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# LABOUR GAZETTE

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## LABOUR GAZETTE

Started in 1971, 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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## 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 December 1987, with average price for the year ended December, 1960 equal to 100 were 802, 768 and 749 respectively. The Pune, Jalgaon, Nanded and Aurangabad Consumer Price Index Numbers for working class for the month of December 1987 with the average prices for the year ended December, 1961 equal to 100 were 691, 740, 768 and 803 respectively.

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

All India Average Consumer Price Index Numbers for Industrial Workers (base 1960=100) for Dec. 1987 was 752 as compared to 755 in Nov. 1987. On base 1949=100 derived from 1960 based Index worked out to 934 as against 918 for Nov. 1987.

### Industrial Disputes in Maharashtra State

During the month of November 1987 there were 54<sup>1</sup> disputes involving 13,814 workmen and time loss of 2,87,189 mandays as compared to 54 disputes in October 1987 involving 10,763 workmen and time loss of 2,60,637 mandays.

Further particulars of Industrial Disputes are given at pages 321 of 323 as this issue.

### Benefits under the Employees State Insurance Scheme

During the month of October 1987, November 1987 & December 1987, 191,084 workers were paid Rs. 1,91,95,568.90 on account of sickness and Rs. 14,98,030.40 were paid for the long term diseases, e.g. T. B., Cancer, Hemiplegia, Paraplegia, Psychosis etc., 63,179 workers were paid Rs. 1,63,71,688.79 on account of accidents as employment injury which included 26,944 cases for the permanent disablement and 9,167 for the pension to the dependents families due to death of the workers in the accidents.

## Current Notes

### Labour Judgements in Brief

#### Misra Panel on State Sector given Extension

The Supreme Court on November 27 gave an extension of time to June, 30, 1988 for the submission of its report by the highpowered R. B. Misra Committee set up earlier by the Court to go into the issue of the pay structure and other benefits of the employees of public sector undertakings following Central D.A. pattern.

The Union Government in a petition before the Court, while pointing that the high power committee was concerned with the structure of emoluments, conditions of service and rationalisation of allowances, had contended that it was not possible for the committee to finish its work before December 1987 and accordingly, the Center's permission had been sought for the extension of time.

At the same time, the Union Government was directed to file its reply in the case of Engineers India Ltd. employees Vs Engineers India Ltd. The reply should also cover the suggestion made to the committee by some public sector undertakings for a revision in the pay scales and other incidental benefits, such as additional dearness allowance, as recommended by the Fourth Pay Commission.

There are 217 central public sector enterprises, mines, banks insurance, companies and financial institutions, employing 21 lakh workers, clerical staff and executives. 95 per cent of the workers and 84 per cent of the executives are governed by the industrial pattern while the central DA pattern is being applied to the rest.

(*Indian Worker*, dated 4th January 1988)

#### JANUARY

- 10 ILO Director General Francis Blanchard calls upon the trade unions in India to help rural workers organise themselves.
- 21 The one-day strike call in all public sector units by the non-INTUC unions, evokes poor response.
- 26 Nation celebrates the Republic Day.

#### FEBRUARY

- 4 The Union Government notifies the constitution of a Central Labour Service.
- President inaugurates the two-day International Congress on Safety, Health and Environment.
- 20 Arunachal Pradesh attains statehood and becomes the 24th State in India.

- 23 President Zail Singh, in his address to the budget session of Parliament, acknowledges workers' contributions to raising production and productivity.
- 28 Prime Minister Rajiv Gandhi presents to Parliament his maiden Budget for 1987-88.

#### MARCH

- 11 The INTUC Working Committee meets for the 189th time—demands fresh legislation on industrial relations based on the unanimous conclusions of the Sanat Mehta Committee—finalises the year-long programme for celebrating 40 year of INTUC.
- 13 Government announces acceptance of the fourth pay panel's recommendations to become effective from January 1, 1986.
- INTUC rejects the idea of reviving Appellate Tribunals in its reply to the questionnaire from the Law Commission.
- 23 CPI(M)-led Left Democratic Front wins 242 out of 294 seats election held for the West Bengal Assembly.
- Congress-led United Democratic Front is voted out of power in Kerala.
- In Jammu and Kashmir, the National Conference (Farooq)-Congress-(I) alliance secures 60 out of 76 seats in the State Assembly for which polling was ?
- 27 A two-judge bench of the Supreme Court rules that managements cannot plead inability to pay as a ground for refusing to give their women employees the same pay as the men employed for the same work. (*Mackinnon Mackenzie & Co. Vs. Audrey D'Costa*).

#### APRIL

- 1 Gopeshwar, M. P. becomes General Secretary of the INTUC on the resignation of Shri Kanti Mehta.
- Nepal Government introduces work permit system for Indian and other skilled and unskilled labourers, including Tibetans, for working in factories, hotels and other trades.

#### MAY

- 1 Prime Minister Rajiv Gandhi addresses a mammoth May Day Rally organised by the INTUC at Salem in Tamil Nadu.
- 3 INTUC commences the year-long celebration of 40 years of its service to the working class by honouring one of its founding fathers, Shri Gulzarilal Nanda.



- 7 Lok Sabha passes the Prevention of Corruption Bill, providing for a minimum punishment of a jail term.
- 12 Parliament approves the imposition of President's rule in Punjab after the dismissal of Shri Surjit Singh Barnala's government on May 11.
- 14 Lt. Col. Sitiveni Rebuka stages a coup in Fiji.
- 22 190th meeting of the INTUC Working Committee.
- 29 Choudhary Charan Singh, Former Prime Minister and Lok Dal leader, passes away in New Delhi.

## JUNE

- 1 INTUC Parliamentary Committee Chairman Ananda Gopal Mukherjee, M. P., leads the workers' group in the 23-member Indian delegation to the three-week 73rd session of the International Labour Conference at Geneva.
- 5 Union Labour Minister P. A. Sangma addresses the 73rd session of the International Labour Conference that commenced on June 3.
- 11 The INTUC representative, Shri Ananda Gopal Mukherjee, M. P., gets elected to the Governing Body of the ILO with an impressive majority.
- 16 Ananda Gopal Mukherjee, M. P., in his address to the International Labour Conference, makes a fervent plea for the utilisation of human and other resources for the promotion of peace and development.
- 18 An INTUC delegation, headed by the President, Shri G. Ramanujam and General Secretary Gopeshwar, M. P. meets the Prime Minister to draw his attention to the disquieting situation following the payment of interim relief to officers in central public sector establishments.  
The Lok Dal-BJP alliance secures three-fourths majority in the Haryana Assembly elections—Devi Lal is sworn in as Chief Minister two days later.
- 19 The meeting of the South Asian Association for Regional Co-operation concludes.  
Union Government declares enhanced pay-scales of the commissioned officers in the armed forces.

## JULY

- 3 Prime Minister Rajiv Gandhi inaugurates the Festival of India in the USSR.

- 4 The nonagenarian founding father of the INTUC, Shri Gulzarilal Nanda, gets felicitated by the Prime Minister and other national leaders on his 90th birthday.
- 10 The emoluments of over 300,000 extra departmental employees in postal services raised following the agreement reached with the Postal Services Board by four major federations, including the INTUC-led Federation of National Postal Organisations.
- 10 INTUC President's G. Ramanujam's formula for lifting the lock-out in Heavy Engineering Corporation at Ranchi is accepted at a meeting convened by the Union Labour Minister.
- 15 The INTUC Working Committee, while appreciating the Prime Minister's response by setting up a high-level group of ministers to go into the question of interim relief to public sector employees voiced concern over the inordinate delay in the negotiations for the revision of wages and other working conditions.  
The proposed one-day strike in public sector in support of the demand for interim relief is postponed.
- 16 Vice-President R. Venkataraman is elected President of the Republic.
- 20 Prime Minister Rajiv Gandhi and Sri Lankan President Jayawardene sign the accord to end the ethnic conflict in Sri Lanka.
- 25 Shri R. Venkataraman, President elect, assumes office.  
Prime Minister Rajiv Gandhi reshuffles his cabinet—Shri Sangma retains the Labour Port-folio.

## AUGUST

- 1 Government announces a series of measures simplifying procedures for rural lending, raising the loans to the educated unemployed for self-employment to Rs. 10,000 and making available adequate working capital to industrial units.
- 2 A meeting of the INTUC led unions in the banking industry decide to rechristen the Indian National Bank Employees Congress as Indian National Bank Employees Federation (INBEF).
- 12 Union Labour Minister P. A. Sangma makes a statement in the Lok Sabha on the national policy on child labour.
- 15 Nation-wide celebration of the 40th anniversary of Independence Khan Abdul Ghafar Khan honoured with 'Bharat Ratna'.  
Forty-fifth anniversary of the Quit India movement observed in Bombay with Smt. Aruna Asaf Ali hoisting the tricolour flag at the historic Krantikar Maidan.

- 18 Government signs agreement with TU centres for the payment of a minimum interim relief of Rs. 100 per month to public sector employees with effect from January 1, 1986.
- 19 Coalmine workers decide to donate one-day's wages for the relief of the unfortunate people hit by this year's unprecedented drought.
- 21 The Maharashtra Governor, Dr. S. D. Sharma is the consensus candidate of the ruling and opposition parties—gets elected unopposed as eighth Vice-President of India.
- 24 Lok Sabha passes the Terrorist and Disruptive Activities (Prevention) Bill.

## SEPTEMBER

- 6 Shri Keshav H. Kulkarni, President of the National Federation of Indian Railwaymen, becomes the Vice-President of INTUC.
  - 7 Congress (I) President reshuffles the party posts at the senior level.
  - 19 Prime Minister Rajiv Gandhi lays the foundation stone of the proposed multi-storied building of the INTUC's National Headquarters.
- The 68th meeting of the General Council of INTUC is held at New Delhi, Shri H. N. Trivedi becomes Treasurer.

## OCTOBER

- 9 A ten-member delegation of the ICFTU, of which INTUC General Secretary Gopeshwar, M. P. was a member, meet the Soviet leader, Mr. Mikhail Gorbachev, in Moscow to emphasise the imperative need for nuclear disarmament.
- 10 An INTUC delegation headed by Shri Ananda Gopal Mukherjee, M. P., calls on the Union Energy Minister to impress upon him the urgency for providing employment to those whose lands have been taken for coal mining industry.
- 27 Justice R. S. Sankaria presents the Report of the Commission on Center-State relations, headed by him, to the Prime Minister.

