



सत्यमेव जयते

117

LABOUR GAZETTE

VOL. LXII
No. 4

DECEMBER 1967

SINGLE COPY Rs. 1.25
ANNUAL SUBSCRIPTION RS. 12

ISSUED MONTHLY BY
THE OFFICE OF THE COMMISSIONER OF LABOUR
GOVERNMENT OF MADHARASHTRA

10. DKT. 208
+ 3438

LABOUR BULLETIN

MONTHLY PUBLICATION OF THE LABOUR DEPARTMENT
GOVERNMENT OF MADHARASHTRA

Annual Subscription - Rs. 12.00
Single Copy - Rs. 1.25

THE LABOUR COMMISSIONER

GOVERNMENT OF MADHARASHTRA
TRIVANIPUR

Annual Subscription - Rs. 12.00
Single Copy - Rs. 1.25

LABOUR GAZETTE

Started in 1921, the *Labour Gazette*, issued monthly, is a journal for the use of all interested in obtaining prompt and accurate information on matters specially affecting labour in India and abroad. It contains statistical and other information on consumer price index, members 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.

Annual subscription for the year Sept. 1982—Aug. 1983 is hereby accepted at Rs. 12.

All amounts are payable in advance in Bombay, in full, either by M.O. or Cheques/Drafts drawn on Bombay Banks.

ALL CORRESPONDENCE AND REMITTANCES SHOULD BE ADDRESSED TO :

The Commissioner of Labour,
"Commerce Centre", Tardeo, Bombay 400 034

Tel. No. 3200

LABOUR GAZETTE

Advertisement Rates

Position	Full Page		Half Page	
	Per one insertion	Per twelve insertions	Per one insertion	Per twelve insertions
	Rs. P.	Rs. P.	Rs. P.	Rs. P.
Inside page	50.00	540.00	30.00	324.00
2nd Cover	65.00	702.00	•	•
3rd Cover	60.00	648.00	•	•
4th Cover	75.00	810.00	•	•

*Advertisements for 1/2 pages in the 2nd, 3rd and 4th covers are not accepted.

Advertisements, which are restricted to commercial and business products and services banking, printing, publishing, etc. are accepted direct or through recognised advertising agents.

Editorial Board

Editor:

Smt. S. P. Gaitonde, B.A.,
Deputy Commissioner of Labour,
Maharashtra State, Bombay (Ex-Officio).

MEMBERS OF THE EDITORIAL BOARD

1. Sri M. V. Beedkar, B.A., LL.B.,
Member Industrial Court,
Bombay.
2. Sri G. V. Atitkar,
Assistant Commissioner of Labour,
Bombay.

LABOUR GAZETTE



The "Labour Gazette" is a journal for the use of all interested in obtaining prompt and accurate information on matters specially affecting labour

DECEMBER, 1982

No. 4

Vol. LXII

CONTENTS

	PAGES
NOTICE	191
LABOUR COMMISSION	
Panel for equal wages to Textile workers in Maharashtra	192
Trade Unions and their membership	192
Fixation of wages for agricultural labour	192
Bill on Labourers' Welfare adopted	193
Hospital for Textile Workers	193
Steps to ensure workers' safety	193
Government for revision of Pay, D.A. Formula	194
Bonus for Central Press Workers	195
Minimum Wages Act	195
Bhosale's offer to mill men	195
Textile Tripartite talks on November 11	196
ILO asked to study impact of trade protectionism	196
Sick units can pay arrears in instalments	198
Survey to identify beedi workers	199
Free artificial limbs for limbless miners	200
Child labour to be removed	201
Rs. 820 crores for free play	201
Government may amend coal mines Regulation	204
Ordinary Act to be amended	204
ARTICLES, REPORTS, ENQUIRIES ETC.	
Foundation of participative management by H.C. Gupta	206
OTHER LEGISLATION	
L.A. Bill No. XX of 1982	215
The Maharashtra Maximum Limit on Payment of Salaries Act, 1982	215
GIST OF IMPORTANT NOTIFICATIONS UNDER VARIOUS LABOUR LAWS	217
CONSUMER PRICE INDEX NUMBER FOR WORKING CLASS IN MAHARASHTRA STATE—	
Bombay	240
Solapur	241
Nagpur	242
Pune	243
Jalgaon	244
Nanded	245
Annualised	246
STATEMENT SHOWING THE CONSUMER PRICE INDEX NUMBER FOR INDUSTRIAL WORKERS	248
LABOUR INTELLIGENCE—	
Industrial Relations in Maharashtra	249
Industrial Disputes in Maharashtra	252
Benefits under the Employees' State Insurance Scheme	260

The Month in Brief

State Legislation

L.A. No. XX of 1982

Maximum Limit on Payment of Salaries Act, 1982.

Consumer Price Index Numbers for Working Class

Bombay, Solapur and Nagpur Consumer Price Index Numbers for working class for the month of October, 1982, with average prices for the year ended 1960 equal to 100 were 501, 525, 517 respectively. The Pune, Jalgaon and Aurangabad Consumer Price Index Number for Working Class for the month of October, 1982, with the average prices for the year ended December 1961 equal to 100 were 478, 482, 500 and 522 respectively.

All India average Consumer Price Index Numbers for Industrial Workers

All India Average Consumer Price Index Numbers for Industrial Workers (General) base 1960-100 for October, 1982 was 491 as compared 489 in September 1982. The Index Numbers for October 1982 on base 1949-100 derived from 1960 based Index worked out to 597 as against 594 for September 1982.

Industrial Disputes in Maharashtra State.

During the month of September, 1982, there were 83 disputes involving 1,69,111 workmen and time loss of 34,66,365 working days as compared to 83 disputes in August 1982 involving 1,54,564 workmen and time loss of 33,30,355 mandays.

Further particulars of industrial disputes are given at Page 252 of this issue.

Benefits under the Employees' State Insurance Scheme

During the month of October, 1982, 231 Insured persons received Rs. 37,43,888.95 cash Benefit due to employment injury. This includes 5,116 persons who were in receipt of Pension on Permanent disablement benefit and 2,227 persons who were in receipt of Dependents Benefits as dependants of deceased Insured Persons. During the month 8,689 accidents were reported against 9,084 during the preceding month.

Current Notes

Pension for Khadi commission staff

The Chairman of the Khadi and Village Industries Commission announced on October 8, 1982, that the Government of India had in principle accepted the extension of the pension scheme to the employees of the Commission. The decision will benefit more than 5,000 employees.

(E. F. I. Bulletin, dated 1st November 1982).

Panel for equal wages to Textile Workers in Maharashtra

The State Government has accepted the Kale Committee report which has recommended that the basic wage of the textile workers in other parts of the State should be on par with their counterparts in Bombay. The committee set up by the Government of Maharashtra to study the problems of the textile workers had recommended that the equal basic wages should come into retrospective effect from October 1980. Government had accepted the committee's recommendation in the form of a recommendatory decision on January 14, 1982 and all millowners and representative organisations of the workers had been approached to reach an accord under the Industrial Relations Act, for implementation of the recommendation.

(E. F. I. Bulletin dated, 1st November 1982).

Trade Unions and their membership

Replying to questions in the Rajya Sabha on October 11, 1982, the Union Minister of State for Labour said that as per published statistics (year 1978), there were 7,755 trade unions in the country who had submitted returns to Registrars of trade unions, and their memberships was 5,708,000. Information regarding the total number of industrial workers in the country, Central Trade Unions Federationwise is not available as all the Central Trade Union Federations have not submitted their membership claims for facilitating verification.

(E. F. I. Bulletin dated 15th November 1982).

Fixation of wages for Agricultural Labour

Accordingly to a reply given in the Lok Sabha on October 12, 1982 by the Union Minister of State for Labour the total number of agricultural labourers in India as per the 1981 census figures is 5543 million (Provisional). Employment in agriculture is covered by Part II of the Schedule to the Minimum wages Act. Most of the agricultural labourers fall within the jurisdiction of the State Governments. The Central Government, the Union Territories and all but four State Governments have fixed minimum wages for agricultural labour.

(E. F. I. Bulletin dated, 15th November 1982).

Bill on Labourers' Welfare adopted

The Madhya Pradesh State Assembly unanimously adopted on September 30, 1982, a Bill seeking to create a fund and an autonomous Board for the welfare of labourers. The Bill proposes to create a fund by collecting rupee one each from skilled and unskilled workers engaged in various industrial units in the State. The employers and the State Government would also have to contribute to this fund at the rate of rupees two per worker. The fund would be used for providing health services, means of entertainment, vocational training to dependent women and legal aid to the workers earning less than Rs. 1,600 per month. The Bill does not cover workers employed by Central and State Government undertakings. It, however, would be applicable to workers of the unorganised sector. About 3,56,000 workers in the State employed in the organised sector would be benefited by this Bill.

(E. F. I. Bulletin dated 15th November 1982).

Hospital for beedi workers

The Union Deputy Minister for Labour said on November 9, 1982, that the Government proposed to open seven hospitals and 26 dispensaries for beedi workers. Presiding over the meeting of the Central Advisory Board for beedi workers welfare, the Minister said that a national survey of beedi workers would also be undertaken to identify the total number of workers in this category. There were already 80 dispensaries for beedi workers, the Board was told. It recommended lowering of the limit of the number of workers for opening dispensaries. It also recommended early completion of issue of identity cards for these workers.

(E. F. I. Bulletin, dated 15th November 1982).

STEPS SUGGESTED TO ENSURE WORKERS' SAFETY

Amendment of the penal provision under the various laws dealing with safety in industry has been recommended by a committee appointed by the Labour Ministry. The committee has suggested that deterrent punishment including imprisonment should be prescribed to ensure workers' safety.

The committee which examined the working of the Directorate-General of Factory Advice and Labour Institute has also recommended that a separate set up for dock safety should be established on the line of the Directorate-General of Mines Safety to protect dock labour.

The committee felt that workers in small ports need protection by legislation since they are exposed to various degree of hazards in handling operations.

The application of existing dock laws should be extended to minor ports. The existing laws also need modifications in view of modernisation of ports and dock operations.

It has come to the conclusion that the Factories Act, 1948 and rules made there under have become inadequate for ensuring safety, health and welfare of workers. A new approach was necessary to deal with this problem.

The committee has suggested that core industries in which huge capital investment has been made should create facilities for studying the safety and health problems of the workers.

It has specifically listed steel, heavy engineering, electrical, machine building, chemicals, fertilisers and petroleum unit in the public sector which should initiate research and development efforts in the sphere of safety and health.

In view of the enormous nature of the problem the Directorate-General of Factory Advice and Labour Institute would not be in a position to realise the objective of workers' safety in the long run, the committee points out.

It has recommended that the construction industry, plantation and agricultural operations should also be covered by the activities of the institute.

It has become necessary to initiate multi-disciplinary studies in plantation and agricultural operations where in toxic insecticides, pesticides and agricultural chemicals are used, the committee says.

(Indian Worker, dated 1st November 1982).

GOVERNMENT FOR REVISION OF PAY, D.A. FORMULA

WHILE announcing the grant of another dearness allowance instalment to Central Government employees, the Finance Minister, Shri Pranab Mukherjee disclosed in Parliament that his Ministry was holding discussion with staff representatives on whether to set up a new Pay Commission or to evolve a new formula for D.A.

The new DA instalment will be effective from June, when the consumer price index stood at 470 and the 12 monthly average was 458.66. This is the third DA instalment being granted to the Central employees this year. Each fresh instalment cost the exchequer about Rs. 62 crores.

According to the suggestion made by the last Pay Commission, pay revision would have become due after the average price index crossed 272 points. However, Government chose to continue with the practice of granting additional DA instalments after the average index increased by 8 points.

The controversy over the question of appointing another Pay Commission or evolving another DA formula assumes relevance in this context. The issue is not only the merger of DA with pay but also of revision of pay-scale which is long over due.

As the Finance Minister, Shri Pranab Mukherjee, himself admitted, many from the staff side do not want instituting of another Pay Commission which involves a prolonged cumbersome process. They would, however, want the issues of revision of pay and other allowances to be settled through bilateral negotiations.

It is to be mentioned that the present DA formula does not provide for full neutralisation even at the lowest scale of pay; as a result, despite the DA instalments the erosion in the real value of the pay packet at the higher scales of pay has been heavy from 24 per cent to 46 per cent.

This is evident from the fall in the purchasing power of rupee measured as a reciprocal of the all-India consumer price index. From January to July 1982, the rupees purchasing power came down from 21.79 paise to 20.92 paise; the purchasing power was 24.33 paise in January 1981 and 26.95 paise in January 1980.

Meanwhile, the Ministries of Railways and Communications have announced productivity-linked bonus for their respective employees for the year 1981-82. The Post and Telegraph staff including casual labour covered by the productivity-linked bonus are to get 22 days wages; the entitled extra departmental employees will also be eligible for 22 days wages as ex-gratia payment.

(Indian Worker, dated 1st November 1982)

Bonus for Central Press Workers.

The Central Government Press Department decided to pay Productivity linked bonus to its Press Workers, according to Smt. Usha Malhotra, M.P., and President of the National Federation of Government Press workers here on October 18.

Press workers will not get bonus as admissible to Railways and Posts and Telegraph employees she said.

(Indian Worker, dated 1st November 1982).

Minimum Wages.

THE Government has under consideration proposals for amending the Minimum Wages Act to provide more deterrent punishment for violation of its provisions.

This was stated by the Labour Minister, Shri Veerendra Patil in a written reply in the Rajya Sabha on October 18.

(Indian Worker, dated 1st November 1982).

Bhosale's Offer to Millmen.

MAHARASHTRA Chief Minister Babasaheb Bhosale on October 31 announced an additional advance of Rs. 850 each to Bombay's textile workers who have been forced to go on strike for the past nine months by the musclemen of Dr. Datta Samant.

The amount will be in addition to the advance of Rs. 650 offered earlier by the Central Government to the workers who resume work.

Each worker will thus get before Diwali a total sum of Rs. 2,500 to Rs. 2,700 which will include interim relief bonus for 1st year and salary for 17 days in January besides the increase in advance.

The announcement by the Chief Minister came after several top level meetings in New Dehli and Bombay and after an emergency session of the State Cabinet on October 31.

Briefing newsmen Shri Bhosale said that the latest offer was final till decision of the tripartite committee announced by the Union Labour Minister in Parliament on July 10. It is learnt that at a meeting held on October 30, a formula, by which the workers were to get an additional interim relief to be worked out either on the basis of the category of the mill or an equal amount to all workers, was discussed and was, however, given up as a result of the opposition from the Mill owners.

The Chief Minister also informed the pressmen, that he had talks with Dr. Datta Samant for an hour over lunch. "I brought to Dr. Samant's notice the drought conditions faced by the State and also the worker's sufferings. I told him that in view of these the workers should resume duties forthwith," he said.

Questioned about Dr. Samant's response, he said that Dr. Samant did not express any resentment and hoped that the millowners would cooperate with the Government.

Shri Bhosale did not want to say anything on the derecognition of Rashtriya Mill Mazdoor Sangh which was pending in the court. He was also against granting anything more since that would jeopardise the functioning of the tripartite committee set up by the Centre whose work, he expected, would be started soon.

The Chief Minister hoped that some good sense would prevail on the workers and they would come back to duty. He described the strikers stand as "ill-advised" and its prolongation as "uncalled for especially after the announcement by the Centre on July 10" about the setting up of the national tripartite Committee for textile industry.

Shri Bhosale said that he was instructing the mill managements to make immediate payment of amounts due to the workers as well as the bonus for 1981 so that the workers and their families could celebrate the forthcoming Diwali festival with "cheers and hope."

Meanwhile, Dr. Datta Samant who has the support and encouragement of some dissident Congressmen has, as to be expected of an over-ambitious man like him who will go to any extent to get his personal ends served at the cost of the workers, rejected the Chief Minister's offer and said that it would not be acceptable as most of his demands like wage hike and scrapping of the Bombay Industrial Relations Act as well as abolition of temporary labour system remained "untouched".

(Indian Worker, dated 1st November 1982)

Textile tripartite talks on November 11

THE tripartite committee, set up by the Government of India to go into the problems connected with the textile industry, held its first meeting here on November 11.

The Committee headed by Justice V. S. Deshpande, former Chief Justice of the Bombay High Court, is, by its terms of reference, to examine and report on the problems of textile industry workmen as well as of the textile industry including the need to modernise the industry and submit its recommendations within a period of one year.

The Committee is also to study and report on the specific problems of the Bombay Cotton Textile industry such as badli workers, house rent allowance, for the mill hands, conveyance allowance, additional wages and other problems as may be referred to it.

The Government had invited nominations from INTUC, NLO, AITUC, CITU and HMS (Vasisht Group) to serve on the Committee as workers' representative.

Shri V. V. Dravid, a veteran labour leader who has spent a major part of his trade union career in the textile industry is representing INTUC on the Committee, while Shri A. N. Buch, another veteran leader of the Textile Labour Association of Gujarat, represents the NLO.

The Committee has started functioning even though the other trade union centres — AITUC, CITU and HMS (V) — have not nominated their representatives on the Committee. It is learnt that efforts are on to persuade HMS (V) to co-operate with the committee.

Secretariat assistance to the committee is being provided by the office of the Textile Commissioner, Bombay. It is free to devise its own procedure to hear the views of various interests with particular reference to the Bombay textile workers' strike.

The Committee is expected to submit its support to the Government in time.

(Indian Worker, dated 1st November 1982)

ILO asked to study impact of trade protectionism

INDIA is understood to have suggested to the International Labour Organization to undertake a comprehensive study on how best the developing countries can avoid conflicts between trade protectionism, employment, fair labour standards and development.

While appreciating the studies already made by ILO at the micro level, on the impact of trade policy and employment, and at the micro level in some sectors like clothing industry, India has underlined the fact that such sector-wise studies do not bring out the total impact of trade protectionism on employment and development in developing countries.

Suggestions on these lines had been made by the Asian and Pacific Labour Ministers' Conference in 1980 and at the fourth ASEAN Labour Ministers' Conference in September.

India has drawn attention to the light of the developing countries of providing employment opportunities to their growing population and the threat to economic development by the growing tendency of the developed nations to adopt protectionist measures.

The developing nations which are trying to diversify their economy and find new markets, have to face the developed countries new posture of refusing to liberalise the trade barriers on the ground that such liberalisation would affect their employment.

In this context, India has referred to a study by an ILO economist, "Employment, Trade and North-South Co-operation : An overview".

(Indian Worker, dated 15th November 1982)

Sick Units can pay PF arrears in instalments

Sick units will now be allowed instalment facilities for payment of PF Fund arrears rather than relying solely a legal and Penal Provisions criminal laws.

The Central Board of Trustees of the Employees Provident Fund November 10, also decided to grant such instalment facilities to the exempt establishments.

According to the decision, like realisation a payment of statutory dues be given under certain conditions.

