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# LABOUR GAZETTE

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### LABOUR GAZETTE

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

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# LABOUR GAZETTE

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## The Month in Brief

### Consumer Price Index for Working Class

The Bombay, Solapur and Nagpur Consumer Price Index Number for working class for the month of July 1982, with average Price for the year ended December 1960 equal to 100 were 496, 513 and 496 respectively. The Pune, Jalgaon, Nanded and Aurangabad Consumer Price Index Numbers for working class for the month of July 1982, with the average prices for the year ended December 1961 equal to 100 were 457, 494, 535 and 501 respectively.

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

All India Average Consumer Price Index Number for Industrial Workers (General) base 1960—100 for July 1982 was 478 as compared to 470 in June 1982. The Index Numbers for July 1982 on base 1949—100 derived from 1960 based Index worked out to 581 as against 571 for June, 1982,

### Industrial Disputes in Maharashtra State

During the month of June 1982, there were 74 disputes involving 1,11,374 workmen and time loss of 26,20,067 working days as compared to 77 disputes in May 1982 involving 96,398 workmen and time loss of 23,81,866 mandays.

Further particulars of Industrial Disputes are given at pages 43 to 48 of this issue.

### Benefits under the Employees' State Insurance Scheme

During the month of July 1982, 19,105 insured persons received Rs. 45,20,397.25 as Cash benefit due to Employment Injuries. This includes 5,423 persons who were in receipt of pension for Permanent Disablement Benefit and 2,104 persons who were in receipt of Dependants Benefits as dependants of deceased Insured persons. During the month 9,042 accidents were reported as against 8,581 during the preceding month.

## Current Notes

### **Industrial Disputes (Amendment) Bill, 1982 passed**

The Industrial Disputes (Amendment) Bill, 1982, secured parliamentary approval when the Rajya Sabha adopted the Bill on August 11, 1982. Earlier the Bill was passed by the Lok Sabha on August 9, 1982.

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

### **Workers Accept Cut in Pay to Avert Lay-off**

About 550 employees of an engineering concern in Bombay signed an agreement with the management voluntarily accepting a salary cut in lieu of two days of lay-off every month. The management had earlier decided to enforce a lay-off as the customers had not lifted the ordered machinery due to credit squeeze. According to the agreement, the monthly cut would range from Rs. 150 to Rs. 300 for workmen, supervisory staff and managerial cadre. However, it has been provided that the deducted amount would be refunded when the company's financial position improves.

(E.F.I. Bulletin dated 1st August 1982).

### **Rajya Sabha passes the Payment of Wages (Amendment) Bill, 1982**

The Rajya Sabha passed on July 19, 1982, the Payment of Wages (Amendment) Bill, 1982, with some amendments. The amending Bill seeks to widen the definition of the term "industrial establishments" so as to bring more of them within the purview of the Payment of Wages Act, 1976. It also extends the benefit of the Act to employees getting wages upto Rs. 1,600 per month instead of Rs. 1,000 at present.

(E.F.I. Bulletin dated 1st August 1982)

### **Government Efforts to Contain Poverty Line**

The Sixth Five-Year Plan through poverty alleviation and other allied programmes attempts to reduce the number of people below poverty line to 215.16 million. The Planning Minister stated that for identification of the poor, the Planning Commission had constituted a task force on projection of minimum needs and consumption demand in 1977 which defined the poor as those whose per capita consumption expenditure lay below the mid-point of the monthly per capita consumption class having a per capita daily calorie intake of 2,400 in rural areas and 2,100 in urban areas.

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

### **Uniform Penalty of 25 per cent for P. F. Arrears**

The Central Board of Trustees Employees' Provident Fund which met at New Delhi on June 26, 1982 approved levy of damages at a uniform rate of 25 per cent annum on belated payment of provident fund dues, subject to the conditions that total amount of penal interest does not exceed the amount in default. In

regard to the damages for belated payments, the Ramanujam Committee had recommended a levy at 3 per cent and 5 per cent over the Bank rate which when calculated came to 24 per cent. At present, the damages are levied based on the percentage of wages. This modified proposal will simplify calculations and levy of damages.

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

### **Payment of Gratuity Act meeting INTUC pleads for removal of anomalies in the Act.**

The representatives of worker's at a tripartite meeting have strongly urged the Government of India for removal of anomalies in the Payment of Gratuity Act that were depriving many workers from the social security measure.

The meeting also considered proposals that have been made for the amendment of the Act in the wake of certain judgements of the Supreme Court.

The meeting, which was chaired by Shri B.G. Deshmukh, Union Labour Secretary, was held in the Capital on July 25.

Shri Gopeshwar, INTUC Working Committee member and General Secretary of the Indian National Metal Worker's Federation, attended the meeting on behalf of INTUC.

The trade union leaders at the meeting under-scored that since the Act was a social security measure it should be enforced keeping this basic purpose in view.

They further felt that all limitations on continuous service and periods of actual working should be removed and all workers must be paid gratuity for each year of employment.

The meeting reached a consensus that while determining the eligibility for gratuity, five years of service should be deemed as five consecutive years of service.

It was also agreed on the basis of the representatives' proposal that once workers of an establishment were covered they should not be deprived of the benefit of gratuity on the ground that the number of workers employed on the establishment had been reduced below 10.

Furthermore, there was agreement on the idea that while deciding the question of complete year of service or, continuous service, the workers' service rendered in different branches or departments of the same institution should be deemed as service in the same unit.

However, there were differences on the basic issue of amending section 2(c) and 4 (2) of the Act. Finally, it was left to the Government to take a decision in the light of the comments expressed.

The employers were of the opinion that as the Supreme Court had ruled permanent employment of gratuity under Section 4 (1) of the Act for the years



they remained absent without leave and had actually worked less than 240 days in a year.

The workers were of the view that the qualifying limit on the days of work should be eliminated and if the employer-employee relationship is sustained in a year that itself should be regarded as the worker having put in continuous service for a year.

As regards Section 4(2) of the Act, the worker's endorsed the Supreme Court judgement indicating that in calculating gratuity for monthly-rated workers, wages for 26 working days should be taken into consideration, and, similarly, 15 days wages worked out too.

They made it clear that wages should be worked out by just taking half the workers' wages for 30 days in a month or by fixing his daily wages by dividing his monthly wages by 30.

They further pointed out that treating monthly wages as wages was not unique or uncommon.

The employers upheld the Supreme Court verdict with regard to 'badli' workers who were described as 'nothing but substitutes' and stated that they are not covered by the substantive part of the definition of the term 'continuous service' in Section 2(c), and hence not entitled to payment of gratuity for the 'badli' period.

The workers' representatives took a totally opposite stand arguing that employing 'badli' workers was in itself a "grossly unfair labour practice" for which the badli workers could not be victimised.

They pointed to the badli workers' reporting for duty every day, but it was the management which was responsible for his non-employment. Thus, there was no justification in meeting out differential treatment to the 'badli' workers.

A note circulated at the meeting related to suggestions for creating a Gratuity Fund or a Gratuity Trust Fund, a Gratuity Payment Guarantee Fund in the nature of an Insurance Fund.

This would be done to ensure payment of gratuity to the workers in case of failure of the employers to do so on account of closure or liquidation without making adequate provisions therefor and setting it apart for the specific purpose, pending recovery of the amount thus paid from the employer or their legatees by due process of law.

There were other proposal for setting up a similar fund to provide assistance to the workers who may be thrown out of employment due to closure or liquidation of an establishment until they were able to secure alternative employment limited to a period of one year, especially in cases where establishments unable to pay retrenchment compensation due to paucity of finances.

*(Indian Worker dated 2nd August 1982)*

### **Tripartite labour 'meet soon on workers' wages bill**

The Government of India is reported to have decided to convene a meeting of the national tripartite committee to discuss various labour problems and the formulation of a comprehensive Bill on providing payment of wages to workers' which is slated in the first week of September this year.

This was disclosed by the Union Labour Minister, Shri Bhagwat Jha Azad, while replying to a discussion on the Payment of Wages (Amendment) Bill, 1982 in the Rajya Sabha on July 19.

The Bill seeks to widen the definition of "industrial establishments" to bring more of them within the purview of the Payment of Wages Act of 1936. It also extends the benefit of the Act to employees getting wages upto Rs. 1,600 per month instead of Rs. 1,000 at present.

Shri Azad said that it was very difficult to achieve a board consensus on such a Bill, but the Government was initiating measures to see that as soon as the consensus was reached the Bill was brought before the Parliament. The tripartite meetings was a steps in this direction, he added.

While moving the Bill, Shri Azad said that the Bill provided for deduction with employee's written authorisation of fees payable to a registered trade union. It also intended to enhance the quantum of fines and period of imprisonment provided under the Act to make them more deterrent.

Shri Azad said that a welfare fund would be set up for the workers by the employers.

The Bill was later passed by the House with some amendments.

*(Indian worker, dated 2nd August 1982)*

### **Choudhary to head panel on safety in coal mines**

A high-level committee on safety in coal mines has been set up under the chairmanship of the Energy Minister, Shri A. B. A. Ghani Khan Choudhary, here on July 29.

The committee will look into all aspects of safety in the coal mines and closely monitor the safety measures.

The committee will supervise and advise in the matters of proper and quick implementation of the safety measures. The setting up of this high-level committee is another step to ensure maximum safety in the coal mines.

Shri Choudhary also intends to meet the trade union leaders about the safety aspect in due course.

The members of the committee will include Secretary, Department of Coal, Secretary, Department of Labour, Heads of Coal India and its subsidiary companies and the Director General, Mines' Safety.

### **Mines' safety**

Shri Choudhary underlined at a meeting held here on July 30, attended by the senior officials of the Coal Department and Companies and DGMS, the need for a greater interaction between DGMS and coal companies to avoid accidents.

The Minister directed the committee to hold quarterly review of the safety situation in the mines.

Shri Choudhary has instructed coal companies to recognise and strengthen the safety set-up in the mines through imparting training to the safety staff and involving each worker in the safety programmes to be chalked out.

*(Indian worker, dated 2nd August 1982)*

#### **PF Act to be amended soon**

The Union Labour Ministry is likely to bring forward soon a comprehensive Bill to amend the Employees Provident Fund and Miscellaneous Provisions Act, 1952 on the lines of the recommendations of the high power Ramanujam Committee set up by the Government to review the working of the Provident Fund Organisation.

This was disclosed by the Labour Minister, Shri Bhagwat Jha Azad to the members of the Parliamentary Consultative Committee for his ministry, the meeting of which was held here on August 6.

Shri Azad said that the high powered Committee had recommended the extension of the coverage of the Act to all establishments employing 10 or more persons.

Intervening, Shri N. K. Bhatt, referred to the recommendation of the Committee for decentralising the administration of the scheme since the organisation was already large.

In his reply, Shri Azad stated that the total number of establishments covered under the Act as in March this year was 110,000 with a membership of 11.20 million and the extension of the scope of the Act would render it more unwieldy and as such the recommendation for the decentralisation of the administration was also under consideration.

Voicing his concern over the mounting arrears, the minister solicited suggestions on methods to be adopted to reduce the arrears involving the earnest money of the workers.

On the issue of the problems relating to the investment of the funds by the administration, Shri Azad said that his ministry was busy with the exercise of examining how to further liberalise the pattern of investment, as recommended by the high powered committee, to earn more interest.

He said that the total amount of investments of the Provident Fund as on March 31st this year was Rs. 79.210 million.

Shri Bhatt suggested that a special task force for the successful implementation of the new 20-point programme should be set up in the labour ministry and strict enforcement of minimum wages, specially in the agricultural sector.

While there was general appreciation for the efforts made by the ministry of labour in the revision and fixation of minimum wages and rehabilitation of bonded labour, the members had some suggestions for further improvement.