## NOVEMBER

- 20 Congress (I) swept back to power in Nagaland Shri Hokishe Sema heads the State Cabinet.
- 24 INTUC-led Indian National Bank Employees Federation and Indian National Bank Officers Congress jointly stage a dharna before the Department of Banking of the Union Finance Ministry.

- 25 INTUC's National Workshop on "Our Tasks Ahead" at New Delhi.
- Union Energy Minister Vasanth Sathe releases "Management—The Ring Side View, yet another book by Shri G. Ramanujam. Speaking at a high-level meeting of the ILO, Union Labour Minister P. A. Sangma pleads for mobilising the UN and its agencies to deal with economic and social problems.

## DECEMBER

- 1 A Bill seeking amendments to the Maternity Benefits Act is introduced in the Rajya Sabha so as to provide enhanced benefits.
  - 8 U.S. President Ronald Reagan and Soviet Leader Mikhail Gorbachev sign the historic Intermediate Nuclear Force Treaty for the elimination of medium and short range nuclear missiles. INTUC General Secretary Gopeshwar, M. P. hails the accord.
  - 10 A Bill providing for a grievance redressal machinery for the employees of hospitals and other such institutions introduced in the Rajya Sabha.
- A Bill seeking amendments to the Employees Provident Fund and Miscellaneous Provisions Act is introduced in the Lok Sabha to enhance the rate of contributions to 10 per cent.

(Indian Worker dated 4th January 1988)

## Prices, Wages and incomes panel Imperative for national policy

The INTUC Working Committee on January 1, underscored the urgency of a high-powered national prices, wages and incomes commission for the formulation of a national wages and price policy.

Through a resolution the committee has drawn attention to the persistent rise in prices and the corresponding decline in the value of the rupee, whose current worth is hardly 12 paise of the 1960 rupee. "The whole monetary system needs a thorough shake up," the resolution asserts, while emphasising the need for a close hard look at the system of compensation in the context of the disparity in wages among different sectors—the rural and urban, the organised and unorganised and the semi-organised and ill-organised.

## Demand for Banking Commission

The 193rd meeting of the Working Committee of the INTUC was held at Vivekananda Memorial here on January 1, under the chairmanship of Shri G. Ramanujam. A large number of office bearers, including General Secretary Gopeshwar, MP, and members from all parts of the country attended the meeting.



The Committee, while voicing its grave concern over increasing frauds in the nationalised sector of the banking industry and rapid deterioration in efficiency, urged upon the Union Government to set up immediately a high-powered banking commission to make recommendations for restructuring of banks as well as for their more efficient working and better customer service.

The Committee adopted a number of resolutions on subjects of concern to the working class as well as those condoling the death of Tamil Nadu Chief Minister, M. G. Ramachandran and national and international trade union leaders.

The following are the full text of the resolutions passed by the Working Committee:—

### RESOLUTIONS

#### Condolence

M. G. Ramachandran

The Committee expresses its profound sorrow at the unexpected and sudden passing away of Thiru M. G. Ramachandran, Chief Minister of Tamil Nadu. He was a man of the masses and had the well-being of the poorer section of population at heart. He had introduced many schemes for the benefit of the down-trodden and destitute population during his tenure as Chief Minister. He believed in national integration and unhesitatingly expressed his views for favour of integrated India. He was a staunch supporter of communal harmony. His contribution to India—Shri Lanka Peace Accord and its implementation has been significant. He was great believer in peaceful settlement of all disputes and shunned violence. His death has caused a serious void in Tamil Nadu which is difficult to fill.

The Committee offers its sincere condolences to the members of the bereaved family and to the people of Tamil Nadu and its respectful homage to the departed leaders.

#### A Good Beginning

The Committee welcomes the Regan-Gorbachev Accord on reduction in the number of Intermediate Nuclear Missiles. Although we have a long way to go for total disarmament, including destruction of all nuclear weapons, yet the Committee is convinced that this is a good beginning.

The Committee would like this opportunity to congratulate Prime Minister Shri Rajiv Gandhi, under whose leadership the six nations took the initiative for nuclear disarmament, in the interest of peace and development of the entire humanity, which also has contributed to this Accord. This Accord marks, a significant turn for the better and the committee hopes that the trend will be pursued with patience and perseverance; and the implementation of this Accord itself will be carried out in mutual trust and good faith between the two super powers.

#### Indo-Sri Lanka Accord

The Committee appreciates the good work done by the Indian Peace Keeping Force in Sri Lanka. The Committee appeals to the LTTE to accept the accord in letter and in spirit, surrender all their arms and help the IPKF in restoring normalcy and for the satisfactory implementation of the Accord.

#### Amendments to Industrial Disputes Act

The Committee regrets that there has been an inordinate delay in bringing about the comprehensive amendments to the Industrial Disputes Act. Although such amendments were promised to be enacted 'shortly' from time to time, no concrete steps have been taken so far. The delay in incorporating such amendments in the Act has been affecting the quality of industrial relations, peace and productivity. The Committee urges upon the Government of India to bring an amending Ordinance immediately so that the Bill can be put through the forth-coming Budget Session of the Parliament.

#### Employees Provident Fund

The Committee regrets that the tripartite agreement to increase the rate of contributory provident fund by 2 per cent is still to be implemented. Steps must be taken immediately to amend the EPF Act by an Ordinance to increase the rate of contribution by both workers and employers as agreed to already.

#### Call for setting up a Banking Commission

It is a welcome feature that the nationalised banks are reaching out into the remote areas of our country through increased number of branches. It has also created problems in its wake. One bank alone is claiming over 6,000 branches, making it rather unwieldy for effective functioning.

It is necessary to restructure the nationalised banks to make them compact and efficient. There are frequent reports of several branch balances not being reconciled with the Head Offices. This might lead to frauds going undetected.

But the number of frauds already detected itself seems to be alarming. During the first nine months of this year alone, over 1,456 cases of frauds involving Rs. 23.47 crores were reported in the country. The number of bank frauds in 1985 stood at 2,189 involving a sum of Rs. 114.62 crores; and in the year 1986 the number of frauds stood at 1,853 involving a sum of Rs. 62 crores. These are only reported frauds. There may be more undetected.

These facts also underline the need for restructuring the banks into compact and efficient units, so that frauds if committed will be detected quickly. The Committee, therefore, urges upon the Government of India to set up immediately high-powered Banking Commission to make recommendations for restructuring of Banks as well as for their more efficient working and ensuring better customer service.



### National Wages, Price and Incomes Commission

The Committee is convinced that the country needs a rational wage policy. Equal pay for equal work must be the rule.

The prices of commodities have been persistently increasing and the value of the rupee has been correspondingly declining. The disparity in wages among different sectors (the rural and urban sector, the organised and the semi-organised, and the ill-organised sector) also calls for a close hard look at the system of compensation. The rupee is now hardly worth 12 paise of 1960 Rupee. The whole monetary system needs a through shake up. The Committee feels that it is high time that a high powered National Prices, Wages and Incomes Commission is set up, with a view to give this country a National Wages and Price Policy.

### Housing

The Committee expresses its concern at the growing housing shortage. The growth of slums in industrial areas is one proof of our neglect of housing. This leads to not only problems of sickness, absenteeism and low productivity, but also to problems of law and order. While the housing shortages is acute in major cities it is widespread elsewhere.

The house rent in major cities has gone beyond the reach of lower middle class—not to speak of the working class. Nearly 35 per cent to 40 per cent of the pay packet has to be spent on rent. This leads to reduced purchasing power, to buy other industrial products, including textile, which in turn leads to industrial sickness, un-employment and other social, economic and political problems. The Government is then compelled to take over the closed units and to invest hundred of crores of rupees in such loss-making units. This again adds up to the inflation which is already at an unbearably high level. It is obvious, therefore, that the answer lies in ensuring widespread purchasing power among the people.

If the house rent can be brought down so as not to exceed 10 per cent of wages/salary, it will increase the people's purchasing power and demand which will in turn stimulate production, increase employment, avoid sickness and contribute to an upswing in the economy.

The Committee, therefore, calls upon the Governments, in the Centre and in the States, to launch upon a massive housing programme by making available to people developed plots at a reasonable price, and grant housing loans at a nominal rate of interest for house construction low rent as of high priority.

(*Indian Workers*, dated 11th January 1988).

### More women joining workforce : ILO

An increasing number of women throughout the world are joining the workforce by acquiring permanent jobs, the international statistics has pointed out.

Twenty-one developed and 13 developing countries registered an increase in the number of working women during 1982-83, the 1986 Year Book said.

Although there is no great difference in unemployment rates for men and women in the third world, there are, discrepancies, it said. For instance, while in the Netherlands Antilles the women's unemployment rate was twice that of men, just the opposite was true in the Republic of Korea.

The number of developed countries women's unemployment was higher than men's rose from 15 to 18 between 1982 and 1985. In addition, where total unemployment rose the female workforce took a heavier toll, while where general unemployment declined, women were slower to acquire jobs.

The Year Book observed that the phenomenon according to which female unemployment grows more quickly and decreases at a lesser rate than male unemployment now affects 14 out of 25 industrialised countries and 9 out of 16 developing countries. This was particularly evident in Austria, Canada, Denmark, Spain, USA, Switzerland, the Netherlands Antilles, Barbados, Hong Kong, Puerto Rico and Venezuela.

On the other hand, female employment did show a moderate increase in many parts of the world. In most developed countries women made up 35/45 per cent of the employed population.

In Latin America and the Caribbean the number of women in the employed population ranged from 26 per cent in Costa Rica to 44 per cent in Barbados. Asian however, showed less fluctuations, from 36 per cent in Singapore to 39 per cent in the Republic of Korea.

Higher rates of increase in the number of women employed were found in Uruguay (from 38 to 41 per cent), New Zealand (from 34 to 36 per cent), Luxembourg (from 32 to 34 per cent) and the Netherlands (from 33 to 35 per cent).

The growth of the employed female population may be attributed, both in the industrialised and developing countries, to the expanding service sector, which in 1985 provided jobs for around 55 per cent of the total employed population of most countries covered by the ILO survey.

(*Indian Worker*, dated 11th January 1988).

### All India CPI for industrial workers up by 5 pts.

The all India average consumer price index number for industrial workers (CPI) and the all-India average consumer price index number for agricultural labourers (ACPI) rose by five points and two points respectively during November 1987 over October 1987.