Bank guarantee and collateral securities for twice the amount of the arrears are not insisted upon. Instead bank guarantee might be obtained for the amount of each instalments.

Instalment facility was provided for payment of the employers share as well as employees' share of contributions. Defaulters have to pay the dues within three years.

Conditions for cleaning the damages were also approved by the board in view of the liberalisation ordered for cleaning the Statutory dues.

Accordingly, an employer seeking instalment facilities to pay the damages in a reasonable number of instalments should have first paid the employer's share of provident fund, family pension fund and deposit linked insurance contributions and administrative charges in full.

The employer should agree to offer a bank guarantee for an amount equal to one instalment. This guarantee will be a rotating one to avoid renewal of the same every month. The guarantee should be furnished to the satisfaction of the Regional Provident Fund Commissioner.

Once the instalment facility is granted the employer shall notwithstanding the inflow and out-flow of cash, remit the monthly instalment of damages and charges on or before the due date.

Non-compliance with any of the conditions specified above will entail revocation of the instalment facility without prior notice to the employer and enforcement of the bank guarantee, besides initiating such legal and penal action as may be considered necessary for realisation of the remaining amount.

The Central Commissioner will continue to accord his formal approval for the instalment facility.

(Indian Worker, dated 15th November 1982)

to identify beedi Workers.

The Government, is proposing to undertake a national survey to identify the beedi workers and ascertain their total number to help facilitate the planning of welfare schemes for them.

It was pointed out at a meeting of the Central Advisory Board for Beedi Workers held here on November 9 that in the absence of any renewable data with regard to the number of beedi workers in the different State and under various employes as well as their rural and urban break-up, the Beedi Workers' Welfare Fund Organisation was facing considerable difficulty in planning welfare schemes.

Presiding over the meeting Deputy Labour Minister Dharam Vir regretted that the process of issuing identity cards to beedi workers was proceeding at a slow pace. Only 80,000 of the currently estimated 35 lakhs beedi workers only 80,000 had been supplied with identity cards so far.

The minister underlined that under the rules of the Welfare Fund the responsibility for issuing such cards to every workers including those working in homes is with employers and contractors.

He said he had already written to the Labour Ministers of Karnataka, Kerala, Tamilnadu, Andhra Pradesh, Rajasthan, Orissa, UP, Bihar, and Madhya Pradesh to take the initiative to ensure fulfilment of the statutory requirements by the employers.

The Central Advisory Board called for expediting the process of issuing these cards since in their absence the Welfare Commissioners were finding it difficult to distinguish between a genuine beedi worker and a non-beedi-worker for providing them facilities in hospitals and dispensaries.

Sbri Dharam Vir informed the meeting that the Government was considering a proposal to open 26 dispensaries and seven hospitals of beedi workers. Besides, 80 dispensariess had already been established, he disclosed

The board suggested the opening of a static dispensary in an area where 3,000 beedi workers were concentrated and static-cum-mobile dispensary in an area where 8,000 workers were working. Till now the limit for opening a static dispensary was the concentration of 5,000 beedi workers and 10,000 for a static-cum-mobile dispensary. The board also recommended the opening of an Ayurvedic dispensary in area where 590 workers are engaged in the beedi industry,

(Indian Worker, Dated 15th November 1982)

*Human gesture to miners***Free artificial limbs for limbless miners**

THE limestone and dolomite mine disabled workers drawing pay of Rs. 1,000 a month will be supplied artificial limbs free of cost from any of the recognised and approved centres of the Government.

Disclosing this here on November 8, while presiding over the meeting of Central Advisory Committee, Shri Dharma Vir, Deputy Minister for Labour, said that the total expenditure including the cost of limb travelling expenses and expenditure on an escort accompanying the limbless workers would be borne by the welfare organization.

This assistance will also be extended to those workers who lose limbs while not on duty. The eligibility of the worker for this assistance would be decided by the Welfare Commissioner.

Under medical facilities 27 static and static-cum-mobile dispensaries have been opened. The proposal to set up eight more dispensaries was under consideration. About 70 beds in TB hospitals have been reserved.

The scheme for treatment of miners suffering from cancer, mental diseases and leprosy has been introduced and beds in certain general hospitals in the States have been reserved.

The Committee recommended that criteria for the eligibility of workers to get protection under various welfare schemes should be raised to Rs. 1,600 from the existing salary limit of Rs. 600.

The Committee further suggested that various schemes of water supply should be examined on the basis of the region because providing water supply in remote hilly areas and the north-eastern region had to be treated differently because the nature of problems were different.

Shri Dharma Vir informed the Committee that the proposals for housing scheme and scholarships for various schemes were under examination and the final decisions would be taken considering the other welfare schemes run by the Welfare Funds.

He further agreed that some of the schemes were inadequate and there was a need for improvement, but the limited benefit available under the existing scheme had not been fully availed of by the employers and the miners.

Subsidy for the construction of 2,550 houses had been sanctioned and only 1,523 houses were completed. This certainly did not appear to be a good coverage. It would require an involvement of much larger magnitude from the management to come forward for utilizing the opportunities available under the fund.

For instance, the budget estimates for 1982-83 for limestone and dolomite mines labour welfare fund has provided for Allahabad division Rs. 3 lakhs for housing but not a rupee has been spent so far. Similarly, out of a provision of Rs. 1,40,000 for education, only Rs. 6,740 has been spent until now.

Similarly, in Bhubaneswar, of Rs. 66,000 for education nothing has been spent so far and of Rs. 3,18,000 for housing, only Rs. 5,280 has been spent.

(*Indian Worker, Dated 15th November 1982*).

Child labour to be banned

The West Bengal Government is for a ban on child labour. A seven-member committee has been set up, headed by Smt. B. Jutshi, Joint Secretary, Labour Department, to study the problem and it has been asked to submit its report at an early date.

The West Bengal Minister of State for Labour, said here on November 6, that, according to reports, the Union Government also has the same idea. But he doubted whether, for all practical purposes, child labour could at all be stopped, under the present economic set-up.

The Minister said that the Government would try to introduce a legislation at least to regulate the working hours of these helpless children and to ensure that they get the maximum possible benefit from their employers.

The Minister further said that all such children report opinion held later developed tubercular problems and other diseases. The mortality rate among them was quite high.

The committee, among other things, would also try to assess the number of such workers in the State for which no specific studies had been made on an official basis.

(*Indian Worker, dated 15th November 1982*)

CASE FOR AMENDING EPF LAW**Rs. 4,820 Crores for free play**

The manner in which a very large number of private sector establishments covered under the Employees Provident Fund Act are merely playing with the fund accumulations at the expense of the workers underscore the immediate and imperative need for amending the Provident Fund law and revamping the EPF Organisation.

Taking full advantage of the flaws in the EPF law, these establishments do not only gross injustice to the workers but also cheat the Government in connivance with unscrupulous officials in the EPF organisation.

The glaring misuse of the workers contributions to the Fund is reported to have been unearthed during a high level official survey the report of which, if made public, is likely to throw light on the large misuse of the facilities provided under the Act by the so-called "exempted" establishments.

The Employees Provident Fund and Miscellaneous Provisions Act provides for two categories of establishments exempted and unexempted.

At the time of its enactment in 1952, there were already a number of establishments extending to their employees provident fund and pension benefits. Keeping this in view, provision was made for exempting such establishments in which such social security benefits available to workers were on the whole not less than those provided under the Act. However, they were governed by certain rules.

To have a proper appreciation of the dimensions of the problem, a cursory glance at the fund itself is necessary. The total number of establishments under the coverage of the EPF Act as on March 31, 1982 was 1,11,301 of which as many as 1,08,090 came under the unexempted category, while a mere 3,211 fell under the exempted category.

On the face of its these figures are apt to mislead unless their actual operation in relation to Fund and their worker-subscribers are taken into account. Out of the total of 11.564 million subscribers covered under both the categories as on March 31, 1982, 7.77 million are found to be employed in unexempted establishments and 3.794 million are in exempted category.

Nevertheless, a large number of exempted establishments are owned and controlled by big business houses who have enormous resources to pull strings and stall any action against them for default or misuse of the fund which is managed by their own boards of trustees.

The issue of crucial importance is the management of the Fund. The total progressive contributions to the Fund at on March 31, 1982 amounted to Rs. 8064.63 crores. Of this, the exempted establishments account for Rs. 4820.67 crores and unexempted establishments Rs. 3243.96 crores. Hence, the number of exempted establishments, though only 2.88 per cent of the total number of covered establishments with 33 per cent of the total subscribers, contribute nearly 66 per cent to the Fund.

A deeper probe into the actual management of the provident fund by these exempted establishments will be revealing. For instance, let us consider the income or revenue for running the EPF organisation. The major items of EPF organisation's income are "administrative charges" levied on unexempted establishments and "inspection charges" levied on exempted establishments.

It is understood that in 1981-82, the organisation's revenue from the administrative charges totalled Rs. 1,258.23 lakhs as against its inspection charges of a paltry Rs. 265.03 lakhs. And this is in no way accidental.

It has been found that the EPF organisation does not carry out regular inspection of the accounts of the exempted establishments. There are also instances of inspection not being done for years. The number involving the latter variety is not insignificant.

It is now being admitted that the EPF organisation has been turning a blind eye to the goings on in the exempted establishments to the detriment of the subscribers, the Fund organisation as also the national exchequer.

The EPF organisation's approach towards the exempted sector appears to mean exclusion and not exemption as defined in the EPF law. And the result has been more disastrous in more ways than one.

An overwhelming majority of exempted establishments credit a lower rate of interest to their subscribers' accounts than the rate of interest declared by the Government for unexempted establishments. This is despite the fact that the pattern of investment prescribed officially is the same for both categories of establishments. This only means that exempted establishments are making huge profits at the expense of their subscribers.

At the same time most of the exempted establishments levy a higher interest rate on the subscribers who take refundable loans or advances. This is a gross injustice to the subscribers.

It has also been revealed that a large number of exempted establishments do not buy securities in the name of the Board of Trustees of the Fund, but do so in the name of management or in the name of one of the trustees who is the managements representative on the board. Besides, these securities are not deposited in a bank as required by law but are kept in their custody which only leads to the misuse of the securities for raising loans etc. as well as in defaultation in some cases.

With regard to the Board of Trustees, the members are not elected according to the procedure laid down or the Boards are not reconstituted at the proper time. In most cases, these bonds have been found to be not functioning as they should and therefore, it is no wonder that the Fund which they hold in trust is grossly misused.

The messages on because hundreds of exempted establishments do not submit the prescribed returns to the EPF organisation and no action is initiated against the defaulters. Likewise, hundreds of them do not submit audited accounts of the Provident Fund, while the rate of interest is declared on old audited balance sheets, resulting in loss of interest to the subscribers.

Many of the establishments do not issue annual statement of account nor do they update pass books. In the jute industry of West Bengal alone, as many as seven lakh statements of account are in arrears. The study shows that similar situation prevails in many other industries and regions.

This not to say that the situation in the case of the unexempted sector whose Provident Fund is directly managed by the EPF organisation is ideal. It too requires streamlining with a view to removing red-tape.

(Indian Worker, dated 29th November 1982)

Government may amend Coal Mines Regulation

The Union Government is likely to amend the Coal Mines Regulation 1957, to provide for a detailed procedure to deal with the fire situations in open mines.

The absence of such a provision has been brought to light by the court of inquiry into the circumstances leading to the accident at Jagannath colliery in Dhenkanai district of Orissa in which ten miners were killed in June.

The only regulation in this regard is that in the occurrence of such a fire it is not clearly laid down what the DGMS should do thereafter or the management should do on its own, the inquiry report says.

In view of the danger posed by fire in opencast working, the court found desirable to undertake a project for study. The Government may provide necessary facilities for this purpose.

During the course of inquiry, the court came to know of certain facts like the absence of proper drinking water arrangement in this quarry. In this particular case safety books and helmets were not supplied by the management to contractors' workers.

It says Jagannath colliery has no separate dispensary or ambulance of its own. The seriously injured persons were carried by a jeep and truck to a hospital 8 km. away from there.

The court of inquiry wants that public sector, like the Central Coal Field Ltd., (CCL), must set an example by providing adequate drinking water facility.

Besides, first aid and ambulance should be available near the quarry and safety and helmets must be supplied to all workers irrespective of whether they are employed by the management or by the contractors.

The court has not specifically fixed the responsibility for the accident on any one. A "combination of peculiar circumstances" caused the accident, it says.

(Indian Worker, dated 29th November 1982)

Gratuity Act to be amended

Participating in a function held at Coonoor to mark the merger of the INTUC affiliated Nilgiri District Estate Workers' Union and the HMS sponsored Neelamalai Plantation Worker Union, Union Labour Minister Veerendra Pathi said steps were being taken to amend the Gratuity Act to overcome the difficulty caused by the Supreme Court judgement stipulating a minimum of 240 working days a year for payment of gratuity to workers.

Legislation would be brought forward or some other measure initiated soon to provide relief to the workers affected by the court ruling.

Clarifying his statement made earlier on bonus payment, the Minister told pressmen that the State Government had been instructed that bonus be paid strictly according to the provisions of the Bonus Act.

The Centre was not against workers being paid more than the minimum, but the bonus should not exceed the amount prescribed in the Act. The provisions of the Act should be strictly adhered to.

When told that payment was made even in above the amount stipulated in the Act, he said, 'It is wrong,'

(Indian Worker dated 29th November 1982)

Articles, Reports, Enquires etc.

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

FOUNDATION OF PARTICIPATIVE MANAGEMENT

By

H. C. Gupta

Director,

Central Board for workers Education, Nagpur

Workers Participation in Industry is now enshrined in the Indian Constitution as Article 43 A of the Directive Principles of State Policy. It envisages atomisation of industry. The basic objectives of participative management are to increase commitment through involvement and thereby individual growth and creativity; to maximise satisfaction through greater say in the matters of management organisation; and to improve productivity of the industry by developing a culture of industrial relations based on community of interests.

The author discusses here how participative management envisages greater accountability on the part of workers' representatives and democratic working on the part of management. Further he stresses that apart from the various factors, the success of workers participation in management depends upon the healthy industrial relations in the system constructive approach of workers' representatives healthy industrial relations effective communication system and provision for education and training.

Workers Participation in Management as an instrument to promote greater involvement of workers in industry has been experimented in various ways, but with limited success. There is an all round feeling that the scheme should be implemented more effectively, becoming an integral part of the industrial relations system of the country. In various forums of Government, the management and the workers representatives have expressed the need of effective participation approach in management, although there has been difference of opinion about the modalities and actual working of the scheme at the industry and plant level. Such differences are, no doubt, natural.

Genesis and growth

There had been in the past various reasons to promote the idea of workers participation in management such as the psychological reason of involvement of workers in the management so as to give them a feeling of beingness and to secure from them greater co-operation. There had also been an ideological angle to this thinking, in as much as, it was thought that both capital and labour were partners in the service of the community and as such they should be involved as co-partners in production and management of industry and enterprise.

Additionally, the democratic socialist commitment of the country requires workers' effective participation and involvement in industry. It is thought that if workers are involved with participation in industry, this will lead to the establishment of industrial democracy in the country.

With this end in view, India after attaining independence, tried employees participation in management in different ways. It has been tried through Joint Council of Management and various other types of bipartite consultative processes at industry and plant levels.

The experiment has revealed that Joint Council of Management has not succeeded in achieving its purpose. The Report of the National Commission on Labour makes the following observations:—

"There does not appear to be much support for the institution of Joint Management Councils in their present form. Even where the Councils exist, they are reported to be ineffective and their functioning unsatisfactory in many cases. The reasons are not far to seek. Although representatives of central organisations of employers and workers supported the scheme at national conferences and committees, they have shown inadequate interest in making their affiliates enthusiastic about it. Progressive employers who already have a system of consultation with their workers, through a recognised union and/or works committees, find the Joint Management Council in its present form superfluous; managements are generally averse to having a multiplicity of joint bodies and so are unions. In undertakings in which industrial relations are not cordial, and even arrangements like works committee, grievance procedure and union recognition, are absent, Joint Management Councils cannot be expected to function satisfactorily.

Many employers have objected to the title of the scheme, viz. 'Workers Participation in Management' and they have not showed willingness to waive their prejudice even after seeing the details of the scheme which merely envisages more consultations with workers and seeking their cooperation. The official title for the Scheme is Labour-Management Co-operation. On the side of the workers also, there is often a desire to go outside the framework within which the councils are expected to function. There is an insistence on a discussion of matters which the employers' side finds itself incompetent to settle/discuss. While these and many other reasons have been given for lack of interest in the Joint-Management Councils, the fact remains that the Joint Management Councils have not been a resounding success at any place either from the point of view of employer or labour. If they had been one or the other party would have worked for popularising it further.

In regard to the future of the Joint Management Councils, our view is that when the system of union recognition becomes an accepted practice both management and unions will themselves gravitate towards greater co-operation in areas they consider to be mutual advantage and set up a Joint Management Council. In the meantime, wherever the management and the recognised trade unions so desire, they can by agreement enhance the powers and scope of the works committee to ensure a greater degree of consultation co-operation amalgamating to the extent desired, the functions of the two. In any case, multiplicity of bipartite consultative arrangements at the plant level serves no purpose."

New dimension

Establishment of shop councils, joint councils was another dimension. These could not receive adequate support from the workers. They felt that these are mainly advisory bodies and implementation procedure was not specified.

There is, however, renewed interest for the experiment of participative approach in India mainly to use this instrument to enhance productivity efficiency as well as improve employee-management relations. Workers participation in Industry has been enshrined in the Indian Constitution as Article 43 of the Directive Principles of State Policy. It enables the representatives of both labour and management to come closer and share responsibilities on an equal footing.

Recently, while inaugurating a Seminar on Productivity through Participative Management organised by the Central Board for Workers Education in Southern Zone and the Employers Federation of Southern India at Madras on 24th August, 1982 the Union Labour Minister, Shri Bhagwat Jha informed the private and public enterprises that if they dragged their feet in introducing workers participation in management, he would be forced to bring in legislation to make them do it.

Sense of belonging

The Minister also said that the scheme of workers participation in management provides a valuable mechanism for securing greater involvement of workers by creating in them a feeling of belonging—ness for promoting prosperity of the industry on which depends the well-being of both the employees and workers. This shows the nation's urgency for making the scheme of workers participation function in the real sense.

New challenges

The decade 1980 poses a serious challenge for the country. In fact recessionary trends are evident in developed industrialised countries and the same trends are discernible in our country. There is already slackness in demand in various sectors of the economy like automobiles, electronics, textiles and this is bound to become more pervasive in years to come. A debate is going on whether recessionary trends have started in the country or not.

The very fact that a discussion has started on this subject is an indication that the danger of recession is already seen on the horizon. This would mean that in order to survive as a nation and keep up and improve our competitive spirit in domestic and international markets, productivity and efficiency will have to be considerably improved. There seems to be no way out of this hard reality.

