/415584 2749/Lab-9, dated 24th June 1987 published in *Maharashtra Government Gazette* Part I-L dated 30th July 1987 at page No. 3689).

(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-2126 and belonging to the Western Coalfields Ltd., Coal Estate, Kamptee Colliery, District Nagpur (M.S.) Pin 441404, from the operation of clause (c) of Section 6 of the said Act, for the period of one month from the 1st July 1987 to 31st July 1987 (both days inclusive).

(*Vide* Government Notification Industries, Energy and Labour Department No. IBA-1087 417082(2786)/Lab-9 dated 1st July 1987 published in *Maharashtra Government Gazette* Part I-L dated 30th July 1987 at page No. 3689).

(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 waste hear boiler bearing No. MR-11310 belonging the Messrs. Herdilla Chemicals Ltd., Thane-Belapur Road, Turbhe, Thane 400 613 from the operation of Rule 68 of the Maharashtra Boiler Rules 1962.

(*Vide* Government Notification Industries, Energy and Labour Department No. IBA/409619-L 2658)/Lab-9 dated 23rd April 1987 published in *Maharashtra Government Gazette* Part 196 dated 30th July 1987 at page No. 3695).

XIII. MINIMUM WAGES ACT, 1948.

Declaration of Special Allowance under the—

(1) *Stable (Buffaloes and Cows).*—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 1st day of March 1987 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. 224.00 per month
2	II	Rs. 179.20 per month.
3	III	Rs. 145.60 per month.

Explanation.—For the purpose of this notification, Zones I, II and III shall respectively mean Zones 1, II and III formed for the purpose and shown in the Notification, Industries, Energy and Labour Department No. MWA. 6285/6262/Lab-7, dated 15th May 1986.

(Notification No. MWA/SPL/Stable (Buffaloes and Cows), dated 1st April 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 30th July 1987 at pages Nos. 3662 to 3664).

(2) *Cloth Dyeing and Cloth Printing.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the powers, conferred on it, has declared the Special Allowance (Cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said 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 April 1987 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. 513.00 per month.
2	II	Rs. 513.00 per month.

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

(Notification No. MWA/SPL/Cloth Dyeing and Cloth Printing, dated 5th May 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 30th July 1987 at pages Nos. 3665 to 3667)..

(3) *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 April [illegible] at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

[illegible] No. 1	Zones 2	Amount of Special Allowance (cost of living allowance payable) 3
1	I	Rs. 3.36 per day.
[illegible]	II	Rs. 3.36 per day.
[illegible]	III	Rs. 3.36 per day.

[illegible]—For the purpose of this notification Zones I, II and III shall respectively [illegible] I, II and III formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA. 2685/6332 LAB-7, dated 23rd December 1986.

(Notification No. MWA SPL Ruber Manufacturing Industry, dated 5th May 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 30th July 1987 at pages Nos. 3668 to 3670).

(4) [illegible]—The Deputy Commissioner of Labour (Rural Wing and Enforcement) Bombay in exercise [illegible] the powers, conferred on it, has declared the Special Allowance (Cost of [illegible] 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 April 1987 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. 17.96 per day.
2	II	Rs. 17.96 per day.
3	III	Rs. 17.96 per day.
4	IV	Rs. 17.96 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. 5275/198006/Lab-III-A, dated 15th November 1974.

(Notification No. MWA SPL Engineering, dated 5th May 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 30th July 1987 at pages Nos. 3671 to 3673).

(5) *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 schedule employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to three months commencing on the 1st day of April 1987 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. 285.60 per month
2	II	Rs. 285.60 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 5th May 1987 published in *Maharashtra Government* [illegible] Part I-L, dated 30th July 1987, at pages Nos. 3674 to 3676).

(6) 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 April 1987 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. 413.00 per day.
2	II	Rs. 413.00 per day.
3	III	Rs. 413.00 per day.
4	IV	Rs. [illegible] 43 per day.
5	V	Rs. [illegible] 43 per day.

Explanation.—For the purpose of this notification, Zones I, II, III, IV and V shall respectively mean Zones I, II, III, IV and V formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA. 2681/5148/Lab-7, dated 5th September 1983.

(Notification, No. MWA/SPL/Cinema Exhibition Industry, dated 5th May 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 30th July 1987 at page Nos. 3677 to 3679).