CPI which was 750 points in October went upto 755 points during November with the moving average at 714 points. The ACPI, which was 653 points during October jumped to 655 points in November. Out of the fifty centers

from where the index basket is collected to determine. CPI, 33 centres registered increases, 14 witnessed decreases and three remained stationary.

The maximum increase has been at Guntur (Andhra Pradesh) at 39 points followed by Madurai (Tamil Nadu) and Varanasi (Uttar Pradesh) 22 points each—and Coimbatore (Tamil Nadu) 14 points.

The maximum decline was at Digboi (Assam) 19 points followed by Amritsar (Karnataka) 14 and Amritsar (Punjab) 11 points. During the corresponding month last year, CPI was 602 points with the moving average at 656 points. ACPI, which was at 653 points in October, rose to 655 points in November. Last year, in November, ACPI was 585 points.

Out of fifteen states or group of states from which index basket is collected to arrive at ACPI, the index went up in nine states and decreased in five states, while Andhra Pradesh remained stationary.

The maximum increase of 24 points was in Rajasthan followed by Uttar Pradesh 16 points and Jammu and Kashmir 13 points. The maximum decrease of five points was in Madhya Pradesh, four points in Karnataka and three points in Maharashtra. Increases in the prices of gram, rice, pulses, edible oils, garlic, soaps, firewood etc. had been responsible for the increase in CPI and ACP.

(*Indian Worker*, dated 11th January 1988).

#### Overtime pay banned in public sector

The Government has banned overtime allowance in all Central Public sector undertakings with immediate effect.

The Bureau of Public Enterprises (BPE) had recently issued a circular ordering all public sector undertakings under its administrative and budgetary control to completely stop overtime allowance to staff and workers.

According to official sources, the move has been undertaken as an economy measure in view of the acute resource constraint and the pressing need of public enterprises for funds for expansion and modernisation programmes.

The directive is binding on all enterprises but exception would be made in extraordinary cases, where a person has to substitute for another in a vital function.

According to official estimates, the stoppage of overtime could result in a net saving of Rs. 900 crore every year.

There would be a saving of Rs. 50 crore per annum in the Steel Authority of India alone. The saving in Coal India Limited has been estimated at more than Rs. 125 crore per annum.

(*Indian Worker*, dated 11th January 1988).

#### Employment and productivity vital for clothing industry.

A meeting at the International Labour Office here recognised the common interest of both employers and workers in boosting productivity in the world's clothing industry—at a time of structural change in the sector and pressure to respond to shifts in supply and demand.

Conclusions adopted by the Third Tripartite Technical Meeting for the Clothing Industry held here last month focussed on the impact on employment and income of the changes taking place and critical issues of manpower development and training.

The meeting voiced grave concern over the use of child labour in a number of countries and unanimously condemned the use of clandestine labour.

It also denounced "the growing world-wide incidence of smuggling and trade in counterfeit goods" which undermined the clothing industry in North and South alike. A resolution asked the ILO to draw the attention of member countries and such organisations as GATT, UNCTAD, OECD and the EEC to the need to examine energetic steps to abolish these practices.

As a labour-intensive activity, the clothing industry plays a role in employment creation and can be seen as one of the means of contributing to the process of industrialisation in developing countries, the meeting concluded, while noting that structural changes were inevitable. Greater frequency in changes of demand made it imperative that the industry should respond more quickly in production and marketing, with obvious implications for new technology and work organisation.

Stressing the common interest of employers and workers in improving the undertaking's productivity, the meeting recommended that changes should be preceded by the provision of information to the workers' representatives and consultation with them.

To avert or minimise termination of employment, there should be advance consultations on appropriate arrangements of work and working time, utilisation of machines and internal retraining for reemployment of personnel. Great care should be given to the effects on workers' earnings and health and safety requirements.

If flexibility of working arrangements were considered in order to improve productivity, methods should be found of facilitating changes and of enabling all concerned to benefit from the positive results obtained.

Expressing grave concern over clandestine labour in the industry, the meeting unanimously condemned this practice and called for a more effective and strict enforcement of legislation—which in most cases existed.

The meeting underlined the importance of the ILO's task of monitoring developments in the industry, disseminating information and carrying out practically oriented research.



Skill requirements and training needs clothing industry vary enormously within and among countries, depending on the size of enterprises the products made, the technology used and on changes affecting the industry, the meeting observed. Training should serve the interests of the nation, employees and workers. Workers who have been trained should expect to benefit in terms of better income, employment security occupational safety and career prospects.

Workers and manager should be able to benefit from training, upgrading and retraining throughout the career. Broadening training contents in pre-employment programmes could contribute to worker mobility both within and outside the industry.

The meeting also underlined the importance of training as an instrument to ensure additional career opportunities for women, who constitute a large majority of the industry's workers. Cultural and attitudinal constraints must neither be ignored nor be considered as immutable.

Special attention should be given to organising and training informal sector tailors and dressmakers—who were numerous in developing countries and home workers.

Concerned with safety in the use of machinery, the meeting called on suppliers of equipment to provide training in the use and maintenance of their equipment and to guarantee its safety.

The ILO was invited to continue its catalytic and co-ordinating role in relation to training policies and programmes, to act as an information clearing house and to provide technical assistance to developing countries when requested.

In a resolution, the ILO was asked to examine the employment implications of international trade for the labour force in the clothing industry and to communicate with GATT on these implications.

Another resolution expressed grave concern that child labour continued to exist in the sector in a number of countries. It urged member states to take steps for the speedy elimination of child labour and to extend maximum protection to working children until that objective was reached.

Governments were called upon in other resolutions to give effect to the ILO Tripartite Declaration of Principles concerning Multinational enterprises and social policy, to apply this Declaration and also ILO standards on basic human rights to export processing zones, and equally to apply to the industry as a whole ILO standards on forced labour, freedom of association, the right to organise, equal remuneration, discrimination and workers' representatives.

Other resolutions called for equal pay for work of equal value in the industry; the regulation of homework; the improvement of occupational safety and health and the application of standards to subcontracted labour.

The ILO was asked to undertake studies on the conditions of contract labour, methods of payment in the industry, child labour and safety and health in the clothing sector.

(Indian Worker, dated 18th January 1988)

### Government no to rural price index.

In the context of a well defined agricultural pricing policy ensuring remunerative prices to farmers for their produce, while safeguarding the interest of the consumers, the Union Government has ruled out fixation of a rural price index.

The Government's contention is that it would be unrealistic to ensure remunerative prices to farmers in relation to rural consumer price index. Such price index could only provide changes in prices of goods and services purchased by wage earners to maintain their standard of living. Since there already three series of indices the Government does not find the necessity for year another series.

Presently, the Government has at its disposal three main series of price index numbers prepared by various agencies—index of wholesale prices issued by the economic adviser to the industry ministry separate consumer price index number for the industrial workers and agricultural labour compiled by the Labour Bureau, under the Ministry of Labour and consumer price index number for urban non-manual employees issued by the Central Statistical Organisation.

A little less than three decades ago, the Government decided in consultation with the Planning Commission to compute and maintain the consumer price index for agricultural labours and the last was entrusted to the Ministry of Labour and Employment and the base of the series was to be the period from July 1960 to June 1961. Collection of retail prices of important commodities is done by the field staff of the National Sample Survey for each one of the 422 villages covered under the index number. The index series is compiled and published for 15 states or group of State as also on all India basis.

The commodities covered by the index include cereals, pulses, vegetable, edible oils, milk, ghee, sugar, gur, spices (including salt), meat, fresh fish, fish, tea and coffee among food articles, kerosene oil, dungecake and match box under fuel and light, various items of clothing and foot wear as also miscellaneous items and services likes supari, tobacco, bidi, pan leaf, country liquor, washing and toilet soaps, tailoring and barber charges.

The Economic Adviser in the Ministry of Industry issues the wholesale price index numbers with 1970-71 as the base year and covering 142 commodities in which primary articles and minerals account for 42.6 per cent of the total weightage, which food articles alone representing 29.2 per cent.

It is argued that the Government's well defined pricing policy for agricultural commodities is aimed at affording remunerative prices which would encourage them towards higher investment and production. The interests of the consumers are taken care off by the ensuring availability of suppliers at reasonable prices.

In fixing agricultural prices, the Government claims to be viewing the need to safeguard farmers' interests from two angles—one is full compensation for the increases in the prices of inputs like seeds, fertilisers, electricity, diesel, insecticides and pesticides, agriculture implement and machinery and the second is due protection of the farmers' purchasing power in relation to the major items of the household consumption.

(Indian Worker, dated 18th January 1988.)

### Public Sector deserves pat on the back after all:P.M.

In what amounts to a total retraction from his latest stand on the public sector, the Prime Minister, Shri Rajiv Gandhi, has not only heaped handsome praise on the public sector for its notable achievement but has also outlined a series of positive measures his Government must adopt to make the public sector more autonomous and accountable.

Inaugurating the fourth conference of public sector chief executives here on January 14, Shri Gandhi sharply differed with his views expressed in Madras and Bombay last month, wherein he blamed the public sector for eating the nation's wealth instead of generating resources and for failing to achieve socialism.

The Prime Minister said the public sector had contributed substantially to the notable improvement in all sectors of the economy in the three years of the Seventh Plan. Not so long ago public enterprises in power, transport, coal and steel were viewed as key bottlenecks in the economy.

"Today they are the strong points and this is the measure of your achievement", he told the chief executives.

Reiterating that the public sector must have a strategic role in the country's development and that it dominated the commanding heights of the economy, Shri Gandhi said investment in public sector enterprises totalled about Rs. 43,000 crores at the start of the Seventh Plan and by its end, it would have doubled to about Rs. 86,000 crores.

"Investment of this magnitude reflect the scale of my commitment, the Government's commitment and the nation's commitment to building a strong public sector", he said.

He, however, told the chief executive that now their commitment was to ensure that the public sector and the resources invested in it were used more effectively to further developmental objectives. Besides public sector's role as the engine of self-reliance and as providing strength to the economy the public sector must also help the Government in its war against poverty, for which resources must come from internal generation by the units.

Profitability could not be the sole criterion for judging public sector performance. The public sector had a crucial role in generating surpluses for re-investment, he said. The overall performance of the public sector had fallen short of expectations. While many units had done well and deserve

"our warmest applause and assurances", many others lagged behind the Plan targets, despite the fact that these targets had taken into account special difficulties.

Shri Gandhi said there was nothing wrong with the public sector as such and it must now take on the primary responsibility for developing and expanding the infra structure. "Increasingly and substantially, these investments (needed for expansion and modernisation) will have to come from internal resource generation", he said.