I have a conviction that participative approach has much practical relevance to productivity and efficiency in factory, farming, administration and business establishments alike. In fact any realistic approach to the rationalisation of participative management cannot make much headway so long as it is not linked to the processes and problems of productivity in a wider sense.

Essential prerequisites

1982 has been rightly declared as the Productivity Year so as to heighten the need and awareness in all sections for increasing productivity. Full utilisation of capacity, efficient management and quality of leadership both at the management and workers level, better internal management and efficiency, changes in policy and removal of operational constraints, restraint

non-productive expenditure, fuller use of funds, maintenance of assets and provision of production incentives are some of the requirements for increasing production and productivity.

These are the routine mechanics attributed to raising production and productivity. What is perhaps most important and necessary in our situation is the motivation of workers and their willing acceptance to the idea of constant enhancement of productivity in all spheres wherever they are working. It means that the entire manpower should accept the culture of productivity as a way of life.

Sine-qua-non of economic progress

Economic progress is essential for the prosperity of the country. It is through such progress that we can expect improvements in the conditions of our people. But it requires sustained efforts to improve the productive efficiency on which, depends the well-being of industry, the workers and the community at large. It is agreed that improved productivity is the key to progress. It serves as a barometer for measuring the economic progress achieved by a country.

Increase in productivity accelerates the rate of progress, brings greater prosperity and raises the standard of living of people. It also yields rich dividends in international trade and commerce, if productivity techniques lead to qualitative improvements in export goods. The secret of the affluence and the growing prosperity of many of the advanced countries is largely attributed to their achievement of higher levels of productivity in industry, agriculture, and other fields of human endeavour.

A faster rate of economic growth in a developing country like ours requires all-out efforts to achieve higher productivity. But economic growth can be meaningful only if the output per head goes up sufficiently, rapidly and simultaneously, the per capita real wages and incomes also rise to the desired levels.

Productivity should become an essential part of our urge for self-improvement and the achievement of excellence. Any change which leads to productive efficiency and at the same time safeguards the interests of people involved in the production process, should be immediately encompassed and channelled into desired directions.

Culture of productivity

Prime Minister, Smt. Indira Gandhi in her broadcast to the nation on 14th January declared 1982 as Productivity Year. It calls for comprehensive, constructive, multipronged action with greater discipline for higher levels of productivity in farms and factories.

Productivity is not a matter of evolution of work-norms, procedure simplification, time and motion studies or incentive systems alone. These are undoubtedly of significance in the drive for improved productivity but they are only the mechanics of it.

The heart of the matter, however, lies in the proper motivation of human elements of production, viz., employee and management as productivity is a matter of attitude.

Attitudinal change is a formidable task. It needs a sustained and concerted educational drive to reach every sector and segment of the economy every section of the society.

Productivity education is an integral part of workers education. The CBWE has included productivity education component at the National, Regional and Enterprise level programmes. These are being considerably intensified in the light of new dimensions and directions of CBWE.

Participative management is one form of implementation of the Gandhian philosophy of trusteeship. If it has to be real and effective there is a need for psychological breakthrough both on the side of management and labour accepting each other as co-partners in industry and in the service of community. Moreover, the constructive co-partnership approach can legitimately postulate increased commitment of workers and management through their involvement and thereby lead to individual growth and creativity, maximise satisfaction through greater say in the matters of organisation and improve all-round efficiency.

Joint educational forum necessary

Effective education programme for workers and management representatives is a pre-requisite for the success of participative management. When both are brought together on educational forum, they may easily identify various issues, problems, requirements, remedial measures etc. for the prosperity of the industry in mutual and healthy discussion settings. This is also crucial for removing misconceptions which put a drag on its smooth sail.

Some studies have revealed that apart from all other factors, the human resource management is a crucial factor in enhancing productivity and growth in the economy both of which are the paramount need of the time.

Firm commitment and conviction

Although the concerned parties are generally interested in workers participation, its actual implementation has revealed that commitment both from the management and the trade unions has been lacking. There is also a feeling in some quarters that there has no political will to make this experiment a success. All these factors may be partially right. There are employers as well as trade unions in certain areas who took the experiment with great earnestness, while there are a large number of other employers and trade unions who only paid a lip service to this experiment.

Alarming trends

The industrial climate in the country is causing considerable concern. Despite elaborate laws on various subjects concerning labour management aspects, the number of strikes particularly illegal strikes is rising in the country.

There is an alarming trend to ignore legal machinery or show respect for established rules and procedures and there is growing tendency on the part of labour to resort to violence for settlement of their disputes. The workers generally feel that they are not in any way concerned with the economics of the industry and that their demands must be met irrespective of social or economic considerations and community's interest.

The culture of conflict is more evident rather than the culture of community of interest in industrial relations. Commonality of interests is to be discovered and harnessed. India can hardly afford to bear the consequences of the present state of industrial relations in the country. It is, therefore, also felt that workers participation in management may perhaps improve the scene of industrial climate by bringing the workers within the scope of participative management. It is felt that if the participative management can be a success, industrial relations climate would certainly undergo a positive change and bring about a new culture in industrial relations. The compulsions of economic and industrial relations situation, therefore, seem to have given participative management approach an added urgency in the country.

Public sector and participative management

The growth of public sector during the last three decades in terms of its investment, its commanding position in various sectors of the economy and the leadership role that it has to play brought about a new dimension to the entire question of employer-employee relations.

The Sixth Five Year Plan provides for a total outlay in the public sector of Rs. 97,500 crores at 1979-80 prices. This includes current outlay i.e. outlay mainly for the maintenance of the services created during the plan period and which does not create assets of Rs. 13,000 crores. Thus, the public sector net investment in the Sixth Plan will be Rs. 84,000 crores.

In comparison with Fifth Five Year Plan (1974-79), the outlay for the Sixth Plan represents an increase of 148 percent in nominal terms. Even after allowing for the rise in the intervening period, the increase comes to more than 80 per cent. It is felt that the need for participative approach in public sector is indeed much more important.

The public sector investment is mainly in the basic and infrastructural industries and the need for greater productivity, better industrial relations and better human resource management, is over due. It is felt that the introduction of participative management in public sector undertakings is easy because of the absence of any vested interest in the form of traditional tie-up. However, humanisation and democratisation of industrial life, promotion of work commitment, accountability and collective thinking and decision process vis-a-vis promotion of greater job satisfaction and workers interests would indeed reduce workers alienation.

The managements have also a good deal of responsibilities for creating proper atmosphere through scientific and behavioural approach. The principle of collectivity instead of traditional concept of managerial prerogatives will

have to be developed. The success of the working of the scheme of participative management in this sector will have a decisive and salutary impact on other sectors. Any improvement in the involvement and morale of working of this vast public sector would have significant results on the tempo of economic development in general.

It is now well-recognised that the average worker can be motivated to seek and accept responsibility and make meaningful contribution in decision making process.

Training is the key factor

The key factor to make workers participation in management a success is education of workers and management. There is growing realisation on the part of the Board that education of workers alone will not contribute to this success, hence joint programmes for management and workers for participative education are being planned and conducted. The workers representatives in some of the programmes conducted exclusively for them felt that unless management personnel are also associated with such programmes, much of what is learnt would be of no real benefit at the implementation stage. The Board has, therefore, intensified joint programmes for management and workers on participative management. Several programmes in which top level management and trade union leaders of the region participated were very encouraging. Such joint seminars have been organised by the Board both at the macro-level and the micro-level.

The CBWE had been conducting workers participation programmes for workers for over a decade and a half. However, there is no coverage of both management and workers representatives in such programmes with emphasis on enhancing workers and management consciousness for raising productivity, bringing about a new culture in industrial relations and better human resource management.

Feedback from CBWE courses

The experiences of the CBWE in conducting participative and course seminars have revealed the following :

There is a general suspicion on the part of trade unions about the success of the scheme.

The trade unions feel that participative management would weaken the collective bargaining process.

Non-recognition of trade unions by the management makes the selection of workers representatives difficult.

Multiplicity of trade unions also creates serious difficulties in the nomination of members on the joint councils.

The decisions taken in the Joint Councils are not implemented effectively and faithfully.

There is a general unwillingness on the part of management to share information with the workers representatives. There is still strong conviction about management prerogatives.

The level of participation information sharing, consultative model, production and management technique aspects of the Industry.

A general lack of commitment on the part of management/trade unions in the workers participation philosophy.

The general trend of growing violence in the industrial relations, which militates against the spirit of participative management.

Workers participation is also hampered by growing unrest and discontent amongst the working class, because of general and widespread economic and social difficulties.

Guidelines for success of the scheme

The success of any scheme of participative management will depend upon fulfilment of certain conditions.

Faith in the System.—The most important thing is faith on the part of both the management and employees in this system of management. It is such faith that will determine the right type of attitude and approach for the success of the scheme.

Conceptual Clarity.—The concept and approach of this new way of management of the enterprise must be clear to all involved in these exercise while the management should not look at the scheme with apprehensions of curtailment of their power, the labour or trade unions should not look at the scheme as a means of enhancement of their power.

Unity of Objectives and Direction.—An important principle of management relates to unity of objectives and direction i.e. the managerial objectives and directions should be the same for all. The success of participative management also depends upon unity of objectives and direction not only from the point of view of managers but also from that of workers, particularly those elected or nominated on various councils formed under the scheme.

Sharing Gains of Increased Productivity.—Involvement of all the employees in the effective functioning of the organisation is a must for the success of the participative system of management. It is proved beyond doubt that real involvement could be possible only when there is a proper system of sharing the gains of increased productivity.

Informal Participative Management.—The success of the scheme of participative management depends upon the success of the informal style of participative management and not merely on the formal functioning of the councils or committees formed for this purpose.

Representative Council.—The success of the scheme depends upon true representative character of various councils formed for this purpose and

acceptability by the groups. The top management and trade union representatives should give serious thought to the issue of making these bodies truly representative of employees and management.

Industrial Relations.—Effective working of participative management depends upon the state of relationship between the management and employees.

Boundaries of the Scheme.—Effective working of any system of participative management depends upon proper understanding of the boundaries and limits of the scheme.

Strengthening of Communication System.—Proper functioning of participative forums depends, to a great extent, upon the strengthening of the communication system.

Education and Training.—Education and training should be an integral part of management functions. It is wrong to think that education and training of workers or executives associated with the scheme alone would meet the requirement. The planning and organisation of training activities must be comprehensive enough to cover all levels. Joint course will help to develop proper atmosphere.

The idea that participative management system is desirable, rather essential to achieve results with maximisation of human satisfaction should itself create an urge in the mind of partners in the production process to support and adopt it. Whether scheme of workers participation in management is introduced under provisions of law or voluntarily, its success will always depend upon acceptability of the scheme both by management and workers as a matter of faith, mutual goodwill and understanding and their participative abilities and skills.

*The views expressed in this article are those of the author.
Courtesy : Workers' Education Journal, October 82.*

(Indian worker dated 8th November, 1982)

Other Legislation

L. A. BILL No. XX OF 1982

A BILL

To provide for fixing of a maximum limit on salaries in Government semi-Government

WHEREAS it is necessary to maintain a definite relation between the maximum income of any two individuals and with that end in view it is expedient to provide for fixing of a maximum limit on salaries in Government, Semi-Government and Private Services. It is hereby enacted in the Thirty-third Year of the Republic of India as follows:—

1. *Short title, extent and commencement.*—(1) This Act may be called "The Maharashtra Maximum limit on Payment of Salaries Act, 1982".
 - (2) It extend to the whole of the State of Maharashtra.
 - (3) It shall come into force at once.
2. *Definitions.*—In this Act, unless the context otherwise requires :—
 - (1) "Act" means "The Maharashtra Maximum Limit on Payment of Salaries Act, 1982".
 - (2) "prescribed" means prescribed by rules framed under the Act.
 - (3) "Services" means and includes under the State Government and also services in semi-Government, Co-operative and all kinds of private organisations.
 - (4) "State" means the State of Maharashtra.
3. *Maximum rate of salary.*—The maximum limit of salary to be paid to any person in service in the State, shall be rupees two thousand and five hundred per month;

Provided that in addition to this monthly salary, a person may be permitted to draw reimbursement of the amount actually spent by him on (a) well furnished quarter, (b) motor car and (c) telephone as per norms prescribed by Government after taking into consideration the exigency of such service. But no separate allowance shall be paid on this account.
4. *Payment of allowances.*—Apart from the salary, an employee may be paid Daily Allowance as well as Travelling Allowance at such rates as may be prescribed by the State Government from time to time. But he shall not be entitled to any sumptuary allowance.
5. *To whom the provisions of this Act are not applicable.*—The provisions of this Act shall not be applicable to the Governor, the Chief Justice and the other judges of the High Court.

6. *Power to make Rules.*—(1) The State Government shall subject to the condition of previous publication in the *Official Gazette*, make rules for carrying out the purposes of this Act

(2) Every rule made under this Act shall be laid, as soon as may be after it is made before each House of the State Legislature while it is in session for a total period of thirty days which may be comprised in one session or in two or more successive sessions, and if before the expiry of the session immediately following the session or the successive sessions aforesaid both Houses agree in making any modification in the rule or both Houses agree that the rule should not be made, the rule shall, from the date of publication of a notification in the *Official Gazette* of such session have effect, only in such modified form, or be of no effect, as the case may be, so however that any modification or annulment shall be without prejudice to the validity of anything previously done or omitted to be done under that rule.

7. *Penalties for Offences.*—An employer who contravenes any provision of this Act or rules made under this Act, shall on conviction be punishable with imprisonment for a term which may extend to six months, or with fine which may extend to five hundred rupees or with both.

(Published in *M.G.G. Part V* dated 14th October 1982,
(Page No. 321—322)

Gist of Important Notifications under Various Labour Laws

BOMBAY INDUSTRIAL RELATIONS ACT, 1946.

1. *Appointments under the Act.*—Government of Maharashtra, in exercise of the powers conferred by Section 9 of the said Act, appointed Shri S. V. Vaze, Judge Second Labour Court, Nagpur, to preside over the said Labour Court, and for that purpose amended the said notification as follows, namely—

In column (3) of the Schedule to the said notification, against entry No. 20, for words and letters 'Shri Y. G. Deshpande' the words and letters 'Shri S. V. Vaze' shall be substituted (Notification No. BIR/1082/6357/Lab-9, dated 20th August 1982, published in *Maharashtra Government Gazette*, Part I-L, dated 14th October 1982, Page No. 7494).

2. Government of Maharashtra, in exercise of the powers conferred by Section 9 of the said Act, appointed Shri G. H. Kadam, Judge, Third Labour Court Nagpur to preside over the said Labour Court, and for that purpose amended the said notification as follows, namely,—

In column (3) of the Schedule to the said notification, against entry No. 21 for the words and letters "Shri S. V. Vaze," the words and letters "Shri G. H. Kadam" shall be substituted.

(Notification No. BIR/1028/6360/Lab-9, dated 20th August 1982, published in *Maharashtra Government Gazette*, Part I-L, dated 14th October, 1982, Page No. 7496).

3. Government of Maharashtra, in exercise of the powers conferred by section 10 of the said Act, appointed Shri N. L. Bhalchandra, Judge, Labour Court, Pune, to be Member of the Court of Industrial Arbitration.

(Notification No. BIR/1082/6369/Lab-9, dated 24th August, 1982, published in *Maharashtra Government Gazette*, Part I-L, dated 14th October, 1982 Page No. 7501).

4. Government of Maharashtra, in exercise of the powers conferred by section 9 of the said Act, appointed Shri S. B. Shete, Judge, Second Labour Court, Solapur to preside over the First Labour Court, Solapur in place of Smt. N. A. Kadam.

(Notification No. BIR/1082/6391/Lab-9, dated 4th September 1982, published in *Maharashtra Government Gazette*, Part I-L, dated 14th October 1982, Page Nos. 7514-15).

5. Government of Maharashtra, in exercise of the powers conferred by section 9 of the said Act, appointed Shri S. G. Bhosale, Judge, Second Labour Court, Pune, to preside over the First Labour Court, Pune in place of Shri N. L. Bhalchandra.

(Notification No. BIR/1082/6394/Lab-9, dated 4th September 1982, published in *Maharashtra Government Gazette*, Part-I-L, dated 14th October, 1982, Page No. 7516).

II. BOMBAY RELIEF UNDERTAKINGS (SPECIAL PROVISIONS) ACT, 1958

Declaration of Relief Undertakings Under the.—(1) Government of Maharashtra, in exercise of the powers conferred by Sections 3 and 4 of the said Act, declared that the 'Bijlee Products (India) Private Limited, Pune, shall for a further period of one year commencing on the 24th day of August 1982 and ending on the 23rd August 1983 (both days inclusive) be conducted to serve as a measure of unemployment relief, subject to the conditions as mentioned in the said notification.

(Notification No. BRU/1082/8845/IND-10 dated 23rd August 1982, published in *M.G.G. Part I-L* dated 14th October 1982 Page No. 7498-99).

(2) Government of Maharashtra, in exercise of the powers conferred by sections 3 and 4 of the said Act, declared that the Phoenix Mills Limited., Bombay shall for a further period of eight months commencing on the 4th day of September 1982 and ending on the 3rd day of May 1983 (both days inclusive) be conducted to serve as a measure of unemployment relief subject to fulfilling the conditions as mentioned in the said notification.

(Notification No. BRU/1082/8623/IND-10 dated 3rd September 1982, published in M.G.G. Part-I-L, dated 14th October 1982, page Nos. 7512-13).

3. Government of Maharashtra, in exercise of the powers conferred by Sections 3 and 4 of the said Act, declared that the M/s. Miraj Glass Private Limited, Miraj, shall, for a further period of six months commencing on the 9th day of September 1982 and ending on the 9th day of March 1983 (both days inclusive) be conducted to serve as a measure of unemployment relief subject to fulfilling the conditions as specified in the said notification.

(Notification No. BRU/1082/6394/Lab-9 dated 4th September 1982, published in M.G.G. Part-I-L dated 14th October 1982, Page No. 7516-19)

(4) Government of Maharashtra, in exercise of the powers conferred by sections 3 and 4 of the said Act, declared that the M/s. Kohinoor Mills Company Limited, Bombay, shall for a further period of six months commencing on the 10th day of September 1982 and ending on 9th day of March 1983 (both days inclusive) be conducted to serve as a measure of unemployment relief, subject to the conditions as specified in the said notification.

(Notification No. BRU/1082/8844/IND-10 dated 9th September, 1982, published in M.G.G. Part-IL dated 14th October, 1982, Page No. 7520-21).