XIV. BONDED LABOUR SYSTEM (ABOLITION) ACT, 1976.

(A) *Re-Constitution of Vigilance Committee.*—(1) The Government of Maharashtra Industries, Energy and Labour Department has in exercise of the powers conferred by sub-sections (*1*), (*2*) and (*3*) of section 13 of the said Act, reconstituted the vigilance Committee

[illegible] area [illegible] at Dharni in the Dist[illegible] Amravati, [illegible] of the following members, namely :—

Chairman

1. [illegible] Magistrate, Mendhar at Dharni	Under clause (*a*) of sub-section [illegible] section 13.

Members

2. [illegible] Taluka [illegible]	Nominated under clause [illegible] of sub-section (*3*) of section 13.
3. [illegible]	Nominated under clause (*b*) of sub-section [illegible] of section 13.
4. Shri [illegible] Dharni	Nominated under clause [illegible] of sub-section (*3*) of section 13.
5. Shri [illegible] Kawade, R/o [illegible] Chikhalgaon.	Nominated under clause (*c*) of sub-section [illegible] of section 13.
6. Shri Sheikh Kasim, R/o Dharni	Nominated [illegible] clause (*c*) of sub-section (*3*) of section 13.
7. Shri [illegible] Shriram Ambawe, Chairman, P. S. Chikhalgaon.	Nominated under clause (*d*) of sub-section (*3*) of section 13.
8. The Project Officer, Integrate Tribal Development [illegible]	Nominated under klause [illegible] of [illegible]
9. Shri [illegible] Base, R/o [illegible], Director, District Central Co-op. Bank Ltd., Amravati, Dharni.	Nominated under clause (*e*) of sub-section (*3*) of section 13
10. The Project-cum [illegible] Development Officer, Dharni.	Nominated under clause (*f*) of sub-section (*3*) of section 13

([illegible] Government Notification, Industries, Energy and Labour Department No. BLA.1586/1042/Lab-1, dated 9th July [illegible] published in [illegible] *Government Gazette*, Part I-L, [illegible] July [illegible] at page No. 3713).

([illegible] Government of Maharashtra Industries, Energy and Labour Department has in exercise of the powers conferred by sub-section (*1*), (*2*) and (*3*) of section 13 of the said Act, and all other powers enabling it in this behalf, constituted vigilance committee for the area comprising the Sub-Division of Chandrapur, in the District of Chandrapur consisting the following members namely :—

Chairman

1. The Sub-Divisional Officer, Chandrapur	Under clause (*a*) of sub-section (*3*) of section 13.

Members

2. [illegible]	Nominated under clause (*b*) of sub-section (*3*) of section 13.
3. [illegible] of [illegible]	Nominated under clause (*b*) of sub-section (*3*) of section 13.
4. [illegible]	Nominated under clause (*b*) of sub-section (*3*) of section 13.
5. [illegible]	Nominated under clause (*c*) of sub-section (*3*) of section 13.
6. [illegible]	Nominated under clause (*d*) of sub-section (*3*) of section 13.
7. The Block Development Officer, Chandrapur	Nominated under clause (*c*) of sub-section (*3*) of section 13.
8. The Block Development Officer, Mul	Nominated under clause (*d*) of sub-section (*3*) of section 13.
9. The Block Development Officer, Gondpipri	Nominated under clause (*d*) of sub-section (*3*) of section 13.
10. The President, Chanda Khand Vikas Kharedi Vikri Sanstha, Chandrapur.	Nominated under clause (*e*) of sub-section (*3*) of section 13.
11. The Tahsildar, Chandrapur	Nominated under clause (*f*) of sub-section (*3*) of section 13.

(*Vide* Government Notification, Industries, Energy and Labour Department No. BLA.1587/1205/Lab-1, dated 14th July 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 30th July 1987, at page No. 3714).

(3) The Government of Maharashtra Industries, Energy and Labour Department has in exercise of the powers conferred by Sub-Sections (*1*), (*2*) and (*3*) of Section 13 of the said Act, constituted the Vigilance Committee for the area comprising the sub-Division of Warora, in the District of Chandrapur consisting of the following members, namely :—

Chairman

(1) The Sub-Divisional Officer', Warora	Under clause (a) of sub-section (*3*) of section 13.

