Newspaper
R. N. 11540/57

Regd. No. BYW-10

THE INDUSTRIAL COURT REPORTER

Started in January 1948, the *Industrial Court Reporter*, issued monthly, contains important orders and awards of the Industrial Court and Tribunals in Maharashtra State, as well as the selected decisions of the High Court and the Supreme Court of India. The *Reporter* serves employers, employees, trade unions and lawyers in finding at one place the case law on industrial and labour matters.

* *Annual Subscription* : Rs. 15.

* *Back Copies* : If in stock supplied at Rs. 18 per yearly set.

* *Advertisement Rates* : Can be had on request.

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

All correspondence and remittances should be addressed to—

THE COMMISSIONER OF LABOUR,

"Commerce Centre", Tardeo.
Bombay 400 034

Tel. No. 393651

Licence No. I
Licensed to Post
Without Pre-Payment

PRINTED AT THE GOVERNMENT CENTRAL PRESS, BOMBAY

सत्यमेव जयते

LABOUR GAZETTE

VOL. LXI
No. 10
JUNE 1982

SINGLE COPY Rs. 1·25
ANNUAL SUBSCRIPTION Rs. 12

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

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.

Annual subscription for the year Sept. 1981—Aug. 1982 is being accepted at Rs. 12.

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

ALL CORRESPONDENCE AND REMITTANCES SHOULD BE ADDRESSED TO :

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

Tel. No. 393651

Ra 4574—1

LABOUR GAZETTE

The "Labour Gazette" is a journal for the use of [illegible] in obtaining prompt and accurate information on [illegible] affecting labour

Vol. [illegible] JUNE, 1982 No. 10

CONTENTS

Ra 4574—1a

The Month in Brief

Consumer Price Index for working Class

The Bombay, Solapur and Nagpur Consumer Price Index Numbers for working class for the month of April 1982 with average Prices for the year ended December 1960 equal to 100 were 473, 492, 476 respectively. The Pune, Jalgaon, Nanded and Aurangabad Consumer Price Index Numbers for Working Class for the month of April 1982 with the average prices for the year ended December 1961 equal to 100 were 438, 480, 529, 494 respectively.

All India Average Consumer Price Index Numbers for Industrial Workers

All India Average Consumer Price Index Numbers for Industrial Workers (General) Base 1960=100 for April 1982 was 459 as compared to 457 in March 1982. The Index Numbers for April 1982 on base 1949= 100 derived from 1960 based index worked out to 558 as against 555 for March 1982.

Industrial Disputes in Maharashtra State

During the month of March 1982, there were 84 disputes involving 91,397 workmen and time loss of 23,49,869 working days as compared to 74 disputes in February 1982, involving 60,786 workmen and time loss of 13,55,940 mandays.

Further particulars of Industrial Disputes are given at pages 1008 to 1010 of this issue.

Benefits under the Employees State Insurance Scheme

During the month of April 1982, 27,240 Insured persons received Rs 42,51,280 as Cash Benefits due to Employment Injuries. This includes 4,748 persons who were in receipt of Pension for Permanent Disablement Benefit and 2,247 persons who were in receipt of Dependants Benefit as dependants of deceased Insured Persons. During the month 7,667 accidents were reported as against 8,797 during the preceding month.

Current Notes

Gratuity Act to be Amended

The Union Deputy Minister for Labour stated in the Lok Sabha on April 21 1982 that a decision has been taken by Government on certain proposals for amendment to the Payment of Gratuity Act, which relate mainly to : enhancement of the wage limit ; extension of the scope of the Act to certain categories who are now not covered; enhancement of the rate of gratuity payable to permanent employees of seasonal establishments; enlarging the powers of the controlling authorities, and empowering the appropriate Government to appoint Enforcement Officers.

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

Family Pension Scheme to be Liberalised

The Union Deputy Minister of Labour stated in the Lok Sabha on April 7, 1982, that Government has decided to liberalise the Family Pension Scheme. The major amendment to the scheme would be the removal of the application of the age factor, so that all pensioners could get minimum pension. It had also been decided to grant *ad hoc* relief to pensioners for the increase in the cost of living.

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

Amendments to TU Act

Bill to check union multiplicity

A comprehensive Bill to amend the Trade Unions Act to prevent the mushroom growth of unions and to set up a machinery to resolve inter-union and intra-union disputes was introduced in the Lok Sabha on April 30, 1982 by Deputy Labour Minister Dharam Vir.

This is the second important labour legislation to be introduced this session.

The minimum number of workmen required to form a trade union is to be raised to reduce multiplicity of unions.

The existing provision enabling any seven workmen to form a union is to be changed to provide for a minimum qualifying membership of 10 per cent of workmen (subject to a minimum of 10) employed in an establishment or industry, where the trade union is proposed to function or 100 workmen, whichever is less, for the registration of trade unions.

There is at present no machinery or procedure for inter-union and intra-union rivalries. The Bill proposes to define the expression trade union dispute and to make provision for resolving such disputes through voluntary arbitration or by empowering the appropriate Government and the parties to the dispute to refer it to the registrar of trade unions for adjudication.

A time limit of 60 days is to be fixed for the registration of trade unions by the registrar after the completion of all formalities. Similarly, registration of a trade union whose certificate has been cancelled would be done only after the expiry of six months from the date of cancellation.

To keep out to the extent possible outsiders and to promote development of internal leadership in unions it is prescribed that 75 per cent of office-bearers in the executive of a union should be the employees of the industry with which trade union is connected. The limit is 50 per cent at present.

Another important change proposed is to empower the registrars of trade unions to verify the membership of unions and report the matter to the State and Central Government.

The penalties specified in the Act for the contravention of its provisions are also being enhanced.

The amendments are in line with the recommendations of the National Commission on Labour.

(Indian Worker, dated 3rd May 1982)

Government to amend family pension scheme

The government has decided to amend the family pension scheme so as to provide for payment of family pension of not less than Rs. 60 per month and also to allow *ad-hoc* increases in pension keeping in view the rising cost of living, the Deputy Minister for Labour, Shri Dharma Vir, told the Lok Sabha on April 21.

In a written reply, the minister said the necessary notification was expected to be issued shortly.

(Indian worker, dated 10th May 1982)

Gratuity Act to be amended

The Government has taken decision on certain proposals for amendment to the Payment of Gratuity Act, Deputy Minister for Labour Dharam Vir said in the Lok Sabha on April 21.