III. BOMBAY SHOPS AND ESTABLISHMENTS ACT, 1948.

(a) *Application of the Act.*—1. Government of Maharashtra, in exercise of the powers conferred by sub-section (5) of section 1 of the said Act, directed that all the provisions of the said Act, shall come into force in Kille Dharur Municipal Area in Beed District with effect from 1st September 1982.

(Notification No. BSE/12381/CR-176/Lab-3, dated 31st July 1982, published in M.G.G. Part-I-L, dated 14th October, 1982, Page No. 7481).

(b) *Amendments under the Act.*—(1) Government of Maharashtra, in exercise of the powers conferred by the proviso to section 4 of the said Act, amended the Schedule II to the said Act, as follows, namely;—

“ 281. Hotel Jal Pvt. Section 33 subjects to the conditions that—
Ltd., Nehru Road, (1) No female employees shall be given night duty continuously
Vile Parle (East), for more than a week.
Bombay 4000 057.

(2) Female employees whose duty terminates or starts after 8-30 p.m. and/or before 6-00 a.m. should be provided by the establishment with conveyance from the residence of the employees to the Hotel.

(3) Female employees should be placed in groups at night.

(4) Rest room and lockers should be provided by the Hotel for the female employees.

(5) No female employees should be put on duty in the permit room.

(Notification No. BSE/1481/CR-258/Lab-3, dated 8th September 1982, published in M.G.G. Part-IL, dated 21st October, 1982 Page No. 7554).

(c) *Corrigendum under the Act.*—(1) In Government Notification, Industries, Energy and Labour Department, No. P-7382/CR/Lab-3, dated the 13th August 1982, in twelfth line the words “18th August 1982” should be deleted and after the words “the week ending” following should be inserted:—

“ 13th September 1982 and (u) wages for the work done on Monday, the 16th August 1982

(Notification No. P-7382/CR-249/CR-249/Lab-3, dated 18th August 1982 published in M.M.G. Part-I-L, dated 21st October 1982, Page No. 7553).

IV. EMPLOYEES STATE INSURANCE ACT, 1948

(a) *Appointments under the Act*

(1) Government of Maharashtra, in exercise of the powers conferred by Section 74 of the said Act, appointed Shri R. N. Gawande, Member, Industrial Court, Bombay to be judge of the Employees State Insurance Court, Bombay in place of Shri B. V. Chawan.

(Notification No. SIA/4482/3760/Lab-11 dated 27th August 1982, published in M.G.G. Part-I-L, dated 14th October 1982 page No. 7502).

(b) *Exemptions under the Act*

(1) Government of Maharashtra, in exercise of the powers conferred by Section 80 read with Section 91-A of the said Act, exempted the printing Press, owned by the Nagpur Municipal Corporation, Nagpur from the operation of the said Act for a period of one year beginning from the 14th July 1982 to 13th July 1983.

(Notification No. SIA/1282/3739/Lab-11 dated 7th August 1982, published in M.G.G. Part-I-L, dated 21st October 1982 Page No. 7551).

(2) Government of Maharashtra, in exercise of the powers conferred by Section 87 read with Section 91-A of the said Act, exempted the Brick Kilns in Maharashtra from the operation of the said Act retrospectively with effect from 26th February 1982, till the date of the notification and prospectively upto and inclusive of 30th September 1982.

(Notification No. SIA/1782/3750/Lab-11 dated 30th August 1982, published in M.G.G. Part-I-L, dated 21st October 1982, Page No. 7551).

(3) Government of Maharashtra, in exercise of the powers conferred by Section 87 read with Section 91-A of the said Act, exempted M/s. India Community Kitchen Society, 55 Rasta Peth, Pune 411 011, from the operation of the said Act for a period of six months from 1st April 1982 to 30th September 1982.

(Notification No. SIA/1582/3746/Lab-11 dated 5th August 1982, published in M.G.G. Part I-L dated 21st October 1982, Page No. 7552).

V. FACTORIES ACT, 1948

(a) *Obligations under the Act.*—(1) Government of Maharashtra, in exercise of the powers conferred by Clauses (1) of sub-section (7) of Section 40B of the said Act required every factory in the State wherein one thousand or more workers are ordinarily employed, the occupier shall employ safety officers as specified in Column 3 of the Schedule hereto for the number of workers mentioned against them in Column 2 thereof.

SCHEDULE		
Serial No.	Number of workers ordinarily employed	Number of Safety Officers
1	2	3
1	1,000 but not exceeding 2,000	1
2	Above 2,000 but not exceeding 5,000	2
3	Above 5,000 but not exceeding 10,000	3
4	Above 10,000	4

(Notification No. FAC/1081/8511/Lab-4 dated 2nd August 1982, published in M.G.G. Part-I-L dated 14th October 1982 Page No. 7482).

(b) *Proposed amendments to the Act.*—(1) The following draft of rules further to amend Maharashtra Factories Rules, 1963, which the Government of Maharashtra proposes to make in exercise of the powers conferred by section 112 read with section 87 of the Act, 1948 (LXIII of 1948), and of all other powers enabling it in that behalf is hereby published as required by section 115 of the said Act, for the information of all persons likely to be affected thereby; and notice is hereby given that the said draft will be taken into consideration by the Government of Maharashtra on or after the 15th day of December 1982.

2. Any objections or suggestions which may be received by the Commissioner of Labour and Director of Employment (Factory Department), Commerce Centre, 5th floor, Tardeo Road, Bombay 400 034, from any person with respect to the said draft before the aforesaid date will be considered by Government.

DRAFT RULES

1. These Rules may be called the Maharashtra Factories (Amendment) Rules, 1982.

2. In rule 114 of the Maharashtra Factories Rules, 1963 (hereinafter referred to as "the principal rule").

(1) in Schedule III, after paragraph 15, the following new paragraph shall be inserted, namely:—

"15-A. *Medical Facilities.*—(1) The occupier of the factory shall appoint at least a part-time qualified medical practitioner, possessing M.B.B.S. degree and having a post-graduate Diploma in Industrial Health or possessing M.B.B.S. degree and having five years experience in industry as occupational health physician. The medical practitioner so appointed shall be required to put in minimum four hours' attendance on every working day in the ambulance room for carrying out the duties specified in the following sub-paragraph (2):

Provided that, in cases of factories employing less than 500 workers per day, the Chief Inspector of Factories may allow attendance for shorter duration after taking into consideration all the relevant facts of each case.

(2) The medical practitioner, so appointed, shall perform the following duties, that is to say,—

(a) to maintain Health Register in Form 7;

(b) to undertake medical supervision of persons engaged on dangerous operations specified in rule 114 of these rules;

(c) to look after health, education and rehabilitation of sick, injured or affected workers;

(d) to carry out inspection of work rooms where dangerous operations are carried out and to advise the management in respect of the measures to be adopted for protection of health of the workers involved therein.

(3) For the purpose of medical supervision by the Medical practitioner so appointed, the occupier shall provide for the former's exclusive use at the factory premises a room which shall be properly cleaned, adequately lighted, ventilated and furnished with a screen, a table and office stationery chairs and other facilities and instruments including X-raying arrangement for Schedule IV, X, XVII for such examinations and such other equipments as may be prescribed by the Chief Inspector of Factories from time to time."

(2) in Schedule IV, after paragraph 11, the following new paragraph 12 shall be added at the end, namely:—

12. *Medical Facilities.*—(1) The occupier of the factory shall appoint at least a part-time qualified medical practitioner, possessing M.B.B.S. degree and having post-graduate Diploma in Industrial Health or possessing M.B.B.S. degree and having five years experience in industry as occupational health physician. The medical practitioner so appointed shall be required to put in minimum four hours' attendance on every working day in the ambulance room for carrying out the duties specified in the following sub-paragraph (2):

Provided that, in cases of factories employing less than 500 workers per day, the Chief Inspector of Factories may allow attendance for shorter duration after taking into consideration all the relevant facts of each case.

(2) The medical practitioner so appointed, shall perform the following duties, that is to say,—

(a) to maintain Health Register in Form 7;

(b) to undertake medical supervision of persons engaged on dangerous operations specified in rule 114 of these rules;

(c) to look after health, education and rehabilitation of sick, injured or affected workers;

(d) to carry out inspection of work-rooms where dangerous operations are carried out and to advise the management in respect of the measures to be adopted for protection of health of the workers involved therein.

(3) For the purpose of medical supervision by the medical practitioner so appointed, the occupier shall provide for the former's exclusive use at the factory premises a room which shall be properly cleaned, adequately lighted, ventilated and furnished with a screen, a table with office stationery, chairs and other facilities and instruments including X-ray arrangements also for Schedules X and XVII for such examinations and such other equipments as may be prescribed by the Chief Inspector from time to time."

(3) in Schedule VI, after paragraph 8, the following new paragraph 8A shall be inserted, namely:—

"8A. *Medical Facilities.*—(1) The occupier of the factory shall appoint at least a part-time qualified medical practitioner, possessing M.B.B.S., degree and having post-graduate Diploma in Industrial Health or possessing M.B.B.S. degree and having five years experience in industry as occupational health physician. The medical practitioner, so appointed shall be required to put in minimum four hours' attendance on every working day in the ambulance room for carrying out the duties specified in the following sub-paragraph (2):

Provided that, in cases of factories employing less than 500 workers per day, the Chief Inspector of Factories, may allow attendance for short, duration after taking into consideration all the relevant facts of each case.

(2) The medical practitioner so appointed shall perform the following duties, that is to say,

(a) to maintain Health Register in Form 7;

(b) to undertake medical supervision of persons engaged on dangerous operations specified in rule 114 of these rules;

(c) to look after health education and rehabilitation of sick, injured or affected workers;

(d) to carry out inspection of work-rooms where dangerous operations are carried out and advise the management of the measures to be adopted for protection of health of workers involved therein.

(3) For the purpose of medical supervision by the medical practitioner so appointed, the occupier shall provide for the former's exclusive use at the factory premises a room which shall be properly cleaned, adequately lighted, ventilated and furnished with a screen, a table with office stationery, chairs and other facilities and instruments including X-ray arrangements for Schedule IV, X, XVII for such examinations and such other equipments as may be prescribed by the Chief Inspector of Factories from time to time."

(4) In Schedule X, for paragraph 8, the following shall be substituted, namely:—

8. *Medical facilities.*—(1) The occupier of the factory shall appoint at least a part-time qualified medical practitioner, possessing M.B.B.S. degree and having post-graduate Diploma in Industrial Health or possessing M.B.B.S. degree and having five years experience in industry as occupational health physician. The medical practitioner, so appointed, shall examine and treat all workers, for chrome ulcerations and occupational diseases, on the premises

least thrice a week. The medical practitioner so appointed, shall be required to put in minimum four hours' attendance on every working day in the ambulance-room for carrying out the duties specified in the following sub-paragraph (2) :

Provided that, in the case of factories employing less than 500 workers per day, the Chief Inspector of Factory may allow attendance for shorter duration, after taking into consideration all the relevant facts of each case.

(2) The medical practitioner so appointed shall perform in addition to the duties specified in sub-paragraph (1), the following duties, that is to say,—

- (a) to maintain Health Register in Form 7;
- (b) to undertake medical supervision of persons engaged on dangerous operations specified in rule 114 of these rules;
- (c) to look after health, education and rehabilitation of sick, injured or affected workers;
- (d) to carry out inspection of work-rooms where dangerous operations are carried out and to advise the management of the measures to be adopted for protection of health of the workers involved therein.

(3) The occupier shall in addition appoint a person trained in First Aid who shall inspect daily the hands and feet of all persons employed and shall keep a record of such inspection in a register maintained for the purpose in a Form approved by the Chief Inspector of Factories.

(4) The occupier shall also provide and maintain a sufficient supply of suitable antidotes, ointment and impermeable water-proof plaster in a separate box readily accessible to the workers and used solely for the purpose of keeping the antidotes ointment and plaster."

(5) in Schedule XI, for paragraph 14, the following shall be substituted, namely:—

" 14. *Medical Facilities.*—(1) The occupier of the factory shall appoint at least a part-time qualified medical practitioner, possessing M.B.B.S. degree and having post-graduate Diploma in Industrial Health or possessing M.B.B.S. degree and having five years experience in industry as occupational health physician. The medical practitioner, so appointed, shall be required to put in minimum four hours' attendance on every working day in the ambulance room for carrying out the duties specified in the following sub-paragraph (2):

Provided that, in the case of factories employing less than 500 workers per day, the Chief Inspector of Factories may allow attendance for shorter duration, after taking into consideration all the relevant facts of each case.

(2) The medical practitioner so appointed shall perform the following duties, that is to say,—

- (a) to maintain Health Register in Form 7;
- (b) to undertake medical supervision of persons engaged on dangerous operations specified in rule 114 of these rules;
- (c) to look after health, education and rehabilitation of sick, injured or affected workers;
- (d) to carry out inspection of work rooms where dangerous operations are carried out and to advise the management of the measures to be adopted for protection of health of the workers involved therein.

(3) For the purpose of medical supervision by the medical practitioner, the occupier shall provide for the former's exclusive use at the factory premises a room which shall be properly cleaned, adequately ventilated, lighted and furnished with a screen, a table with office stationery, chairs and facilities and instruments for such examination and oxygen gas with qualified personnel for its administration."

(6) In Schedule XIV, after paragraph 13, the following new paragraph 13 A shall be inserted, namely:—

" 13A. *Medical facilities.*—(1) The occupier of the factory shall appoint at least a part-time qualified medical practitioner, possessing M.B.B.S. degree and having post-graduate diploma in Industrial Health or possessing M.B.B.S. degree and having five years experience in industry as occupational health physician. The medical practitioner so appointed shall be required to put in minimum four hours' attendance on every working day in the ambulance-room for carrying out the duties specified in the following sub-paragraph(2):

Provided that, in cases of factories employing less than 500 workers per day, The Inspector of Factories may allow attendance for shorter duration after taking into consideration all the relevant facts of each case.

(2) The medical practitioner so appointed shall perform the following duties, that is to say,—

- (a) to maintain Health Register, in Form 7;
- (b) to undertake medical supervision of persons engaged on dangerous operations specified in rule 114 of these rules;
- (c) to look after health, education and rehabilitation of sick, injured or affected workers;
- (d) to carry out inspection of work-rooms where dangerous operations are carried out and to advise the management of the measures to be adopted for protection of health of the workers involved therein.

(3) For the purpose of medical supervision by the medical practitioner so appointed the occupier shall provide for his exclusive use a room in the factory premises which shall be properly cleaned, adequately lighted, ventilated and furnished with a screen, a table with office stationery, chairs and other facilities and instruments including X-Ray apparatus for Schedules IV, and X XVII, for such examinations and such other equipments as prescribed by the Chief Inspector of Factories from time to time."

(7) In Schedule XV, for paragraph 14, the following shall be substituted, namely:—

" 14. *Medical facilities.*—(1) The occupier of the factory shall appoint at least a part-time qualified medical practitioner, possessing M.B.B.S. degree and having a Diploma in Industrial Health or possessing M.B.B.S. degree and having, five, years experience in industry as occupational health physician. The medical practitioner so appointed shall examine and, if necessary, treat on the premises of the factory all workers who are engaged on dangerous operations involving the use of dangerous pesticides for effects of excessive absorption at least once a week. The occupier shall make necessary arrangements to ensure quick availability of the medical practitioner so appointed or any other qualified medical practitioner in emergency cases: The medical practitioner, so appointed, shall be required to put in minimum four hours' attendance on every working day in the ambulance-room for carrying out the duties specified in the following sub-paragraph(2):

Provided that, in cases of factories employing less than 500 workers per day, The Inspector of Factories may allow attendance for shorter duration after taking into consideration all the relevant facts of each case.

(2) The medical practitioners so appointed, shall perform, in addition to the duties specified in sub-paragraph (1), the following duties, that is to say, :—

- (a) to maintain Health Register in Form 7;
- (b) to undertake medical supervision of persons engaged in dangerous operations specified in rule 114 of these rules;
- (c) to look after health, education and rehabilitation of sick, injured or affected workers;
- (d) to carry out inspection of work-rooms where dangerous operations are carried out and to advise the management of the measures to be adopted for protection of health of the workers involved therein.

(8) In Schedule XVII, after paragraph 11, the following new paragraph 11A shall be inserted, namely :—

11A. *Medical facilities.*—(1) The occupier of the factory shall appoint at least a part-time qualified medical practitioner, possessing M.B.B.S. degree and having post graduate diploma in Industrial Health or possessing M.B.B.S. degree and having five years experience in industry as occupational health physician. The medical practitioner so appointed shall be required to put in minimum four hours' attendance on every working day in the ambulance room for carrying out the duties specified in the following sub-paragraph (2). :

Provided that, in cases of factories employing less than 500 workers per day, The Inspector of Factories may allow attendance for shorter duration after taking into consideration all the relevant facts of each case.

(2) The medical practitioner so appointed shall perform the following duties, that is to say:—

(a) to maintain Health Register in Form 7;

(b) to undertake medical supervision of persons engaged on dangerous operations specified in rule 114 of these rules;

(c) to look after health, education and rehabilitation of sick, injured or affected workers;

(d) to carry out inspection of work-rooms where dangerous operations are carried out and to advise the management of the measures to be adopted for protection of health of the workers involved therein.

(3) for the purpose of medical supervision by the medical practitioner so appointed the occupier shall provide for his exclusive use a room in the factory premises which shall be properly cleaned, adequately lighted, ventilated and furnished with a screen, a table with office stationery, chairs and other facilities and instruments including X-Ray arrangement also for Schedules IV and X, for such examinations and such other equipments as may be prescribed by the Chief Inspector from time to time.

(9) In Schedule XVIII in paragraph 6,—

(i) in sub-paragraph (1), after the words "Appointed Doctor", the following shall be added at the end, namely:—

"Appointed Doctor shall be required to put in minimum four hours' attendance on every working day in the ambulance-room for carrying out the duties specified in the following sub-paragraphs (3) and (4), (5) :

Provided that, in the case of factories employing less than 500 workers per day, the Chief Inspector of Factories may allow attendance for shorter duration after taking into consideration all the relevant facts of each case."

(ii) after sub-paragraph (4), the following new sub-paragraph (5) shall be added, namely

"(5) In addition to the duties specified in sub-paragraphs (3) and (4), the appointed doctor shall perform the following duties, that is to say,—

(a) to maintain Health Register in Form 7;

(b) to undertake medical supervision of persons engaged in dangerous operations specified in rule 114 of these rules;

(c) to look after health, education and rehabilitation of sick, injured or affected workers;

(d) to carry out inspection of work-rooms where dangerous operations are carried out and to advise the management of the measures to be adopted for protection of health of the workers involved therein.