One important suggestion was that there should be uniformity in the pattern of setting up advisory committees in implementing forms in the States. They wanted the Centre to draw up guidelines in this regard. Pointing out that the progress in rehabilitating bonded labour was encouraging in some States while in others it required improvement.

On the complaint that the state advisory boards constituted under the Central Labour Act had not met for a long time and suggestions for certain changes in the Act, Shri Azad requested the members to send their suggestions to the ministry for consideration.

*(Indian worker, dated 16th August 1982)*

#### **Worker's say in management**

The Information and Broadcasting Minister, Shri Vasant Sathe, told the Lok Sabha on August 3 that worker's participation in the management of newspaper undertakings and news agencies would depend upon the acceptance of the Sachar Committee recommendations by the Government.

He said that the Sachar committee had recommended workers' participation in companies employing 1,000 or more workmen as defined in the Industrial Disputes Act, 1947.

If these recommendations were ultimately accepted by the Government, workers' participation would be ensured in such newspaper undertakings and news agencies which were registered as companies and were employing 1,000 or more workmen, Shri Sathe added.

Shri Sathe said the Company Affairs Ministry was studying the report. "We will be happy" if a legislation was enacted to implement the recommendations.

*(Indian worker dated 16th August 1982)*

#### **Loan from PF to be made easy : Amendment to the Gratuity Act**

The difficulties encountered by the subscribers to the Provident Fund Scheme in securing a second loan from the combined contributions of both labour and employers for house building activities will be sorted out very soon.

This assurance was given by Union Labour Minister Bhagwat Jha Azad on August 24 while addressing a meeting of all the activists of the unions in the city affiliated to the INTUC.

Shri Azad also informed that his ministry was alive to the need for the liberalisation of the Payment of Gratuity Act so as to enable a large number of workers to reap the benefit of the Act and was presently engaged in studying the numerous suggestions for amending the Act.

He further said an appropriate decision in this regard would soon be taken in the light of the Supreme Court's judgement on the computation of the quantum of gratuity payable.



Earlier, Tamilnadu INTUC President G. Ramanujam who chaired the meeting urged the minister to become aware of the difficulties faced by the Provident Fund subscribers in getting a second loan for constructing houses.

He also pointed out that the first loan taken by the subscribers formed a percentage of only the workers contribution which was totally inadequate to meet the costs of constructing houses.

Shri Ramanujam drew the pointed attention of the Labour Minister to the acceptance of the recommendation of the Provident Fund Review Committee for the grant of advance from the combined contributions of both the employers and employees for the purposes of house building and regretted that this recommendation was not being given effect by the Provident Fund Organisation in the case of those who had already taken advances only from their own contributions.

Such an attitude, Shri Ramanujam observed, would defeat the very purpose of the recommendation made by the Review Committee and accepted by the Government.

On the question of the minimum qualifying attendance of 240 days in a year, the veteran labour leader pointed out that since several establishments were working only for five days in a week, it would be physically impossible for workers employed in such establishments to put in 240 days attendance every year.

The INTUC leader, therefore, wanted that once an employee became permanent he should be eligible to get his gratuity every year regardless of the number of days attendance put in by him.

Shri Azad assured the workers that the suggestions would receive his sympathetic consideration.

*(Indian worker dated 30th August 1982)*

#### **Government ILO to exchange expertise**

The Government of India and the International Labour Organisation (ILO) are understood to have agreed for further mutual co-operation in their rural employment programmes here on August 16.

While the Government would provide technical personnel like civil engineers with experience in rural works for the programmes sponsored by the ILO in the developing countries in Africa the latter would provide expert guidance on the evaluation techniques in the Government's National Rural Employment Programme (NREP);

The ILO would provide assistance in strengthening the design monitoring and evaluation systems of NREP which is part of the new 20-point programme.

*(Indian worker dated 30th August 1982)*

#### **Data sought from States**

##### **Scheme for beedi workers' welfare in the country**

With a view to organising about 35 lakhs beedi workers in the country into co-operative, the Central Government proposes to prepare a model scheme which could be recommended to all the State Governments in due course.

The Union Labour Ministry, which has been entrusted the task of formulating the scheme, has sought complete information with regard to beedi industry from the labour departments of each beedi manufacturing State.

The Union Labour Secretary, Shri B. G. Deshmukh, in a communication to the Chief Secretaries of Karnataka, Madhya Pradesh, Bihar, Kerala, Orissa, Maharashtra, Rajasthan, U.P., West Bengal, Andhra Pradesh, Gujarat and Tamil Nadu, on August 17 urged their labour departments to expedite information on certain points which was also essential for taking a total stock of the extent of implementation of the Beedi and Cigar Workers (Conditions of Employment) Act.

The information would also help the tripartite compact standing committee set up by the Government earlier this year to review the implementation of the Act from time to time, the communication said.

The committee had sought details regarding the number of workers, establishments and inspectors under the Act in February 1982, But most of the State Governments were yet to respond.

According to the communication it is also necessary for issuance of Identity cards by the employers to the beedi workers as required under Rule 41 of the Beedi Workers Welfare Fund Act.

This will also greatly help Government in planning the welfare programmes of housing, water supply, health and medical facilities for the beedi workers under the Beedi Workers Welfare Fund Act.

The information sought from the States include the number of licences issued under the Act, number of establishments together with number of beedi workers employed therein, number of home workers, No. of inspectors appointed by each State Government, periodicity of inspection, total number of inspections made and follow up action taken in regard to irregularities detected during course of inspection.

*(Indian worker, dated 30th August 1982)*

#### **Export Order given precedence over Holiday**

To complete a rush export order for an Indian aluminium plant, employees at a British chemical works postponed their August holidays.

Some 3,000 tonnes of pitch pencils needed for smelting by Hindustan Aluminium Corporation Ltd., in Mirzapur district (U.P.) are to be shipped at the beginning of September. The rods are a vital part of the electrolysis process.



The postponement of the annual holiday shutdown at the factory of Croda Hydrocarbons Ltd. in Northern England was agreed by the workforce so that the deadline could be met. The order is valued at £. 500,000 (about Rs. 82.5 lakhs).

(British Information Service daily note, dated 2nd September 1982)

#### Backward Class Welfare Sub-Committee

The Government of Maharashtra has reconstituted the Backward Class Welfare sub-committee which was appointed to review the government orders regarding the problems of the backward classes, their education, employment, promotions etc. and to formulate future policy in respect of it. The Minister for social welfare and tribal welfare, Shri Surupsing Naik, is the chairman and the minister for rural development ; Shri D. D. Chavan, is the vice-chairman of this committee.

The other members are : the minister for agriculture and labour, Shri Bhagwantrao Gaikwad ; the minister for finance, planning (including EGS), food and civil supplies, Dr. V. Subramanian ; the minister for housing, Shri Shaikh Mohamad Ismail Asseer ; the minister for education and employment, Smt. Sharadchandrika Patil ; the minister of state for industries and urban development, Shri S. N. Desai ; the minister of state for home, revenue and rehabilitation, Dr. Srikant R. Jichkar ; the deputy minister for social welfare and tribal welfare, Shri Shivajirao S. Moghe ; the secretary, social welfare and sports ; the tribal welfare commissioner, Nashik ; the director of tribal welfare, Maharashtra State, Nashik ; the deputy secretary, general administration department (BC cell) and the director of special welfare, Maharashtra State, Pune, (member-secretary).

(Daily note, 3rd August 1982)

#### Special Allowance Rates in 19 Employments

The Government of Maharashtra has notified rates of special allowance in respect of employees in the following scheduled 19 employments, under the Minimum Wages Act, 1948, which are payable from July 1.

Zone-wise respective rates for six months up to December 31st per month are : Cine Studios and Laboratories—Rs. 176 and Rs. 150 for Zone I and II, card board and straw board—Rs. 324 for zone I and II and Rs. 216 for zone III, cotton Jinning and pressing—Rs. 89 for zone I, II and III, printing press—Rs. 320, Rs. 240 and Rs. 200 for zone I, II and III, dispensary and hospital (Pune). Rs. 175.50 for zone I, II and III, tanneries and leather—Rs. 138, Rs. 92, Rs. 69 and Rs. 46 for zone I, II, III and IV, laundry—Rs. 240 for zone I, II, III and IV, canteen and clubs and hotels—Rs. 130.50 for zone I, II, III, IV and V, dispensary and hospital (Greater Bombay)—Rs. 138 and Rs. 306 respectively. Per day rates : plastics—Rs. 6.48 for zone I, II and III, fountain pen—Rs. 6.48 for zone I and II, utensils—Rs. 7 for zone I, II, III, IV and V.

Quarterly rates up to September 30 per month are : cloth dyeing and printing—Rs. 254 for zone I and II, paper and paper board—Rs. 230 and Rs. 184 for zone I and II, per day rates : engineering—Rs. 8.25 for zone I, II, III, and IV and rubber—Rs. 8.70.

(Daily note, dated 4th August 1982)

## Articles, Reports, Enquires, etc.

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

### INDUSTRIAL RELATIONS AND ECONOMIC DEVELOPMENT

BY

K. KUHASHAN

President,

Conference of Public Service Independent Trade Unions (COPSITU) of Sri Lanka

*Pundits of modern management techniques view harmonious industrial relations as directly and closely related to economic development, while according to economists healthy industrial relations is a vital factor in production. Pragmatic and positive industrial laws, an effective tripartite institution, an efficient grievance handling machinery and a healthy human relations between the employers and employees are considered to be the four pillars of a nation on the march towards industrial progress.*

Industrial relations is no longer regarded as a mere buffer between the management with an outmoded approach on one side and groups of unwilling employees on the other. With the emergence of an enlightened and educated work force in the labour market, industrial relations, as an effective instrument capable of avoiding industrial conflict through a process of mutual understanding, fair play and negotiations, has become highly complex.

The stakes in the highly competitive modern economy have gone very high and the labour relations game has become very challenging, though complicated. It is unfortunate that the so-called specialists in various disciplines of the management of industry, particularly in developing countries, are not putting to use their skills that are expected of them to motivate labour and on the other hand the labour unions also have failed to think in terms of the larger national issues and continue to play a negative role with a narrow sectional approach.

The labour laws in most of the countries in the Asian region are widely acclaimed with an equal appreciation of the functioning of the tripartite institutions and grievance handling machineries. However, there is a missing link that hampers healthy industrial relations and that missing link is the vital human factor—the employer-employee relations.

Management and labour are recognised as the two wheels of economic progress. Progress and prosperity through production are possible only when the two wheels move in the same direction. If the two wheels move in different orbits with divergent views, there can be no advancement.

### Negative factors

One of the most neglected, but imperative, factor in the efforts towards higher productivity, especially in the public sector, is the total absence of appreciation and recognition of performance. It is needless to emphasise that failure to give credit, where credit is due, is a major constraint in enthusing labour for higher productivity. What is presently practiced in the industry is the infusion of negative incentives that kill the initiative and innovative skills of the workers.

Disapproval injures self-esteem and enthusiasm in an increasing degree and will only produce negative results. It not only damages and weakens performance but also makes the workers become negative in their attitude destroying their positive approach to work.

Another weakness of the managements in the developing countries is the absence of the effort to identify and draw-out the talent in the worker. While the managements' approach to the process of production is generalised and academic, the workers will be in a position to contribute distinctive and economical innovations born out of their active and constant involvement in the process and performance. They can often assist the managements with waste and time saving innovations for improving the performance of the industry.