The Minister told a member in a written reply that the proposals related mainly to enhancement of the wage limit, extension of the scope of the Act to certain categories who were now not covered and enhancement of the rate of gratuity payable to permanent employees of seasonal establishments.

The proposals also included enlarging the powers of the controlling authorities and empowering the appropriate Government to appoint enforcement officers, the Minister said.

(Indian Worker, dated 10th May 1982)

Payment of wages bill introduced

The amending Bill enhancing the wage limit of employees for the application of the Payment of Wages Act from Rs. 1,000 to Rs. 1,600 per month was introduced by the Union Minister for Labour, Shri Bhagwat Jha Azad in the Rajya Sabha on May 6.

The Payment of Wages (Amendment) Bill, 1982 also seeks to provide stringent punishment for violation of the provisions of the Act to ensure that employers disburse wages within the prescribed time limit and that no deduction other than those authorised by law were made.

Shri Azad, in a statement of objects and reasons, said that the wages limit for the applicability of the Act was Rs. 1,000 per mensem and it has proposed to amend the Act with a view to extending its protection to a larger number of persons and making the provisions of the Act more effective and beneficial.

He said with the aforementioned objects in view, the Bill sought to make the following amendments in the Act :—

"The provisions of the Act are being made applicable automatically and without any notification by the state government to persons employed in the various categories of industrial establishments falling within the purview of the existing definition of the industrial establishment in the Act [clause 3 (*a*) of the Bill].

"The existing definition of "industrial establishment" is being converted as a definition of "industrial or other establishment" and a residuary clause is being provided to enable the Central Government and the State Governments to bring within the purview of the definition, by notification in the official gazette, other establishments.

"It is also being provided that the state governments may extend the provisions of the Act to other establishments which are so brought within the purview of the definition, subject to the prior concurrence of the Central Government in the case of any such industrial establishment which is owned by the Central Government [clause 3 (*b*) and clause 4 of the Bill].

"Section 7 of the Act relating to deductions which may be made by an employer from the wages payable to an employed person, authorisation of such an employed person, for payment of the employees' contribution to any welfare fund constituted by the employer for the welfare of employed persons and the members of their families and also for payment of the fees payable by the employed persons for membership of any trade union (clause 7 of the Bill)".

(*Indian worker, dated 10th May 1982*).

More labour courts in Maharashtra

The State Government proposes to increase the number of labour and industrial courts in Maharashtra to expedite disposal of labour cases.

Announcing this in the Assembly on April 18, Labour Minister Bhagwantrao Gaikwad said that the Government was considering a proposal to evolve a time-bound programme through a legislation for speedy settlement of labour and industrial disputes. Meanwhile, instructions had been issued to settle such disputes through time-bound programme, he added.

The Government would consider the question of suitably amending the Bombay Industrial Relations Act, only if the Centre amended the Industrial Disputes Act. The Union Government proposed to amend IDA during the current session of the Parliament, Shri Gaikwad stated.

The Labour Minister was replying to the debate on the budget demands of his department.

Shri Gaikwad said that the situation in the textile mills had further improved. At present 37 mills were working. Of them 21 were working partially and the number of workers, who had returned to work had increased to over 10,000. he added.

He appealed to the striking textile workers to return to work and assured them that none of them would be victimised.

Shri Gaikwad asked Dr. Datta Samant, independent MLA and leader of the Girni Kamgar Union, which had sponsored the strike, to prove the majority of his union by enrolling membership of workers, maintaining accounts and fulfilling other conditions as required for the recognition of union.

(*Indian Worker, dated 10th May 1982*)

PM confident of workers support

Prime Minister Smt. Indira Gandhi said on April 29, that the workers had always supported her Government's policies and programmes and was confident of their continued support if they were told about the various developmental schemes in their proper perspective.

The Prime Minister was addressing the 27 participants in the National Seminar on Active Participation of Young Workers in Trade Union work, held here from April 26 to 29 under the sponsorship of the INTUC's Central Institute of Workers Education in Cooperation with ICFTU-ARO.

Smt. Indira Gandhi recalled her meeting with a group of an earlier training programme and complemented the INTUC for having taken up cadre building in right earnest.

She further advised the Young participants that they should on their return to their respective areas, enlighten the workers on the official programmes and development plans.

The Prime Minister warned the participants against the attempts of a section of the trade unions to mislead and exploit the gullible workers for their narrow political ends.

She wanted the INTUC to continue with its educational activities so that its message could be carried to every nook and corner of the country.

Earlier, INTUC President, Shri N. K. Bhatt, apprised the Prime Minister about INTUC's cadre building programme and other educational and training projects and informed her that this national seminar was aimed at imbibing a new culture with ideological commitment among the Young Workers.

Shri S. A. Zama, Vice President of the Indian National Council of Young Workers gave details of the action plan drafted by the participants for implementation when they went back to their respective units.

Dr. N. Vaidyanathan, Director of the Institute, Shri V. B. Dixit of the ICFTU-ARO and Shri Madhusudan Lal, Office Secretary of the Indian National Council of Young Workers were also present.

(*Indian Worker, dated 10th May 1982*).

Crop Insurance

The Centre has set up a committee to go into the question of the agency to undertake crop insurance in the country on a long-term basis.

The committee will also consider the question of setting up of an agricultural insurance corporation, Shri Swaminathan said in the Lok Sabha.

(*Indian Worker, dated 17th May 1982*)

Changes in I. D. Act an card

Unfair labour practices to be punished

The Government of India proposes to provide for the punishment to deal with employers, workmen and trade unions found indulging in " unfair labour practices

In a proposed amendment to the Industrial Disputes Act any person committing an unfair practice will be liable to punishment with imprisonment for a term which may extend up to six months or a fine of up to Rs. 1,000 or both.

According to official sources, the proposed amendment is necessary to inculcate a sense of proper conduct among employers, trade unions and workmen to maintain discipline and avoid violence.

In Maharashtra, there is a separate Act in this regard and the Central amendment will be based on that pattern, the sources said.

The amendment in its preamble says : " No employer or workmen or a trade union—whether registered under the Trade Unions Act, 1926, or not—will commit any unfair practice. "

There is at present no Central law specifying such practices. The National Commission for Labour which examined this aspect in detail suggested a list of such practices.