(10) In Schedule XX, after paragraph 13, the following new paragraph 13A shall be inserted, namely:—

"13A. *Medical facilities.*—(1) The occupier of the factory shall appoint at least a part-time qualified medical practitioner, possessing M.B.B.S. degree and having a diploma in Industrial Health or possessing M.B.B.S. degree and having five years experience in industry as occupational health physician. The medical practitioner so appointed shall be required to put in minimum four hours' attendance on every working day in the ambulance-room for carrying out the duties specified in the following sub-paragraph (2):

Provided that, in the cases of factories employing less than 500 workers per day. The Chief Inspector of Factories may allow attendance for shorter duration after taking into consideration all the relevant facts of each case.

(2) In addition to the duties specified in sub-paragraph (1) the medical practitioner appointed shall perform the following duties, that is to say,—

(a) to maintain Health Register in Form 7;

(b) to undertake medical supervision of persons engaged in dangerous operations specified in rule 114 of these rules;

(c) to look after health, education and rehabilitation of sick, injured or affected workers;

(d) to carry out inspection of work-rooms where dangerous operations are carried out and to advise the management of the measures to be adopted for protection of the workers involved therein.

3. In Form 7 appended to the principal rules for the brackets, words and figures in rule 18(7) "the brackets, words and figures" [See rule 18(7) and Schedules II, III, IV, V, VI, VII, X, XI, XIII, XIV, XV, XVII, XVIII and XX to rule 114] shall be substituted.

(Notification No. FAC/1173/5766/Lab-4, dated 31st August 1982, published in Part I-L, dated 14th October 1982, Page Nos. 7505-7511).

VI. INDIAN BOILERS ACT, 1923

(a) *Exemption under the Act.*—(1) Government of Maharashtra, in exercise of the powers conferred by the first proviso to Rule 68 of the Maharashtra Boilers Rules, 1962, exempts the boiler No. MR 10606 belonging to the Hindustan Organic Chemicals, Rasayani, from the operation of Rule 68 of the Maharashtra Boiler Rules, 1962.

(Notification No. IBA/1082/CR-152/Lab-3, dated 6th August 1982, published in Part I-L, dated 21st October 1982, Page No. 7592).

(2) Government of Maharashtra, in exercise of the powers conferred by the first proviso to Rule 68 of the Maharashtra Boiler Rules, 1962, exempted the three new I.A.E.C. boilers Nos. IS-309, IS-310 and IS-311 belonging to the Oil and Natural Gas Commission Bombay offshore project installed at IPG/CSP Plants at Uran, District Kolaba from the operation of the said Rule 68 for a further period of one year from 1st October 1981 to 30th September, 1982 subject to the condition that the boiler when in use will be attended by persons holding the first class competency Boilers Attendant's Certificate issued under the said rules or its equivalent, to be assisted by a fireman.

(Notification No. IBA/1281/CR-69-Lab-3, dated 6th August, 1982, Published in Part I-L, dated 21st October 1982, Page No. 7552).

VII. INDUSTRIAL DISPUTES ACT, 1947

(a) *Appointment under the Act.*—(1) Government of Maharashtra in exercise of the powers conferred by Section 8 of the said Act, appointed to be the Presiding Officer of the Second Labour Court, Nagpur, Shri S. V. Vaze, Presiding Officer of the Second Labour Court, Nagpur.

(Notification No. IDA/1182/6358/Lab-9, dated 20th August 1982, published in Part I-L, dated 14th October 1982, Page No. 7495).

(2) Government of Maharashtra in exercise of the powers conferred by Section 8 of the said Act appointed Shri G. H. Kadam, Judge, Third Labour Court, Nagpur to be the Presiding Officer of the Second Labour Court, Nagpur to fill the vacancy of aforesaid and for the purpose amended the said notification as follows namely:—

In column 2 of the Schedule appended to the said Notification, for the words and letters "Shri S. V. Vaze", Judge, Second Labour Court, Nagpur the words and letters "G. H. Kadam", Judge, Second Labour Court, Nagpur, shall be substituted.

(Notification No. IDA/6361/Lab-9, dated 20th August 1982, published in Part I-L, dated 14th October 1982, Page No. 7496-97).

(3) Government of Maharashtra in exercise of the powers conferred by Section 8 of the said Act, appointed Shri N. L. Bhalchandra, Judge, Labour Court, as the Presiding Officer of the Industrial Tribunal, Bombay in place of Shri B. V. Chavan.

(Notification No. IDA/1182/6370/Lab-9, dated 24th August 1982, published in Part I-L, dated 14th October 1982, Page No. 7501).

(4) Government of Maharashtra in exercise of the powers conferred by Section 8 of the said Act, appointed Shri S. B. Shete, Judge, Second Labour Court, Solapur, to be the Presiding Officer of the First Labour Court, Solapur, in place of Smt. N. A. Kadam.

(Notification No. IDA/1182/6392/Lab-9, dated 4th September 1982, published in Part I-L, dated 14th October 1982 Page No. 7515).

(5) Government of Maharashtra in exercise of the powers conferred by Section 8 of the said Act, appointed Shri S. G. Bhosale, Judge, Second Labour Court, Pune to be the Officer of the First Labour Court, Pune, in place of Shri N. L. Bhalchandra.

(Notification No. IDA/1182/6395/Lab-9, dated 4th September 1982, published in M.G.G. Part I-L, dated 14th October 1982, Page No. 7517).

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

(a) *Amendments to the Schemes framed under the Act.*—(1) Government of Maharashtra in exercise of the powers conferred by Sub-Section (1) of Section 4 of the said Act, made the following Scheme further amended the Railway Goods Clearing and Forwarding Unprotected Workers (Regulation of Employment and Welfare) Scheme, 1976, the same having been previously published as required by Sub-Section (1) of the said Section 4, namely:—

1. This Scheme may be called the Railway Goods Clearing and Forwarding Unprotected Workers (Regulation of Employment and Welfare) (Amendment) Scheme, 1982.

2. In the Railway Goods Clearing and Forwarding Unprotected Workers (Regulation of Employment and Welfare) Scheme, 1976, for clause 43, the following clause shall be substituted, namely:—

“43. *Penalties.*—Whoever contravenes the provisions of clauses 14, 29 or 30 shall on conviction, be punished with imprisonment for a term of three months or with fine which may extend to rupees five hundred or with both; where such contravention is a first contravention and with imprisonment for a term of six months or with fine which may extend to rupees one thousand or with both where such contravention is a subsequent contravention. If the contravention is continued further after conviction he shall be punished with a further fine which may extend to one hundred rupees, for each day on which the contravention is so continued.”

(Notification No. UWA/1479/CR. 8004/CR. 8004 dated 27th July 1982, published in M.G.G. Part-I-L dated 14th October, 1982, page No. 7481).

(b) Government of Maharashtra, in exercise of the powers conferred by Sub-Section (1) of Section 4 of the said Act, made the following Scheme further amended the Bombay Iron and Steel Unprotected Workers (Regulation of Employment and Welfare) Scheme, 1970 the same having been previously published as required by Sub-Section (1) of the said Section 4, namely:—

1. This scheme may be called the Bombay Iron and Steel Unprotected Workers (Regulation of Employment and Welfare) (Amendment) Scheme, 1982.

2. In clause 3 of the Bombay Iron and Steel Unprotected Workers (Regulation of Employment and Welfare) Scheme, 1970 (hereinafter referred to as “the principal Scheme”)

(a) in sub-clause (i), the following shall be added, at the end, namely:—

“And from 1st September 1982, in the areas specified in Part III of that Schedule.

(b) in sub-clause (ii), the following shall be added, at the end, namely:—

“and from 1st October 1982, in the areas specified in Part III that Schedule;

3. In the Schedule appended to the principal scheme, after Part II, the following shall be added, namely:—

All the remaining areas in Thana District not included in Part II and areas comprising Panvel and Karjat Talukas, of the Raigad District.”

(Notification No. UWA/1482/CR. 8010/Lab-5, dated 27th July 1982, published in M.G.G. Part-I-L dated 14th October 1982, page No. 7481).

Appointments under the Act.—(b) Government of Maharashtra, in exercise of the powers conferred by Section 11 read with Sub-Section (3) and (6) of Section 6 of the said Act, nominated Shri Balwant Sonappa Pawar, General Secretary, Maharashtra Rajya Mathadi Transport and General Kamgar Union, Bombay 400 009 to fill the vacancy in the Office of the members representing unprotected workers on the said Board and for that purpose amended the said notification as follows, namely:—

In the said notification,—

(i) in clause (a), under the heading “members representing unprotected workers” for entry 1, the following shall be substituted, namely:—

“1 Shri Balwant Sonnappa Pawar, General Secretary, the Maharashtra Rajya Mathadi Transport and General Kamgar Union, Bombay 400 009.”

(ii) in clause (c), for entry 6, the following entry shall be substituted, namely:—

“6. Shri Balwant Sonnappa Pawar Member.”

(Notification No. UWA/1082/CR. 8086/Lab-5 dated 3rd August 1982, published in M.G.G. Part-I-L dated 14th October 1982, page No. 7482-83).

(c) *Proposed amendments to the Rules.*—Government of Maharashtra, in exercise of the powers conferred by Sub-Section (1) of Section 28 of the said Act, and of all other powers enabling it in that behalf, is published as required by Sub-Section (1) of the said Section 28 for the information of all persons likely to be affected thereby and notice has given that the said draft will be taken into consideration after the 15th day of September 1982.

2. Any objections or suggestions which may be received by the Secretary to the Government of Maharashtra, Industries, Energy and Labour Department, Mantralaya, Bombay 400 032, from any person with respect to the said draft before the aforesaid date will be considered by Government.

DRAFT RULES

1. These rules may be called the Maharashtra Mathadi, Hamal and Other Manual Workers (Advisory Committee), (Amendment) Rules, 1982.

2. In rule 5-A of the Maharashtra Mathadi, Hamal and Other Manual Workers (Advisory Committee) Rules, 1969, in clause (2), in sub-clause (b), for the words, letters and figures “limited to Rs. 5 only” the words letters and figures “limited to Rs. 10 only” shall be substituted.

(Notification No. UWA/1182/CR. 8078/Lab-5 dated 10th August 1982, published in M.G.G. Part I-L, dated 14th October 1982, page No. 7493).

Exemptions under the Act.—(d) Government of Maharashtra, in exercise of the powers conferred by Section 22 of the said Act, after consulting the Advisory Committee exempted M/s. Fertilizers Corporation of India in Greater Bombay who are members of Wadi Bunder and Carnac Bunder Kamgar Sahakari Society Ltd., are in the employment of benefits which are on the whole not less favourable to the said unprotected workers than the benefits provided by or under the said Act or the Grocery Markets or Shops Unprotected (Regulation of Employment and Welfare) Scheme, 1970 from the operation of all the provisions of the said Act and the Scheme, the said unprotected workers upto and inclusive of 31st March 1985).

(Notification No. UWA/1482/CR. 8004/Lab-5 dated 30th August 1982, published in M.G.G. Part I-L dated 14th October 1982 Page No. 7503).

(2) Government of Maharashtra, in exercise of the powers conferred by Section 22 of the said Act, after consulting the Advisory Committee, exempted M/s. Hindustan Steel at Vidya-vihar in Greater Bombay who are members of Wadi Bunder and Carnac Bunder Kamgar Sahakari Society Ltd. in the employment of benefits which are on the whole not less than favourable to the said unprotected workers, then the benefits provided by or under the said Act.

(3) Government of Maharashtra, in exercise of the powers conferred by Section 22 of the said Act, after consulting the Advisory Committee, exempted M/s. Fertiliser Corporation of India in Greater Bombay who are members of Wadi Bunder and Carnac Bunder Sahakari Society Ltd. are in the employment of benefits which are on the whole not less favourable to the said unprotected workers than the benefits provided by or under the Grocery Markets or Shops Unprotected Workers (Regulation of Employment and Welfare) Scheme, 1970 from the operation of all the provisions of the said Act and the said Scheme, the said unprotected workers upto and inclusive of 31st March 1985.

(Notification No. UWA/1482/CR. 8004/Lab-5 dated 30th August 1982, published in M.G.G. Part-I-L dated 14th October 1982 Page No. 7503).

(4) Government of Maharashtra in exercise of the powers conferred by Section 22 of the said Act, after consulting the Advisory Committee, exempted M/s. Hindustan Steel at Vidya-vihar who are members of Wadi Bunder and Carnac Bunder Kamgar Sahakari Society Ltd. are in the employment of benefits which are on the whole not less favourable to the said Unprotected Workers (Regulation of Employment and Welfare) Scheme, 1970 exempted from the Operation of all the provisions of the said Act and the said Scheme, the said unprotected workers upto and inclusive of 18th July 1985.

(Notification No. UWA/1482/CR. 80008/Lab-5 dated 30th August, 1982, published in M.G.G. Part I-L dated 14th October 1982 Page No. 7503).

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

Appointments under the Act.—(1) Government of Maharashtra, in exercise of the powers conferred by Section 4 of the said Act, appointed Shri S. V. Vaze, to preside over as Presiding Officer of the First Labour Court, Nagpur.

(Notification No. ULP/1082/6359/Lab-9 dated 20th August 1982, published in M.G.G. Part-I-L dated 14th October 1982, Page No. 7495).

(2) Government of Maharashtra, in exercise of the powers conferred by Section 4 of the said Act, appointed Shri G. H. Kadam, in place of Shri S. V. Vaze to preside over as a Presiding Officer of the Second Labour Court, Nagpur.

(Notification No. ULP/1082/6362/Lab-9 dated 20th August 1982, published in M.G.G. Part-I-L dated 14th October 1982, Page No. 7498).

(3) Government of Maharashtra, in exercise of the powers conferred by Section 6 of the said Act, appointed Shri S. B. Shetye, Judge, 2nd Labour Court, Solapur, to preside over as a Presiding Officer of the First Labour Court, Solapur in place of Smt. N. A. Kadam.

(Notification No. ULP/1082/6393/Lab-9 dated 4th September 1982, published in M.G.G. Part-I-L dated 14th October 1982, Page No. 7516).

(4) Government of Maharashtra, in exercise of the powers conferred by section 4 of the said Act, appointed Shri S. G. Bhosale, Judge-Second Labour Court, Pune to preside over as a Presiding Officer, of the First Labour Court, Pune, in place of Shri N. L. Bhalchandra.

(Notification No. ULP/1082/6396/Lab-9 dated 4th September 1982, published in M.G.G. Part-I-L dated 14th October 1982, Page No. 7917).

MINIMUM WAGES ACT, 1948.

Notifications under the Act

Government of Maharashtra, in exercise of the powers conferred by clause (a) of section (1) of section 3 read with sub-section (2) of section 5, of the said Act, after consulting the advise of the said Committee, fixed with effect from 15th August 1982, the rates of set-out in column 3 of the Schedule hereto as the minimum rates of wages payable or as the case may be, per month to such class or employees in the said Scheduled employments, in each zone as are specified in column 2 and 3 respectively of the said schedule.

SCHEDULE

Class of Employees	Basic rate per day/per month as specified in this column and special allowance at the rate to be adjusted at such intervals and in such manner as directed in the Appendix to this Notification	
	Zone-I Rs. per day	Zone-II Rs. per day
2	3	4
<i>Unskilled</i>		
1 Helper		
2 General Worker (not otherwise specified).		
3 Mazdoor		
4 Sweeper		
5 Watchman	7.00	6.00
6 Peon		
7 Waterman		
8 Cleaners		
9 Packers		
Employees by whatever name called doing unskilled work of the nature done by the persons mentioned under the above entries.		
<i>Semi-Skilled—</i>		
1 Sheet Cutting (Milling) (i) Boring (ii) Rough inside and Rough outside.		
2 Side Moulder (Wire Inserter).		
3 Knife (Chaku) Filing.		
4 Pad Fixing, Cementing		
5 Nose Bending		
6 Screw Fitting		
7 Drum Operator under instruction		
8 Drilling		
9 Making Recess (Khancha) for Hinges.	8.00	7.00
10 Pin Hinges and Fitting, Cutting, Riveting		
11 Side Bending		
12 Helper to Moulding Machine Operator.		
13 Soldering Metal parts on soldering machines.		
14 Buffing, (i) Grinding (Mattiwala), and (ii) Felt operation.		
15 Stamping.		

1	2	3	
Employees by whatever name called doing semi-skilled work of the nature done by the persons falling under the above entries.			
<i>Skilled—</i>			
1	Luster and Final polishing. . .		
2	Outside smooth cutting and Tapering (Milling).		
3	Levelling		
4	Moulding Machine operator . .		
5	Machine Mechanic (Maintenance).		
6	Tool Room Operation (Turner, Fitter, Electrician, Carpenter).	9.00	8.00
7	Drum Operator with full knowledge.		
Employees by whatever name called doing skilled work of the nature done by the persons falling under the above entries.			
<i>Highly skilled—</i>			
1	Die Maker	11.00	10.00
2	Supervisor . .		
1	Clerk-typist	.. Rs. 260 per month	Rs. 234 per month
2	Accountant.	.. (+Special Allowance for 26 days).	(+Special Allowance for 26 days).
1	Adolescents		
☒	Employed in any of the categories of employments.	75 per cent of the rate fixed for adults in respect of the same category of employees.	75 per cent of the rate fixed for adults in respect of the same category of employees.
<i>Apprentices</i>			
	(Appointed otherwise than under the Apprentices Act, 1961) Employed in same scale and skilled categories upto the period of 6 months.	75 per cent of the rate fixed for adults in respect of the same category of employees	75 per cent, of the rate fixed for adults in respect of the same Category of employees.

Explanation.—For the purposes of this notification—

(a) Zone I shall comprise of the areas falling within the limits of Greater Bombay Municipal Corporation, and Thane District.

(b) Zone II shall comprise of the remaining areas in the State of Maharashtra.

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

(d) The minimum rates of wages shall be inclusive of payment of remuneration in respect of the weekly day of rest.

Appendix

The consumer price index number for working class (old series) for Bombay City shall be the cost of living index number applicable to the said employees. The competent authority appointed by the Government of Maharashtra, shall after the expiry of every six months commencing on the 1st day of January and 1st day of July, calculate the average of the cost of living index number applicable to the said employees for those six months and ascertain the rise of such average over 1675. For such rise of every point, the special allowance (hereinafter referred to as the "cost of living allowance"), payable (in addition to the basic rate of wages), to the said employees for each of the six months immediately following the six months in respect of which such average has been calculated as aforesaid shall be at the rate of one paisa per point per day.

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

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

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

(Notification No. MWA/6282/4721/Lab 7, dated 9th August 1982, published in *M.G.G. Part -II*, dated 14th October 1982, Page Nos. 7483-86).

(2) Government of Maharashtra in exercise of the powers conferred by Clause (b) of subsection (1) of the said Act, after considering the advice of the said Committee, fixed with effect from 15th August 1982, the rates of wages set-out in column 3 of the schedule hereto as the minimum rates of wages payable per month to such classes or employees in the said scheduled employment in such zones as per specified in column 2 and 3 respectively of the said schedule.