Members

(2) Shri Keshawrao Adkuji Thamke, Rajendraprasad Ward, Warora, District Chandrapur.	Nominated under clause (*b*) of sub-section (*3*) of section 13.
(3) Shri Gosai Budhaji Patil, Shivaji Nagar, Bhadrawati, District Chandrapur.	Nominated under clause (*b*) of sub-section (*3*) of section 13.
(4) Shri Chirkuta Keshawrao Gadge, At Kawadashi Deshmane, Post Shankarpur, District Chandrapur.	Nominated under clause (*b*) of sub-section (*3*) section 13.
(5) Shri Bapurao Fakiraji Kale, At Warora, District Chandrapur.	Nominated under clause (*c*) of sub-section (*3*) of section 13.
(6) Shri Saikh Ismail, Killa Ward, Bhadrawati, District Chandrapur.	Nominated under clause (*c*) of sub-section (*3*) of section 13.
(7) The Block Development Officer, Warora.	Nominated under clause (*d*) of sub-section (*3*) of section 13.
(8) The Block Development Officer, Bhadrawati.	Nominated under clause (*d*) of sub-section (*3*) of section 13.
(9) The Block Development Officer, Chimur.	Nominated under sclause (*d*) of sub-section (*3*) of section 13.
(10) The Manager, Land Development Central Bank, Warora.	Nominated under clause (*e*) of sub-section (3) of section 13.
(11) The Tahsildar, Warora.	Nominated under clause (*f*) of sub-section (3) of section 13.

(*Vide* Government Notification Industries, Energy and Labour Department No. BLA-1587/1206/Lab-1, dated 16th July 1987, published in *Maharashtra Government Gazette*, Part-I-L, dated 30th July 1987 at page Nos. 3715 to 3716).

(4) The Government of Maharashtra Industries, Energy and Labour Department has in exercise of the powers conferred by sub-Sections (*1*), (*2*) and (*3*) of Section 13 of the said Act, and all other powers enabling it in this behalf constituted the Vigilance Committee for the area comprising the Sub-Division of Bramhapuri in the District of Chandrapur consisting of the following members namely :—

Chairman

(1) The Sub-Divisional Officer, Bramhapuri.	Under clause (*a*) of sub-section (*3*) of section 13.

Members

(2) Shri M. R. Kamble, At Nanhori, Tahsil Bramhapuri, District Chandrapur.	Nominated under clause (*b*) of sub-section (*3*) of section 13.
(3) Shri H. B. Tumane, Resident of Bramhapuri, District Chandrapur.	Nominated under clause (*b*) of sub-section (*3*) of section 13.
(4) Shri Damodar Wadwe, Maholi Mokasa, Tah. Nagbhid, District Chandrapur.	Nominated under clause (*b*) of sub-section (*3*) of section 13.

Consumer Price Index Numbers For Industrial Workers for July 1987

BOMBAY CENTRE*

781—A rise of *8* Points.

In July 1987 the Consumer Price Index Number for Industrial Workers (1960—100) for the Bombay Centre sith base Janauary to December 1960. equal to 100 was 781 being 8 points higher than that in the preceding month The index relates to the standard of life ascertained during the year 1958-59 family living survey at the Bombay Centre.

The index number for the Food group increased by 12 points to 880 due to a rise in the average prices of Rice, Wheat, Arhardal, Edible Oils, Goatment Green Chillies, Onion, Coconut,Vegitable & Fruits sub-group and Bhajia.

The index number for the Pan, Supari & Tobacco etc. group decreased by 27 points to 886 due to a fall in the average prices of Pan leaf and Supari.

The index number for the Fuel & Light group increased by 32 points to 1011 due to a rise in the average price of Charcoal only.

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 8 points to 211.

The index number for the clothing , bedding and footsear group increased by 1 point to 671 due to a rise in the average prices of Saree I and Vest.

The indox number for the miscellaneous group increased by 4 pointsto 591 due to a rise in the average prices of Washing Soap, Barbar Charges, Toilet Soap and Laundry Charges.

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

(Average prices for the calendar year 1960=100)

Group	Weight proportional to the total expenditure	Group Index Numbers	
		June 1987	July 1987
I-A. Food .. .	57.1	868	880
I-B. Pan, Supari, Tobacco, etc. .	4.9	913	886
II. Fuel and Light .	5.0	979	1011
III. Housing .	4.6	203	211
IV. Clothing, Bedding and Foot-Wear ..	9.4	670	671
V. Miscellaneous .	19.0	587	591
Total	....	....	....
Consumer Price Index Number ..	100 00	773	781

*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 *Erratta* (*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.