The fifth schedule in the draft amendment Bill contains separate list of such practices in case of the employers and their associations and workers and their trade unions.

An employer will invite punishment if he is found interfering with, restraining from or coercing workmen in the exercise of their right to organise, form join or assist a trade union or to engage in concerted activities for the purpose of collective bargaining.

Other undesirable practices on his part include . threatening workers with discharge or dismissal, if they join a trade union ; threatening a lockout or closure if a trade union is organised ; granting wage-increase to workmen at curcial periods of trade union activities ; attempting to dominate, interfere with or contribute support, financial or otherwise, to any trade union, to establish employer sponsored trade unions, to discourage or encourage membership in any trade union and to discharge a workman by way of victimisation.

To advise or actively support or instigate an illegal strike will be considered an unfair practice on the part of workmen and their trade unions.

Other actions which can be termed " unfair practice " in case of workers or their unions, include their refusal to bargain with the employer, indulgence in coercive activities against certification of a bargaining representative encouraging wilful " go-slows " or squatting on the work premises after working hours or " gherao " of any member of the managerial staff.

(*Indian Worker, dated 24th May 1982*)

PF interest rate raised

The Government has increased the interest rate of the Employees Provident Fund from 8.5 to 8.75 per cent per annum for fiscal year 1982-83.

In a notification, the Ministery of Labour has also amended the Employees Family Pension Schemes providing for among other things, reduction in the number of years for being eligible for family pension.

This became effective from April 1.

Earlier, it was mandatory that one should be a member of the family pension fund for a period not less than two years. It has now been amended to read a member shall receive family pension under the scheme if he has been contributing to the fund for a period not less than one year.

The notification also made it clear that the minimum family pension shall not be less than Rs. 60 per month.

The Government has also armed itself with powers to grant supplementary relief to pensioners at the rates to be notified from time to time.

(*Indian Worker, dated 31st May 1982*)

I. D. Act awaits radical changes

New definition for trade union in the new Bill

The Government of India proposes to spell out precisely the term "closure" hitherto left undefined in the Industrial Dispute Act, 1947 often resulting in disputes between employers and trade unions.

The new definition, incorporated in the proposed amendment bill is as follows: "closure means the permanent closing down of 3 place of employment or part thereof".

According to official sources, a proper definition of the term is considered necessary so as to distinguish it from "lay off", "lock-out" and such other types of suspension of work.

The proposed amendment also seeks to redefine the term 'industry' following its different interpretation by High Courts and Supreme Courts, leading to what the official sources describe as "confusion and uncertainty".

The Supreme Court itself made an observation in February 1978, the Bangalore Water Supply and Sewerage Board case that the Government might restructure the existing definition by suitable legislative measures.

While the proposed revised definition takes note of the essential characteristics of an industry, as spelt out by the Supereme Court, certain institutions like hospitals and dispensaries, educational, scientific, research or training institutions institutions engaged wholly or substantially in charitable, social and philanthropic services are being excluded from the Definition.

According to official sources, this has been done to maintain in these institutions an "atmosphere different from that of industrial and commercial undertakings and to meet the special needs of such organisations".

It is also proposed to exclude 'khadi' or village industries from the 'industry' so as to allow the "unimped growth of such industries" the official sources said.

The other activities which are also proposed to be excluded are the soverign functions of the Government including all activities carried on by the department of the Central Government dealing with defence research atomic energy and space.

Soverign functions in this context are intended to mean administrative legislative and judicial functions: —

Further, agricultural operations carried on independent of any other activity which is an industry and activity of a co-operative society where less than 10 persons are employed, would not be regarded as industry as defined in the Act.

The proposed amendment to the term "lay-off" seeks to protect the interest of the workers. Employers now will not be able to resort to "lay off" for any reason other than what is specifically provided in the Act.

It deletes the provision of "any other reason" from the Act which gave wide scope for interpretation which at times lead to the intention being lost sight of.

There is also an attempt to distinguish "closure" from lock-out as the former is permanent and the latter is temporary.

The proposed introduction of the definition of "trade union" in the Act is considered necessary to check unregistered unions raising industrial disputes. This would strengthen the industrial relations structure, according to official sources.

Since there would be a special provision in the Act on unfair labour practices, the sources point out, the term needs to be defined as 'unfair' labour practice means any of the practices specified in the Fifth Schedule".

(Indian Worker, dated 31st May 1982)

Wage hike for Farm Labour urged

The Farm Labour Minimum wage Committee appointed under the Chairmanship of Shri V. S. Page, former chairman of the Maharashtra Legislative Council has recommended increase in the Minimum wages, division of the state into four Zones for fixing wages and an independent wage structure for workers working on the machines.

This information was given by the Deputy Minister, Shri Yeshwant Sherekar in the State Legislative Council on April 22.

The Committee has recommended Rs. 4, Rs. 7, Rs. 8 and Rs. 10 as Minimum wages to the farm labour according to Zones, the Minister said.

Shri Sherekar said that the Government would think over the succestion of linking wages with the Price Index.

The Security of the ware committee recommendations was in Progress, he said.

Shri Sherekar said the Minimum wage Committee appointed under the Chairmanship of Shri Momin Bakar Ahmed, for the Powerloom workers had not submitted its report so far.

The Committee could not submit its report upto December 31, 1981 as the area of its work is very wide change in the Chairmanship of the Committee and the neca for visiting various centres.

The new chairman for the Committee has not been appointed so far, he said.

(Indian worker, dated 10th May 1982.

Jobs for apprentices to be made obligatory

THE Apprentices Act is proposed to be amended to make it obligatory for the employers to provide employment to apprentices trained by them against certain percentage of direct recruitment vacancies.

This step is being taken in view of the fact that a large number of trained apprentices are not absorbed in industry.

The result is that the expenditure on their training is wasted. Since it is not obligatory on the part of employers to provide jobs to the apprentices after completion of training.

The Government has come to the view that apprentices should be given preference in the matter of employment.

The Home Ministry has already simplified the procedure for sponsoring the names of the apprentices for employment as a result of which establishment would provide employment only to the apprentices trained by them.

The Directorate General of Employment and Training has also urged employing ministries to issue instructions to all establishments under their control to provide jobs to trained apprentices on preferential basis.