SCHEDULE

Serial No.	Class of Employees	Basic rate per month as specified in column and special allowance as specified in column to be adjusted at such intervals and in such manner as directed in the Appendix to this Notification.			
		Zone-I Rs. per month	Zone-II Rs. per month	Zone-III Rs. per month	Zone-IV Rs. per month
1	2	3			

Skilled-Tanneries—

1	Fine-man.	..	..	..	..
2	Mason.	..	..	..	..
3	Fitter.	..	..	..	..
4	Vehicle Driver.	..	..	..	..
5	Glazing Machine Operator	..	..	..	..
6	Staking Machine Operator	..	..	..	..
7	Splitting Machine Operator	..	..	..	..
8	Shaving Machine Operator	..	..	..	..
9	Rolling Machine Operator	..	..	..	..
10	Buffing Machine Operator.	..	..	..	..
11	Drum Setting Machine Operator	..	..	..	..
12	Putting out Machine operator.	..	..	..	..
13	Hydraulic Press Operator ..	..	..	..	..
14	Spray Dyers.	..	..	..	..
15	Pigment Dyers	..	405.00	380.00	355.00 330.00
16	Setting Machine Operator ..	..	..	..	..
17	Drum-man.	..	..	..	..
18	Hand Flesher	..	..	..	..
19	Hand Shaver	..	..	..	..
20	Belt Finishing Machine Operator.	..	..	..	..
21	Pasting Unit Operator	..	..	..	..
22	Setting Machine Helper	..	..	..	..
23	Picker Assembler	..	..	..	..
24	Laboratory boy	..	..	..	..
25	Vaccum Drawing Machine Operator..	..	..	..	..
26	Fleshing (Hand) Operator...	..	..	..	..
27	Measuring Machine Operator	..	..	..	..

Employees by whatever name called doing the work of the nature done by above categories.

Leather Manufactory—

1	Design Maker	..	..	..	..
2	Pattern Maker	..	..	..	..
3	Shoe Lasting	..	..	..	..
4	Shoe Finisher.	..	..	..	..
5	Chappal Finisher	..	..	..	..
6	Bottom Finisher	..	..	..	..
7	Baba Sandals Lasting	..	..	..	..
8	Bulfin	..	..	..	..
9	Upper Sticking	..	405.00	380.00	355.00 330.00
10	Trimming.	..	..	..	..
11	Skiving	..	..	..	..
12		..	..	..	..

1	2	3			
<i>Semi-Skilled-Tanneries—</i>					
1	Table-man.	..	..	..	..
2	Hand-Setting	..	..	..	..
3	Trimmer	..	..	..	..
4	Table Boy	..	..	..	..
5	Drum Helper	..	..	..	..
6	Leach Pit Cooly	..	..	..	..
7	Line Yard Handlers.	..	..	..	..
8	Disinfectant	..	..	..	..
9	Tan Yard Handlers	..	..	..	..
10	Machine Helper	..	..	..	..
11	Picking Band Cutter	..	385.00	360.00	355.00 310.00
12	Lace Cutter	..	..	..	..
13	Buffer Cutter	..	..	..	..
14	Buffer Rivetter	..	..	..	..
15	Buffer Assembler	..	..	..	..
16	Belt Cutter (Hand).	..	..	..	..
17	Belt Cement Joint	..	..	..	..
18	Buffer Cover Set	..	..	..	..
19	Skivers	..	..	..	..
20	Belt Repairer	..	..	..	..
21	Washer Assembler	..	..	..	..
22	Buffer Pressure	..	..	..	..
23	Assistant Fireman.	..	..	..	..
Employees by whatever name called doing the work of the nature done by above categories.					

Leather Manufactory—

1	Sole Pressing and Rolling	..	..	..	..
2	Splitting	..	..	..	..
3	Decoration	..	..	..	..
4	Strapping	..	..	..	..
5	Slotting	..	..	..	..
6	Upper Folding	..	385.00	360.00	335.00 310.00
7	Sole Sticking	..	..	..	..
8	Lacing	..	..	..	..
9	Marking	..	..	..	..
10	Punching	..	..	..	..
11	Sole Biffig.	..	..	..	..
12	Numbering.	..	..	..	..

Employees by whatever name called doing the work of the nature done by above categories.

Unskilled-Tanneries—

1	Watchman	..	..	..	..
2	Helpers.	..	..	..	..
3	Trimmers.	..	365.00	340.00	315.00 290.00
4	Sweepers	..	..	..	..
5	Lorry Cleaners.	..	..	..	..
6	Coolies.	..	..	..	..

Employees by whatever name called doing the work of the nature done by above categories.

SCHEDULE

Basic rate per month as specified in this column and special allowance at the rate to be adjusted at such intervals and in such a manner as directed in the Appendix to this Notification.

Serial No.	Class of Employees	Zone-I	Zone-II	Zone-III	Zone-IV
		Rs. per month	Rs. per month	Rs. per month	Rs. per month

Skilled-Tanneries—

1	Fine-man.				
2	Mason.				
3	Fitter.				
4	Vehicle Driver.				
5	Glazing Machine Operator				
6	Blanking Machine Operator				
7	Splitting Machine Operator				
8	Shaving Machine Operator				
9	Rolling Machine Operator				
10	Buffing Machine Operator				
11	Drum Setting Machine Operator				
12	Putting out Machine operator.				
13	Hydraulic Press Operator ..				
14	Spray Dyers.	405.00	380.00	355.00	330.00
15	Pigment Dyers				
16	Setting Machine Operator ..				
17	Drum-man.				
18	Hand Flesher				
19	Hand shave				
20	Belt Finishing Machine Operator.				
21	Pasting Unit Operator				
22	Setting Machine Helper ..				
23	Picker Assembler				
24	Laborator boy				
25	Vaccum Drawing Machine Operator..				
26	Fleshing (Hand) Operator				
27	Measuring Machine Operator				

Employees by whatever name called doing the work of the nature done by above categories.

Leather Manufactory—

1	Design Maker				
2	Pattern Maker				
3	Shoe Lasting				
4	Shoe Finisher.				
5	Chappal Finisher				
6	Bottom Finisher				
7	Baba Sandals Lasting	405.00	380.00	355.00	330.00
8	Buffing				
9	Upper Sticking				
10	Trimming.				
11	Skiving				
12	Finisher				

Employees by whatever name called doing the work of the nature done by above categories.

Semi-skilled-Tanneries—

1	Table-man.				
2	Hand-Setting				
3	Trimmer				
4	Ticket Boy				
5	Drum Helper				
6	Leach Pit Cooly				
7	Time Yard Handlers.				
8	Disintegrator				
9	Top Yard Handlers				
10	Machine Helper				
11	Picking Band Cutter	385.00	360.00	355.00	310.00
12	Lace Cutter				
13	Buffer Cutter				
14	Water Riveter				
15	Buffer Assembler				
16	Belt Cutter (Hand).				
17	Belt Connect Joint				
18	Buffer Cover Set				
19	Slivers				
20	Belt Repairer				
21	Washer Assembler				
22	Buffer Pressure				
23	Assistant Fireman.				

Employees by whatever name called doing the work of the nature done by above categories.

Leather Manufactory—

1	Sole Pressing and Rolling				
2	Splitting				
3	Decoration				
4	Strapping				
5	Slotting				
6	Upper Folding	385.00	360.00	335.00	310.00
7	Sole Stitching				
8	Lacing				
9	Marking				
10	Punching				
11	Sole Bifing.				
12	Numbering.				

Employees by whatever name called doing the work of the nature done by above categories.

Unskilled-Tanneries—

1	Watchman				
2	Helpers.	365.00	340.00	315.00	290.00
3	Trimmers.				
4	Sweepers				
5	Lorry Cleaners.				
6	Coolies.				

Employees by whatever name called doing the work of the nature done by above categories.

APPENDIX

The consumer price index number for working class (new series) for Bombay and the cost of living index number applicable to the said employees. The committee appointed by the Government of Maharashtra shall, after the expiry of the period commencing on the 1st day of January and 1st day of July, calculate the cost of living index number applicable to the said employees for those months and ascertain the rise of such average over 450. For such rise of every two per cent, an allowance (hereinafter referred to as the "cost of living allowance") payable to the basic rate of wages) to the said employees for each of the six months following the six months in respect of which such average has been calculated shall be at the following rates, namely:—

	Rs.
Zone—I	1.70
Zone—II	1.20
Zone—III	0.95
Zone—IV	0.70

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

3. The competent authority shall by a notification in the *Official Gazette*, compute the cost of living allowance as aforesaid in the last week of July, when such allowance is payable for each of the months of July to December and in the last week of June or December, as the case may be, immediately after the said date with effect from the date when the minimum rates of wages are fixed.

Provided that the competent authority shall declare the cost of living allowance payable for each of the months of July to December and in the last week of June or December, as the case may be, immediately after the said date with effect from the date when the minimum rates of wages are fixed.

(Notification No. MWA/2182/4914/Lab-7 dated, 9th August 1982, published in Part-I-L dated, 14th October 1982, Page Nos. 7486-7490).

3. Government of Maharashtra, in exercise of the powers conferred by sub-section (1) of section 3 read with sub-section (2) of section 5 of the said Act, after taking the advice of the said Committee, fixed with effect from 15th August 1982, the minimum rates of wages set out in column 3 of the schedule hereto as the minimum rates of wages payable for each month to such classes or employees in the said scheduled employment in such areas as are specified in columns 2 and 3 respectively of the said schedule.

SCHEDULE

Serial No.	Class of Employees	Basic rate per month as specified in column 3 and a special allowance at such intervals and in such manner as specified in the Appendix to this notification		
		Zone I Rs. per month	Zone II Rs. per month	Zone III Rs. per month
1	2	3	4	5
1.	Category No. 1. Persons doing the work of hair cutting, hair cutting with shaving, hair setting, hair setting with shaving, hair dyeing and persons doing similar jobs.	390	365	350

1	2	3	4	5	6	7	
<i>Leather Manufactory—</i>							
1	Watchman	..	..	} 365.00	} 340.00	} 315.00
2	Peon	..	..		
3	Helper	..	..		
4	Office Peon.	..	..		
5	Lorry Cleaner	..	..		
6	Coolie	..	..		
7	Sweeper				290.00
Employees by whatever name called doing the work of the nature done by above categories.							
<i>Administrative Staff—</i>							
1	Supervisory	435	410	385	360
2	Clerical	405	380	355	330
3	Subordinate	385	360	335	310

Apprentices—

(Appointed otherwise than under the Apprentices Act, 1961) employed in same scale and skilled categories upto the period of one year	75% of the rate fixed for adults in respect of same category of employees.	75% of the rate fixed for adults in respect of same category of employees.	75% of the rate fixed for adults in respect of same category of employees.	75% of the rate fixed for adults in respect of same category of employees.
--	--	--	--	--

*Explanation.—*For the purposes of this notification—

(1) Zone I shall comprise of the areas falling within the limits of the Municipal Corporation of Greater Bombay and the areas falling within the limits of the Municipal Councils of Thane Kalyan Ulhasnagar and an area falling within a periphery of 8 kms. from the limits of such Corporation or the Municipal Councils as the case may be.

(2) Zone II shall comprise of the areas falling within the limits of the Municipal Corporations of Pune, Nagpur, Solapur and Kolhapur, the Municipal Councils of Bhiwandi, Ambernath, Chinchwad-Pimpri, Sangli, Miraj and Pune and Dehu Road Cantonments and an area falling within a periphery of 8 kms. from limits of such Municipal Corporations, Municipal Councils or Cantonments, as the case may be.

(3) Zone III shall comprise of the areas falling within the limits of the Municipal Councils of Amravati, Ahmednagar, Akola, Aurangabad, Amalner, Achalpur, Akot, Bhusaval, Barshi, Bhir, Bhandara, Chandrapur, Chalisgaon, Chopda, Dhule, Gondia, Hinganghat, Ichalkaranji, Jalgaon, Jalna, Khamgaon, Karad, Karanja, Latur, Malegaon, Manmad, Malkapur, Nasik, Nanded, Nandurbar, Nasik-Road, Deolali, Pandharpur, Parbhani, Pulgaon, Ratnagiri, Satara, Wardha, Washim, Yeotmal and the Cantonment of Deolali and other Taluka or Tahsil towns.

(4) Zone IV shall comprise of all the other areas in the State of Maharashtra, not included in Zone I, Zone II and Zone III above.

(5) The minimum rate of daily wages payable to an employee employed on daily rate of wages in the factories covered by Factories Act, 1948, shall be computed by dividing the minimum rates of monthly wages fixed for the class of employees to which he belongs, by 26, the quotient being stepped up to the nearest paisa.

(a) Notifications under the Act

The following Notification by the Government of India, Ministry S.31014/1/81-WC(PW), dated the 10th June 1982, is hereby republished:—

GOVERNMENT OF INDIA BHARAT SARKAR

MINISTRY OF LABOUR/SHRAM MANTRALAYA

NEW DELHI-110 001, June 10, 1982.

NOTIFICATION

S.O.—In exercise of the powers conferred by sub-section (3) of section 14 of the Payment of Wages Act, 1936 (4 of 1936), and in supersession of the Government of India in the late Ministry of Labour, Employment (Department of Labour and Employment) S.O. No. 2112, dated 29th May 1982, the Government hereby appoints the officers mentioned in column 1 of the Table below for the purposes of the said Act and directs that they shall exercise their powers within the local limits of the areas specified against them in column 2 of the Table in respect of mines, oil-fields and air transport services to which the said Act applies.

TABLE

Serial No.	Officers	Area
I.	Chief Labour Commissioner (C), New Delhi, Joint Chief Labour Commissioner (C), Deputy Chief Labour Commissioner (C), Regional Labour Commissioner (C), Assistant Labour Commissioner and Labour Enforcement Officers (C), in Head Quarters Office of C.L.C. (C), New Delhi; and Deputy Chief Labour Commissioner (C), Dhanbad.	Whole of India
II.	Regional Labour Commissioner (C), Bangalore, All Assistant Labour Commissioners (C), in the Bangalore region and All Labour Enforcement Officers (C) in the Bangalore region.	The State of Karnataka
III.	Regional Labour Commissioner (C), Bombay, all Assistant Labour Commissioners (C), in the Bombay region, and All Labour Enforcement Officers (C), in the Bombay region.	The State of Maharashtra, Territories of Diu and Dadra and Haveli.
IV.	Regional Labour Commissioner (C), Calcutta, All Assistant Labour Commissioners (C), in the Calcutta region, and All Labour Enforcement Officers (C), in the Calcutta region.	The State of West Bengal, including civil districts of Birbhum, Bankura, and Union Territories of Chandernagore and Nicobar Islands.
V.	Regional Labour Commissioner (C), Gauhati, All Assistant Labour Commissioners (C), in the Gauhati region, and All Labour Enforcement Officers in the Gauhati region.	The States of Assam, Meghalaya, Nagaland and Union Territory of Arunachal Pradesh.

Category No.	1	2	3	4	
2.	Persons doing work of clean shaving (Hajamat), shaving, shaving and supply of water in Hamam Khana and persons doing similar jobs.	350	330	315	300
3.	Persons doing the work of cleaning, sweeping and water supplying in Hamam Khana and any other work of an unskilled nature.	310	295	282	270

Explanation.—For the purposes of this notification—

- (a) Zone I shall comprise the areas falling within the limits of Municipal Corporations, and the cantonment areas of Pune, Kirkee, Dehu and Kamtee.
- (b) Zone II shall comprise the areas falling within the limits of 'A' Class Municipal Councils and the cantonment areas of Ahmednagar and Aurangabad.
- (c) Zone III shall comprise the areas within the limits of 'B' Class and 'C' Class Municipal Councils and the cantonment area of Nashik Road-Deolali.
- (d) Zone IV shall comprise the areas in the State of Maharashtra not included in Zones I, II and III above.
- (e) The minimum rate payable to any employee employed in any category on daily wages shall be computed by dividing the minimum rate of monthly wages fixed for the class of employees to which he belongs by 26, the quotient being stepped upto nearest paisa.

Appendix

The consumer price index numbers for working class (new series) for Bombay City shall be the cost of living Index number applicable to the said employees. The competent authority appointed by the Government of Maharashtra shall after the expiry of every six months commencing on the 1st day of January and 1st day of July, calculate the average of the cost of living index number applicable to the said employees for those six months and ascertain the rise of such average over 430. For such rise of every point, the special allowance (hereinafter referred to as the "cost of living allowance"), payable (in addition to the basic rate of wages) to the said employees for each of the six months immediately following the six months in respect of which such average has been calculated as aforesaid shall be at the rate of Rs. 1.05.

2. The competent authority shall then compute the cost of living allowance in accordance with the direction given in the preceding paragraph.
3. The competent authority shall, by a notification in the Official Gazette, declare the cost of living allowance computed as aforesaid in the last week of July, when such allowance is payable for each of the months of July to December, and in the last week of January, when such allowance is payable for each of the months of January to June.

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

(Notification No. MWA/4282(4632)/Lab-7 dated 11th August 1982, published in M.G.G. Part-I-L, dated 14th October, 1982, Page No. 7491-92).

- Area
- (1)
- VI Regional Labour Commissioner (C), Madras, All Assistant Labour Commissioners (C), in the Madras region and All Labour Enforcement Officers (C), in the Madras region. The States of Tamil Nadu and Kerala and Union Territories of Pondicherry and Lakshadweep.
- VII Regional Labour Commissioner (C), Hyderabad, All Assistant Labour Commissioners (C), in the Hyderabad region and All Labour Enforcement Officers (C), in the Hyderabad region. The State of Andhra Pradesh.
- VIII Regional Labour Commissioners (C), Jabalpur, All Assistant Labour Commissioners (C), in the Jabalpur region, All Labour Enforcement Officers (C), in the Jabalpur region, and Labour Enforcement Officer (C), Jhansi of Kanpur region. The State of Madhya Pradesh.
- IX Regional Labour Commissioner (C), Bhubaneswar, All Assistant Labour Commissioners (C), in the Bhubaneswar region and All Labour Enforcement Officers (C) in the Bhubaneswar region. The State of Orissa.
- X Regional Labour Commissioner (C), Dhanbad, All Assistant Labour Commissioners (C), in the Dhanbad region, All Labour Enforcement Officers (C) in the Dhanbad region and All Junior Labour Inspectors (C), in the Dhanbad region. The State of Bihar.
- XI Regional Labour Commissioner (C), Asansol, All Assistant Labour Commissioners (C), in the Asansol regions and All Labour Enforcement Officers (C), in the Asansol region. The Civil districts of Burdwan, Birbhum, Bankura and Purulia in the state of West Bengal.
- XII Regional Labour Commissioner (C), Kanpur, All Assistant Labour Commissioners (C) in the Kanpur region and All Labour Enforcement Officers (C), in the Kanpur region. The State of Uttar Pradesh and Union Territory of Delhi.
- XIII Regional Labour Commissioner (C), Chandigarh, All Assistant Labour Commissioners (C), in the Chandigarh region, and All Labour Enforcement Officers (C) in the Chandigarh region. The States of Jammu and Kashmir, Himachal Pradesh, Haryana, Punjab and the Union Territory of Chandigarh.
- XIV. Regional Labour Commissioner (C), Ajmer, All Assistant Labour Commissioners (C) in the Ajmer region and All Labour Enforcement Officers (C), in the Ajmer region. The States of Rajasthan and Gujarat.