NAGPUR CENTRE*

A rise of 23 Points

In July, 1987 the Consumer Price Index Number for Working Class (New Series) for Nagpur Centre with base January to December 1960 equal to 100 was 724 being 23 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Nagpur Centre.

The index number for the Food group increased by 27 points to 762 due to a rise in the average prices of Rice, Wheat, Arhardal, Oils and Fats sub group, onions and Vegetables and Fruits sub group.

The Index number for the Pan, Supari and Tobacco etc. group steady at 954.

The index number for the Fuel and Light group increased by 8 points to 984 due to a rise in the average price of coke only.

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 87 points to 469 due to an increased in rent of 3 tenement out of 87 tenements.

The index number for Clothing, Bedding and Footwear group increased by 6 points to 650 due to a rise in the average price of Shirting only.

The index number for the Miscellaneous group steady at 593.

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

(Average prices for the calendar year 1960=100)

Group		Weights proportional to the total expenditure	Group Index Nmbers	
			June 1987	July 1987
I-A.	Food ..	57.2	735	762
I-B.	Pan, Supari, Tobacco, etc. ..	3.8	954	954
II.	Fuel and Light ..	5.7	976	984
III.	Housing ..	6.6	382	469
IV.	Clothing, Bedding and Footwear ..	10.9	644	650
V.	Miscellaneous ..	15.8	593	593
	Total ..	100.00	....	....
	Consumer Price Index Number ..	....	701	724

*Details regarding the scope and method of compilation of the index may be seen on pages 771 to 779 of January 1986 issue of *Labour Gazette*.

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

[illegible]

[illegible] CENTRE*

696—A rise of 13 points.

In June 1987 the Consumer Price Index Nnmber for Industrial Workers New Series for Pune Centre with base year1961 equal to 100 was 696 being 13 points higher than that in preceding month. The index ralates to the standard of life ascrtained during the year 1958-59 family living survey at Pune Centre.

The index number for the food group increased by 16 points to 796 due to rise in the average prices of Wheat, turdal, Edible oils, fresh fish & dry fish, Onion, brinjals, tomatoes, fresh Vegetables & group.

The index number for the fuel and light group increased by 32 points to 861 due to a rise in the prices to fire wood, charcoal & match box.

The six monthly house rent survey was conducted at Pune Centre by office of the Commissioner of Labour, Bombay in the month of July,1987 Accordingly, the Index Number for housing has increased by 3 points to 170.

The index unmber for clothing and footwear remained steady at 649.

The index for the miscellaneous grouop increased by 3 points to 559 due to a rise in the prices of daily mixture & hair cut.

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	
		June 1987	July 1987
I. Food	55.85	780	796
II. Fuel and Light	6.89	829	861
III. Housing	6.65	167	170
IV. Clothing and Footwear	10.31	649	649
V. Miscellaneous	20.30	556	559
Total ..	100.00	....	....
Consumer Price Index Number	.....	683	696

*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 *Erratia* thereto, *see* page 217 of September 1965 issue.

JALGAON CENTRE*

A rise of 35 Points

In July 1987 the Consumer Price Index Number for Industrial Workers (1961=100) for the Jalgaon Centre with base January to December 1961 equal to 100 was 720 being 35 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 familiy living survey at the Jalgaon Centre.

The index number for the Food group incresed by 58 points to 792 due to a rise in the average prices of Turdal, Gramdal, Moongdal, Groundnutoil, Drychillies, Onions, Garlic, Gur, and other Vegetable.

The index number for the Fuel and Light group remain steady points to at 975.

The six monthly house rent survey was conducted by Price supervisor, Office of the A.C.L.I. in the month of July 1987 works out at 187, which remained unchanged as compared to the housing index in previous half yearly period ending June 1987. The Housing Index Number has been calculated by the chain method.

The index number for the clothing and footwear group increased by 1 point to 680 due to a rise in the average prices of Colour fabrics only.