Some of the Public Sector undertaking have agreed to include national apprenticeship Certificate as essential Qualification in their recruitment rules. This will help a large number of trained apprentices getting employment.

The apprenticeship training Scheme in industry was enforced in 1963 by law. This was aimed at meeting the recruitments of skilled workers and making new entrants to job more employable.

The Apprentices Act makes it obligatory on the part of employers to engage apprantices according to specified ratio. Since 1973, the training of graduate engineers and diploma holders apprentices was brought within the purview of the Act.

Through the training scheme for trade apprentices in Central and State Governments and public and private sectors is the responsibility of the Labour Minister, the training programme for graduate engineers and technician apprentices is controlled by the Education Ministry.

At present, 138 trades have been designated under the Apprentices Act and 1,23,000 trade apprentices are under training. Of them 41,000 belong to weaker sections of society. As many as 65 subjects of engineering and technology have been designated for graduate engineers. As on March 31, 1982, 14,000 apprentices were undergoing training.

The Government is also planning to revise the ratio of apprentices to workers, keeping in view the occurance of vacancies, training facilities, industrialisation status of different areas and absorption capacity of the industries.

The Centre has asked the Regional Director of Apprenticeship Training to undertake a survey to find out the exact number of unemployed trained apprentices. They will asses the number of apprentices absorbed in jobs.

Another proposal under consideration is to exempt the recurring expenditure on practical training and non-recurring expenditure incurred for setting up basic training centres under the Income-Tax Act the question has been taken up with the Central Board of Direct Taxes. This will give the industries incentive to fully implement the apprenticeship scheme.

(Indian worker, dated 17th May 1982)

Payment of Wages Act

Centre move to acquire more powers to regulate salary disbursement

THE Union Government proposes to acquire wide powers under the Payment of Wages Act to regulate the disbursement of salaries to certain classes of persons employed in the industry.

The Payment of Wages (Amendment) Bill, 1982, introduced in Parliament on May 6, seeks to widen the coverage by amending sub-section IV and V of the Act to the effect that the Act will apply to all persons employed in factories, railways and industrial establishments as defined in section II.

It also empowers the state governments to extend its provisions to "all or any class of persons employed in any other establishment or class of establishments after issuing due notice by notification in the gazette provided that no such notification is issued in relation to any establishment owned by the Centre except with the concurrence of that Government."

The definition of the term 'industrial establishment' is also proposed to be amplified to include such other establishments that may be specified by the Central or State Governments.

However, the protection of the Act is now available to those persons whose wages are less than Rs. 1,600 against Rs. 1,000 fixed in 1975.

The term 'wages' has also been defined in the Act to mean all remuneration payable to persons in respect of his employment or of a work done in such employment excluding bonus, contribution to the provident fund or pension gratuity and value of amenities such as accommodation and medical attendance.

One of the main purposes of the Act is to ensure that no unauthorised deduction is made from the wages.

It is, therefore, proposed that a clause may be added to sub-section (II) of section VII to provide for deductions with the written authorisation of the employees for contribution to any benevolent fund constituted by an employer for the benefit of the employees.

At present the trade union dues cannot be deducted from the wages. It is, therefore, proposed to insert another clause in the sub-section (II) of section VII to the effect that deductions may be made with the written authorisation of the employer for payment of membership fee of the trade unions to which they belong.

The punishments for contravention of the provisions of the Act under section 20 of the Act are also being made more stringent.

(Indian Worker, dated 17th May 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.

ROLE OF LABOUR IN INCREASING PRODUCTIVITY

By

K. V. Iyer

Labour play's an important role in ensuring uninterrupted production and supply of goods and services, and thereby contributes to the achievement and improvement of productivity. Without the active and wholehearted cooperation and participation of labour, the production machinery will come to a halt inspite of all other inputs—capital, management, raw materials etc. A major factor for the success of any enterprise is the existence of a contented and happy labour force. This factor has to be kept in view while considering revision of wages in public undertakings during the current year.

The public sector undertakings in India have grown considerably during the past three decades in terms of investment, employment and output. The investment is currently estimated at Rs. 20,000 crores and employment about 18 lakhs. Among the important characteristics of the public sector companies may be mentioned the large investments involved, the long gestation period, the relatively low profitability, under-utilisation of capacity in varying degrees and considerable overstaffing right from the constructional stage to the maintenance stage. The pay and emolument are generally modelled on the scales of the Central Government employees, with minor modifications.

The attraction of stability, reasonable pay scales and assured prospects of promotion in the early periods gave a boost to public sector employment. Within a short time, the BHEL, BHPV, the public sector steel plants etc. acquired a coveted status as Model Central Government undertakings with a modern and enlightened outlook. Their place was soon taken overby the nationalised banks and Insurance companies. Though the work in Banks and Insurance companies is much lighter and working conditions far better, their employees could get advantageous terms the concerned administrative Ministry, viz., the Ministry of Finance. The unfortunate part of it is that while the Ministry of Finance used all their powers and discipline over the prduction Ministries such as Industry, Steel, Chemicals Fertilisers, Mines etc., through the Bureau of Public Enterprises, they did not do so in the case of Banks and Insurance companies. This resulted in an irrational and paradoxical situation of the Officers drawing lower emoluments than the lower categories of staff, etc. Except for the Bank and Insurance employees, the emoluments stagnated in most other public sector undertakings. The three Central Pay Commissions did virtually little to protect the real wages and emoluments of Government

employees. The result is that there is a 60 per cent erosion now (April 1982) in the real emoluments of higher level Officers, compared to 1960 ; the erosion is 40 per cent in the case of middle level officers, 20 per cent in the case of Assistants and 10 per cent in clerical staff, the peons alone have secured higher real emoluments compared to 1960. Since the emoluments of most public sector undertakings are modelled after Central Government scales, there has been corresponding erosin in their emoluments also.

Low level of Indian wages

It is seen from an analysis of comparable data for selected countries in 1977 that the wage level of the Indian worker is the lowest being about U. S. $522 annually compared to about 12,000 in U. S. A. and Canada, about $11,000 in Switzerland and Federal Republic of Germany, about $9,000 in Japan and $7,000 in U. K. Even assuming that the relative purchasing power of the same amount in U. S. A. or Canada is likely to be lower than in India, the Indian worker, on an average gets only about 10 to 15 per cant of the wage equivalent in real terms compared to U. S. A., Canada, Switzerland or West Germany. There is no point in blaming the Indian worker for his low productivity ; it is certainly lower than that of a worker in U. S. A. or West Germany, but how much lower ? Is he paid correspondingly for whatever productivity he has, or is he paid much less ? The answer is that he gets far less.