The Prime Minister said the Government had to meet resources demands from many other sectors and as such the Budget could not be expected to bear the added burden of making up shortfalls in Public Sector resource mobilisation.

He admitted that some public sector units suffered from inherited difficulties limiting their financial capability. "These factors have to be taken into account in fixing their resource mobilisation targets, but once these double targets are set, they must be met", he said.

Besides resource mobilisation, the need for the public sector was to reduce costs, which should be the next phase of industrialisation. While he left the task of devising specific solutions for individual enterprises to the managements to be performed "in consultation with your ministries" he outlined some of the general measures the Government must adopt.

The Government could not remove itself completely from the management of the public sector unit, as it was the owner, he said. An attempt would, however, be made to develop a "much more distant kind of relationship between the Government and the public sector". At present, there was "too much detailed supervision and redtapism" as a result of which paper work flourished, but not production or productivity. The Prime Minister wanted this to be changed.

Referring to the creation of a separate department to look after the public sector, Shri Gandhi said, although such departments were there to show the Government's commitment to the public sector, these departments started going into the sort of details that were not really required. "We must also in the Government be more realistic and have work distributed in ministries in such a manner that no ministry is left handling only public units and no other work, because inevitably that means that they have nothing else to do except interfere in the functioning of the units," he said.

On the signing of memorandum of understanding, the Prime Minister said these could be concluded only for SAIL and ONGC for the current year. Some of the draft memoranda simply did not live up to his minimum expectations and hence could not be signed, he said. But, in signing these memoranda, sometime the ministries were unwilling to give up the power that they held and sometime it was the public sector unit, which was unwilling to accept the accountability.



Shri Gandhi said the signing of these memoranda would be preserved with and directives had been issued that these would be signed with the selected undertakings for 1989-90 before the start of the next financial year.

He also suggested that public sector units should not be treated as government departments. The Government was also considering the implications of the recent Supreme Court orders treating public sector as Government; the audit conducted by Comptroller and Auditor General and parliamentary scrutiny of public sector's performance. The Government approach to these issues would be outlined in the white paper on public sector, to be presented shortly.

The Prime Minister asked the public sector managements to take independent decisions, justify them and produce results. A new participatory style had to be evolved for both managers and workers to make them feel that public sector was a joint responsibility. He also asked the managers to create jobs where jobs were justified and "not end up merely raising the number of people on the roster".

Shri Gandhi earlier gave away awards to five units for their performance. These were Bharat Heavy Electricals Limited, Bharat Electronics Limited, National Thermal Power Corporation, Karnataka Antibiotics and Pharmaceuticals and Hindustan Petroleum Corporation.

*(Indian Worker, dated 25th January 1988)*

#### RV for making productivity people's movement for progress

President R. Venkataraman on January 14 called for bringing about productivity improvement in all areas of national life, failing which, he warned, the country would not be able to catch up with the developed societies.

Giving away the National Productivity Awards for 1986-87, he said productivity should become a people's movement for progress.

In all, 75 awards in 25 categories covering industry and agriculture were presented. Thirty of them were for best productivity performance, 27 for second best and 15 for the third best performance. Three special awards were for significant productivity improvement.

Shri Venkataraman warned people against harbouring the mistaken notion that additional resources alone could increase production. The reality, he said, was that production can be maximised with effective use of available resources.

The President thanked the trade unions for their co-operation in dispelling the notion that productivity was a euphemism for squeezing labour. Labour, he said, had come to realise that productivity leads to less exertion and, therefore, it is only appropriate that labour should revive its due share in the gains of productivity.

He said more attention should be given to improving land productivity, because agriculture in the country appears to have reached a plateau.

Despite some success stories of the Green Revolution, vast areas of the country continue to suffer from low productivity. He recalled how just two per cent of the world's farmers who are in the northern countries produced nearly a quarter of the world's food. He congratulated the National Productivity Council for instituting awards for the farm sector also.

The Industry Minister, Shri J. Vengal Rao, who is also the President of the National Productivity Council, said the Government had taken a series of steps to bring about better productivity, quality and work commitment. However, he said, unless there was a corresponding change in attitudes, systems and response on the part of the industrial sector, the impact of these steps would not be felt.

He said there was need to evolve a system of productivity audit on the lines of energy audit.

Shri Rao regretted that the private sector was not spending sufficiently in research and development.

According to Board Director General G. K. Suri, 80 per cent of the aggregate performance of the productivity index was based on quantitative performance and 20 per cent on quality.

The National Productivity Board, which has instituted these awards, is headed by Union Industry Secretary Olina Bordia.

*(Indian Worker, dated 25th January 1988)*

#### Survey on child labour ordered by SC

The Supreme Court on January 13 directed the district judge of Firozabad in Agra district of Uttar Pradesh to conduct a sample survey of the glass and bangle factories for ascertaining the allegations on employment of children from six years to 16 years in furnace with temperatures of upto 1400 degrees centigrade.

According to Miss Madhu Moolchandani and senior advocate K. N. Bhatt, counsel appointed by the legal aid committee, the children are alleged exposed to this heat, dust and fumes in bare bodies, work inordinately long hours and receive a maximum of only Rs. 16 per shift. The employers exploit their poverty and illiteracy and violate the labour laws. The district judge can ask a judicial officer to do the work, but the report must be submitted to the court by February 26.

Chief Justice R. S. Pathak and Justice M. N. Venkatachalliah passed this order, while issuing notice on the petition filed by Shri S. P. Singh stating that thousands of children are being exploited. The notice has been issued to the Chief Secretary and the Labour Commissioner of Uttar Pradesh.

*(Indian Worker, dated 25th January 1988)*

#### International Comparability of Workers Participation Schemes Not Feasible

In an article contributed to the "International Labour Review"—a publication of the International Labour Office, Mr. J. Schregle, former Chief of Industrial Relations and Labour Administration Department of Inter-

national Labour Office (ILO) has clarified that trade unions, employers and Government circles as well as researchers in the Federal Republic of Germany have always insisted that their workers participation system is not for export. The following conclusion drawn by Mr. Schregle, after comparing the various schemes with the one in vogue in Federal Republic of Germany, will be read with interest.

"The purpose of this article was in essence to show the difficulty of making international comparisons in the area of industrial relations with particular reference to the international comparability of workers participation in the Federal Republic.

The conclusion is that comparing the workers' participation system of the Federal Republic with that of other countries raises a number of problems that go deeper than those involved in a mere comparison of institutions. It has often been said that in international comparison of industrial relations the only valid approach is the functional, not the institutional one. By taking the system of the Federal Republic as the point of departure for international comparison we have been led to recognise the features that make it unique. But if we had taken as our starting-point the Japanese, Italian, Swedish, British or American system, each would have revealed itself in an equally unique light.

The contribution of the Federal Republic's system to the world-wide debate on workers' participation lies not in its transplantability but in the additional light it throws on the problems and consequences of any form of workers involvement in enterprise decision-making. It also—and this is of fundamental importance for comparative industrial relations shows the crucial role of terminology in international comparison. If the term "workers' participation" is defined (as it is by some authors in the Federal Republic) so narrowly as to refer only to parity workers' representation on supervisory boards, then it is of little relevance for international comparison. If the term is used in so wide a sense as to become almost synonymous with "Industrial relations", it is equally of no help for international comparison.

Yet workers' participation in the sense of associating workers in enterprise decisions that traditionally have been taken by management is on the agenda of the industrial relations debate practically everywhere, whatever term is used to denote such participation in the country concerned. What I said more than ten years ago in concluding a summary of the debates of the ILO Oslo Symposium on the subject is still valid today: "Workers' participation is no longer a question of 'whether' but of how."

(*EFI Bulletin*, dated 1st January 1988

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## Gist of Important Notifications under Various Labour Laws

### 1. INDIAN BOILER ACT, 1923.

(A) *Exemptions under the Act.*—(1) In exercise of the powers conferred by sub-section (2) of section 34 of the said Act, the Government of Maharashtra has exempted the boiler bearing No. MR-10560 and belonging to The Gopalanand Rasayan, Post Boisar, District Thane, from the operation of clause (c) of section 6 of the said Act, for the period from 25th September 1987 to 31st May 1988 (both days inclusive).

(Vide Government Notification, Industries Energy and Labour Department, No. IBA. 1087/424502/(2940)Lab. 9, dated 24th September 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 3rd December 1987, at page No. 5791).

(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. 10856 and belonging to The Simplex Mills Company Limited, Balaghat Road, Ghondia, District Bhandara, from operation of clause (c) of section 6 of the said Act, for the period of fifteen days from 24th September 1987 to 8th October 1987 (both days inclusive).

(Vide Government Notification, Industries and Energy and Labour Department, No. IBA. 1087/425994/2958/Lab. 9, dated 24th September 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 3rd December 1987, at page No. 5791).

(3) 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-11043 and belonging to the Dairy Science Institute, Aarey, Bombay, from the operation of clause (c) of section 6 of the said Act, for the period of two months from 3rd October 1987 to 2nd December 1987 (both days inclusive).

(Vide Government Notification, Industries, Energy and Labour Department, No. IBA. 1087/426404/CR. 2966/Lab-9, dated 30th September 1987 published in *Maharashtra Government Gazette*, Part I-L, dated 3rd December 1987, at page No. 5791).

(4) In exercise of the powers conferred by sub-section (2) of section 34 of the said Act, the Government of Maharashtra has exempted the boiler bearing No. MR-10608 and belonging to the Hindustan Organic Chemicals Limited, Rasayani, Raigad (Maharashtra State) from the operation of clause (C) of



Section 6 of the said Act, for the period of One year from 3rd October to 2nd October 1988 (both days inclusive).

(Vide Government Notification, Industries, Energy and Labour Department, No. IBA. 1087/426406/2968/Lab.-9, dated 30th September 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 3rd December 1987, at page No. 5792).

(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-11117 and MR-10859 belonging to the Hindustan Organic Chemicals Limited, (A Government of India Enterprise), Rasayani, District Raigad, Maharashtra State from the operation of clause (C) of section 6 of the said Act, for the period of five months and seventeen days from 15th October 1987 to 31st March 1988 (both days inclusive).

(Vide Government Notification, Industries, Energy and Labour Department, No. IBA. 1087/426405/(2967)/Lab.-9, dated 8th October 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 3rd December 1987, at page No. 5792).