The index number for the miscellaneous group decreased 1 point has been mainly due to fall in the average prices of pan-leaf only.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR JALGAON CENTRE

(Average prices for the calendar year 1961 = 100)

Groups	Weight proportional to the total expenditure	Group Index Numbers	
		[illegible]	July 1987
I. Food	60.79	734	792
II. Fuel and Light	7.20	975	975
III. Housing	6.11	188	188
IV. Clothing and Footwear	10.29	679	680
V. Miscellaneous	15.61	558	557
[illegible]	100.00		
Consumer Price Index Number ..		685	720

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

Note.—To obtain the equivalent old index number on base August 1939=100 the new index number of base 1961 = 100 should be multiplied by the linking fact or *viz* 5. 29.

AURANGABAD CENTRE*

784 A rise of 8 points.

In July 1987 the Consumer Price Index Number for Industrial Workers (New Series) for Aurangabad Centre with base year 1961 equal to 100 was 784 being 8 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 13 points to 887 due to rise in the average prices of Jowar, Turdal, Edible Oils, Potatoes, Onions, Brinjals, Tomatoes & Vegetables.

The index number for the fuel and light Group remained steady at 830.

The six monthly house rent survey was conducted by the Office of the Commissioner of Labour Bombay in the month of July 1987 works out at 332.71 which remained unchanged as compared to the housing index in previous half yearly period ending July, 1987.

The index number for clothing and footwear increased by 1 point to 683 due to a rise in the price of dhoti only.

The index number for the miscellaneous group decreased by 4 points to 661 due to a fall in the prices of Pan leaf & Jarda.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR AURANGABAD CENTRE

(Average price for the calendar year 1961=100)

	Groups	Weight proportional to total expenditure	Group Index Numbers	
			June 1987	July 1987
I.	Food	60.72	874	887
II.	Fuel and Light	7.50	830	830
III.	Housing	8.87	333	333
IV.	Clothing and Footwear	9.29	682	683
[illegible]	Miscellaneous	13.62	665	661
	Total	100.00	....	....
	Consumer Price Index Number	....	776	[illegible]

*Details regarding scope and method of compilation of the index will be found on pages 1107 to 1112 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.* 2.15

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ALL INDIA AVERAGE CONSUMER PRICE INDEX NUMBERS FOR INDUSTRIAL WORKERS

The statistics for the last 12 calendar months from August 1986 to July 1987 are given in the following table :—

TABLE

Month (1)	Base 1960=100 (2)	*Base 1949=100 (3)
August 1986	672	817
September 1986	676	822
*October 1986	685	833
November 1986	692	841
December 1986	688	836
January 1987	688	836
February 1987	686	834
March 1987	686	834
April 1987	691	840
May 1987	703	854
June 1987	715	869
July 1987	724	880

*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 AUGUST 1987

Centre	Base	Food	Pan, Supari, Tobacco etc.	Fuel and Light	Housing	Clothing, Bedding and Footwear	Miscellaneous	Consumer Price Index Number August 1987	Equivalent Old Index Number	Consumer Price Index Number July 1987	Equivalent Old Index Number
1	2	3	4	5	6	7	8	9	10	11	12
Bombay ..	1960=100	885	861	1057	211	672	598	787	3,494	781	3,468
Solapur ..	1960=100	793	696	788	331	655	639	734	2,804	730	2,789
Nagpur ..	1960=100	760	926	982	469	650	597	722	3,769	724	3,779
Pune ..	1961=100	799	....	861	170	649	564	687	....	696	....
Jalgaon ..	1961=100	799	....	1029	188	682	563	729	3,856	720	3,808
Nanded ..	1961=100	808	....	931	386	683	677	760	1,862	745	1,825
Aurangabad ..	1961=100	886	....	830	333	685	661	783	1,738	784	1,740

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

(G.C.P.) Ra 4400—7a

Labour Intelligence

INDUSTRIAL RELATIONS IN MAHARASHTRA
REVIEW FOR THE MONTH OF JUNE 1987

Industrial Courts, Tribunal and Labour Courts

In all 2885 applications were received by the Industrial Courts, Tribunals and Labour Court during the month. Their break-up are as under :—