Wage revision in public undertakings

A number of wage revisions in major public sector undertakings are due this year. The Bureau of Public Enterprises has issued a Directive to all public sector undertakings concerned to ensure a link between productivity and higher wages and further that no retrospective effect should be given for any wage settlement. While it is a reasonable suggestion in theory to link wage with productivity, it is not clear how this is to be done. The National Commission on Labour, the National Productivity Council, the Steering Group of the Reserve Bank etc., grappled with the problem of how to reconcile the rival claims of workers, managements as also the interests of consumers in sharing the gains of productivity but could not for obvious reasons give a pronouncement or a definite formula for sorting out this complex problem. Even if the formula for allocating the share for workers is fixed at say 50 per cent or more, it is not clear what will happen to workers in many public sector undertakings which have been incurring losses.

The Bureau of Public Enterprises has been trying to achieve some kind of a uniformity in emoluments and service conditions in public sector undertakings in general, though they have not been able to do much in this direction. There is a general impression particularly among the workers' Organisations that the Bureau has been playing a rather negative role in public sector wage fixation/revision by pegging the wages and other emoluments to the minimum possible level. There is also the valid point that the role of the Bureau goes counter to the spirit of collective bargaining, as it sometimes acts as a stumbling block, even when the employees and employers are willing to settle the issues on better

terms. There also appears to be need for a closer and continuous dialogue and rapport between the Bureau of Public Enterprises and the Ministry of Labour which has a better appreciation of the relative roles of employees and workers, before the Bureau issues any directives laying pre-conditions, without a complete study of the issues involved.

There appears to be need for a reorganisation of the structure and functioning of the Bureau of Public Enterprises to make it more purposeful. The Bureau's present role has the ivory tower approach as it lays down certain policies for implementation by other without assuming any direct responsibility. In this process, the Ministry of Labour which has been assigned the role of looking after the interests of employers and labour, in both public and private sectors, gets into difficulties and problems. The Bureau might be reorganised suitably by constituting a High Level Committee consisting of the Officials of the Ministry of Finance, Labour, Planning Commission, Heads of Public Sector undertakings, Employing Ministries, Leading Employer's Organisations and the important Trade Unions. There should also be independent industrial economists and statisticians, as also representatives of Consumers' organisations.

The revival of tripartite forms could be a major step in insuring and keeping a mutual dialogue so that the problems of labour as well as the employing undertakings could be discussed and some solution arrived at on an equitable basis.

The Bureau of Public Enterprises might give some more careful thought to this complex subject and study the problem carefully in consultation with the Mnistry of Labour, the employing Ministries and the leading Trade Unions before formulating any detailed guidelines.

In doing so, it has to be borne in mind that the Indian worker in most cases, is an exploited class and is certainly entitled to better wages, as available data show that there has been no increase in his real emoluments over the past 10 years (in case of Government employees, they have been eroded). This is in constrast to the position in other countries such as U.S.A., U.K., F.R.G., France, Japan, Switzerland, etc., where the increases in real emoluments have been appreciable.

The oft-repeated attractive feature about the low wages in India and invitations to foreign investors to take advantage of the low wages in India and enter into buyback arrangements its itself an exploitation of the Indian worker indirectly. The Indian worker seems to beat a disadvantage from private employers, public sector employers, as also the foregin businessmen, all of whom look upon him as a source of cheap labour.

What is perhaps worth considering in 1982, the Year of Productivity, pending the formulation of definite guidelines, is to give workers a reasonable rise in emoluments to offset the increase in cost of living. That should be a real gesture towards the working class, which is at a dis-advantage from several angles.

(Indian Worker, dated 10th May 1982)

Gist of Important Notifications Under Labour Laws

I Bombay Relief Undertakings (Special Provisions) Act, 1958

A. The Government of Maharashtra, in exercise of the powers conferred by Sections 3 and 4 of the said Act, declared that the relief undertaking called " the Rajan (Textile) Mills Pvt. Ltd., Barsi (District Solapur) " shall for a further period of one year commencing on the 1st day of March 1982 and ending on 28th day of February 1983 (both days inclusive) be conducted to serve as a measure of unemployment relief subject to fulfilling the conditions specified in the Notification.

(Notification No. BRU/1081/7986/IND-10, dated 25th February 1982, Published in *M.G.G* Part I-L, dated 1st April 1982, Page Nos. 1737-1739).

B. The Government of Maharashtra, in exercise of the powers conferred by Sections 3 and 4 of the said Act, declared that the relief undertaking called Messrs. Vijay Manufacturing Co., Pvt. Ltd., Badnera, shall for a further period of one year commencing on the 1st day of March 1982 and ending on the 28th day of February, 1983 (both days inclusive), be conducted to serve as a measure of unemployment relief subject to fulfilling the conditions specified in the Notification.

(Notification No. BRU/1082/8185/IND-10, dated 26th February 1982, Published in *M.G.G.*, Part I-L, dated 1st April 1982, Page Nos. 1740 to 1742).

II. Bombay Shops and Establishments Act, 1948

A. 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.

In the said Schedule II to the said Act, in Column 2, after entry 270 the following entry shall be added, namely :—

"271.	New Sansar Restaurant and Stores, 601, Pine Road, Kurla. Bombay 400 070.	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 establishment should not sell any intoxicating material on it's Premises at any time. (*iii*) no woman employee shall be required or allowed to work beyond 8-30 p.m.

(Notification No. BSE-1481/CR-3930/Lab-5, dated 14th December 1981, Published in *M.G.G.*, Part I-L, dated 1st April 1982, Page No. 1622).

B. Government of Maharashtra in exercise of the powers conferred by Section 6 of the Act, suspended the operation of the provisions of Section 18 of the Act in respect of the sixteen employees employed in the Accounts Departments, of Messrs. Cynamide India Ltd., Nylac House, 224/D-2, Dr. Annie Besant Road, Post Office Box No. 9109, Bombay 400 025, on Sunday, the 27th December 1981, subject to the conditions that employees concerned shall on account of loss of the prescribed weekly holidays be granted (*i*) a compensatory holiday with wages in exchange before the week ending the 23rd January 1982, and (*ii*) wages for the work done on the 27th December 1981 at the rates of wages not less than those prescribed for overtime work in Section 63 of the said Act.