Yet another hurdle is the present day trend of overawing the workers with the managements sophisticated view of its own knowledge and ability with the result the workers tend to be silent for fear of criticism and ridicule. Managements should, therefore, develop a constructive interest to appreciate and accept workers' suggestions and make them feel free to express. It is through this spirit of accommodation, appreciation and acceptance with recognition that better and fruitful employer employee relations can be generated in the interest of the industry.

Human relations is the very basis of employer employee relations and calls for a deliberate, planned and sustained effort to establish and maintain mutual understanding, trust and respect. Good human relations can be built only on willingness to share the ideas of others and through the pursuit of a policy of give and take.

Managements should take a fresh look at the change of time, needs and necessities and motivate the work-force for its active involvement in bringing about social change. There is also the need for genuine attempts to alter the present structure in such a way as to improve communication efficiency and human relations.

### Role of trade unions

The trade unions too have an equal share of responsibility to foster a sound and stable industrial relations situation. They should get committed to the concept of commonality of interests and co-operation. They should fully adhere to the principle of negotiation. They must display more drive with imagination in coping with industrial problems rather than adopting a narrow policy as has been followed hitherto.

The trade union movement can no longer afford to be only demand oriented and should become alive to its other responsibilities too. The union should come forward to shoulder responsibility to educate the working class so as to make the movement to be on the vanguard of the movement for socio-economic transformation.

The unions owe a duty to their members also in educating them to reform and rehabilitate themselves by discharging their duties to the nation, the industry, their union and their own families by freeing themselves from their habits like consumption of alcohol. Wasteful expenditure of their hard-earned income, unplanned family maintenance, maladjustments in behaviour and attitude are a few of the major challenges that need to be met by the trade unions in developing countries.

### Key role

The trade union movement has to play a key role for achieving development objectives by active participation in all economic activities. Through the identification of the basic needs of their members, the trade unions should venture into various constructive economic activities with a view to eliminate the wants of their members like housing facilities, canteen facilities, uninterrupted supply of essential commodities through consumer co-operatives, cultural activities, education to their wards etc. This does not mean that there are no unions which have ably extended their activities in these fields.

In the context of the vast changes taking place all around, the trade unions need to take a second look at their present approach. The leadership of the unions have to develop better skills to protect the interests of the workers as well as of the industry. They must equip themselves to prepare the workers participate in management. They should educate their members to become competent enough to tackle problems associated with the management of modern industrial and commercial enterprises. They should also understand and appreciate the overriding needs and give priority to national interests.

The concept that the functions of the trade unions are confined to serve as militant and pressure groups for furthering the interests of their members with no regard to the larger and vital social and economic issues affecting the society as a whole of which their members are an integral part has proved to be a barren concept in terms of final results.

The menance of multiplicity of unions based on political religious or regional considerations is causing considerable damage to effective industrial relations. The present trend is to put forward unreasonable demands by the unions with a competitive approach in an effort to out-do each other. Agreements reached between the representative and recognised union with the management are not respected and union rivalry leading to work stoppages imperils the production atmosphere ultimately affecting the overall growth of the nation as a whole.

Collective bargaining is widely regarded as the most effective instrument in bringing about better industrial hermony. Collective bargaining is the process



by which the wages and conditions of employment of workers are regulated by agreement. In industrialised nation collective bargaining has emerged as the principal tool of regulating labour relations. Such agreements reached between the management and the unions ensure a steady and stable economic activity for a continuous period—as prescribed in the agreement.

It can thus be seen that a sound and pragmatic system of industrial relations is essential and indispensable for national development. Industrial relations in essence is the partnership with mutual understanding and trust of the management and the unions. The management as well as the unions should continue to push forward the frontiers of this partnership in the larger interests of industrial property and harmony.

(Indian worker dated 9th August 1982)

## Gist of Important Notifications Under Various Labour Laws

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

(a) *Declaration of an employment Relief undertaking.*—(1) The Government of Maharashtra, in exercise of the powers conferred by Sub-Section 3 and sub-clause (iv) of clause (a) of sub-section 1 of Section 4 of the Act, declared the industrial undertaking for Messrs. IPCO papers Limited., Tarapur, District Thane shall be for further period of one year commencing from 14th day of June 1982 to be conducted to serve as a major of unemployment relief subject to the conditions stipulated in the notification.

(Notification No. BRU/1081/8007/IND-10, dated 14th June 1982, published in *M.G.G.*, Part I-L, dated 29th July 1982, Page No. 5470).

(2) The Government of Maharashtra, in exercise of the powers conferred by Section 3 and 4 of the said Act, declared the industrial undertaking for Messrs. Phonix Mills Limited, Bombay shall be for further period of two months commencing on the 4th day of July 1982 and ending on the 3rd day of September 1982 (both days inclusive) to be conducted to serve as a measure of unemployment relief, subject to fulfilling the conditions specified in the schedule.

(Notification No. BRU/1082/8623/IND-10, dated 3rd July 1982, published in *M.G.G.*, Part I-L, dated 29th July 1982, Page No. 5477 to 5480).

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

(1) Government of Maharashtra in exercise of the powers conferred by the proviso to Section 4 of the Act, amended Schedule II to the said Act, as follows, namely :—

In the said Schedule II to the said Act, in column 2, after entry No. 275, the following entry shall be added, namely :—

276. Bharat Electronics Limited, 'Areadia' 11th Floor, Section 62, Office Nos. 5 and 6, Plot No. 195, Nariman Point, Bombay 400 021.

(Notification No. BSE/1481/CR-5043/Lab-5, dated 26th May 1982, published in *M.G.G.*, Part I-L, dated 18th July 1982, Page No. 4425).

(2) Government of Maharashtra, in exercise of the powers conferred by the proviso to section 4 of the Act, amended Schedule II to the said Act, as follows, namely :—

" 275. Patel Restaurant, 279, Belasis Road, Nagpada, Bombay 400 008. Section 19 subject to the conditions that—

(i) the establishment should not be closed on any day later than 2-00 a.m.

(ii) the female employees, if any, are not allowed to work in the establishment after 8-30 p.m.

(iii) the establishment shall not sell or serve intoxicants in the premises, of the establishment.

(Notification No. BSE/1481/CR-6042/Lab-5, dated 26th May 1982, published in *M.G.G.*, Part I-L, dated 1st July 1982, Page No. 4426).

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(3) Government of Maharashtra in exercise of the powers conferred by the proviso to Section 4 of the Act, amended Schedule II to the said Act, as follows, namely :—

In the said schedule II to the said Act, in column 2, after entry 276, the following entry shall be added, namely :

“ 277. Office of the Toyo Engineering India Ltd., situated at Market Tower-E, 3rd Floor, Cuffe Parade Colaba, Bombay 400 005. Section 13, subject to the condition that—

(1) The office of the Establishment shall not be opened earlier than 7-30 a.m. on any day and it shall not be closed later than 8-30 p.m.

(2) The concerned employees shall be paid over time wages in accordance with the provisions of section 63 of the said Act if they are required to work in excess of the normal working hours.”

(Notification No. BSE/1481/CR-5014/Lab-5, dated 27th May 1982, published in Part I-L, dated 22nd July 1982, Page No. 5021).

(4) Government of Maharashtra, in exercise of the powers conferred by the proviso to Section 4 of the Act, amended Schedule II to the said Act, as follows, namely :—

In the said Schedule II to the said Act, in Column 2, after entry No. 277, the following entry shall be added, namely :—

“ 278. Parag Juice Centre, A-Empress Mahal, Tilak Bridge, Dadar T. T., Bombay 400 014. Section 19 subject to the conditions that—

(i) The establishment shall not be closed later than 2-00 a.m.

(ii) It should not sell intoxicants in its premises.

(iii) Female employees, if any, should not be made to work in the establishment after 8-30 p.m.

(Notification No. BSE/1482/CR-7065/Lab-5, dated 28th May 1982, published in M.G.G., Part I-L, dated 22nd July 1982, Page No. 5022).

(5) Government of Maharashtra, in exercise of the powers conferred by Section 44A of the Act, declared that the following local authorities namely :—

(a) the Nagpur Municipal Corporation constituted under the City of Nagpur Corporation Act, 1948 (C. P and Berar II of 1950) ;

(b) the Municipal Councils constituted under the Maharashtra Municipalities Act, 1965 (Mah. XL of 1965), as the case may be, a Village Panchayat established under the Bombay Village Panchayat Act, 1958 (Bom. III of 1959), specified in column 2 of the Schedule hereto in the revenue divisions mentioned against them in column 1 thereof ;

to perform the duty of enforcing the provisions of the said Act, with effect from the 1st day of July 1982.

## Schedule

Revenue Division	Name of Municipal Council/Panchayat
I. Bombay and Nashik Divisions	1. Manmad Municipal Council. 2. Nandgaon Municipal Council. 3. Igatpuri Municipal Council. 4. Lasalgaon Village Panchayat. 5. Pimpalgaon Village Panchayat. 6. Jalgaon Municipal Council. 7. Bhusawal Municipal Council. 8. Chalisgaon Municipal Council. 9. Amalner Municipal Council. 10. Pachora Municipal Council. 11. Chopda Municipal Council. 12. Taloda Municipal Council. 13. Yeola Municipal Council. 14. Satara Municipal Council.
II. Pune Divisions	15. Karmala Municipal Council. 16. Jaisingpur Municipal Council. 17. Ichalkarani Municipal Council. 18. Satara Municipal Council. 19. Karad Municipal Council. 20. Wai Municipal Council. 21. Phaltan Municipal Council. 22. Sangli Municipal Council. 23. Miraj Municipal Council. 24. Vita Municipal Council.
III. Nagpur and Amravati Division	25. Nagpur Municipal Corporation. 26. Tirora Municipal Council. 27. Tumsar Municipal Council. 28. Amravati Municipal Council. 29. Anjangaon Surji Municipal Council. 30. Morshi Municipal Council. 31. Warora Municipal Council. 32. Karanja Municipal Council. 33. Murtizapur Municipal Council. 34. Mangrulpir Municipal Council. 35. Arvi Municipal Council.
IV. Aurangabad Division	36. Jalna Municipal Council. 37. Vaijapur Municipal Council. 38. Nanded Municipal Council. 39. Degloor Municipal Council. 40. Kandhar Municipal Council. 41. Latur Municipal Council. 42. Kallam Municipal Council. 43. Udgir Municipal Council. 44. Jintur Municipal Council.

(Notification No. BSE/2581/CR-62/Lab-3 dated 24th June 1982, published in M.G.G. Part I-L, dated 29th July 1982, Page No. 5472-5473).



## III. CONTRACT LABOUR (REGULATION AND ABOLITION) ACT, 1970.

(1) *Appointments on Board.*—Government of Maharashtra, in exercise of the powers conferred by Sub-sections (1) and (2) of Section 4 of the Act, read with rule 3 of the Maharashtra Contract Labour (Regulation and Abolition) Rules, 1971 appointed the Deputy Minister for Labour, Maharashtra, to be the Chairman of the said Board and for that purpose amended the said Notification as follows, namely :—

In the said Notification for the works, 'the Minister of State for Labours' appearing in clause (a) the words "Deputy Minister for Labour", Maharashtra State," shall be *substituted*.

(Notification No. CLA/1279/3011/67/Lab-12, dated 24th June 1982, Published in *M.G.G.*, Part-I-L, dated 29th July 1982 Page No. 5472.)

## IV. EMPLOYEES PROVIDENT FUND AND MISCELLANEOUS PROVISIONS ACT, 1952.

(1) *Exemptions under the Act.*—Government of Maharashtra, in exercise of the powers conferred by Sub-section (1) of Section 17 of the Act, exempted Messrs Ewal Alloys :Ltd., from the operation of the Employees Provident Fund Scheme, 1952 with effect from 15th September, 1979 subject to the same terms and conditions on which exemption was granted to the former company under the old name Messrs Eutoctic Welding Alloys of India Ltd., under Government of Maharashtra, Notification, Industries, Energy and Labour Department, No. EPF/1173/150218/Lab-4, dated 3rd August 1973.