(Notification No. PWA/1082/4958/Lab-7, dated 30th August 1982, published in M.G.G. Part -I L dated 21st October 1982. Page No. 7549-7551).

XII.

(1) Government of Maharashtra. In Act, having given previous notice of its the following class of persons, which namely.

— (XXXIV) employed as a fisherman wholly or partly propelled by steam by sails alone."

(Notification No. WCA/1080/1973/L Part-I-L dated 14th October 1982, Pa

Consumer Price Index Numbers for Working Class for October 1982

BOMBAY*

501—A rise of 3 points

In October, 1982, the Consumer Price Index Number for Working Class for the Bombay Centre with base January to December 1960 equal to 100 was 501 being 3 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at the Bombay Centre.

The index number for the food group increased by 4 points to 545 due to rise in the average prices of rice, bread, turmeric, chillies green, kalimiri, zeera, lavang and vegetables and fruits.

The index number for the pan, supari, tobacco etc. group increased by 4 points to 505 due to rise in the average prices of supari and katha.

The index number for the fuel and light group increased by 3 points to 664 due to a rise in the average prices of electricity charges and char coal.

The index number for housing remained steady at 160 being a six monthly item.

The index number for the clothing bedding and footwear group increased by 3 points to 515 due to a rise in the average prices of shirting, longcloth, mulmul, markin and full pant.

The index number for miscellaneous group increased by 4 points to 401 due to a rise in the average prices of hair oil, barber charges, toilet soap, blade, durrie, trunk, utensils brass, washing soap and tailoring charges.

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

(Average price for the calendar year 1960=100)

Group	Weight proportional to the Total expenditure	Group Index Numbers	
		September 1982	October 1982
I-A. Food	57.1	541	545
I-B. Pan, Supari, Tobacco, etc.	4.9	501	505
II. Fuel and Light	5.0	661	664
III. Housing	4.6	160	160
IV. Clothing Bedding and Foot-wear	9.4	512	515
V. Miscellaneous	19.0	397	401
Total ..	100.0	....	....
Consumer Price Index Number ..	....	498	501

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

SOLAPUR*

525--The Index remained steady

In October 1982, the Consumer Price Index Number for Working Class (1960 series) for Solapur Centre with base year January to December 1960 equal to 100 was 525 being remained steady that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey in Solapur Centre.

The index number for the food group decreased by 1 point to 560 due to a fall in the average prices of jowar, arhardal, gramdal, masurdal, ghee and vegetables and fruits.

The index number for the pansupari tobacco etc. group increased by 4 points to 440 due to a rise in the average prices of supari and katha.

The index number for the fuel and light group increased by 14 points to 671 due to a rise in the average prices of coal only.

The index number for housing remained steady at 237 being a six monthly item.

The index number for the Clothing bedding and footwear group increased by 1 point to 535 due to a rise in the average prices of long cloth only.

The index number for the miscellaneous group increased by 2 points to 401 due to a rise in the average prices of laundry charges, washing soap, and durrie.

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	
		September 1982	October 1982
I-A. Food	63.0	561	560
I-B. Pan, Supari, Tobacco etc.	3.4	436	440
II. Fuel and Light	7.1	657	671
III. Housing	5.2	237	237
IV. Clothing, Bedding and Footwear	9.0	534	535
V. Miscellaneous	12.3	399	401
Total ..	100.0	....	....
Consumer Price Index Number		525	525

*Details regarding the scope and method of compilation of the index may be seen on pages 607 to 613 December 1965 issue of *Labour Gazette*. For *Errata* see page 897 of January 1966 issue.

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

NAGPUR*

517—A fall of 6 points

In October, 1982, the Consumer Price Index Number for Working Class (1960 series) for Nagpur Centre with base year January to December 1960 equal to 100 was 517 being 6 points lower than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey in Nagpur Centre.

The index number for the food group decreased by 15 points to 547 due to a fall in the average prices of rice, wheat, jowar, arhar dal, gram dal, moong dal, oils and vegetables, and fruits.

The index number for the pan supari tobacco etc. group decreased by 6 points to 488 due to a fall in the average prices of pan leaf and supari.

The index number for the fuel and light group increased by 1 point to 749 due to a rise in the average prices of Kerosene Oil and coal.

The index number for the housing remained steady at 240 being six monthly item.

The index number for the clothing bedding and footwear group increased by 5 points to 580 due to a rise in the average prices of shirting, trouser cloth, Pajama and shirt.

The index number for the miscellaneous group increased by 10 points to 400 due to a rise in the average prices of Cinema, trunk, laundry charges 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	
		September 1982	October 1982
I-A. Food	57.2	562	547
I-B. Pan, Supari, Tobacco, etc.	3.8	494	488
II. Fuel and Light	5.7	748	749
III. Housing	6.6	240	240
IV. Clothing, Bedding and Footwear	10.9	575	580
V. Miscellaneous	15.8	390	400
Total	100.0		
Consumer Price Index Number		523	517

*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

479—A fall of 3 points

In October 1982, the Consumer Prices Index Number for Working Class (New series) for Pune Centre, with base year January to December 1961 equal to 100 was 479 being 3 points lower than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Pune Centre.

The index number for the food group decreased by 7 points to 514 due to a fall in the average prices of wheat, jowar, bajri, gram dal, moong dal, vanaspati, fish fresh, vegetables, banana, sugar and gur.

The index number for the fuel and light group increased by 10 points to 676 due to rise in the average price of charcoal.

The index number for housing remained steady at 138 being a six monthly item.

The index number for the clothing and footwear group remained steady at 519.

The index number for the miscellaneous group increased by 1 point to 408 due to a rise in the average price of toilet soap.

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	
		September 1982	October 1982
I. Food	55.85	521	514
II. Fuel and Light	6.89	666	676
III. Housing	6.65	138	138
IV. Clothing and Footwear	10.31	519	519
V. Miscellaneous	20.30	407	408
Total ..	100.00	....	....
Consumer Price Index Number	....	482	479

*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

497—Index remained Steady

In October 1982, the Consumer Price Index Number working Class (New Series) for Jalgaon Centre, with the base year January to December 1981 equal to 100 was remained steady as compared with that of preceeding month. The Index relates to the standard of life ascertained during the year 1958-59 family living survey at Jalgaon Centre.

The index number for the food group increased by 1 point to 541 due to a rise in the average prices of rice wheat, turdal and moongdal.

The index number for fuel and light has remained steady at 656.

The index number for housing has remained steady at 182.

The index number for clothing, bedding and footwear groups has decreased by 6 points has been due to a fuel in the average prices of long cloth and coloured fabrics.

The index number for miscellaneous group has increased by 1 point due to a rise in the average prices of lifeboy and Hamam.

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	
		September 1982	October 1982
I. Food	60.79	540	541
II. Fuel and Light	7.20	656	656
III. Housing	6.11	182	182
IV. Clothing and Footwear	10.29	479	473
V. Miscellaneous	15.61	390	391
Total ..	100.00	....	....
Consumer Price Index Number		497	497

*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 on base 1961=100 should be multiplied by the linking factor viz. 5.29.

NANDED

555—A fall of 6 points

In October, 1982 the Consumer Price Index Number (New series) for Nanded Centre with base year January to December 1981 equal to 100 was being 6 points lower than that in the preceding month. The Index relates to the standard of life ascertained during the year 1958-59 family living survey at Nanded Centre.

The index number for the food group decreased by 13 points due to a fall in the average price of rice, gramdal uriddal, vegetable and pulses.

The index number for fuel and light group has remained steady at 656.

The index number for housing group, has remained steady at 182 on a monthly item.

The index number for clothing and footwear group increased by 6 points to 480 due to a rise in the average price of trousers long cloth and shoes.

The index number for miscellaneous group increased by 4 points due to a rise in the average price Aspro, Zinde telesmith, lifeboy and soap.

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	
		September 1982	October 1982
I. Food	61.46	527	514
II. Fuel and Light	5.88	656	656
III. Housing	4.62	182	182
IV. Clothing and Footwear	12.22	479	485
V. Miscellaneous	15.82	390	394
Total ..	100.00	....	....
Consumer Price Index Number		555	549

*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 1939 = 100, the new index number of page 1961 = 100 should be multiplied by the linking factor viz. 5.29.

AURANGABAD*

522—A rise of 5 points

In October 1982, the Consumer Price Index Number for Working Class (New Series) for Aurangabad Centre with base year January to December 1961 equal to 100 was 522 being 5 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Aurangabad Centre.

The index number for the food group increased by 2 points to 554 due to a rise in the average prices of rice, wheat, mutton, dry chillies and mixed pulses.

The index number for the fuel and light group increased by 53 points to 754 due to a rise in the average prices of mixture and babhool.

The index number for housing remained steady at 316 being a six monthly item.

The index number for the clothing and footwear group decreased by 11 points to 473 due to a fall in the prices of saree and long cloth.

The index number for the miscellaneous group remained steady at 416.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR AURANGABAD CENTRE

(Average prices for the calendar year 1961 = 100)

Groups	Weight proportional to total expenditure	Group Index Number	
		September 1982	October 1982
Food	60.72	552	554
Fuel and Light	7.50	701	754
Housing	8.87	316	316
Clothing and Footwear	9.29	484	473
Miscellaneous	13.62	416	416
Total	100.00	517	522
Consumer price Index Number		517	522

*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 2.22.

THE STATEMENT SHOWING THE CONSUMER PRICE INDEX NUMBER FOR WORKING CLASS FOR THE MONTH OF OCTOBER 1982 SEVEN CENTRES OF MAHARASHTRA STATE

Centre	Base	Food	Pan, Supari, Tobacco etc.	Fuel and light	Housing	Clothing bedding and footwear	Miscellaneous	Consumer Equivalent Old Index Number September 1982	Consumer Equivalent Old Index Number October 1982	Linking factor	
											1	2	3	4	5	6	7	8	9	10	11	12
Bombay	1960=100	545	505	664	160	515	401	501	2,224	498	2,211
Solapur	1960=100	559	440	671	237	535	401	525	2,006	525	2,006
Nagpur	1960=100	547	488	749	240	580	400	517	2,699	523	2,730
Pune	1961=100	514	..	676	138	519	408	479	..	482	..
Jalgaon	1961=100	541	..	656	182	473	391	497	2,629	497	2,629
Nanded	1961=100	614	..	687	285	480	413	555	1,360	561	1,374
Aurangabad	1961=100	554	..	754	316	473	416	522	1,159	517	1,148

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.

ALL INDIA AVERAGE CONSUMER PRICE INDEX NUMBERS FOR INDUSTRIAL WORKERS

The statistics for the Last 12 calendar months from November 1981 to October 1982 are given in the following table :

TABLE

Month	Base	*Base
	1960=100	1949=100
1	2	3
November 1981	462	562
December 1981	460	559
January 1982	459	558
February 1982	458	557
March 1982	457	555
April 1982	459	558
May 1982	462	562
June 1982	470	571
July 1982	478	581
August 1982	488	593
September 1982	489	594
October 1982	491	597

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

Labour Intelligence

INDUSTRIAL RELATIONS IN MAHARASHTRA REVIEW FOR THE MONTH OF SEPTEMBER 1982

Industrial Courts, Tribunals and Labour Courts

All 2952 applications were received by the Industrial Courts, Tribunals and Labour Courts during the month. Their break-up are as under—

Serial No.	Name of the Industrial Court/Tribunal and Labour Court	No. of applications, etc. received during the month under the—			Total
		B.I.R. Act, 1946	I.D. Act, 1947	Other Acts.	
1	2	3	4	5	6
I. Industrial Court/Tribunals—					
1	Industrial Court, Bombay ..	3		88	91
2	Industrial Tribunal, Bombay ..		56		56
3	Industrial Court, Nagpur ..	12		71	83
4	Industrial Tribunal, Nagpur ..		4		4
5	Industrial Court, Pune ..	12		108	120
6	Industrial Tribunal, Pune ..		4		4
7	Industrial Court, Thane ..	7		42	49
8	Industrial Tribunal, Thane ..		17		17
Total		34	81	309	424

II. Labour Courts—

1	Labour Court, Bombay ..	45	158	233	436
2	Labour Court, Pune ..	8	43	34	85
3	Labour Court, Nagpur ..	32	271	155	458
4	Labour Court, Thane ..	6	61	48	115
5	Labour Court, Kolhapur ..	4	44	22	70
6	Labour Court, Solapur ..	5	403	42	450
7	Labour Court, Akola ..	1	18	36	55
8	Labour Court, Nashik ..		12	34	46
9	Labour Court, Aurangabad ..	3	8	2	13
Total		104	1,018	606	1,728

Wage Boards—

5 references was received by the Wage Board for Silk Textile Industry during the month under review.

Conciliation

An analysis of disputes handled by the Conciliation machinery in the State during July 1981 under various Acts given below :—

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

Act 1	Issues relating to pay, allowances and Bonus 2	Employment, leave, hours of work and Miscellaneous causes 3	Total 4
1 Industrial Disputes Act, 1947	270	310	580
2 Bombay Industrial Relations Act, 1946	35	13	48
3 Bombay Industrial Relations (Extensions and Amendment) Act, 1964.	.....	.....	.....
Total	305	323	628

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

Act 1	Pending at the beginning of the month 2	No. of cases received during the month 3	Settled amicably 4	Ended if failure 5	With-drawn or not pursued by parties 6	Closed 7	Total (4 to 7) 8	Pending at the end of the month 9
I. D. Act, 1947	1,531	580	127	153	82	88	461	1,650
B. I. R. Act, 1946	150	48	9	24	6	8	47	151
B. I. R. (Ext. and Amdt.) Act, 1964.	.....	.....	.....	.....	.....	.....	.....	.....
Total	1,681	628	136	177	88	107	508	1,801

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

Act 1	Cotton Textile 2	Silk Textile 3	Wollen Textile 4	Textile Processing 5	Hosiery 6	Banking 7	Sugar 8	Misc. 9	Transport 10	Total 11
B. I. R. Act, 1946	12	5	1	10	4	2	1	10	3	48

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

District-wise analysis is given below —

Act 1	Bombay 2	Pune 3	Thane 4	Nagpur 5	Nanded 6	Auranga-bad 7	Kolhapur 8	Total 9
B. I. R. Act, 1946	28	10	5	2	.....	2	1	48

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

M.C.P. Ra 4703-5

LABOUR OFFICE

**INDUSTRIAL DISPUTES IN MAHARASHTRA STATE
DURING SEPTEMBER 1982**

	August 1982	September 1982	September 1981
No of Disputes	83	83	
No of Workets involved	1,54,564	1,69,111	65
No of Man-days lost	33,30,355	34,66,365	33,847

Industry-wise classification is given below :—

Name of the Industry Group	Number of disputes in progress			Number of work people involved in all disputes	Average man-days lost in
	Started before beginning of the month i.e. before September 1982	Started during the month i.e. September 1982	Total		
1	2	3	4	5	6
Textile	50	2	52	1,59,274	33,32,243
Engineering	12	5	17	3,067	31,715
Chemical	4		4	2,033	44,342
Miscellaneous ..	8	2	10	4,737	58,065
September 1982 Total	74	9	83	1,69,111	34,66,365
August 1982 Total	78	5	83	1,54,564	33,30,555

Sixty disputes arose over questions of 'pay, allowances and bonus issues', 9 related to "Retrenchment and grievances about personnel", No disputes on "leave and hours of work" while the remaining 14 were due to other causes.

Out of the 6 disputes that terminated during the course of the month, 2 were settled either entirely or partially in favour of the workers, and 4 in favour of the employers.

*The "word Work stoppages" in the official sence means interruption of work and it is hereby used in that sense as virtually synonymous with "Strike". In compiling statistics of the industrial disputes, however, disputes in which 10 or more persons are involved are included.

THE FOLLOWING STATEMENT GIVES THE DETAILED INFORMATION OF IMPORTANT INDUSTRIAL DISPUTES CAUSING MORE THAN 10,000 MAN-DAYS LOST DURING THE MONTH OF SEPTEMBER, 1982

Serial No.	Name of the concern	Sector	S/L	Reason	Date of work-stoppages							Result
					Began	Ended	No. of workers Involved	During the month 9	From the start of the month 10	Man-days lost		
1	2	3	4	5	6	7	8	9	10	11		
1	Bombay— The Bombay Gas Co., Lal, Lalbaug, Bom- bay-12	Pvt.	S	General Demand Charter of Demand.	29-7-1981	.....	1,450	37,700	5,34,050	Continued.	
2	Bombay— The Shivnivas Cotton Textile Ltd., 402, Bapat Bom, Bombay-13.	Pvt.	S	20% Bonus	20-10-1981	.....	7,590	1,88,948	19,30,931	Do.	
3	Bombay— P. Ash Cotton Mills Ltd., Off Anapatrao Kadam Marg, Lower Parel, Bombay-13.	Pvt.	S	H. Bonus	21-10-1981	.....	3,980	1,03,480	11,78,080	Do.	
4	Bombay— Standard Mill Co., Ltd., Bombay-25.	Pvt.	S	Bonus	21-10-1981	.....	5,083	1,26,152	14,93,855	Do.	
5	Bombay— Madhusudan Mills Ltd., P. B., Marg, Bombay-13.	Pvt.	S	Wages etc.	27-10-1981	.....	5,985	1,55,610	17,29,665	Do.	
6	Bombay— Podar Processors, G.K., Marg, Lower Parel, Bombay-13.	Pub.		Others— Calling for holiday working.	23-12-1981	.....	850	20,782	2,00,814	Do.	
7	Bombay— Others— Bombay-13.			Others— Calling for holiday working.	23-12-1981	.....	850	20,782	2,00,814	Do.	