(Notification No. P-7381/CR-7010/Lab-5, dated 23rd December 1981, Published in *M.G.G.*, Part I-L, dated 1st April 1982, Page Nos. 1623-24).

C. 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

In Schedule II to the said Act, after entry 269, the following entry shall be added, namely :—

"270.	Satguru Fruit Juice Stall, Cabin No. 3 Opp., Patel Stores, Near Railway Station, Chembur, Govandi Road, Bombay 400 071	Section 19 subject to the conditions that— (*i*) the establishment shall not be closed on any day later than 3-00 a.m. (*ii*) the establishment shall not sell any intoxicating material on its premises at any time. (*iii*) no woman employee shall be required or allowed to work beyond 8-30 p.m. (*iv*) on failure to comply with any of the conditions at (*i*), (*ii*) and (*iii*) above Government may withdraw the exemption.".

(Notification No. BSE/1481/CR-4012/Lab.-5, dated 4th December 1981. Published in M.G.G. Part-I-L, dated 1st April, 1982, Page No. 1624).

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

"273.	Establishments of National Centre for the performing Arts Bombay House, 4th Floor, 24, Homi Mody Street, Bombay 400 023 and its activities at Nariman Point, Dorabji Tata Road, Bombay 400 021.	All Provisions.".

(Notification No. BSE/1482/CR-7033/Lab-5, dated 9th March 1982, Published in *M.G.G.*, Part I-L, dated 1st April 1982, Page No. 1748).

III. EMPLOYEES PROVIDENT FUND ACT, 1952

(*a*) Government of Maharashtra has republished the notification issued by the Government of India, Ministery of Labour, No. G.S.R. 507(E) dated 5th September 1981, as under :—

GOVERNMENT OF INDIA / BHARAT SARKAR

MINISTRY OF LABOUR/SHRAM MANTRALAYA

New Delhi, Dated the 5th September 1981.

NOTIFICATION

G.S.R. 507(E).—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 Employees' Provident Funds Scheme, 1952 namely :—

1. (1) This Scheme may be called the Employees' Provident Funds (Fourth Amendment) Scheme 1981.

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

2. In the Employees' Provident Funds Scheme 1952, the following paragraph shall be inserted after paragraph 68B, namely :—

68-BB. Advance from the Fund for repayment of loans in special cases—(1) a The Commissioner, or where so authorised by the Commissioner, any officer subordinate to him, may on an application from a member, sanction from the amount standing to the credit of the member in the fund, an advance for the repayment, wholly or partly, of any outstanding principal and interest of a loan obtained from a State Government. Co-operative Society, Housing Board, Municipal Corporation or a body similar to the Delhi Development Authority, solely for the purposes specified in sub-paragraph (*1*) of the paragraph 68-B.

The amount of advance shall not exceed the member's basic wages and dearness allowance for twenty-four months or his own share of contributions together with the employer's share of contributions, with interest thereon, in the member's account in the Fund or the amount of outstanding principal and interest of the said Loan, whichever is least.

(2) No advance shall be sanctioned under this paragraph unless :—

(*a*) the member has completed fifteen years' membership of the Fund, and

(*b*) the member's own share of contribution, with interest thereon, in the amount standing to his credit in the Fund, is one thousand rupees or more: and

(*c*) the member produces a certificate or such other documents, as may be prescribed by the Commissioner or where so authorised by the Commissioner, any officer subordinate to him, from such agency, indicating the particulars of the member, the loan granted, the outstanding principal and interest of the loan and such other particulars as may be required,

(3) The payment of the advance under this paragraph shall be made direct to such agency on receipt of an authorisation from the member in such manner as may be specified by the Commissioner or where so authorised by the Commissioner, any officer subordinate to him and in no event the payment shall be made to the member.

(Notification No. EPF/1081/8283/Lab-4 dated 5th November 1981, Published in *M.G.G.*, Part I-L, dated 1st April, 1982, pages 1622-1623).

(*b*) Government of Maharashtra has republished the Notification issued by the Central Government as under :—

GOVERNMENT OF INDIA/BHARAT SARKAR

MINISTRY OF LABOUR/SHRAM MANTRALAYA

New Delhi, dated the 3rd October 1981.

NOTIFICATION

G.S.R. 548(E).—In exercise of the powers conferred by section 6C 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 Employees' Deposit Linked Insurance Scheme, 1976, namely :—

1. This Scheme may be called the Employees' Deposit Linked Insurance (Amendment) Scheme, 1981.

2. In the Employees' Deposit Linked Insurance Scheme, 1976, for the paragraph 15, the following paragraph shall be substituted, namely :—

15. *Investment of moneys belonging to the Insurance Fund.*—(1) All moneys belonging to or standing to the credit of the Insurance Fund shall be kept in deposit with the Central Government in the Public Account.

(2) The Central Government shall allow interest at a rate not less than 7 1/2 per cent per annum.

(Notification No. EPF/1081/8297/Lab-4, dated 26th November 1981, Published in *M.G.G.*, Part I-L, dated 1st April 1982, Page No. 1628).

(*c*) Goverenmnt of Maharashtra has republished the notification as under:—

GOVERNMENT OF INDIA BHARAT SARKAR

MINISTRY OF LABOUR/SHRAM MANTRALAYA

New Delhi, dated the 5th December 1981.

NOTIFICATION

G.S.R. 644 (E).—In exercise of the powers conferred by clause (*b*) of sub-section (2) of section 1 of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 (19 of

1952), the Central Government hereby speifies every establishment engaged in 'Cattle Feed' Industry employing twenty or more persons as a class of establishments to which the said Act shall apply with effect from the date of the publication of this Notification in the *Official Gazette*.

(Notification No. EPF/1082/8372/Lab-7, dated 16th February 1982, Published in *M.G.G.* Part I-L, dated 1st April 1982, Page No. 1639).