(Notification No. EPF/1181/8046/Lab-4, dated 5th May, 1982, published in *M.G.G.*, Part I-L, dated 22nd July, 1982, Page No. 5020-21.)

(2) *Portion for rates of Interest.*—The Government of India, Ministry of Labour Notification No. S-35012/11/81-PF-11 dated 31st March, 1982, is hereby republished.

## GOVERNMENT OF INDIA/BHARAT SARKAR

MINISTRY OF LABOUR/SHRAM MANTRALAYA

New Delhi, dated the 31st March 1982.

## NOTIFICATION

G.S.R.—In exercise of the powers conferred by section 5 read with sub-section (1) of section 7 of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 (19 of 1952), the Central Government hereby makes the following Scheme further to amend the Employee's Provident Funds Scheme, 1952, namely :—

1. (i) This Scheme may be called the Employee's Provident Fund (Second Amendment) Scheme, 1982.

(ii) It shall come into force on the date of its publication in the *Official Gazette*.

2. In paragraph 69 of the Employees' Provident Funds Scheme 1952, in sub-paragraph (2), in clause (b) for the existing proviso, the following shall be substituted, namely :

"Provided that interest upto and for the current month shall be payable on the claims which are authorised on or after the 25th day of a particular month alongwith actual payment after the end of the current month :

Provided further that the rate of interest to be allowed on claims for refund for the broken currency period shall be the rate fixed for the financial year in which the refund is authorised.

*Explanation.*—If an establishment is covered for the first time under the Act/Scheme during the course of the currency period, the interest for the first currency period shall be allowed on the balance, if any, at the credit of the member on the first day of the currency period."

(Notification No. EPF/1082/8505/Lab-4, dated 28th May, 1982, published in *M.G.G.*, Part I-L, dated 22nd July 1982, Page Nos. 5028-29)

## V. EMPLOYEES STATE INSURANCE ACT, 1948.

(1) *Exemptions under the Act.*—Government of Maharashtra, in exercise of the powers conferred by Section 87 read with Section 91A of the Act, exempted every factory in the State of Maharashtra for a further period of six months with effect from the 1st January, 1982, up to and inclusive of 30th June, 1982 from the operation of all the provisions except Chapter V (A) of the said Act. Subject to the conditions specified against each one of them which is engaged in.

(1) Exclusively in one or more of the manufacturing processes specified in column 1 of the table annexed hereto or any other manufacturing process which is incidental to or connected with any of the aforesaid processes, and

(2) partly in one or more of the manufacturing processes specified and partly in one or more of the manufacturing processes specified in the definition of seasonal factory in clause (12) of section 2 of the said Act.

TABLE

Name of the manufacturing process	Conditions
(1) Re-drying manufactured leaf Tobacco	
(2) Rice milling	
(3) Salt manufacture	
(4) Wool-processing either with or without cotton pressing and ginning	
(5) Oil mills.	Provided that the process of oil milling is subsidiary to any other manufacturing process which is seasonal and so long as the number of employees engaged in oil milling is less than fifty.

(Notification No. SIA/1582/3629/Lab-II, dated 29th May, 1982, Published in *M.G.G.*, Part I-L, dated 22nd July, 1982, Page No. 5021-22).

## VI. FACTORIES ACT, 1948.

(1) *Exemption under the Act.*—Government of Maharashtra, in exercise of the powers conferred by Section 86 of the said Act, exempted the Chhaya Vocational Training Centre attached to the Mahila Seva Mandal from all the provisions of the said Act, except the following :—

(i) Section 6 and rules made thereunder and except Rule 5(2) so far as it relates to, Payment of fees.

(ii) Chapter IV and rules made thereunder.

(Notification No. FAC/1882/8442/Lab-4, dated 23rd April 1982, published in *M.G.G.*, Part I-L, dated 1st July 1982, Page No. 4425).

(2) Government of Maharashtra, in exercise of the powers conferred by proviso to sub-section (1) of Section 66 of the Act, has varied the limits in respect of female workers working in vegetables and fruits processing department of the MAFCO Factory, Gokhale Nagar, Pune-411 016 laid down in clause (b) of the said Sub-section (1) of Section 66 so that no women shall be employed except between the hours of 6-00 a.m. to 10-00 p.m. during the period from 1st May 1982 to 31st July 1982, subject to the conditions that the creche service shall be provided for the entire duration of the period of working of the Factory.

(Notification No. FAC/1682/(6748)/Lab-4, dated 5th June 1982, published in *M.G.G.*, Part I-L, dated 22nd July, 1982, Page No. 5027).

(3) Government of Maharashtra in exercise of the powers conferred by Section 86 of the said Act, exempted the President, Physically Handicapped, Rehabilitation Centre, Wanless Wadi, District Sangli attached to the Sir William, Wanless Chest Hospital, Miraj, District Sangli from all the provisions of the Act.

(Notification No. FAC/1681/8120/Lab-4, dated 29th May 1982, published in *M.G.G.*, Part I-L, dated 22nd July 1982, Page No. 5027).

4. Government of Maharashtra, in exercise of the powers conferred by Section 86 of the said, exempted the Director, Maharashtra Engineering Research Institute, Nashik, attached to the said Institute from all provisions except Section 6 and Chapter IV of the said Act.

(Notification No. FAC/1682/8361/Lab-4, dated 29th May 1982 published in *M.G.G.*, Part I-L, dated 22nd July 1982, Page No. 5027-28).

#### VII. INDIAN BOILERS ACT, 1923

(1) *Exemptions under the Act.*—Government of Maharashtra, in exercise of the powers conferred by Section (2) of Section 34 of the Act, exempted the boiler bearing Nos. MR-EX-7 and MR-EX-8, MR-EX-9 (Waste Heat Type) belonging to the Rashtriya Chemicals and Fertilisers Limited, Chembur, Bombay 400 074, from the operation of Clause (1) of section 6 of the said Act, for a further period up to the 30th June 1982, i.e. from the 9th May 1982 to 30th June 1982 (both days inclusive) on condition that they will offer all three above mentioned boilers before 30th June 1982).

(Notification No. IBA/1082/CR-8065/Lab-5, dated 21st May 1982, published in *M.G.G.*, Part I-L, dated 15th July 1982, Page No. 4909).

(2) Government of Maharashtra in exercise of the powers conferred by section (2) of Section 34 of the Act, exempted the boiler bearing No. MR-8479 belonging to the Hindustan Petroleum Corporation Limited, Mahul, Bombay 400 074 from the operation of clause (1) of Section 6 of the said Act, for the period of two months from the 20th May 1982 to 19th July 1982 (both days inclusive).

(Notification No. IBA/1082/CR-8073/Lab-5, dated 20th May 1982, published in *M.G.G.*, Part I-L, dated 15th July 1982, Page No. 4909).

(3) Government of Maharashtra, in exercise of the powers conferred by sub-section (2) of Section 34 of the Act, exempted the boiler bearing No. MR-8934 belonging to the Maharashtra State Electricity Board, thermal Power Station, Khaparkhedra, P. O. (Via) Nagpur, (Maharashtra) from the operation of clause (c) of Section 6 of the said Act, the period of one month from the 6th May 1982 to 5th June 1982 (both days inclusive).

(Notification No. IBA/1082/CR-8060/Lab-5, dated 5th July 1982, published in *M.G.G.*, Part I-L, dated 15th July 1982, Page No. 4918).

(4) Government of Maharashtra in exercise of the powers conferred by Sub-section (2) of Section 34 of the Act, exempted the boiler bearing No. MR-8892 and belonging to the Messrs. Walchandnagar Industries Limited, Walchandnagar, District Pune from the operation of clause (c) of Section 6 of the said Act, for the period of fortnight from the 7th May 1982 to 21st May 1982 (both days inclusive).

(Notification No. IBA/1082/CR-8053/Lab-5, dated 30th April 1982, published in *M.G.G.*, Part I-L, dated 15th July 1982, Page No. 4918).

(5) Government of Maharashtra in exercise of the powers conferred by sub-section (2) of Section 34 of the Act, exempted the boiler bearing No. MR-10099 (Waste Heat) belonging to the Ordinance Factory, Bhandara from the operation of clause (1) of section 6 of the said Act, for the period of six months from the 11th May 1982 to 10th November 1982 (both days inclusive).

(Notification No. IBA/1082/CR-8064/Lab-5, dated 10th May 1982, published in *M.G.G.*, Part I-L, dated 15th July 1982, Page No. 4913).

(6) Government of Maharashtra, in exercise of the powers conferred by sub-section (2) of section 34 of the Act, exempted the boiler bearing No. MR-10468, and 10469 belonging to the Messrs. Hindustan Lever Limited, Haji Bunder, Sewree, Bombay 400 015., from the operation of clause (c) of section 6 of the said Act, for the period of one year from the 10th May 1982 to 9th May 1983 (both days inclusive).

(Notification No. IBA/1082/CR-8063/Lab-5, dated 10th May 1982, published in *M.G.G.*, Part I-L, dated 15th July 1982, Page No. 4919).

(7) Government of Maharashtra, in exercise of the powers conferred by sub-section (2) of Section 34 of the Act, exempted the boiler bearing No. MR-9549 belonging to the Hindustan Petroleum Corporation Limited., Mahul, Bombay 400 074 from the operation of clause (c) of Section 5 of the said Act, for the period of two months from the 20th May 1982 to 19th July 1982 (both days inclusive).

(Notification No. IBA/1032/CR-8062/Lab-5, dated 14th May 1982, published in *M.G.G.*, Part I-L, dated 15th July 1982, Page No. 4920).

(8) Government of Maharashtra, in exercise of the powers conferred by sub-section (2) of Section 34 of the Act exempted the boiler bearing No. MR-7781 belonging to the Bharat Petroleum Corporation Limited, Mahul, Bombay 400 074 from the operation of clause (c) of Section 6 of the said Act, for the period of one month from the 31st May 1982 to 30th June 1982 (both days inclusive).

(Notification No. IBA/1081/CR-1004/Lab-3, dated 29th May 1982, published in *M.G.G.*, Part I-L, dated 22nd July 1982, Page No. 5020).

#### VIII. INDUSTRIAL DISPUTES ACT, 1947

(a) *Appointments under the Act.*—Government of Maharashtra, in exercise of the powers conferred by Section 39 of the Act, directed that the powers exercisable by it under Sub-sections (1) and (4) of Section 33-C of the said Act shall be exercisable in Chandrapur District of the State also by the Assistant Commissioner of Labour, Chandrapur.

(Notification No. IDA/1082/6294/Lab-9, dated 24th June 1982, published in *M.G.G.*, Part I-L, dated 15th July 1982, Page No. 4920).

(1) *Declaration of Public Utility Service.*—Government of Maharashtra, in exercise of the Powers conferred by sub-clause (vi) of Clause (n) of Section 2 of the said Act, declared Industry engaged in the Assembly manufacture or overhaul of air-crafts and their components to be Public Utility Service for the purpose of the said Act, for a period six of months commencing from the 20th July 1982.

(Notification No. IDA/1482/2258/Lab-2, dated 13th July 1982, published in *M.G.G.*, Part I-L, dated 15th July 1982, Page No. 4920).

(b) *Appointments under the Act.*—Government of Maharashtra, in exercise of the power conferred by Section 39 of the Act, notified the Assistant Commissioner of Labour, Chandrapur, as the authority for the purpose of Sub-section (1) and (2) of Section 25M of the said Act for Chandrapur District of the State.