(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-8389 and belonging to the Messrs. Nanded Textile Mills from the operation of clause (C) of section 6 of the said Act, for the period of one month from 8th October 1987 to 7th November 1987 (both days inclusive).

(Vide Government Notification, Industries Energy and Labour Department, No. IBA. 1087/426950/(2972)/Lab.-9, dated 7th October 1987; published in *Maharashtra Government Gazette*, Part I-L, dated 3rd December 1987, at page No. 5793).

(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-8786 and belonging to the Century Rayon, Century Textile and Industries Limited, P. Box. 22, Shahad 421103, District Thane, from the operation of clause (C) of section 6 of the said Act, for the period of 1 month from 8th October 1987 to 7th January 1988 (both days inclusive).

(Vide Government Notification, Industries Energy and Labour Department, No. IBA. 1087/426951/(2973)/Lab.-9, dated 6th October 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 3rd December 1987, at page No. 5793).

(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-10203 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 period of 6 months from 15th October 1987 to 14th April 1988 (both days inclusive).

(Vide Government Notification, Industries, Energy and Labour Department, No. IBA. 1087/427068/(2776)/Lab.-9, dated 9th October 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 3rd December 1987, at page 5798).

(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-9518 and belonging to the National Organic Chemicals Industries Limited, Thane-Belapur Road, Thane (M.S.), from the operation of clause (C) of section 6 of the said Act, for the period of two months from 11th October 1987 to 10th December 1987 (both days inclusive).

(Vide Government Notification, Industries, Energy and Labour Department No. IBA. 1987/427067/(2975)/Lab.-9, dated 9th October 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 3rd December 1987, at page No. 5799).

(10) In exercise of the powers conferred by sub-section (2) of section 34 of the said Act, the Government of Maharashtra has exempted the boiler bearing No. MR-10093 and belonging to the National Organic Chemicals Industries Limited, Thane-Belapur Road, Post Box No. 73, Thane (M.S.), from the operation of clause (C), of section 6 of the said Act, for the period of two months from 11th October 1987 to 10th December 1987 (both days inclusive).

(Vide Government Notification, Industries, Energy and Labour Department, No. IBA. 1087/427066/(2974)/Lab.-9, dated 9th October 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 3rd December 1987, at page No. 5799).

(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-10209, and belonging to the Western Maharashtra Development Corporation Limited, Distillery Division, Chitali, Taluka Shirurampur, District Ahmednagar from the operation of clause (C) of section 6 of the said Act, for the period of two months from 22nd October 1987 to 21st December 1987 (both days inclusive).

(Vide Government Notification, Industries, Energy and Labour Department, No. IBA. 1087/426949/(2971)/Lab.-9, dated 9th October 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 3rd December 1987, at page No. 5799).

(12) In exercise of the powers conferred by sub-section (2) of section 34 of the said Act, the Government of Maharashtra has exempted the boiler bearing No. MR-9627 and belonging to the Maharashtra State Electricity Board, Thermal Power Station, Parli-Vaijnath 431 520, from the operation of clause (C) of section 6 of the said Act, for the period of 6 Months from 7th November 1987 to 6th May 1988 (both days inclusive).

(Vide Government Notification, Industries, Energy and Labour Department, No. IBA. 1087/42993/(3000)/Lab.-9, dated 6th November 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 3rd December 1987, at page No. 5800).

(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-11038 and belonging to the Rashtriya Chemicals and Fertilizers Limited, Thal, Unit, Taluka Alibag, District Raigad, from the operation of clause (C) of section 6 of the said Act, for the period from 16th September 1987 to 1st October 1987 (both days inclusive).

(Vide Government Notification, Industries, Energy and Labour Department, No. IBA. 1087/(2947)/Lab-9, dated 30th October 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 3rd December, at page No. 5800).

(14) In exercise of the powers conferred by sub-section (2) of section 34 of the said Act, the Government of Maharashtra has exempted the boiler bearing No. MR. 11155 and belonging to the Hindustan Petroleum Corporation Limited, Mahul, Bombay 400 074, from the operation of clause (C) of section 6 of the said Act, for the period of six months from 15th October 1987 to 14th April 1988 (both days inclusive).

(Vide Government Notification, Industries, Energy and Labour Department, No. IBA. 1087/428930/(2994)/Lab. 9, dated 30th October 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 3rd December 1987, at page No. 5800).

(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-10776 and belonging to the Maharashtra State Electricity Board, Bhusawal, Thermal Power Station, Deepnagar, District Jalgaon (Mah. State) from the operation of clause (C) of section 6 of the said Act, for the period of three months from 28th October 1987 to 27th January 1988 (both days inclusive).

(Vide Government Notification, Industries, Energy and Labour Department, No. IBA. 1087/428514/(2989)/Lab. 9, dated 26th October 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 3rd December 1987, at page No. 5801).

(16) In exercise of the powers conferred by sub-section (2) of section 34 of the said Act, the Government of Maharashtra has exempted the boiler bearing No. MR-10433 and belonging to the Maharashtra State Electricity Board, Nashik Thermal Power Station, Stage II, Eklahare, Nashik, from the operation of clause (C) of section 6 of the said Act, for the period of six months from 25th October 1987 to 24th April 1988 (both days inclusive).

(Vide Government Notification, Industries, Energy and Labour Department, No. IBA. 1087/428736/(2990)/Lab.-9, dated 20th October 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 3rd December 1987, at page No. 5801).

(17) In exercise of the powers conferred by sub-section (2) of section 34 of the said Act, the Government of Maharashtra, has exempted the boiler bearing No. MR-Ex-3 and MR/Ex-5, 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 period of one month from 7th November 1987 to 6th December 1987 and 8th November 1987 to 7th December 1987 (both days inclusive), respectively.

(Vide Government Notification, Industries, Energy and Labour Department, No. IBA. 1087/430486/(3003)/Lab.-9, dated 12th November 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 3rd December 1987, at page No. 5802).

## II. MAHARASHTRA RECOGNITION OF TRADE UNIONS AND PREVENTION OF UNFAIR LABOUR PRACTICES ACT, 1971.

(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 sub-section (15) of section 3 of the said Act, notified the Group concerns owned by Messrs. Tata Consulting Engineers in Greater Bombay in the State of Maharashtra as specified in the Schedule to be one undertaking for the purpose of Chapter III of the said Act.

(Vide Government Notification, Industries, Energy and Labour Department No. MSC. 287/7024/Lab.-2, dated 6th October 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 3rd December 1987, at page No. 5792).

## III. BOMBAY SHOPS AND ESTABLISHMENTS ACT, 1948.

(A) *Addition to the Schedule II.*—(1) 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, as follows, namely:—



In the said Schedule II to the said Act, after entry No. 365, the following shall be *added* namely :—

366. Establishments of Hotel Golden Crown Bar and Restaurant, 29-33, August Kranti Marg, Bombay 400 036. Section 19, subject to the conditions that :—
- (i) the Hotel should not be closed later than 2-00 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. 1087/426893/(2969)/Lab.-9, dated 9th October 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 3rd December 1987, at page No. 5794).

(2) 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 as following, namely :—

In the said Schedule II to the said Act, after entry No. 366, the following entry shall be *added*, namely :—

367. Hotel Blue Lianmond, Poona Industrial Hotel Limited, 11, Koregaon Road, Pune 411 001. Section 33 subject to the condition that :—
- (1) No women employees shall be given night duty continuously for more than one week.
  - (2) All women employees whose duty starts after 9-00 p.m. and before 6-00 a.m. should be provided escorted transport by the Establishment upto the residence of the concerned employees.
  - (3) Women employees should be placed in groups at night.

(4) The female employees are not required or allowed to work in the permit room.

(5) Rest rooms and separate lockers shall be provided in the Hotel premises for women employees.

(Vide Government Notification, Industries, Energy and Labour Department, No. BSE. 1486/234115/(2423)/Lab.-9, dated 6th October 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 3rd December 1987, at page Nos. 5795 to 5796).

(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, as follows, namely :—

In the said Schedule II to the said Act, after entry No. 367, the following entry shall be *added*, namely :—

368. Establishments of Sayed Silk Kabab Centre, R. S. Nimkar Marg, Nagpada, Bombay 400 008. Section 19, subject to the conditions that :—
- (i) the establishment should not be closed later than 1-00 a.m. each day.
  - (ii) no woman or young person should be employed in the Bar/Permit Room, if any, of the establishment.
  - (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. 1087/428634/(2992)/Lab.-9, dated 20th October 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 3rd December 1987, at page Nos. 5796 to 5797).

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

In the said Schedule II to the said Act, after entry 369 the following entry shall be added namely:—

370 Bobby Fruit Stall Municipal Stall, Bhaudaji Road, Maheshwari Udyan, Matunga, Bombay 400 019.

Section 19 subject to the condition that:—

- (1) the Establishment shall not be closed any day later than 12-30 a.m.
- (2) it should not sell any intoxicating material on its premises any time.
- (3) Female employees, if any, should not be made to work in establishment after 8-30 p.m.

(Vide Government Notification, Industries, Energy and Labour Department, BSE. 1487/428389/(2875)/Lab.-9, dated 6th November 1987, at page No 5798).

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

In the said Schedule II to the said Act, after entry 364 the following entry shall be added namely:—

365. Establishments of Bank of America, Bombay Branch, Bank of America, National Trust and Savings Association, Incorporated in U.S.A. with Limited, Liability, P.O. Box No. 10080, Bombay 400 021, India.

The provisions of section 13(1) subject to the conditions that:—

- (1) No female employee shall be allowed or required to work after 8-30 p.m.
- (2) No employee shall be given without his/her consent any duty continuously for more than fifteen days.
- (3) The employee shall be entitled to overtime wages in accordance with section 63 of the said Act.

(Vide Government Notification, Industries, Energy and Labour Department, No. BSE. 1486/227968/(2305)/Lab.-9, dated 23rd September 1987, at page No. 5809).

(B) Appointment under the Act—(1) 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. 362, the following entry shall be added namely:—

363.—Establishment of Cambata Aviation Pvt. Ltd., Hangar No. 3A, Juhu Aerodrome, Bombay 400 054. Sections 13(1), 18 and 62 subject to the condition that:—

- (1) No female employee is allowed or required to work after 8-30 p.m.
- (2) No employee should be given without his consent night duty continuously for more than fifteen days.
- (3) The employee shall be entitled to receive overtime wages in accordance with section 63 of the Act.
- (4) Every employee shall be granted one day holiday in a week without making any deduction from his wages on account thereof.
- (5) Any visit book, register or record maintained by the establishment immediately before this exemption should be properly maintained and preserved and should be made available to Inspectors at the time of their visit to the establishment for inspection.