(*d*) Government of Maharashtra has republished the notification issued by Central Government as under —

GOVERNMENT OF INDIA/BHARAT SARKAR

MINISTRY OF LABOUR/SHRAM MANTRALAYA

New Delhi, dated the 5th December 1981

NOTIFICATION

G.S.R. 642(E).—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 Employees' Provident Funds Scheme, 1952 namely —

1. This Scheme may be called the employees' Provident Funds (Seventh Amendment) Scheme, 1981.

2. In the Employees' Provident Funds Scheme, 1952, in paragraph 1, sub paragraph (3), clause (*b*) after item (*xcii*), the following item shall be added, namely —

"(*xciii*) as respects the establishments engaged in stevedoring, loading and unloading of ships specified in the Notification of the Government of India in Ministry of Labour/ G.S.R. No 611(E), dated the 23rd November 1981, published in Part II, Section 3, sub-section (*1*) of the *Gazette of India* Extraordinary, dated 23rd November 1981."

(Notification No. EPF/1082/8370/Lab-4, Published in *M. G. G.*, Part I-L, dated 1st April 1982, page Nos. 1639-40).

(*e*) Government of Maharashtra has republished the notification as under —

GOVERNMENT OF INDIA/BHARAT SARKAR

MINISTRY OF LABOUR/SHRAM MANTRALAYA

New Delhi, dated the 5th December 1981

NOTIFICATION

G.S.R.643(E).—In exercise of the powers conferred by clause (*b*) of sub-section(*3*) of section 1 of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 (19 of 1952), the Central Government hereby specifies establishments engaged in poultry farming and employing twenty or more persons as a class of establishments to which the said Act shall apply with immediate effect.

(Notification No. EPF/1082/8371/Lab-4, dated 16th February 1982, published in *M. G. G.*, Part I-L, dated 1st April 1982, page No. 1640).

(*f*) Government of Maharashtra has republished the Notification issued by the Central Government as under —

GOVERNMENT OF INDIA/BHARAT SARKAR

MINISTRY OF LABOUR/SHRAM MANTRALAYA

New Delhi, dated the 30th November 1981

NOTIFICATION

G.S.R. 625(E).—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 Employees' Provident Funds Scheme, 1952, namely :—

1. (1) This scheme may be called the Employees' Provident Funds (Sixth Amendment) Scheme, 1981.

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

2. In the Employees' Provident Funds Scheme, 1959 after paragraph 68M, the following sub-paragraph shall be inserted namely —

"68N.—Grant of advance to members who are physically handicapped —

(1) A member who is physically handicapped, may be allowed a non-refundable advance from his account in the Fund, for purchasing an equipment required to minimise the hardship on account of handicap.

(2) No advance under sub-paragraph (1) shall be paid unless, the member produces a medical certificate to the satisfaction of the Commissioner or such other officer as may be authorised by him in this behalf to the effect that he is physically handicapped.

(3) The amount advanced under this paragraph shall not exceed the member's basic wages and dearness allowance for six months or his own share of contribution with interest thereon or the cost of the equipment, which ever is the least

(4) No second advance under this paragraph shall be allowed within a period of three years from the date of payment of advance allowed under this paragraph.

[illegible] Principal scheme published *vide* Notification No. dated the 2nd September 1952, *Gazette of India 1952*.

(Notification No. EPF/1082/8369/Lab 4, dated 16th February, 1982, published in *M. G. G.* Part I-L, dated 8th April, 1982, page No. 1870).

IV. EMPLOYEES STATE INSURANCE ACT, 1948

(*a*) Government of Maharashtra in exercise of the powers conferred by Section 88 read with Section 91A of the Act exempted the following categories of employees factories/Establishments from the provisions of the Act, restrospectively, with effect from the date they came within the purview of the Act till the 4th January 1982.

(A) Employees or factories or establishments which are situated in an area where the provisions of Chapter IV and V are in force who are ordinarily employed by the said factories or establishments in area where the provisions of the above said chapters are not in force but are required to work in areas where the said chapters are in force for a period not exceeding seven months in a year ;

(B) Employees of factories or establishments which are situated in an area where the provisions of chapter IV and V are in force who are employed in the areas where the provisions of the aforesaid chapters are not in force on any work connected with administration of the said factory or establishment or any part department or branch thereof or with the purchase of raw materials or the distribution or sale of the produce of the said factory or establishment;;

(C) Employees who remain on tour for seven months or more in a year ;

(D) Persons who work in implemented areas but reside in non-implemented areas.

(Notification No. SIA/1580/2075/Lab-11 dated 26th February 1982 published in *M.G.G.* Part I-L dated 22nd April 1982 page Nos. 2179-80).

(*b*) Government of Maharashtra in exercise of the powers conferred by Section 87 read with Section 91-A of the Act exempted the Vishwa Bharti Spinning and Weaving Co-operative Society Ltd. Kawad Village Post-Angar, Taluka Bhiwandi Dist. Thane from the operation of the said Act except chapter V-A thereof restrospectively from 1st October 1981 till the date of issue of this notification and prospectively upto and inclusive of [illegible] March 1982.

(Notification No. SIA/1781/3268/Lab-11 dated 25th February 1982 published in *M.G.G.* Part I-L dated 22nd April 1982 Page No. 2180).

V. INDIAN BOILERS ACT, 1923

Exemptions of boilers [illegible] the Act—

(*a*) 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-10203 belonging to the Rashtriya Chemicals and Fertilisers Ltd. Chembur Bombay 400 074 from the Operation of clause (*c*) of Section 6 of the said Act for the period of six months i.e. from the 30th November 1981 to 29th May 1982 (both days inclusive).

(Notification No. IBA-1081/CR-6073/Lab-5 dated 27th November 1981 published in *M.G.G.* Part I-L, dated 1st April, 1982, page No. 1629).

(*b*) 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-8870 and belonging to the Polychem Limited Alcohol Distillery, Neera, Pune from the operation of clause (*c*) of Section 6 of the said Act for the period of three months from the 21st February, 1982 to 20th May, 1982 (both days inclusive).

(Notification No.IBA 1082 CR-7053/Lab-5, dated 11th February, 1982, published in *M.G.G.*, Part I-L. dated 8th April, 1982, page No. 1866).

(*c*) 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-10424 and belonging to the Rashtriya Chemicals and Fertilisers Ltd., Chembur, Bombay 400 074 from the operation of clause (*c*) of Section 6 of the said Act, for the period of six months from 18th January, 1982 to 17th July 1982 (both days inclusive).