(Notification No. IDA/1982/6293/Lab-9, dated 24th June 1982, published in *M.G.G.*, Part I-L, dated 29th July 1982, Page No. 5288).

(c) The Commissioner of Labour, Bombay, in exercise of the powers conferred by Section 4 of the Act, appointed the Assistant Commissioner of Labour, Chandrapur to be Conciliation Officer for all industries in relation to which the Central Government is not appropriate Government in respect of areas of Chandrapur District and adds the following entry after, Serial No. 25 in the said Notification accordingly.

Serial No.	Designation of the Officer	Area
1	2	3
25A	Assistant Commissioner of Labour, Chandrapur	Chandrapur District.

(Notification No. CL/IR/IDA/Notification Conc/1082/H.O. 111(A), dated 1st June 1982, published in *M.G.G.*, Part I-L, dated 29th July 1982, Page No. 5288).

(2) *Declaration of Public Utility Service.*—Government of Maharashtra, in exercise of the powers conferred by Sub-clause (vi) of clause (n) of Section 2 of the said Act declared the Industry engaged in the manufacturing of basic heavy organic chemicals and employing 20 or more workmen to be a Public Utility Service for the purpose of the said Act, for a period of 6 months commencing from 3rd July 1982.

(Notification No. MSC/70281/43938/(2324)/Lab-2, dated 3rd July 1982, published in *M.G.G.*, Part I-L, dated 29th July 1982, Page No. 5476).



## IX. INDUSTRIAL EMPLOYMENT (STANDING ORDERS) ACT, 1946

(Application of the Act.—The Government of India, Ministry of Labour, Notification No. 12013/1182/DIA, dated 19th May 1982, is republished.)

## GOVERNMENT OF INDIA/BHARAT SARKAR

MINISTRY OF LABOUR/SHRAM MANTRALAYA

New Delhi, dated the 19th May 1982.

## NOTIFICATION

S. O.—In exercise of the powers conferred by the proviso to sub-section (3) of section 1 of the Industrial Employment (Standing Orders) Act, 1946 (Act 20 of 1946), and read with the notification of the Government of India in the Ministry of Labour, No.S.O. 3430, dated the 10th December 1981, the Central Government hereby applies the provisions of the said Act to the industrial establishments under the control of the Central Government for which it is the appropriate Government and all mines, wherein fifty or more, but less than one hundred workers are employed, or were employed on any day of the preceding twelve months.

(Notification No. IDA/1082/6270/Lab-9, dated 2nd June 1982, published in *M.G.G.*, Part I-L, dated 22nd July 1982, Page No. 5029).

(2) The Government of India, Ministry of Labour, Notification No. S-12012(2/1/81/DIA, dated 17th May 1982, is republished.

## GOVERNMENT OF INDIA/BHARAT SARKAR

MINISTRY OF LABOUR/SHRAM MANTRALAYA

New Delhi, the 17th May 1982

## NOTIFICATION

S.O. In exercise of the powers conferred by sub-section (2) of section 1 of the Industrial Employment (Standing Orders) (Amendment) Act, 1982 (18 of 1982) the Central Government hereby appoints the 17th day of May 1982, as a date on which the said Act shall come into force.

(Notification No. IEA/1082/6269/Lab-9, dated 2nd June 1982, published in *M.G.G.*, Part I-L, dated 22nd July 1982, Page No. 5030).

(2) Government of Maharashtra, in exercise of the powers conferred by the proviso to sub-section (3) of Section 1 of the Act, applied with effect from the 15th day of August 1982, all the provisions of the said Act, to any industrial establishment wherein fifty or more workmen are employed or were employed on any day of the preceding twelve months, the notice of the intension of the Government to apply all the provisions of the said Act to the aforesaid industrial establishments having been previously published as required by the said proviso.

(Notification No. IDA/1081/5453/Lab-9, dated 15th June, 1982, Published in *M.G.G.*, Part I-L, dated 29th July 1982, Page No. 5471).

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

(1) *Amendment to the Scheme.*—Government of Maharashtra, in exercise of the powers conferred by sub-section (1) of section 28 of the Act, and of all other powers enabling it in that behalf made the following rules further to amend the Maharashtra Mathadi Hamal and Other Manual Workers (Regulation of Employment and Welfare) Rules, 1970 the same having been previously published as required by sub-section (1) of section 28, namely :

1. These rules may be called the Maharashtra Mathadi, Hamal and Other Manual Workers (Regulation of Employment and Welfare) (Amendment) Rules, 1982.

2. In the Maharashtra Mathadi, Hamal and Other Manual Workers (Regulation of Employment and Welfare) Rules, 1970, in rule 3, for sub-rule (1), the following shall be substituted, namely

“(1) Save as provided in section 11 of the Act, a Member shall hold office for a period of three years from the date on which the notification nominating him as such Member is published in the *Official Gazette*, and shall be eligible for re-nomination :

Provided that, the appointment of a Member representing the State Government may be terminated, regard being had to the exigencies of circumstances or service in the State Government :

Provided further that, where the State Government is of the opinion that the term of office of all the Members should expire simultaneously, it may by order curtail or extend the term of office of any Member to such extent as may be necessary to ensure that the term of office of all the Members will expire simultaneously.”

(Notification No. UWA/1379/CR-2994/Lab-5, dated 2nd June 1982 published in *M.G.G.*, Part I-L, dated 29th July 1982 Page Nos. 5464-65).

The following draft of a scheme further to amend the Bombay Iron and Steel Unprotected Workers (Regulation of Employment and Welfare) Scheme, 1970, which the Government of Maharashtra proposes to make in exercise of the powers conferred by sub-section (1) of section 4 of the Maharashtra Mathadi, Hamal and Other Manual Workers (Regulation of Employment and Welfare) Act, 1969 (Mah. XXX of 1969), and of all other powers enabling it in that behalf, after consultation with the Advisory Committee is hereby published as required by sub-section (1) of the said section 4 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 after the 1st day of July 1982.

2. Any objection 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 SCHEME

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 August 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 August 1982 in the areas specified in Part in III of that Schedule”

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

## PART III

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

(Notification No. UWA/1482/CR-8010/Lab-5 dated 2nd June 1982, published in *M.G.G.*, Part I-L, dated 29th July 1982, page No. 5465).

(3) Government of Maharashtra, in pursuance of the first proviso of Section 22 of the Act after consulting the Advisory Committee, published notice of its intention to issue the following notification (hereinafter referred to as 'the draft notification') under the said section 22.

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 draft notification before the 2nd day of August 1982 will be considered by Government—

#### DRAFT NOTIFICATION

No UWA 1482/CR-8004/Lab-5. —Whereas, the Government of Maharashtra is of the opinion that the unprotected workers engaged in Grocery Markets or Shops in connection with loading, unloading, stacking, carrying, weighing, measuring or such other work including work preparatory or incidental to such operations in Fertilizer Corporation of India in Greater Bombay who are members of Wadi Bunder and Carnac Bunder Kamgar Sahakari Society Limited (hereinafter referred to as "the said unprotected workers") are in the enjoyment 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 Workers (Regulation of Employment and Welfare) Scheme, 1970 (hereinafter referred to as "the said Scheme"):

Now, therefore, in exercise of the powers conferred by section 22 of the said Act, the Government of Maharashtra, after consulting the Advisory Committee, hereby exempts 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 2nd July 1982, published in *M.G.G.*, Part I-L, dated 29th July 1982 page No. 5474).

(4) Government of Maharashtra, in pursuance of the first proviso to section 22 of the Act, published notice of its intention to issue the following notification (hereinafter referred to as 'the proposed notification') under the said Section 22.

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 proposed notification before the 2nd day of August 1982 will be considered by Government.

#### Proposed Notification

No. UWA. 1482/CR-8008/Lab-5.—Whereas, the Government of Maharashtra is of the opinion that the unprotected workers engaged in connection with loading, unloading, stacking, carrying, weighing or measuring iron and steel or such other work including work preparatory or incidental to such operations in the stock-yard of Hindustan Steel at Vidya Vihar in Greater Bombay who are members of Wadi Bunder and Carnac Bunder Kamgar Sahakari Society Limited (hereinafter referred to as "the said unprotected workers") are in the enjoyment 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 Bombay Iron and Steel Unprotected Workers (Regulation of Employment and Welfare) Scheme, 1970 (hereinafter referred to as "the said Scheme"):

Now, therefore, in exercise of the powers conferred by section 22 of the said Act, the Government of Maharashtra, after consulting the Advisory Committee, hereby exempts 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.482/CR-8008/Lab-5, dated 2nd July 1982 published in *M.G.G.* Part I-L, dated 29th July 1982, Page No. 5475 to 5476).

#### XI. MINIMUM WAGES ACT, 1948

(1) The following Notification by Government of India, Ministry of Labour No. S-32019/6180/WC (MW), dated the 8th April 1982, is hereby republished.

#### GOVERNMENT OF INDIA/BHARAT SARKAR MINISTRY OF LABOUR/SHRAM MANTRALAYA New Delhi, dated the 8th April 1982. NOTIFICATION

S.O. ....—Whereas certain proposals to revise the minimum rates of wages payable to the categories of employees employed in the employment in agriculture were published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (11 of 1948) at pages 1418-14183 of the *Gazette of India*, Extraordinary, Part II, section , sub-section (ii), dated the 19th November 1981, under the notification of the Government of India, in the Ministry of Labour, No. S. O. 803(E), dated the 19th November 1981 for the information of and inviting objections and suggestions from all persons likely to be affected thereby, till the expiry of the period of two months from the date of publication of the said notification in the Official Gazette.

And whereas the said Gazette was made available to the public on the 19th November 1981. And whereas, the objections and suggestions received on the said proposals have been considered by the Central Government.

Now, therefore in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (11 of 1948), and in supersession of the notification of the Government of India in the Ministry of Labour Number S. O. 787(E), dated the 15th September 1980 the Central Government after consulting the Advisory Board revises the minimum rates of wages as specified in column (2) of the Schedule annexed hereto, payable to the categories of employees employed in the employments in agriculture as specified in the corresponding entries in column (1) of the said Schedule and directs that this notification shall come into force on the date of its publication in the *Official Gazette*.