(vide Government Notification Industries, Energy and Labour Department, No. BSE-1486/226307/2264/Lab-9, dated 24th September 1987 published in Maharashtra Government Gazette Part I-L, dated 3rd December 1987, at pages Nos. 5810 to 5811).



## IV BOMBAY INDUSTRIAL RELATIONS 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 section 86-B of the said Act nominated Shri Dajiba Patil, to represent employees on the Wage Board for the Cotton Textile Industry, vide Shri D. S. Pawaskar.

(Vide Government Notification, Industries, Energy and Labour Department, No. BIR-887/2227, Lab-2, 16th October 1987 published in *Maharashtra Government Gazette* Part I-L, dated 3rd December 1987, at page No. 5795).

(B) *Notification under the Act.*—(1) The Government of Maharashtra Industries, Energy and Labour Department has in exercise of the powers conferred by clause (a) of sub-section (1) of section 27 of the said Act, pleased to recognise the Pune Zilla Nagri Sahakari Banks Association Limited, Pune, as an association of employers in the Banking Industry for the local area of Pune District for the purpose of the said Act.

(Vide Government Notification Industries, Energy and Labour Department, No. BIR-187/6987-Lab-2, dated 12th November 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 3rd December 1987, at page No. 5802).

## V. EMPLOYEES' PROVIDENT FUNDS AND MISCELLANEOUS PROVISIONS ACT, 1952.

(A) *Notification under the Act.*—The Government of India, Ministry of Labour Notification No. S-35025/13/87-SS-II, dated the 6th October 1987, is hereby republished:—

## GOVERNMENT OF INDIA/BHARAT SARKAR

## MINISTRY OF LABOUR/SHRAM MANTRALAYA

New Delhi, dated 6th October 1987.

S.O. .... —In exercise of the powers conferred by sub-section (2) of section 16 of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 (19 of 1952) and in continuation of notification of the Government of India in the late Ministry of Labour and Rehabilitation (Department of Labour) No. S.O. 2917, dated the 24th August 1984, the Central Government hereby exempts all departmental undertakings under the State Governments of India in the late Ministry of Labour and Rehabilitation (Department of Administration of Pondicherry whose employees are in receipt of Provident Fund and Pension benefits as admissible under the Government Rules, as a class, from the operation of the provisions of the said Act, for a further period of three years with effect from the 1st September 1987.

(Vide Government Notification Industries, Energy and Labour Department, No. EPE. 1087/42847/CR. 767/Lab. 4, dated 28th October, 1987 published in *Maharashtra Government Gazette*, Part I-L, dated 3rd December 1987, at page No. 5797).

(B) *Notification under the Act.*—(1) The Government of Maharashtra Industries, Energy and Labour Department, has in exercise of the powers conferred by Section 87 read with Section 91 of the said Act, exempted Janata Central Wholesale and Retail Co-operative Consumers Stores Limited, Pandit Nehru Marg, Akola 444 001, from the operation of provisions of the said Act, retrospectively from 8th November 1985.

(Vide Government Notification Industries, Energy and Labour Department, No. STA. 1087/718/Lab-4, dated 25th September 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 3rd December 1987, at page No. 5812).

(2) The Government of Maharashtra Industries, Energy and Labour Department has in exercise of the powers conferred under Section 87 read with Section 91A of the said Act, exempted the *Dainik Rashtratej*, 683 New Sadashiv Peth, Kumbhkar Road, Pune 411 030, from the operation of the said Act, retrospectively with effect from 1st July 1987, till the date of this notification and prospectively upto 30th June 1988.

(Vide Government Notification Industries, Energy and Labour Department, No. STA. 1087/718/Lab-4, dated 25th September 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 3rd December 1987, at page No. 5812).

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

(A) *Appointment under the Act.*—(1) The Government of Maharashtra, Industries, Energy 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 November, 1987, to be the date on which all the provisions of the said Act, shall come into force in Raigad District for the Scheduled employment in Cotton Markets, or Shops in connection with loading, unloading, stacking, carrying, weighing, measuring, filing stitching, sorting, clearing or such other work including work preparatory or incidental to such operations.

(Vide Government Notification Industries, Energy and Labour Department, No. UWA. 1482/CR-8009/Lab-5, dated 9th November 1987, published in the *Maharashtra Government Gazette*, Part I-L, dated 10th December, 1987, at page No. 5860).

## (VII) INDUSTRIAL DISPUTES ACT, 1947.

(A) *Public Utility Services.*—(1) The Government of Maharashtra Industries, Energy and Labour Department has in exercise of the powers conferred by sub-clause (vii) of clause (n) of section 2 of the said Act, declared "the establishments employing 20 or more employees engaged in Manufacture of Chemicals and Fertilizers in the Maharashtra State to be

a public utility services" for the six months commencing from the date of publication of this notification in the *Maharashtra Government Gazette*.

(Vide Government Notification, Industries, Energy and Labour Department No. 1DA-987/7242/Lab-2, dated 10th November 1987, published in *Maharashtra Government Gazette* Part II, dated 10th December 1987 at page No. 5870).

#### VIII. WORKMEN'S COMPENSATION ACT, 1923.

(A) *Appointment under the Act.*—(1) The Government of Maharashtra, Industries, Energy and Labour Department, has in exercise of the powers conferred by sub-section (1) of Section 20 of the said Act, and in supersession of all previous notifications issued so far in this behalf, the appointed the Officers specified in Column 2 of the Schedule appended hereto to be Commissioners for Workmen's compensation for the local areas respectively specified against them in column 3 of the said Schedule.

#### SCHEDULE

Serial No.	Officers.	Areas.
1	2	3
1	Presiding Officer, First, Second, Third, Fourth, Fifth, Sixth, Seventh, Eighth, Ninth, Tenth, and Eleventh, Labour Courts, Bombay.	Greater Bombay.
2	Presiding Officer, First, Second and Third Labour Courts, Thane.	Thane District.
3	Civil Judge (Senior Division), Alibag. ...	Raigad District.
4	Civil Judge (Senior Division), Ratnagiri.	Ratnagiri District and Sindhudurg District.
5	Presiding Officer, Labour Court, Nashik.	Nashik District.
6	Presiding Officer, Labour Court, Jalgaon.	Jalgaon District.
7	Presiding Officer, Labour Court, Dhule.	Dhule District.
8	Presiding Officer, First, Second and Third Labour Courts, Pune.	Pune District.

1	2	3
9	Presiding Officer, First and Second Labour Court, Ahmednagar.	Ahmednagar District.
10	Presiding Officer, First and Second Labour Court, Solapur.	Solapur District.
11	Presiding Officer, Labour Court, Kolhapur.	Kolhapur District.
12	Civil Judge (Senior Division), Satara. ...	Satara District.
13	Presiding Officer, Labour Court, Sangli.	Sangli District.
14	Presiding Officer, Labour Court, Aurangabad.	Aurangabad District.
15	Civil Judge (Senior Division), Jalna. ...	Jalna District.
16	Civil Judge (Senior Division), Parbhani.	Parbhani District.
17	Civil Judge (Senior Division), Osmanabad.	Osmanabad District.
18	Presiding Officer, Labour Court, Latur.	Latur District.
19	Civil Judge (Senior Division), Beed. ...	Beed District.
20	Civil Judge (Senior Division), Nanded.	Nanded District.
21	Presiding Officer, First, Second, Third and Fourth Labour Courts, Nagpur.	Nagpur District.
22	Presiding Officer, Labour Court, Akola.	Akola District.
23	Presiding Officer, Labour Court, Amravati.	Amravati District.
24	Presiding Officer, Labour Court, Bhandara.	Bhandara District.
25	Civil Judge (Senior Division), Wardha.	Wardha District.
26	Civil Judge (Senior Division), Chandrapur.	Chandrapur District (excluding Rajura Taluka).
27	Civil Judge (Senior Division), Rajura.	Rajura Taluka of Chandrapur District.
28	Civil Judge (Senior Division), Gadchiroli.	Gadchiroli District.
29	Civil Judge (Senior Division), Buldhana.	The Chikhali and Mehkar Taluka of Buldhana District.
30	Civil Judge (Senior Division), Khamgaon.	Khamgaon, Jalgaon and Malkapur Talukas of Buldhana District.
31	Civil Judge (Senior Division), Yavatmal.	Yavatmal District.



2. Nothing in this notification shall effect any part-heard cases pending immediately before the date of this notification, on the file of any Authority and such part-heard cases shall be disposed of by that Authority as if this notification had not been issued.

(Vide Government Notification Industries, Energy and Labour Department, No. WCA. 1087/CR-5236/Lab.-10, dated 19th November 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 10th December 1987, at pages Nos. 5871 to 5872).

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

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

(a) declared that the industrial undertaking called “Messrs. The Kamala Mills Limited, Bombay, shall for period of 12 months commencing from 22nd November 1987 and ending on 21st November 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 12 months commencing on 22nd November 1987 and ending on 21st November 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 undertakings, 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, State Bank of India, Industrial Development Bank of India, Industrial Reconstruction Bank of India, Maharashtra State Financial Corporation and the dues of the Employees' State Insurance Corporation and any liability incurred under the Bombay Sales Tax Act, 1959 (Bom. LI of 1959), the Maharashtra State Tax on Professions Trades, Calling and Employments Act, 1975 (Mah. XVI of 1975), and the Employees' Provident Fund and Miscellaneous Provisions Act, 1952 (19 of 1952)] accrued or incurred before the 22nd November 1984 and any remedy to the enforcement thereof shall be suspended and all proceedings relative thereto pending before any Court, Tribunal, Officer or Authority shall be stayed.

(Vide Government Notification Industries, Energy and Labour Department, No. BRU./636/IND-10, dated 20th November, 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 10th December, 1987, at pages Nos. 5873 to 5874).

□ □ □ □

## Consumer Price Index Numbers for Industrial Workers for December 1987

### BOMBAY CENTRE\*

#### 802 A rise of 4 1Points

In December 1987 the Consumer Price Index Number for Industrial Workers (1960 = 100) for the Bombay Centre with base January to December 1960 equal to 100 was 802 being 4 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at the Bombay Centre.

The index number for the Food group remained steady at 895.