Serial No.	Name of the Industrial Court/ Tribunal and Labour Court	No. of applications, etc., received during the month under the— B.I.R. Act, 1946	I.D. Act, 1947	Other Acts	Total
	2	3	4	5	6
I.	*Industrial Court/Tribunals*—				
1	Industrial Court, Bombay ..	6	14	105	125
2	Industrial Tribunal, Bombay ..	..	..	..	..
3	Industrial Court, Nagpur ..	33	..	114	132
4	Industrial Tribunal, Nagpur ..	..	..	..	..
5	Industrial Court, Pune ..	2	65	51	108
6	Industrial Tribunal, Pune ..	..	..	..	..
7	Industrial Court, Thane ..	[illegible]	[illegible]	[illegible]	[illegible]
8	Industrial Tribunal, Thane ..	..	..	..	..
9	Industrial Court, Kolhapur ..	[illegible]	..	21	22
10	Industrial Tribunal, Kolhapur ..	..	..	..	..
11	Industrial Court, Amravati ..	[illegible]	..	2	25
12	Industrial Tribunal, Amravati ..	..	..	..	..
13	Industrial Court, Nashik ..	[illegible]	..	15	[illegible]
14	Industrial Tribunal, Nashik ..	..	..	[illegible]	[illegible]
15	Industrial Court, Aurangabad ..	..	..	[illegible]	[illegible]
16	Industrial Tribunal, Solapur ..	..	..	21	21
17	Industrial Court, Ahmednagar ..	..	..	..	..
	Total ..	4	82	[illegible]	5[illegible]
II.	*Labour Courts*—				
1	Labour Court, Bombay ..	73	196	2[illegible]	514
2	Labour Court, Pune ..	3	53	[illegible]	118
3	Labour Court, Nagpur ..	4	58	1[illegible]	214
4	Labour Court, Thane ..	5	21	[illegible]	94
5	Labour Court, Kolhapur ..	1	15	[illegible]	59
6	Labour Court, Solapur ..	2	100	[illegible]	175
7	Labour Court, Akola ..	..	34	[illegible]	103
8	Labour Court, Nashik ..	1	6	[illegible]	80
9	Labour Court, Aurangabad ..	2	28	[illegible]	71
10	Labour Court, Dhule ..	..	2	[illegible]	43
11	Labour Court, Sangli ..	2	33	[illegible]	93
12	Labour Court, Amravati ..	1	13	[illegible]	[illegible]
13	Labour Court, Jalgaon ..	..	2	[illegible]	[illegible]
14	Labour Court, Bhandara ..	..	7	3[illegible]	[illegible]
15	Labour Court, Ahmednagar ..	6	35	5[illegible]	[illegible]
16	Labour Court, Latur ..	..	15	1[illegible]	[illegible]
	Total ..	100	617	1,089	1,806

The following references were received by the Wage Boards during the month under review:-

(1) Cotton Textile Industry .. .. ..
(2) Silk Textile Industry .. .. ..
(3) Sugar Industry .. .. ..
(4) Co-operative Banks Industry .. 12

[illegible] machinery in the State during June 1987 under various Acts is given below :—

(a) *Cases received by the Officers [illegible] received during the month* :—

Act	Issues relating to pay, allowances and Bonus	Employment, leave, hours of work and miscellaneous causes	Total
1	2	3	4
[illegible]	98	51	149
[illegible]	45	13	58
[illegible]	1	2	3
Total	144	66	210

(b) *Result-wise analysis of the [illegible] 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
[illegible]	1,105	396	64	157	41	78	340	1,161
[illegible]	65	58	5	10	3	—	18	105
[illegible] Amdt.)	42	3	—	1	2	4	7	38
Total	1,212	457	69	169	46	82	365	[illegible]

INDUSTRIAL DISPUTES IN MAHARASHTRA STATE DURING JUNE 1987

	June 1987	May 1987	June 1986
No. of Disputes	61	63	49
No. of Workers involved	11,269	13,213	10,937
No. of Mandays lost	2,81,950	2,96,649	2,07,737

Industry-wise classification is given below :—

Name of the Industry Group	Number of disputes in progress: Started before beginning of the month i.e. before	Started during the total month i.e.	Total	Number of work people involved in all disputes	Aggregate man-days lost in
1	2	3	4	5	6
Textile ..	..	1	1	10	170
Engineering	36	3	39	7,541	1,86,010
Chemical ..	6	..	6	420	10,159
Miscellaneous ...	15	..	15	3,298	85,611
June 1987 Total	57	4	61	11,269	2,81,950
May 1987 Total ..	59	4	63	13,213	2,96,,649

27 of the 61 disputes arose over question of "pay, allowances and bonus issues" 2 related to "retrenchment and grievences about personnel", and the remaning 32 were due to other causes.