#### SCHEDULE

Categories of employees	All inclusive minimum rates of wages per day				
	Area A	Area B1	Area B2	Area C	Area D
	Rs. P. (2)	Rs. P. (3)	Rs. P. (4)	Rs. P. (5)	Rs. P. (6)
(1) <i>Unskilled</i>					
(1) Beldar ; (2) Calf boy; (3) Cattleman; (4) Chowkidar; (5) Cleaner; (6) Cleaner (motor shed, Tractor, Cattle yard, M.T.); (7) Collecting loose fodder; (8) Dairy collie; (9) Dairy man; (10) Dismantling stocks; (11) Dresser; (12) Driver (bullocks, mule); (13) Feeder (adult hay); (14) Grass cutter; (15) Grazler; (16) Helper (Store-mazdoor); (17) Labourer, (boiler, Cattle yard, Cultivation, General, Loading and unloading, bundling, Carting Fertilizers, Harvesting, Miscellaneous, Seeding, Sowing, Thatching, Transplanting, Weeding); (18) Mali; (19) Mazdoor (Arboriculturist). Compost Dairy's	8.75	8.00	7.25	6.50	6.00



(1)	(2)	(3)	(4)	(5)	(6)
haystaking, Irrigation, Manure, Stacking, Milk cream, Pailon room, store, Anti-Malaria, (M); (20) Messar (Hill); (21) Poon; (22) Syce; (23) Tyng and Carry-ay; (24) ... (25) Weighing and carrying milk; (26) Weighman (milk, pail); (27) Waterman (milk man); (28) Trolley man; (29) Any other category by whatever name called which are of unskilled nature.	11.00	10.00	9.00	8.25	7.50
<i>Unskilled (Not Supervisory)</i> (1) Assistant (Chowdhary); (2) Assistant (Bul), carrying floor, Coal cutter, Hostel, Dry stock, grain crusher, Pump, Stable, Yard stock; (3) Assistant (Plumb-ber); (4) Attendant; (5) Bhisti; (6) Brander; (7) Butcher; (8) Butcherman; (9) Conductor; (10) Cultivator; (11) Dairy; (12) Delivery man; (13) Driver; (14) Dresser; (15) Fireman; (16) Feeder; (17) Fireman; (18) Gowala; (19) Hammerman; (20) Helper, (Blacksmith); (21) Helper (Jamadar (Stand)); (22) Jamadar; (23) Karias; (24) Mall (Sinor); (25) Mate/Mistry; (26) Mate (literate); (27) Nal-der; (28) ... (29) ... (30) ... (31) ... (32) ... (33) ... (34) ... (35) ... (36) ... (37) Weighman; (38) Wire mter; (39) Wireman fixing in cables; (40) Any other categories by whatever name called which are of a semi-skilled nature.	14.00	12.75	11.50	10.50	9.50
<i>Skilled</i> (1) Artificier (Class II, III, IV); (2) Blacksmith (Class-II); (3) Blacksmith; (4) Boiler man; (5) Carpenter (Class II); (6) Carpenter-Blacksmith; (7) Carpenter-cum-Blacksmith; (8) Chowdhary Driver; (9) Driver (Engine-ctrician); (10) ... (11) ... (12) ... (13) ... (14) Mason Class I; (15) Machi-hand (Class I, III, IV); (16) ... (17) Mate Gr I					

(1)	(2)	(3)	(4)	(5)	(6)
(19) Milk Writer; (20) Money (Head); (21) Moulder; (22) Muster writer; (23) Operator (water well); (24) Painter; (25) Plumber; (26) Welder; (27) Upholsterer; (28) Wireman; (29) Any other categories by whatever name called which are of a skilled nature.					
<i>Highly skilled</i> (1) Artificier Class I; (2) Blacksmith Class I; (3) Carpenter Class I; (4) Machine hand Class I; (5) Mason Class I; (6) Mechanic (motor); (7) Any other category by whatever name called which are of highly skilled nature.	17.50	16.00	14.50	13.00	12.00
<i>Clerical</i> (1) Assistant (Farm); (2) Assistant; (3) Camier; (4) Clerk; (5) Munsiff; (6) Register; (7) Storekeeper; (8) Time keeper; (9) Typist; (10) Any other categories by whatever name called which are of a clerical nature.	14.00	12.75	11.50	10.50	9.50

*Exclusions*—For purposes of this notification—

- (a) Areas A, B-1, B-2, and C mentioned in annexure to this notification shall respectively comprise all the places as specified in the said annexure in such areas and include all places within a distance of eight kilometres from the periphery of a Municipal Corporation or Municipality or Cantonment Board or Notified Area Committee of a particular place, and areas B shall comprise all the other places not mentioned in the annexure and to which the Minimum Wages Act, 1948 extends.
- (b) The places added or upgraded from time to time by the Ministry of Finance for the purpose of payment of city compensatory allowance to Central Government employees shall also be taken to be added from such dates for the purpose of classification specified in the annexure.
- Where in any area the minimum rates of wages fixed under this notification are lower than the minimum rates of wages fixed by the State Government for employees in the scheduled employment of agriculture in respect of which it is the appropriate Government, the higher rate shall be payable as minimum wages under this notification.
- (a) Unskilled work means work which involves simple operations requiring little or no skill or experience on the job.
- (b) Semi-skilled work means work which involves some degree of skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of a skilled employee, and includes unskilled supervisory work.
- (c) Skilled work means work which involves skill or competence acquired through experience on the job or through training as an apprentice in a technical or vocational system and the performance of which calls for initiative and judgment.

(d) Highly skilled work means work which calls for a degree of perfection and full competence in the performance of certain tasks acquired through intensive technical or professional training or practical work experience for long years and also requires of a worker to assume full responsibility for the judgement or decisions involved in the execution of these tasks.

4. The minimum rates of wages shall consist of all inclusive rates; and include also the wages for the weekly day of rest ;

5. The minimum rates of wages are applicable to employees employed by contractors also ;

6. (a) The minimum rates of wages for young persons below 18 years of age shall be 80 per cent of the rates payable to adult workers of the appropriate category.

(b) The minimum rates of wages for disabled persons shall be equal to those able bodied persons of the appropriate category.

## ANNEXURE

Name of the State/Union Territory (1)	Class of Cities/Towns			
	A (2)	B-1 (3)	B-2 (4)	C (5)
Maharashtra	Bombay	Nagpur, Pune, Pimpri- Chinch- wad.	Sholapur Nasik.	Achalpur, Town Group, Ahmednagar, Akola, Amalner, Amarnath, Amravati, Aurangabad, Barsi, Bhivandi, Bhusawal, Chanda, Chandrapur, Dhulia, Dombivli, Gondia, Ichalkaranji, Jalgaon, Jalna, Kalyan, Kamptee, Khamgaon, Kolhapur, Latur, Malegaon, Nanded, Nandurbar, Nasik Road, Deolali, Pandharpur, Parbhani, Sangli-Miraj, Satara, Ulhasnagar, Yeotmal, Wardha.

(Notification No. MWA/2382/4744/Lab-7 dated 27th May, 1982 published in *M.G.G.*, Part I-L, dated 15th July, 1982 page No. 4913 to 4917).

(2) Government of Maharashtra, in exercise of the powers conferred by Sub-section (2) of Section 26 of the Act, directed that for a period ending 31st December 1982 the provisions of the said Act, shall not apply to the employees employed on part-time basis in the scheduled employment mentioned in the schedule hereto

## Schedule

- (1) Employment in any rice mill, flour mill or dal mill.
- (2) Employment in any tobacco (including bidi making) manufactory.
- (3) Employment in any oil mill.
- (4) Employment under any local authority.
- (5) Employment on the construction or maintenance of roads or in building operations.
- (6) Employment in stone breaking or stone crushing.
- (7) Employment in public motor transport.
- (8) Employment in tanneries and leather manufactory.
- (9) Employment in residential hotel, restaurant or eating house, as defined in the Bombay Shops and Establishments Act, 1948.

(10) Employment in any industry in which any process of printing by letterpress, lithography photogravure or other similar work incidental to such process or bookbinding is carried on.

(11) Employment in any cotton ginning or cotton pressing manufactory.

(12) Employment in glass industry.

(13) Employment in any shop or commercial establishment (not being an employment in any Bank or any employment which is included under any of the other entries in the Schedule to the Act).

*Explanation.*—For the purpose of this entry, the expressions "Shop" and "Commercial Establishment" shall have the meanings respectively assigned to them in the Bombay Shops and Establishments Act, 1948.

(14) Employment in potteries.

(15) Employment in rubber manufacturing industry.

(16) Employment in paper and paper-board manufactory.

(17) Employment in any industry in which any process of transforming plastics into various solid shapes through moulding, forming, extrusion or casting by application singly or together with heat and/or pressure or both or other similar work or work incidental to such process is carried on.

(18) Employment in any brick or roof-tiles manufactory.

(19) Employment in any premises wherein buffaloes or cows or both are kept for milking, cleaning or feeding and for all other ancillary processes.

(20) Employment in automobile repairing workshops and garages.

(21) Employment in canteens and clubs not falling under entry 13 of Part I of the Schedule of the Act.

(22) Employment in film production industry.

(23) Employment in any industry engaged in saw milling.

(24) Employment in any industry in which wooden furniture making or other similar work or any work incidental to such process is carried on.

(25) Employment in any industry in which wooden photo or picture frames making and other similar work incidental to such process is carried on.

(26) Employment in bakeries.

(27) Employment in cashew processing industry.

(28) Employment in engineering industry (not being an employment falling under entry 26 of the Schedule).

(29) Employment in salt pan industry.

(30) Employment in laundry industry.

(31) Employment in cloth dyeing and/or cloth printing.

(32) Employment in any establishment manufacturing utensils and/or other household articles with or without admixture of Zinc, Brass, Copper, Aluminium, Stainless Steel and/or any other metal.

*Explanation.*—An employee shall be deemed to be employed on part-time basis, if his daily hours of work do not exceed five and such hours of work are not split into more than two periods of work.

(Notification No. MWA/5382/4801/Lab-7, dated 7th June 1982, published in *M.G.G.*, Part I-L, dated 29th July, 1982, page No. 5468-69).



## XII. PAYMENT OF GRATUITY ACT, 1972.

(1) The following Notification by the Government of India, Ministry of Labour, Nos S. O. 239, 8th January 1982, is hereby republished.

## GOVERNMENT OF INDIA/BHARAT SARKAR

MINISTRY OF LABOUR/SHRAM MANTRALAYA

New Delhi, dated the 8th January 1982

## NOTIFICATION

S. O. No. 239.—In exercise of the powers conferred by clause (c) of sub-section (3) of section 1 of the Payment of Gratuity Act, 1972 (39 of 1972), the Central Government hereby specifies 'local bodies' in which ten or more persons are employed, or were employed, on any day of the preceding twelve months, as a class of establishments to which the said Act shall apply with effect from the date of publication of this notification in the *Official Gazette*.

(Notification No. PGA/1082/4723/Lab-7, dated 27th May 1982, published in *M.G.G.*, Part I-L, dated 15th July, 1982, Page No. 4912).

(2) The following Notification by Government of India, Ministry of Labour, No. S. O. III dated 28th December 1981, is hereby republished.

## GOVERNMENT OF INDIA

MINISTRY OF LABOUR

New Delhi, dated the 28th December 1981.

## NOTIFICATION

S. O. III.—In exercise of the powers conferred by clause (c) of sub-section (3) of section 1 of the Payment of Gratuity Act, 1972 (39 of 1972), the Central Government hereby specifies "solicitors offices" in which ten or more employees are employed, or were employed, on any day of the preceding twelve months, as a class of establishments to which the said Act, shall apply with effect from the date of publication of this notification in the *Official Gazette*.

(Notification No. PGA/1082/4778/Lab-7, dated 26th May 1982, published in *M.G.G.*, Part I-L, dated 15th July, 1982, Page No. 4913).

## Consumer Price Index Numbers for Working Class for July 1982

## BOMBAY\*

## 496—A rise of 8 points

In July 1982, the Consumer Price Index Number for Working Class for the Bombay Centre with base January to December 1960 equal to 100 was 496 being 8 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at the Bombay Centre.

The index number for the food group increased by 9 points to 541 due to a rise in the average prices of rice, wheat, jowar, arhaddal, moongdal, uriddal, edible oils, eggs, milk, curd, dry chillies, onion, garam-masala, tea-readymade, sweet, cold drink and vegetables and fruits.

The index number for the pan, supari, tobacco etc., group decreased by 4 points to 507 due to a fall in the average price of pan-leaf only.

The index number for the fuel and light group increased by 17 points to 650 due to a rise in the average prices of fire-wood and charcoal.

Six monthly house rent index compiled by chain method on the basis of house rent survey conducted by the N. S. S. O. The house rent index number increased by 1 point to 160.

The index number for the clothing, bedding and footwear group increased by 7 points to 498 due to a rise in the average prices of saree, shirting, long-cloth, markin, mulmul, vest, bush-shirt and full pant.

The index number for the miscellaneous group increased by 5 points to 395 due to a rise in the average prices of cinema show, hair oil, blade, durrie, trunk, laundry charges and tailoring charges.