The index number for the Pan, Supari and Tobacco etc. group increased by 5 points to 852 due to a rise in the average prices of Bidi and Chewing Tobacco.

The index number for the Fuel and Light group increased by 59 points to 1126 due to a rise in the average prices of Firewood and Charcoal.

The index number for Housing remained steady at 211 being a six monthly item.

The index number for the Clothing, Bedding and Footwear group increased by 4 points to 681 due to a rise in the average prices of Dhoti, Shirting I and II, Shoes Gents and Chappal Ladies.

The index number for the Miscellaneous group increased by 2 points to 626 due to a rise in the average prices of Medicines, Cinema-Show, Utensil Brass.

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

(Average prices for the calendar year 1960 = 100)

Groups		Weight proportional to the total expenditure.	Group Index Numbers	
			November 1987	December 1987
I-A.	Food	57.1	895	896
I-B.	Pan, Supari, Tobacco, etc.	4.6	847	852
II.	Fuel and Light	5.0	1068	1126
III.	Housing	4.6	211	211
IV.	Clothing, Bedding and Foot-Wear	9.4	677	681
V.	Miscellaneous	19.0	624	626
Total ..		100.00	....	....
Consumer Price Index Number ..		....	798	802

\*Details regarding the scope and method of compilation of the index will be found on pages 598 to 605 of December 1965 issue of *Labour Gazette*, For Errata (see) page 867 of January 1966 issue.

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

Ra 4640—5

**SOLAPUR CENTRE\*****▲ rise of 7 Points**

In December 1987 the Consumer Price Index Number for Working Class (New Series) for Solapur Centre with base January to December 1960 equal to 100 was 768 being 7 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Solapur Centre.

The index number for the Food group increased by 8 points to 823 due to a rise in the average prices of Rice, Jowar, Arhaddal, Goat Meat and Onions.

The Index number for the Pan, Supari and Tobacco etc. group increased by 1 point to 694 due to a rise in the average price of Chewing Tobacco only.

The index number for the Fuel and Light group increased by 17 points to 857 due to a rise in the average prices of Firewood, Coal and Match Box.

The index number for Housing remained steady at 331 being a six monthly item.

The index number for Clothing, Bedding and Footwear group steady at 666.

The index number for the Miscellaneous group increased by 3 points to 715 due to a rise in the average price of Tailoring charges only.

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

(Average prices for the calendar year 1960 = 100)

Groups	Weight proportional to the total expenditure	Group Index Numbers	
		November 1987	December 1987
I-A. Food	63.0	815	823
I-B. Pan, Supari, Tobacco etc.	3.4	693	694
II. Fuel and Light	7.1	840	857
III. Housing	5.2	331	331
IV. Clothing, Bedding and Footwear	9.0	666	666
V. Miscellaneous	12.3	712	715
Total	100.00	761	768

*Consumer Price Index Number*

\*Details regarding the scope and method of compilation of the index may be seen on pages 607 to 613 December 1963 issue of *Labour Gazette*. For Errata (—) page 397 of January, 1966 issue.

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

**NAGPUR CENTRE\*****▲ rise of 7 points**

In December 1987 the Consumer Price Index Number for Working Class (New Series) for Nagpur Centre with base January to December 1960 equal to 100 was 749 being 7 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Nagpur Centre.

The index number for the Food group increased by 9 points to 803 due to a rise in the average prices of Rice, Arhaddal, Oils and Fats sub-group (except Vanaspati) Turmeric, Garlic and Ginger.

The Index number for the Pan, Supari and Tobacco etc. group increased 7 points to 940 due to a rise in the average price of Supari only.

The index number for the Fuel and Light group steady at 976.

The index number for Housing remained steady at 469 being a six monthly item.

The index number for Clothing, Bedding and Footwear group steady at 652.

The index number for the Miscellaneous group increased by 14 points to 611 due to a rise in the average prices of Toilet Soap and Washing Soap.

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

(Average prices for the calendar year 1960 = 100)

Groups	Weights proportional to total expenditure	Group Index Numbers	
		November 1987	December 1987
I-A. Food	57.2	794	803
I-B. Pan, Supari, Tobacco, etc.	3.8	933	940
II. Fuel and Light	5.7	976	976
III. Housing	6.6	469	469
IV. Clothing, Bedding and Footwear	10.9	652	652
V. Miscellaneous	15.8	597	611
Total	100.00	742	749

*Consumer Price Index Number*

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

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



## PUNE CENTRE\*

## 691. A rise of 4 points

In December 1987 the Consumer Price Index Number for Industrial Workers (1961 = 100) for the Pune Centre with base January to December 1961 equal to 100 was 691 being 4 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at the Pune Centre.

The index number for the Food group increased by 5 points to 779 due to a rise in the average price of Turdal, Moongdal, Oils, Fresh Fish, Dry Chillies and other Vegetables.

The index number for the Fuel and Light group increased by 2 points to 887 due to a rise in the average prices of Raywal only.

The index number for housing remained steady at 170 being a six monthly item.

The index number for the Clothing and Footwear group increased by 2 points to 649 due to a rise in the prices of Sarc only.

The index number for the miscellaneous group increased by 2 points to 572 due to a rise in the prices of Supari, Manglori and Utensils.

## 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	
		November 1987	December 1987
I. Food .. ..	55.85	774	779
II. Fuel and Light ..	6.89	885	887
III. Housing ..	1.00	170	170
IV. Clothing and Footwear ..	10.31	647	649
V. Miscellaneous .. ..	20.30	570	572
Total ..	100.00	....	....
Consumer Price Index Number ...		687	691

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

## JALGAON CENTRE\*

## A rise of 14 points

29. MAY 1988

In December 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 740 being 14 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at the Jalgaon Centre.

The index number for the Food group increased by 22 points to 813 due to a rise in the average prices of Wheat, Turdal, Gramdal, Garlic and other Vegetable.

The index number for the Fuel and Light group remain steady 1029.

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

The index number for the Clothing and Footwear group remain steady 687.

The index number for the miscellaneous group decrease by 1 point to 570 due to a fall in the average price of Supari.

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

(Average prices for the calendar year 1961 = 100)

Groups	Weight proportional to total expenditure.	Group Index Numbers	
		November 1987	December 1987
I. Food .. ..	60.79	791	813
II. Fuel and Light .. ..	7.20	1029	1029
III. Housing ..	6.11	188	188
IV. Clothing and Footwear ..	10.29	687	687
V. Miscellaneous .. ..	15.61	571	570
Total ..	100.00	726	740
Consumer Price Index Number ..		....	....

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

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

## NANDED CENTRE\*

## A rise of 12 points

In December 1987 the Consumer Price Index Number for Industrial Workers (1961 = 100) for the Nanded Centre with base January to December 1961 equal to 100 was 768 being 12 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59, family living survey at the Nanded Centre.

The index number for the Food group increased by 18 points to 815 due to a rise in the average prices of Rice, Jowar, Turdal, Moongdal, Goat Meat, Fresh Fish, Ghee, Chillies Dry, Potatoes, Tomatoes, Garlic and Vegetable.

The index number for the Fuel and Light group remained steady 931.

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

The index number for the Clothing and Footwear group remained steady at 702.

The index number for the miscellaneous group increased by 6 points to 688 due to a rise in the average prices of Cinema only.

## CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR NANDED CITY

(Average prices for the calendar year 1961 = 100)

Groups	Weight proportional to total expenditure	Group Index Numbers	
		November 1987	December 1987
I. Food ..	61.46	797	815
II. Fuel and Light	5.88	931	931
III. Housing ..	4.62	386	386
IV. Clothing and Footwear	15.82	702	702
V. Miscellaneous	15.82	687	688
Total	100.00	756	
Consumer Price Index Number			

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

Note.—To obtain 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

## AURANGABAD CENTRE\*

## 803—A rise of 11 points.

In December 1987 the Consumer Price Index Number for Industrial Workers (1961 = 100) for the Aurangabad Centre with base January to December 1961 equal to 100 was 803 being 11 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at the Aurangabad Centre.

The index number for the Food group increased by 17 points to 915 due to a rise in the average prices of wheat, jowar, turdal, gramdal, oils, zeera, brinjals, garlic and bananas.

The index number for the Fuel and Light group remain steady at 830.

The index number for Housing remained steady at 333 being a six monthly item.

The index number for Clothing and Footwear group remained steady at 695.

The index number for the miscellaneous group remained steady at 666.

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

(Average prices for the calendar year 1961 = 100)

Groups	Weight proportional to total expenditure	Group Index Numbers	
		November 1987	December 1987
I. Food	60.72	898	915
II. Fuel and Light	7.50	830	830
III. Housing	8.87	333	333
IV. Clothing and Footwear	9.29	695	695
V. Miscellaneous	13.62	666	666
Total	100.00	792	803
Consumer price Index Number			

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

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



# ALL INDIA AVERAGE CONSUMER PRICE INDEX NUMBERS FOR INDUSTRIAL WORKERS

The statistics for the last 12 calendar months from January 1987 to December 1987 are given in the following table :—

TABLE

Month	1	2	3
		Base 1960=100	*Base 1949=100
January 1987	..	688	835
February 1987	..	686	834
March 1987	..	686	834
April 1987	..	691	834
May 1987	..	703	834
June 1987	..	715	839
July 1987	..	724	860
August 1987	..	736	895
September 1987	..	745	905
October 1987	..	750	912
November 1987	..	755	918
December 1987	..	752	914

THE STATEMENT SHOWING THE CONSUMER PRICE INDEX NUMBER FOR (INDUSTRIAL WORKERS) GROUPS FOR SEVEN CENTRES OF MAHARASHTRA STATE FOR THE MONTH OF DECEMBER 1987

Centre	Base	Food	Pan. Supari Tobacco etc.	Fuel and light	Housing	Cloth- ing, bedding and footwear	Misc- ellaneous	Con- sumer Price Index No. December 1987	Equiva- lent Old Index No.	Con- sumer Price Index No. November 1987	Equiva- lent Old Index No.
1	2	3	4	5	6	7	8	9	10	11	12
Bombay	.. 1960=100	895	852	1126	211	681	626	802	3,561	798	3,543
Solapur	.. 1960=100	823	694	857	331	666	715	768	2,934	761	2,907
Nagpur	.. 1960=100	803	940	976	469	652	611	749	3,910	742	3,873
Pune	.. 1961=100	779	....	887	170	649	572	691	....	687	....
Jalgaon	.. 1961=100	813	....	1,029	188	687	570	740	3,915	726	3,841
Nanded	.. 1961=100	815	....	931	386	702	688	768	1,882	756	1,852
Aurangabad	.. 1961=100	915	....	830	333	695	666	803	1,783	792	1,758