Out of the 7 disputes that terminated during the coures of the month. 4 disputes were settled entirely in favour of the workers and 3 unsuccessful.

[1] *Note.*—The figures given in the above Table are based on returns received under the Collection of Statistics Act, 1953. In compiling statistics of the industrial disputes, however, disputes in which 10 or more persons are involved, are included.

THE FOLLOWING STATEMENT GIVES THE DETAIL INFORMATION OF IMPORTANT INDUSTRIAL DISPUTES CAUSING MORE THAN 10,000 MANDAYS LOST DURING THE MONTH OF JUNE, 1987

Serial No.	Name of the Concern	Sector	S/L	Reason	Date of work stoppage		No. of workers Involved	Man-days lost		Remarks
					Began	Ended		During the month	Till the close of month	
1	2	3	4	5	6	7	8	9	10	11
1	*Bombay*— Bombay Forging Pvt. Ltd., Vidyanagari Marg, Kalina, Bombay 400 098	Pvt.	S	Indiscipline	11-7-84	..	825	16,172	5,74,778	Contd.
2	*Bombay*— The Indian Smelting Refining Co., Ltd., L.B.S. Marg, Bhandup, Bombay 400 078.	Pvt.	S	Wages and Allowances (i)	10-12-84	..	10,41	12,010	4,71,676	Do.
3	*Bombay*— Bombay Tyres International Ltd., Hay Buder Road, Sewree, Bombay 400 033.	Pvt.	L	Indiscipline	8-10-86	..	2,316	55,926	4,93,630	Do.
4	*Bombay*— The Standard Batteries, Ltd., Vakola Santacruz, Bombay 400 0[illegible]	Pvt.	L	Indiscipline	2-11-86	..	1,249	28,352	2,24,473	Do.
5	*Aurangabad* Automobile Products of India Ltd., D.P., MIDC Waluj, Chikalthana, Aurangabad 431 0[illegible]	Pvt.	L	Indiscipline	29-11-86	..	962	23,774	1,70,347	Do.
6	*Thane* The Indian [illegible] and Rubber Co., 1st, Pokhran Road, Thane 400 60[illegible]	Pvt.	S	Wages and Allowances.	10-1-87	..	491	12,132	68,797	Do.

(M. R. Balutker)
Officer on Special Duty, Bombay

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 familie .

In Maharashtra 12,77,465 employees were under the coverage of the Scheme in the month of July, 1987. The high lights of the benefits paid to those employees were as follows :

ESIC has paid Rs 1.39 Crors as Cash Benefit in July, 1987.

(I) 69,593 workers were paid Rs. 67,60,933 85 on account of Sickness and Rs. 5,11,792.70 were paid for the long term diseases e.g. T. B., Cancer, Hemiplegia, Paraplegia, Psychosis etc. etc.

(II) 22,429 workers were paid Rs. 58,91,539 30 on account of accidents in employment injury which included 9,193 cases for the permanent disablement and 2,946 for pension to the dependents/families due to death of the workers in the accidents.

(III) Rs. 7,72,812 00 were paid to the women workers as Maternity Benefit for the period of confinement In addition to the above 17 persons were sterilized and they were paid Rs. 5,788,00 as family planning benefit.

(IV) There were 204 cases where legal proceedings were initiated against defaulting employers/Insured Persons for the recovery of arrears of contributions as under :—

1. Under Section 45B : 153 cases.
2. Under Section 75 : 10 cases.
3. Under Section 84 : 5 cases.
4. Under Section 85 : 36 cases.

ANNOUNCEMENT

Few back volumes, as mentioned below of the

" INDUSTRIAL COURT REPORTER "

and

" LABOUR GAZETTE "

are available with the Publication Section of the office of the Commissioner of Labour, Bombay

Those who are in need of them may either write to that office immediately or contact personally the concerned Superintendent, with necessary prices which are –

Rs. 18 per volume for Industrial Court Reporter upto 1983 and Rs. 60 each from 1984 onwards
(12 issues from January to December)

and

Rs. 15 per volume for the Labour Gazette upto August 1983 and September 1983 to August 1984 Rs. 62.50 and from September 1984 onwards Rs. 125 each volume
(12 issues from September to August)

I. C. R. back volumes for the years	Labour Gazette back volumes for the years
1980	1979-80
1981	1980-81
1982	1981-82
1984	1982-83
1985	1984-85
1986	1985-86