THE FOLLOWING STATEMENT GIVES THE DETAILED INFORMATION OF IMPORTANT INDUSTRIES CAUSING MORE THAN 10,000 MAN-DAYS LOST DURING THE MONTH OF SEPTEMBER

Serial No.	Name of the concern	Sector	S/L	Reason	Date of work-stoppages		No. of workers Involved	Man-days lost	
					Began	Ended		During the month 9	Till the close of the month 10
1	2	3	4	5	6	7	8	9	10
8	Bombay— Bombay Dyeing and Manufacturing Co., Ltd., Textile Mills, (Prabhadevi) Bombay-25.	Pvt.	S	General Demand— Wages	16-1-1982		7,937	1,31,958	13,91,302
9	Bombay— Swan Mills Ltd., T. J. Road, Sewree, Bombay-15.	Pvt.	S	General Demand— Wages	17-1-1982		3,119	71,417	6,59,302
10	Bombay— M/s. Swan Mills Ltd., (Process House) T. J. Road, Sewree, Bombay-15.	Pvt.	S	General Demand— Increase in wages, L.T.A., H.R.A. etc.	18-1-1982		1,618	30,122	3,17,961
11	Bombay— The Simplex Mill Co., Ltd., 30, Keshavrao Khade Marg, Sant Gadge Maharaj Chowk, Bombay-11.	Pvt.	S	General Demand— Charter of Demand.	18-1-1982		4,311	95,914	9,02,358
12	Bombay— The Tata Mills Ltd., Dadar, Bombay-14.	Pvt.	S	Charter of demand wages etc.	18-1-1982		7,217	1,87,642	15,87,740
13	Bombay— The Maharashtra Spinning & Weaving Mills Ltd., (M. M. G. S. Marg, Dadar, Bombay-14).	Pvt.	S	Demand for H. etc.	18-1-1982		3,278	26,832	6,01,874
14	Bombay— M/s. Kohinoor Mills Co., Ltd., (1+2) (Units) M. M. G. S. Marg, Dadar, Bombay-14.	Pvt.	S	General Demand— Wages	18-1-1982		6,463	1,68,714	14,40,558
15	Bombay— Bombay Dyeing and Mfg. Co., Ltd., (Spring Mill) Bombay-14.	Pvt.	S	General Demand— Wages.	18-1-1982		7,875	85,179	12,45,475
16	Bombay— India United Mills No. 5 Mill, Anant ganpat Pawar Lane, Victoria Garden, P. O. Bombay-27.	Pub.	S.	General Demand— Increase in Wages.	18-1-1982		1,430	32,864	2,95,756
17	Bombay— Jupitar Textile Mills Balasheth Madhukar Marg, Parel Bombay-13.	Pub.		General Demand— Demanding wages and better services condition including many more Demands.	18-1-1982		3,133	66,921	7,08,097
18	Bombay— Swan Mills Ltd., (Unit Coorla Mills) old Agra Road Kurla, Bombay-70	pvt.	S	General Demand— Wages Increase & other facilities.	18-1-1982		2,479	62,666	5,38,834
19	Bombay— The Kohinoor Mills Co. Ltd. No. 3, 327	Pvt.	S	General Demand— Increase in	12-1-1982		1,147	28,675	2,50,046

THE FOLLOWING STATEMENT GIVES THE DETAILED INFORMATION OF IMPORTANT INDUSTRIAL CAUSING MORE THAN 10,000 MAN-DAYS LOST DURING THE MONTH OF SEPTEMBER, 1982

Serial No.	Name of the concern	Sector	S/L	Reason	Date of work-stoppages		No. of workers Involved	Man-days lost	
					Began	Ended		During the month	Till the close of the month
1	2	3	4	5	6	7	8	9	10
21	Bombay— Kamala Mills Ltd. Senapati Bapat Marg, Lower Parel, Bombay-13.	Pvt.	S	Higher Wages	18-1-1982	....	4,602	1,14,113	10,02,299
22	Bombay— The new City of Bombay Mfg. Co. Ltd., 63, Tukaram B. Kadam Marg, Bombay-33.	Pvt.	S	General Demand— Wages etc.	18-1-1982	....	2,160	54,793	4,62,861
23	Bombay— The Podar Mills Ltd., N. M. Joshi Marg, Chinchpokli, Bombay-11.	Pvt.	S	General Demand— Increase in wages etc.	18-1-1982	....	3,555	87,182	7,48,209
24	Bombay— Shree Ram Mills Ltd., G. K. Marg, Bombay-13.	Pvt.	S	Wages	18-1-1982		6,000	1,44,953	12,80,773
25	Bombay— The Victoria Mills Ltd., Budhakar Marg, N. M. Joshi Marg, Parel Bombay-13.	Pvt.	S	General Demand— Higher wages, etc.	18-1-1982		3,269	73,487	5,22,444
26	Bombay— The Raghuvanshi Mills Ltd., 11-12, Senapati Bapat Marg, Mahalaxami, Bombay-13.	Pvt.	S	General Demand— Increase in wages.	18-1-1982		1,984	50,875	5,00,000
27	Bombay— The Phoenix Mills Ltd., Lower Parel, Bombay-13.	Pvt.	S	General Demand— Higher wages.	18-1-1982		4,006	93,980	8,47,613
28	Bombay— The Century Spg. and Mfg. Co., Ltd., Pandurang Budhkar Marg, Bombay-25.	Pvt.	S	General Demand— Increase in wages etc.	18-1-1982		13,731	2,77,013	26,96,871
29	Bombay— Messrs. Dwan Mills Co. Ltd., Ganpatrao Kadam Marg, Lower Parel, Bombay-13.	Pvt.	S	Wages, D. A. etc.	18-1-1982		1,907	42,646	4,09,013
30	Bombay— Messrs Matulya Mills Ltd., Senapati Bapat Marg, Lower Parel, Bombay-13.	Pvt.	S	General Demand— Rise in Basic wages etc.	18-1-1982		3,891	70,991	7,28,646
31	Bombay— The Mafatlal Spg. and Mfg. Co. Ltd., (Unit No. 3), Lower Parel, Bombay-13.	Pvt.	S	General Demand— Wages etc.	18-1-1982		1,642	33,357	3,28,994
32	Bombay— Bharat Textile Mills, Ganpatrao Kadam Marg, Lower Parel,	Pub.	S	General Demand— Wages etc.	18-1-1982		2,260	52,704	4,79,145

THE FOLLOWING STATEMENT GIVES THE DETAILED INFORMATION OF IMPORTANT INDUSTRIAL WORKERS' MOVEMENTS CAUSING MORE THAN 10,000 MAN-DAYS LOST DURING THE MONTH OF SEPTEMBER 1982

Serial No.	Name of the concern	Sector	S/L	Reason	Date of work-stoppages		No. of workers Involved	Man-days lost		
					Began	Ended		During the month	Till the close of the month	
1	2	3	4	5	6	7	8	9	10	
34	Bombay— India United Mills Ltd., Dye Works, W.T.C., (M.N.) Ltd., A unit of Govt. of India undertaking, Vetr Savarkar Marg, Dadar, Bombay-28.	Pub.	S	General Demand— Wages and other fringe benefits.	19-1-1982	—	1,485	38,506	3,21,725	
35	Bombay— The Modern Mills Ltd., 101, K. Khadye Marg, Bombay-11.	Pvt.	S	General Demand— Increase in wages.	19-1-1982	—	3,246	79,794	7,01,951	
36	Bombay— India United Mills, No. 4 Mill, T. B. Kadam Marg, Kalachowki, Bombay-33.	Pub.	S	General Demand— Wages etc.	19-1-1982	—	2,954	51,090	5,15,402	
37	Bombay— Paragaon Fabrics Dyeing and Printing Pvt. Ltd., P. Budhkar Marg, Bombay 13.	Pvt.	S	General Demand— Recognition of a Union and charter of demands.	20-2-1982	—	470	11,741	88,351	
38	Thane— Swastik Household & Industrial Products, Ambernath, District Thane.	Pvt.	S	Others— Persuasion of their demands like wages etc.	7-3-1982	—	1,346	29,510	2,13,904	
39	Thane— Teksons Ltd., Kolshet Road, Thane.	Pvt.	S	Reinstatement.	20-4-1981	—	459	11,790	1,99,520	Do.
40	Bombay— The Swastik Textile Mills Ltd., V. N. Puro Marg, Chembur, Bombay-71.	Pvt.	S	Retrenchment	16-8-1982	—	543	15,990	23,120	Do.
41	Bombay— Digvijay Textile Mills, Lalbaug, Bombay-33	Pub.	S	General Demand— Wages etc.	18-1-1982	—	2,341	60,866	5,15,020	Do.
42	Bombay— India United Mills, No. 1, Dr. Ambedkar Rd., Parel, Bombay-12.	Pub.	S	General Demand— Wages etc.	18-1-1982	—	6,806	1,46,050	13,77,570	Do.
43	Bombay— Mafatlal Fine Spg. & Mfg. Co. Ltd., Mazgaon, Bombay.	Pvt.	S	General Demand— Wages etc.	18-1-1982	—	4,857	34,788	7,20,507	Do.
44	Bombay— India United Mills, No. 1, N.T.C., T. B. Kadam Marg, Bombay-33.	Pub.	S	General Demand— Wages etc.	19-1-1982	—	1,980	40,976	3,87,012	Do.
45	Bombay— India United Mill, No. 2, N.T.C., Kalachowki, Bombay-33.	Pub.	S	General Demand— Wages etc.	19-1-1892	—	1,995	40,664	3,87,198	Do.

**EMPLOYEES' STATE INSURANCE CORPORATION
MAHARASHTRA REGION**

Press note showing the progress during the month of October 1982.

The Employees' State Insurance Scheme applies to 30 centres in the State of Maharashtra and provides protection to 17,90,835 workers in the events of Employment injuries, Sickness and Maternity. This protection is made available in two ways namely by provision of Medical Care and Cash Benefits when needed. During the month of October, 1982, 18,211 Insured Persons received Rs. 3,43,888.95 Cash Benefit due to Employment Injuries. This includes 5,116 persons who were in receipt of pension for Permanent Disablement Benefit and 2,227 persons who were in receipt of Dependents Benefits as dependents of deceased Insured Persons. During the month 8,689 accidents were reported against 9,084 during the preceding month.

Comparatively fewer persons need the employment injury benefits, but a fairly large number need Cash Benefit in the event of Sickness. During October 1982; 56,870 Claims were received and an amount of Rs. 57,01,874.79 was paid as Sickness Benefit. During the preceding month 67,248 Claims were received and an amount of Rs. 62,63,786.10 was disbursed as Sickness Benefit.

Some Insured Persons suffering from T. B., Mental, Malignant and other long term diseases required more attention and they are being paid additional Benefits called Extended Sickness Benefit. During the month an amount of Rs. 9,53,029.25 was paid towards this benefit.

During the month 295 Insured Women claimed Rs. 4,53,217.50 by way of Maternity Benefit.

The attendance at the dispensaries as per certificates received was 1,84,784 during the month.

During the month Funeral Benefit in 109 cases amounting to Rs. 10,900.00 was paid.

During the month confinement charges in respect of wives of Insured Persons amounting to Rs. 45,960.00 was paid.

During the month an amount of Rs. 26,924.00 was paid as Enhanced Sickness Benefit to 169 Insured Persons who had undergone Sterilisation Operation for Family Planning.

For recovery arrears of contribution under the Scheme, Legal proceedings were initiated in 52 cases against defaulting Employers.

**ERRATA TO THE LABOUR GAZETTE FOR THE MONTH
OF JULY 1982**

Page No.	Line/Entry/Item	Column/ Paragraph	Incorrect	Correct
1048	No. Disputes ..	April 1982	83	84
1048	No. of workers involved ..	Do.	1,01,518	1,07,358
1048	No. of Mandays lost ..	Do.	27,77,674	26,99,950
1048	Engineering ..	2	12	13
1048	April 1982 (Total) ..	2	71	72
1048	Engineering ..	2	19	20
1048	April 1982 (Total) ..	4	83	84
1048	Textile ..	5	89,950	95,406
1048	Engineering ..	5	3,780	4,183
1048	April 1982 (Total) ..	5	1,01,518	1,07,338
1048	Textile ..	6	25,31,306	24,51,606
1048	Engineering ..	6	81,338	83,314
1048	April 1982 (Total) ..	6	27,77,674	26,99,950
1048	2nd Line ..	1st Para	15	1
1048	3rd Line ..	Do.	23	30
1048	2nd Line ..	2nd Para	4	8
1048	3rd Line ..	2nd Para	9	5

INDIAN LAW REPORTS

INDIAN LAW REPORTS, BOMBAY SERIES 1980

A

The subscription rates of Indian Law Reports, Bombay Series for the year 1980 have been fixed as given below :-

		Rs.
Annual subscription for Twelve monthly issues and one index issue.	Without postage	42.00 per set.
	Without Inland postage	45.00 per set.
	With foreign postage	60.00 per set.
	Single issue (without postage)	3.00 per copy.
	Single issue (inclusive of postage)	3.20 per copy.

As limited number of copies are printed, those who wish to subscribe themselves are requested to send in their remittances without delay.

A few complete sets of 13 issues of Indian Law Reports, Bombay Series are also available for sale at the following prices :-

1974	..	@	Rs. 42.00 each set with postage.
1975	..	@	Rs. 45.00 each set with postage.
1976	..	@	Rs. 45.00 each set with postage.
1977	..	@	Rs. 45.00 each set with postage.
1978	..	@	Rs. 45.00 each set with postage.
1979	..	@	Rs. 45.00 each set with postage.

Please send your orders to
The Manager, Yeravada Prison Press, Pune 411 006.

INDUSTRIAL CHEMICAL LABORATORY

BOMBAY AND PUNE GOVERNMENT OF MAHARASHTRA CHEMICAL ANALYSIS OF

Minerals and Ores • Nonferrous Alloys • Inorganic Chemicals
Oils and Soaps • Paint and Varnishes • Water • Inks • Carbon
Papers and Allied Products and Several other Products

Accurate analysis of the above and other Similar Products is undertaken on behalf of private parties. Test Reports and Certificates are issued.

For further details and schedule of charges please contract-

INDUSTRIAL CHEMICAL
LABORATORY
V. N. PURVE MARG
BEHIND MEHTA MANSION
CHUNABHATTI
BOMBAY 400 022

INDUSTRIAL CHEMICAL
LABORATORY
UNIVERSITY COMPUND
GANESH KHIND
Pune 411 007

Telephone No. 521 717

Leading Marathi Monthly Magazine
ON ALL TYPES OF CENTRAL AND STATE TAXATION LAWS

VYAPARI-MITRA

Started in 1950

- Thirty Years of ceaseless service.
- Subscribers over twenty one thousand throughout Maharashtra, Karnataka & Goa.
- Supplies useful information on all taxation laws including Income-tax, Wealth-tax, Gift-tax, Estate Duty, Central Sales-tax, State Sales-tax and more than 50 other laws and regulations concerning Trade and Industry.
- Most lucrative medium of advertising for traders and industrialists.

Annual subscriptions :

Rs. 20 (Including postage)

Administrative Officer

106/99, Parashuram Kuti, Erandawana, PUNE 411 004

Telephone No. 55637, 27200

Editorial office

393, Mangalwar Peth, PUNE 411 011

MAHARASHTRA
QUARTERLY BULLETIN OF
ECONOMICS AND STATISTICS
PUBLISHED BY THE DIRECTORATE OF ECONOMICS AND
STATISTICS, D. D. BUILDING, OLD CUSTOM HOUSE,
BOMBAY 400 023.

The Bulletin publishes the results of Socio Economic Surveys and researches of Statistical or Socio-economic interest, carried out by the Directorate or any other Maharashtra Government Departments. It also gives a digest of State Statistics and miscellaneous Statistical Statements of current interest like monthly receipts and expenditure of the State Government, Prices, Index Numbers, Vital Statistics.

Obtainable from the Maharashtra Government Publications, Sales Branch of the Government Book Depot, Charni Road Gardens, Bombay 400 004 (for orders from the mofussil) or through the High Commissioner for India, India House, Aldwych, London W. C. 2 or through any recognised book-seller.

Annual Subscription Rs. 13.00

Single Copy Rs. 3.50.

Postage free (in India).

TAMILNADU LABOUR JOURNAL

The "Tamilnadu Labour Journal" is a monthly publication aiming to give a brief review of the progress made by the State in the field of industrial relations. It caters to the needs of the employers as well as Labour by supplying statistical and other information on work stoppages, industrial disputes, trade unions, consumer price index number for working class (cost of living index number). Summaries of awards of Industrial Tribunals and Labour Courts, agreements, etc. The publication also includes articles from specialists in the various subjects relating to industrial relations.

ANNUAL SUBSCRIPTION

Inland	Rs. 15.00	Foreign	Rs. 25.00
--------	-----------	---------	-----------

SINGLE COPY

Inland	Rs. 1.50	Foreign	Rs. 2.25
--------	----------	---------	----------

The Editor, Tamilnadu Labour Journal, Commissioner of Labour Teymampet, Madras-6.

Year Book of Labour Statistics, 1979 Thirty-ninth issue

1979 XXVII+711 pp. Trilingual E, F, S,
ISBN 92-2-00 2250-8 (hard cover)
Price Rs. 418.00

Since its first appearance in 1935-36, the *Year Book of Labour Statistics* has established itself as the world's foremost statistical reference work for labour questions, bringing together in a systematic and comparable form a mass of data from a vast network of authoritative sources of information in some 180 countries.

The 39th issue incorporates the results of a full year of research, updating and checking by a team of experienced ILO labour statisticians working in co-operation with national statistical offices throughout the world. It presents data for the past ten years and in many cases data are given up to the middle of 1979.

The collection (1935-36 to 1978, 38 volumes) is also available in microfiche form A6 (105 mm x 148 mm; 20 x reduction).

Publications may be obtained through major booksellers, from ILO Publications, International Labour Office, CH-1211 Geneva, 22 Switzerland or from ILO Area Office, 7 Sardar Patel Marg, New Delhi 21.

PATRONISE

HARYANA LABOUR JOURNAL

(Issued quarterly in January, April, July and October)

By

Subscribing and Advertising Liberally

Subscription Rate

Single copy : Rs. 6.25

Annual subscription : Rs.

Special concession for workers—Annual subscription : Rs.

Rate of Advertisements can be had on requests.

18" x 23"

Size of Page

4

- (i) The block may be sent alongwith the Advertisement.
- (ii) The subscription and Bank Draft for advertisement may be sent in favour of—

LABOUR COMMISSIONER, HARYANA

30 Bays Building, Sector 17, Chandigarh 160 017.

DIGEST OF CURRENT INDUSTRIAL AND LABOUR LAW

This is a monthly publication and deals with Industrial and Labour Law. This periodical contains —

- 1 Digest of all the cases decided by Supreme Court and Courts of all the States and selected cases of the Tribals and Labour Courts.
- 2 Articles on complicated points of law.
- 3 Articles on labour problems such as wage structure etc.
- 4 Price Index.
- 5 Enactments, Ordinances, Regulations and Notifications of Central and the States.
- 6 "Your Problem".
- 7 Annual Digest : At the end of the year, consolidated annual digest of all the cases decided by High Courts and Supreme Court (already given in monthly issues) will be supplied free to the subscribers.

Annual Subscription : Rs. 60

Mail your Order to :

CURRENT LAW PUBLISHERS

2246, Balliwaran

Post Box No. 1268, G.P.O., DELHI-6.