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

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

# Labour Intelligence

## INDUSTRIAL RELATIONS IN MAHARASHTRA REVIEW FOR THE MONTH OF NOV. 1987

### Industrial Courts, Tribunal and Labour Courts

11. 2658 applications were received by the Industrial Courts, Tribunals and Labour Courts during the month. Their break-up are as under:-

Serial No.	Name of the Industrial Court/Tribunal and Labour Court	No. of applications, received during the month under the—			Total
		B.I.R. Act, 1946	I.D. Act, 1947	Other Acts	
1	2	3	4	5	6
1	Industrial Court, Bombay ..	..	..	..	..
2	Industrial Tribunal, Bombay ..	35	37	146	218
3	Industrial Court, Nagpur ..	3	..	95	98
4	Industrial Tribunal, Nagpur ..	..	..	..	..
5	Industrial Court, Pune ..	4	7	137	148
6	Industrial Tribunal, Pune ..	..	..	..	..
7	Industrial Court, Thane ..	1	7	63	71
8	Industrial Tribunal, Thane ..	..	..	..	..
9	Industrial Court, Kolhapur ..	2	2	28	32
10	Industrial Tribunal, Kolhapur ..	..	..	..	..
11	Industrial Court, Amravati ..	..	..	76	77
12	Industrial Tribunal, Amravati ..	..	..	..	..
13	Industrial Court, Nashik ..	..	..	81	81
14	Industrial Court, Nashik ..	..	..	..	..
15	Industrial Court, Aurangabad ..	..	..	22	22
16	Industrial Court, Ahmednagar ..	1	..	36	37
17	Industrial Court, Solapur ..	..	..	27	27
Total ..		46	54	711	811

### 11. Labour Courts—

1	Labour Court, Bombay ..	36	322	214	572
2	Labour Court, Pune ..	1	73	59	133
3	Labour Court, Nagpur ..	11	72	124	207
4	Labour Court, Thane ..	6	6	112	124
5	Labour Court, Kolhapur ..	1	9	20	30
6	Labour Court, Solapur ..	1	127	50	178
7	Labour Court, Akola ..	..	9	27	36
8	Labour Court, Nashik ..	6	12	67	85
9	Labour Court, Aurangabad ..	..	8	38	46
10	Labour Court, Dhule ..	..	1	27	28
11	Labour Court, Sangli ..	1	8	24	33
12	Labour Court, Amravati ..	..	8	50	58
13	Labour Court, Jalgaon ..	1	108	23	132
14	Labour Court, Bhandara ..	..	24	14	38
15	Labour Court, Ahmednagar ..	1	37	81	119
16	Labour Court, Latur ..	..	21	7	28
Total ..		65	845	937	1,847

**Wage Boards**—The following references were received by the Wage Boards during the month under review.

- (1) Wage Board for the Cotton Textile Industry—Nil
- (2) Wage Board for the Silk Textile Industry—Nil
- (3) Wage Board for the Sugar Industry—Nil
- (4) Wage Board for the Co-op. Banks Industry—Nil

Conciliation

An analysis of disputes handled by the Conciliation machinery in the State during November 1987 under various Acts is given below:—

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

Act	Issues relating to pay, allowances and Bonus	Employment, leave, hours of work and miscellaneous causes	Total
	1	2	3
1	31	39	70
2	5	2	7
3	8	..	8
Total ..			85

- (1) Industrial Disputes Act, 1947
- (2) Bombay Industrial Relations Act, 1946
- (3) Bombay Industrial Relations (Extensions and Amendment) Act, 1964.

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

Act	Pending at the beginning of the month	No. of cases received during the month	Settled amicably	Ended in failure	Withdrawn or not pursued by parties	Closed	Total (4 to 7)	Pending at the end of the month
1	2	36	4	5	6	7	8	9
1, D. Act, 1947	1,177	136	79	132	51	34	317	1,196
B. I. R. Act, 1946	91	7	..	13	2	..	18	80
B. I. R. (Ext. and Amend.) Act, 1964	46	0	..	..	..	..	6	4
Total								
352								1,320



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

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

  

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

District-wise analysis is given below :—

Act	Konkan	Pune	Thane	Nagpur	Nashik	Aurangabad	Amravati	Total
1	2	3	4	5	6	7	8	9
B. I. R. Act, 1946	7	..	..	..	..	..	..	7

  

Act	Akola	Gadchiroli	Wardha	Chandrapur	Nagpur	Bhandara	Total
1	2	3	4	5	6	7	8
B. I. R. (Extension and Amendment) Act, 1964	..	..	..	..	..	..	8

# INDUSTRIAL DISPUTES IN MAHARASHTRA STATE DURING THE MONTH OF NOVEMBER 1987

	November 1987	October 1987	November 1986
Number of Disputes	54	54	58
Number of Workers involved	13,814	10,763	13,754
Number of Man-days lost	2,87,189	2,60,637	2,79,294

Industry-wise classification is given below :—

Name of the Industry Group	Number of disputes in progress			Number of work people involved in all disputes	Aggregate man-days lost in
	Started before beginning of the month i.e. before	Started during the Total month i.e.	Total		
1	2	3	4	5	6
Textile	2	1	3	184	3,811
Engineering	25	1	26	8,774	1,62,347
Chemical	4	1	5	780	18,148
Miscellaneous	19	1	20	4,076	1,02,883
November 1987 Total	50	4	54	13,814	2,87,189
October 1987 Total	51	3	54	10,763	2,60,637

23 of the 54 disputes arose over question of "pay, allowances and bonus issues", 1 related to "retrenchment and grievances about personnel", and the remaining 30 were due to other causes.

One of the 1 dispute that terminated during the course of the month 1 disputes were settled entirely in favour of the workers and .. Unsuccessful.

Note.—The figures given in the above table are based on returns received under the collection (Statistics Act, 1953). In compiling Statistics of the Industrial Disputes, disputes in which 10 or more persons are involved are included.

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

Serial No.	Name of the Concern	Sector	S/L	Reason	Date of Work stoppages		No. of Workers Involved	Mandays		Remarks
					Began	Ended		Lost during the month	Lost till the close of the month	
1	2	3	4	5	6	7	8	9	10	11
1	Bombay— Bombay Tyres International Ltd., Hay Bunder Road, Sewree, Bombay 400 033.	Pvt.	L	Indiscipline (vi).	8-10-1986		2,316	55,926	7,75,411	Continued.
2	Automobile Products of India Ltd., D-5, MIDC Area, Chikalthana, Aurangabad 431 210.	Pvt.	L	Do.	29-11-1986		962	23,229	2,88,441	Do.
3	Bombay— M/s. W. M. I. Craues Ltd., Bhandup Village Road, Bhandup, Bombay 400 078.	Pvt.	S	Other (viii)	5-2-1987		728	18,928	1,87,824	Do.
4	Bombay— Everest Building Products Ltd., Jatashankar Dass Road, Mulund (West), Bombay 400 080.	Pvt.	S	Wages and Allowances (i).	5-5-1987		624	13,598	66,770	Do.

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

Serial No.	Name of the Concern	Sector	S/L	Reason	Date of Work Stoppage		No. of Workers Involved	Mandays		Remarks
					Began	Ended		lost during the month	lost till the close of the month	
1	2	3	4	5	6	7	8	9	10	11
5	Thane— Sion Garage Pvt. Ltd., E-5, Road No. 27, Wagle Industrial Estate, Thane, District Thane.	Pvt.	L	Indiscipline (vi)	28-6-1987		700	18,200	93,800	Do.
6	Aurangabad Bajaj Auto Ltd., Bajaj Nagar, Walvi, District Aurangabad.	Pvt.	L	Violence (vii)	23-11-1987		3,452	24,164	24,164	Do.



NOTE ON ESIS BENEFIT IN MAHARASHTRA AND GOA

State Insurance Scheme protects the industrial workers under the E.S.I. Act in the event of Sickness, Maternity, and Death due to employment injury besides providing full medical to the workers and their families.

In Maharashtra 11,45,766, 9,68,761 and 11,46,292 employees were covered of the Scheme in the month October 1987, November and December 1987, respectively. The high lights of the benefits paid to employees were as follows :—

ESIC paid Rs. 3.93 Crores Benefit from October 1987 to December 1987

(I) 1,91,084 workers were paid Rs. 1,91,95,568-90 on account of Sickness and Rs. 14,98,030-40 were paid for the long term diseases, e.g. T.B., Cancer, Hemiplegia, Paraplegia, Psychosis etc. etc.

(II) 66,179 workers were paid Rs. 1,63,71,688-70 on account of accident as employment injury which included 26,944 cases for the permanent disablement and 9,167 for pension to the dependents families due to of the workers in the accidents.

(III) Rs. 21,94,602-15 were paid to the women workers as Maternity Benefit for the period of confinement. In addition to the above 36 persons were sterilized and they were paid Rs. 11,670-00 as family planning benefit.

(IV) There were 647 cases where legal proceedings were initiated against employers Insured Person for the recovery of arrears of contributions as under :—

- |                        |            |
|------------------------|------------|
| (1) Under Section 45 D | 453 cases. |
| (2) Under Section 75   | 29 cases.  |
| (3) Under Section 84   | 11 cases   |
| (4) Under Section 85   | 154 cases. |

List of Employers who were found guilty by the Court during the October, 1987.

Serial No.	Name of accused and Code No.	Offence u/s.	Fine imposed
1.	Messrs. V. Pamlays Industrial Co-operative Society Limited, 31-24375.	85(a)	Rs. 100
2.	Messrs. C. R. Medisystem Private Limited, 31-18303.	85(a)	200

Serial No.	Name of accused and Code No.	Offence u/s.	Fine imposed
	Messrs. C. R. Medisystem Private Limited, 31-18303.	85(a)	200
4.	Messrs. Hindustan Textile Engineering, 31-8371.	85(a)	200
5.	Messrs. Hindustan Textile Engineering, 31-8371.	85(g)	300
6.	Messrs. Rukmini Prints, 31-22598	85(a)	125
7.	Messrs. Aluminium Extrusions and Industrial components, 31-12235.	85(g)	350
8.	Messrs. Dhvan Mudra, 31-16355	406-409 of IPC.	One day imprisonment and fine Rs. 500.

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