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

(Average prices for the calendar year 1960=100)

Group	Weight proportional to the Total expenditure	Group Index Numbers	
		June 1982	July 1982
I-A. Food	57.1	532	541
I-B. Pan, Supari, Tobacco, etc.	4.9	511	507
II. Fuel and Light	5.0	633	650
III. Housing	4.6	159	160
IV. Clothing Bedding and Foot-wear	9.4	491	498
V. Miscellaneous	19.0	390	395
Total	100.0	488	496
Consumer Price Index Number		488	496

\*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\*

## 513—A rise of 13 points

In July 1982, the Consumer Price Index Number for Working Class (1960 Series) for the Solapur Centre with base year January to December 1960 equal to 100 was 513 being 13 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 in Solapur City.

The index number for the food group increased by 14 points to 544 due to a rise in the average prices of wheat, jowar, arhardal, gramdal, masurdal, edible oils, meat, fresh fish, ghee, dry chillies, tamarind, onions, garlic, coconut, vegetables and fruits, gur and tea leaf.

The index number for the pan supari tobacco etc., group decreased by 7 points to 434 due to a fall in the average prices of pan leaf and supari.

The index number for the fuel and light group increased by 17 points to 653 due to a rise in the average prices of Coal only.

Six monthly house rent index compiled by chain method on the basis of house rent survey conducted by the N. S. S. O. The house rent index number increased by 10 points to 237.

The index number for the clothing bedding and footwear group increased by 26 points to 534 due to a rise in the average prices of dhoti, shirting, markin, trousers, cloth and shoes.

The index number for the miscellaneous group remained steady at 398.

## 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	
		June 1982	July 1982
I A. Food	63.0	530	544
I B. Pan, Supari, Tobacco, etc. . .	3.4	441	434
II. Fuel and Light	7.1	636	653
III. Housing	5.2	227	237
IV. Clothing, Bedding and Footwear	9.0	508	534
V. Miscellaneous	12.3	398	398
Total ..	100.0		
Consumer Price Index Number ..	....	500	513

\*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\*

## 496—A rise of 14 points

In July 1982 the Consumer Price Index Number for Working Class (1960 Series) for the Nagpur Centre with base year January to December 1960 equal to 100 was 496 being 14 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey in Nagpur City.

The index number for the food group increased by 21 points to 520 due to a rise in the average prices of rice, wheat, arhardal, gramdal, moongdal, gingelli oil, groundnut oil, linseed oil, vanaspati, eggs, curd, dry chillies, onions, garlic, corriender, ginger, zeera, vegetables and fruits.

The index number for the pan, supari, tobacco etc., group increased by 7 points to 487 due to a rise in the average prices of supari and katha.

The index number for the fuel and light group increased by 3 points to 730 due to a rise in the average prices of coal only.

Six monthly house rent index compiled by chain method on the basis of house rent survey conducted by the N. S. S. O. The house rent index number increased by 16 points to 240.

The index number for the clothing, bedding and footwear group and the miscellaneous group remained steady at 569 and 384.

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

(Average prices for the calendar year 1960=100)

Groups	Weights proportional to the total expenditure	Group Index Numbers	
		June 1982	July 1982
I A. Food	57.2	499	520
I B. Pan, Supari, Tobacco, etc. . .	3.8	480	487
II. Fuel and Light	5.7	727	730
III. Housing	6.6	224	240
IV. Clothing, Bedding and Footwear	10.9	569	569
V. Miscellaneous	15.8	384	384
Total	100.0		
Consumer Price Index Number		482	496

\*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\*

457—A rise of 8 points

In July 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 457 being 8 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59, family living survey at Aurangabad Centre.

The index number for the food group increased by 10 points to 500 due to a rise in the average prices of bajri, turdal, gramdal, moongdal, oils, fish, dry chillies, gur and tea-leaf.

The index number for the fuel and light group increased by 41 points to 573 due to a rise in the average price of firewood only.

Six monthly house rent survey was conducted by the Office of the Commissioner of Labour, Bombay in the month of July 1982. The index number for housing remained steady at 138.

The index number for the clothing and footwear group decreased by 1 point to 519 due to a fall in the price of long-cloth.

The index number for the miscellaneous group increased by 1 point to 374 due to a rise in the prices of jarda and tooth powder.

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

(Average prices for the calendar year 1961=100)

Groups	Weight proportional to the total expenditure	Group Index Numbers	
		June 1982	July 1982
I. Food	55.85	490	500
II. Fuel and light	6.89	532	573
III. Housing	6.65	138	138
IV. Clothing and Footwear	10.31	520	519
V. Miscellaneous	20.30	373	374
Total	100.00		....
Consumer Price Index Number		449	457

\*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\*

494—A rise of 13 points.

In July 1982 the Consumer Price Index Number for Working Class (New Series) for Jalgaon Centre with base year January to December 1961 equal to 100 was being 13 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 of Jalgaon Centre.

The index number for the food group increased by 21 points due to a rise in the average prices of rice, wheat, turdal, moongdal, uriddal, groundnut oil vanaspati, zeera, vegetables, fruits sugar and gur.

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

The index number for housing increased by 4 points to 182 due to increase in the rent.

The index number for clothing and footwear has remained same at 478.

The index number for miscellaneous group has remained steady at 370.

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

(Average price for the calendar year 1961=100)

Groups	Weight proportional to total expenditure	Group Index Numbers	
		June 1982	July 1982
I. Food	60.79	520	541
II. Fuel and Light	7.20	656	656
III. Housing	6.11	178	182
IV. Clothing and Footwear.	10.29	478	478
V. Miscellaneous.	15.61	370	370
Total	100.00	481	494
Consumer Price Index Number			

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

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

**NANDED\***

**535—A rise of 13 points**

In July 1982 the Consumer Price Index Number for Working Class (New Series) for Nanded Centre with base year January to December 1961 equal to 100 was being 13 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 of Nanded Centre.

The index number for the food group increased by 22 points due to rise in the average prices of rice, wheat, jower, turdal, moongdal, uriddal, masurdal groundnut oil, tamarind, vegetables, fruits and gur.

The index number for fuel and light has remained steady at 687.

The index number for housing has remained steady at 285.

The index number for clothing and footwear decreased by 1 point due to a fall in the average prices of saree and coloured poplin.

The index number for miscellaneous group increased by 2 points due to a rise in the average prices of laundry charges only.

**CONSUMER PRICE INDEX NUMBERS (NEW SERIES) FOR WORKING CLASS FOR NANDED CITY**

(Average prices for the calendar year 1961 = 100)

Groups	Weight proportional to total expenditure	Group Index Numbers	
		June 1982	July 1982
I. Food	61.46	563	585
II. Fuel and Light	5.88	687	687
III. Housing	4.62	285	285
IV. Clothing and Footwear	12.22	476	475
V. Miscellaneous	15.82	403	405
Total	100.00		
Consumer Price Index Number		522	535

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

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

**AURANGABAD\***

**501—A rise of 18 points**

In July 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 501 being 18 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 18 points to 533 due to a rise in the average prices of rice, wheat, jowar, turdal, gramdal, moongdal, masurdal, edible oils, dry chillies, jeera, vegetables, fruits and gur.

The index number for the fuel and light group increased by 101 points to 647 due to a rise in the average price of firewood.

Six monthly house rent survey was conducted by the Office of the Commissioner of Labour, Bombay in July 1982. The index number for housing remained steady at 316.

The index number for the clothing and footwear group decreased by 2 points to 492 due to a fall in the price of saree only.

The index number for the miscellaneous group remained steady at 408.

**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	
		June 1982	July 1982
I. Food	60.72	515	533
II. Fuel and Light	7.50	546	647
III. Housing	8.87	316	316
IV. Clothing and Footwear	9.29	494	492
V. Miscellaneous	13.62	408	408
Total	100.00		
Consumer Price Index Number	....	483	501

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

Note.—To obtain the equivalent old index number on base August 1943 to July 1944 = 100, the new index number on base 1961 = 100 should be multiplied by the linking factor viz. 2.22.



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

Centre	Base	Food	Pan. Supari, tobacco etc.	Fuel and Light	Housing	Clothing, bedding and footwear	Miscellaneous	Consumer Price Index Number July 1982	Equivalent Old Index Number	Consumer Price Index Number June 1982	Equivalent Old Index Number
Bombay	.. 1960=100	541	507	650	160	498	395	496	2,202	488	2,167
Solapur	.. 1960=100	544	434	653	237	534	398	513	1,960	500	1,910
Nagpur	.. 1960=100	520	487	730	240	569	384	496	2,589	482	2,516
Pune	.. 1961=100	500		573	138	519	374	457	....	449	....
Jalgaon	.. 1961=100	541		656	182	478	370	494	2,613	481	2,544
Nanded	.. 1961=100	585		687	285	475	405	535	1,311	522	1,279
Aurangabad	.. 1961=100	533		647	316	492	408	501	1,112	483	1,072

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

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

LABOUR GAZETTE—SEPTEMBER 1982

ALL INDIA AVERAGE CONSUMER PRICE INDEX NUMBERS FOR INDUSTRIAL WORKERS

The statistics for the Last 12 calendar months from August 1981 to July 1982 are given in the following table :—

TABLE

Month	Index Number		
	1	2	3
August 1981	..	454	552
September 1981	..	456	554
October 1981	..	460	559
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

\*Index number's under this column are derived from the 1960 based index.

# Labour Intelligence

## INDUSTRIAL RELATIONS IN MAHARASHTRA REVIEW FOR THE MONTH OF JUNE, 1982

### Industrial Courts, Tribunals and Labour Courts

In all 1482 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
<b>I. Industrial Courts/Tribunals—</b>					
1	Industrial Court, Bombay ..	7		116	123
2	Industrial Tribunal, Bombay ..		43		43
3	Industrial Court, Nagpur ..	12		42	54
4	Industrial Tribunal, Nagpur ..		4		4
5	Industrial Court, Pune ..	5		78	83
6	Industrial Tribunal, Pune ..		24		24
7	Industrial Court, Thane ..	1		72	73
8	Industrial Tribunal, Thane ..		8		8
<b>Total</b>		<b>25</b>	<b>79</b>	<b>258</b>	<b>362</b>

### II. Labour Courts—

1	Labour Court, Bombay ..	16	176	127	319
2	Labour Court, Pune ..	8	40	33	81
3	Labour Court, Nagpur ..	8	46	80	134
4	Labour Court, Thane ..	3	49	31	83
5	Labour Court, Kolhapur ..	5	173	32	210
6	Labour Court, Solapur ..	2	45	97	144
7	Labour Court, Akola ..	8	10	26	44
8	Labour Court, Nashik ..	1	13	11	25
9	Labour Court, Aurangabad ..		73	7	80
<b>Total</b>		<b>51</b>	<b>625</b>	<b>444</b>	<b>1,120</b>

### Wage Boards—

12 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 is given below :—

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

Act	Issues relating to pay, allowances and Bonus	Employment leave, hours of work and Miscellaneous causes	Total
1	2	3	4
1 Industrial Disputes Act, 1947	485	294	779
2 Bombay Industrial Relations Act, 1946	45	30	75
3 Bombay Industrial Relations (Extension and Amendment) Act, 1964.	....	....	....
<b>Total</b>	<b>530</b>	<b>324</b>	<b>854</b>

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

Act	Pending at the beginning of the month	No. of cases received during the month	Settled amicably	Ended in failure	Withdrawn or not pursued by parties	Closed	Total (4 to 7)	Pending at the end of the month
1	2	3	4	5	6	7	8	9
I. D. Act, 1947	1,513	779	369	212	80	156	817	1,475
B. I. R. Act, 1946	214	75	27	59	11	3	100	189
B. I. R. (Ext. and Amdt.) Act, 1964	....	....	....	....	....	....	....	....
<b>Total ..</b>	<b>1,727</b>	<b>854</b>	<b>396</b>	<b>271</b>	<b>91</b>	<b>159</b>	<b>917</b>	<b>1,664</b>



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

Act	Cotton Textile	Silk Textile	Wollen Textile	Textile Processing	Hosiery	Banking	Sugar	Misc.	Transport	Total
B. I. R. Act, 1946	2	3	5	6	7	8	9	10	11	75
B. I. R. (Extension and Amendment) Act, 1964										

  

Act	Textile Industry	Paper Industry	Printing Industry	Press Industry	Electricity	Banking	Engineering	Local Bodies	Other Misc.	Total
B. I. R. (Extension and Amendment) Act, 1964										

District-wise analysis is given below—

Act	Bombay	Thane	Ngapur	Nanded	Aurangabad	Ahmadnagar	Total
B. I. R. Act, 1946			3			8	9

  

Act	Nagpur	Bombay	Aurangabad	Chandrapur	Akola	Buldhana	Total
B. I. R. (Extension and Amendment) Act, 1964							

Registration of Agreements, Settlements, Awards etc.,  
 3 Agreements, 3 Settlements and 2 Awards were registered under the Bombay Industrial Relations Act 1946, and Bombay Industrial Relations (Extension and Amendment) Act, 1964, during the month.

INDUSTRIAL DISPUTES IN MAHARASHTRA DURING JUNE 1982

	May 1982	June 1982	June 1981
No. of Disputes	77	74	78
No. of Workers involved	96,398	1,11,374	37,547
No. of Man-days lost	23,91,866	26,20,067	2,22,624

Industry-wise classification is given below:—

Name of the Industry Group	Number of disputes in progress			Number of work people involved in all disputes	Aggregate man-days lost in
	Started before beginning of the month i.e. before June 1982	Started during the month i.e. June 1982	Total		
Textile	37	2	39	1,02,626	24,40,187
Engineering	20	2	22	4,792	94,351
Chemical	4	1	5	1,816	35,923
Miscellaneous	7	1	8	2,140	49,606
June 1982 Total	68	6	74	1,11,374	26,20,067
May 1982 Total	70	7	77	96,398	23,91,866

Forty nine of the disputes arose over questions of "pay, allowances and bonus issues", 9 related to "Retrenchment and grievances about personnel". No dispute on "Leave and hours of work" while the remaining 15 were due to other causes.

Out of the 6 disputes that terminated during the course of the month, 3 were settled either entirely or partially in favour of the workers, and 3 in favour of the employers.

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

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

Serial No.	Name of the concern	Sector	S/L	Date of work stoppages		Reason	No. of workers involved	Man-days lost		Result
				Began	Ended			During the month	Till the close of the month	
1	2	3	4	5	6	7	8	9	10	11
1	Thane— Voltas Ltd., off 2nd Pokhran Road, Thane.	Pvt.	L	2-7-1981	...	Go-slow	576	14,248	1,70,253	Continues
2	Bombay— The Bombay Gas Co. Ltd., Lalbaug, Bombay-400 012.	Pvt.	S	29-7-1981	....	Others— Re-arrest of Dr. Samant and Charter of Demands.	1,450	37,700	4,19,500	Do.
3	Bombay— Standard Mills Co. Ltd., Bombay-25.	Pvt.	S	21-10-1981	....	Bonus— Demand for H. Quantum of Bonus.	5,083	1,24,675	11,04,074	Do.
4	Bombay— Podar Processors Lower Parel, Bombay-13.	Pvt.	S	23-12-1981	....	Others— Calling for holiday working.	850	20,888	1,38,188	Do.
5	Bombay— The Ruby Mills Ltd., Dadar, Bombay-28.	Pvt.	S	10-1-1982	....	Others— Demand for withdrawal of circular.	1,408	29,770	1,94,245	Do.
6	Bombay— Swan Mills Ltd., ...	Pvt.	S	17-1-1982	....	G. D.— Wages etc.	3,119	...	...	Do.
7	Bombay— Piramal Spg. & Wvg. Mills, G. K. Murg, Bombay-13.	Pvt.	S	18-1-1982	....	G. D.— Wages etc.	2,714	61,412	3,52,089	Do.
8	Bombay— Bombay Dyeing & Mfg. Co. Ltd., Textile Mills (Prabhadevi) Bombay 25.	Pvt.	S	16-1-1982	....	Do.	7,937	1,39,135	9,86,605	Do.
9	Bombay— Swadeshi Mills Ltd., Lower Parel, Bombay-13.	Pvt.	S	18-1-1982	....	Do.	3,897	1,01,478	5,50,182	Do.
10	Bombay— Kamala Mills Ltd., Sonapati Bapat Marg, Bombay-13.	Pvt.	S	18-1-1982	....	Higher wages	4,602	1,15,050	6,44,280	Do.
11	Bombay— Jupiter Textile Mills, Parel, Bombay-13.	Pub.	S	18-1-1982	....	G. D.— D. A. Wages etc.	3,133	78,513	5,14,175	Do.
12	Bombay— Western India Spg. and Mfg. Mills, Kalachowki, Bombay-33.	Pub.	S	18-1-1982	....	G. D.— Wages	2,828	76,356	4,01,576	Do.
13	Bombay— Digvijay Textile Mills, Lalbaug, Bombay-33.	Pub.	S	18-1-1982	....	Do.	2,341	60,866	3,30,081	Do.
14	Bombay— The Podar Mills Ltd., Chinchpokli, Bombay-11.	Pvt.	S	18-1-1982	....	G. D.— Increase in wages etc.	3,555	89,151	4,88,938	Do.



STATEMENT—contd.

Serial No.	Name of the concern	Sector	S/L	Date of work-stoppages			Reason	workers involved	Man-days lost	
				Began	Ended				During the month	Till the close of the month
1		3	4	5	6	7	8	9	10	
13	Bombay—						8,331			
15	Apollo Textile Mills, Bombay-11.	Pub.	S	18-1-1982		G. D.— Wages etc.	2,268	56,342	3,13,240	
16	Bombay— Swan Mills Ltd. (Process House), Sewree, Bombay-15.	Pvt.	S	18-1-1982		Do.	1,618	38,290	2,21,124	
17	Bombay— The Mafatal Fine Spg. and Mfg. Co. Ltd., (Unit No. 3), Bombay-13.	Pvt.	S	18-1-1982		Do.	1,642	39,762	2,25,465	
18	Bombay— The Victoria Mills Ltd., N. M. Joshi Marg, Bombay-13.	Pvt.	S	18-1-1982		Do.	3,269	81,373	4,54,410	
19	Bombay— The New City of Bombay Mfg. Co. Ltd., Bombay-33.	Pvt.	S	18-1-1982		Do.	2,160	55,791	2,98,996	
20	Bombay— The Phoenix Mills Ltd., Bombay-13.	Pvt.	S	18-1-1982		Do.	4,006	1,01,055	5,54,817	
21	Bombay— The Dawn Mills Co. Ltd., G. K. Marg, L. Parel, Bombay-13.	Pvt.	S	18-1-1982		Do.	1,907	47,667	2,66,972	
22	Bombay— The Hindustan Cotton Mills Ltd., 402, Senapati Bapat Marg, Lower Parel, Bombay-13.	Pvt.	S	20-10-1981	20 per cent Bonus.		7,570	13,54,844	Do.	
23	Bombay— Prakash Cotton Mills Pvt. Ltd., Lower Parel, Bombay-13.	Pvt.	S	20-10-1981	11 Bonus.		3,980	99,500	8,63,660	
24	Bombay— The Hindustan Spg. and Wvg. Mills Ltd., Veer Savarkar Marg, Bombay-25.	Pvt.	S	21-10-1981	11 Bonus.		2,050	44,188	4,25,944	
25	Bombay— Shree Ram Mills Ltd., G. K. Marg, Bombay-13.	Pvt.	S	18-1-1982		Wages	6,000	1,56,000	8,40,000	
26	Bombay— The Raghuvanshi Mills Ltd., Senapati Bapat Marg, Bombay-13.	Pvt.	S	18-1-1982		G. D.— Wages etc.	1,694	26,000	2,19,116	
27	Bombay— Messrs. Matulya Mills Ltd., Senapati Bapat Marg, Lower Parel, Bombay-13.	Pvt.	S	18-1-1982		Do.	3,891	87,584	5,07,964	

OUR GAZETTE—SEPTEMBER 1982

## STATEMENT—contd.

Serial No.	Name of the concern	Sector	Date of work-stoppages		Reason	No. of workers involved	Man-days lost		Result
			Began	Ended			During the month	Till the close of the month	
28	Bombay— Bharat Textile Mills, G. K. Marg, Bombay-13.	Pub. S	18-1-1982	..	G. D.— Wages etc.	2,260	57,096	3,12,330	Continued.
29	Bombay— The Century Spg. and Mfg. Co. Ltd., P. B. Marg, Bombay-25.	Pvt. S	18-1-1982	..	Do.	13,731	3,08,226	18,31,044	Do.
30	Bombay— India United Mills, Veer Savarkar Marg, Bom- bay-28.	Pub. S	19-1-1982	..	Do.	1,485	38,506	2,04,726	Do.
31	Bombay— Paragon Fabrix Dyg. and Printing Pvt. Ltd., P. B. Marg, Bombay-13.	Pvt. S	20-2-1982	..	G. D.— Recognition of the union and charter of demands.	470	12,220	53,110	Do.
32	Thane— Swastik Household and Industrial Products, Ambarnath, Thane.	Pvt. S	2-3-1982	..	Others— Persuasion of their demands like wages etc.	1,346	29,510	1,23,104	Do.
33	Bombay— Messrs. Knetic Engineer- ing Ltd., Ahmednagar.	Pub. S	22-3-1982	..	Wages	596	14,900	51,256	Do.
34	Thane— Tekson Ltd., Kolsheh Road, Thane.	Pvt. S	20-4-1981	..	Reinstatement	459	12,177	1,64,402	Do.

EMPLOYEES' STATE INSURANCE CORPORATION  
MAHARASHTRA REGION

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

The Employees' State Insurance Scheme applies to 30 centres in the State of Maharashtra and provides protection to 18,83,973 workers in the event 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 July, 1982; 19,105 Insured Persons received Rs. 45,20,391.25 Cash Benefit due to Employment Injuries. This includes 5,411 persons who were in receipt of pension for Permanent Disablement Benefit and 2,104 persons who were in receipt of Dependents Benefit as dependents of deceased Insured Persons. During the month 9,042 accidents were reported against 2,281 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 July 1982; 10,636 Claims were received and an amount of Rs. 68,51,162.75 was paid as Sickness Benefit. During the preceding month 69,589 Claims were received and an amount of Rs. 74,19,880.27 was disbursed as Sickness Benefit.

Some Insured Persons suffering from T. B., Mental, Malignant and other long term diseases require more attention and they are being paid additional benefit called Extended Sickness Benefit. During the month an amount of Rs. 9,78,499.50 was paid towards this benefit.

During the month 316 Insured Women claimed Rs. 5,12,620.50 by way of Maternity Benefit.

The attendance at the dispensaries as per certificates received was 2,27,005 during the month.

During the month Funeral Benefit in 129 cases amounting to Rs. 12,900.00 was paid.

During the month confinement charges in respect of wives of Insured Persons amounting to Rs. 47,710.00 was paid.

During the month an amount of Rs. 15,650.80 was paid as Enhanced Sickness Benefit to 111 Insured Persons who had undergone Sterilisation Operation for Family Planning.

For recovery arrears of contribution under the Scheme, Legal proceedings were initiated in 48 cases against defaulting Employers.



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