(Notification No.IBA 1082/CR-7027/Lab-7, dated 15th January 1982, published in *M.G.G.*, Part I-L, dated 8th April, 1982, Page No. 1869).

VI. INDUSTRIAL DISPUTES ACT, 1947

(*a*) Government of Maharashtra, in exercise of the powers conferred by Sub-Section (*vi*) of clause (*n*) of Section 2 of the Said Act, has declared that the Electronics Industry the entire Production of which is exported to be a Public Utility Service for the purpose of the said Act for a period of six months from the 16th March, 1982).

Notification No. IDA-1480/1302/Lab-2, dated 16th March, 1982, published in *M.G.G.*, part I-L, 1st April, 1982, Page No. 1756).

(*b*) Government of Maharashtra exercise of the powers conferred by proviso to Sub-Clause (*vi*) of clause (*n*) of Section 2 of the Act, has declared the industry specified in the Schedule thereto annexed to be a Public Utility Service for the purpose of the said Act, for a period of six months commencing from the 16th March 1982.

(Notification No. IDA/1482,2110/Lab-2, dated 16th March 1982, published in *M.G.G.*, Part I-L dated 1st April 1982, page No. 1757).

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

(*a*) Government of Maharashtra, in exercise of the powers conferred by Sub-Section (3) of Section 14 of the Act, has nominated Deputy Minister for Labour to be the Chairman of the reconstituted Advisory Committee, vice the Minister of State for Labour, and for that purpose amended Government Notification Industries, Energy and Labour Department, No. UWA/1280/CR-3660/Lab-5, dated 5th August, 1981 (hereinafter referred to as 'the said notification) as follows, namely

In the said notification

(*i*) in clause (*b*) for the, words 'the Minister of State for Labour' the words 'Deputy Minister for Labour' shall be substituted.

(*ii*) in clause (*d*) for the words 'the Minister of State for Labour' the words ' The Deputy Minister for Labour' shall be substituted.

(Notification No. UWA-1282,CR-7076/Lab-5, dated 9th March, 1982, published in *M.G.G.*, Part I-L, dated 1st April, 1982, page No. 1747).

VIII. MAHARASHTRA PRIVATE SECURITY GUARDS (REGULATION OF EMPLOYMENT AND WELFARE) ACT, 1981

(*a*) Government of Maharashtra in exercise of the powers conferred by sub-secton 1, 2, 3 and 4 of Section 15 of the Act, and of all other powers enabling it in that behalf, appointed Deputy Minister for Labour to be the Chairman of the constituted Advisory Committee, Vice Minister of State for Labour and for that purpose amended Government Notificaton Industries, Energy and Labour Department No SGA/CR-153/Lab-13, dated 18th August 1981 (hereinafter referred to as 'the said notification) as follows, namely:—

In the said notificaton:—

(*i*) in clause (*b*) under the headng " Members representing the State Government " for the words " Minister of State for Labour " the words " Deputy Minister for Labour shall be substituted

(*ii*) in clause (*i*) for the words Minister of State or Labour in the ' words Deputy' Minister for Labour' shall be substituted.

(Notification No. SA/1082/CR-54/Lab-5 dated 23rd March 1982, published in *M.G.G.* Part I-L, dated 15th April 1982, Page No. 2094).

IX. MINIMUM WAGES ACT, 1948

(*a*) 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 on the 31st October 1982, the provisons of Section 12 of the said Act shall not apply to the said areas i.e., Village Panchayat of Khed Shivapur, in the Havli Taluka of the Pune District. The employees shall be paid wages at the rates not less than minimum wages fixed by Government Notification Industries and Labour Department No. MWA-5274/198006/Lab-III(A), dated 15th November 1974 for the employees employed in the said scheduled empoyment in Zone IV as formed by that notification.

(Notification No. MWA-5281/4130/Lab-7, dated 23rd February 1982, published in *M.G.G.* Part I-L, dated 1st April 1982, Page Nos. 1735-36).

(*b*) Government of Maharashtra in exercise of the powers conferred by Section 27 of the Act has added Part 1 of the Schedule to the said Act, the following employment in respect of which it is of the opinion that the minimum rates of wages have been fixed under the said Act, namely:—

52 "Employment in Handmade Paper and Handmade Paper Board Manufactory"

(Notification No MWA-5681/4460/Lab-7, dated 22nd March 1982, Published in *M. G. G.*, Part I-L, dated 15th April 1982, Page No 2093).

X. WORKMEN'S COMPENSATION ACT, 1923

(*a*) Government of Maharashtra, in pursuance of Sub-Section (3) of Section 2 of the Act has given notice of its intension to add to schedule II to the said Act the persons employed as a fisherman or fisherman labour on any ship or boat, which is wholly or partly propelled by steam or other mechanical power, which is worked by sails alone (being an occupation which the Government of Maharashtra is satisfied is a hazardous occupation), namely :

"(L) employed as a fisherman or fisherman labour on any ship or boat which is wholly or partly propelled by steam or other mechanical power, which is worked by sails alone

Any objections of suggestions, which may be received by the Registrar, Industrial Court (Arun Chambers, Tardeo Road) Bombay 400 034 from any person in respect of the said draft within 3 months from the date of publication of the notification in the *Maharashtra Government Gazette*, will be considered by Government.

(Notification No. WCA-1080/1973/Lab-11, dated 8th February 1982, Published in *M.G.G.* Part I-L dated 1st April 1982 of Page No 1746).

(b) Government of Maharashtra in exercise of the powers conferred by Sub-section (1) of Section 20 of the Act and in supersession of all previous notifications issued so far in this behalf, appointed the officers specified in Column 2 of the schedule appended hereto to be commissioners for workmen's compansation for the local areas respectively, specified against them in column 3 of the said, schedule —

SCHEDULE

Serial No.	Officers	Areas
1	2	3
1	Presiding Officer, First Labour Court, Bombay	Greater Bombay.
2	Presiding Officer, Second Labour Court, Bombay.	Greater Bombay.
3	Presiding Officer, Third Labour Court, Bombay	Greater Bombay.
4	Presiding Officer, Fourth Labour Court, Bombay.	Greater Bombay.
5	Presiding Officer, Fifth Labour Court, Bombay	Greater Bombay.
6	Presiding Officer, Sixth Labour Court, Bombay	Greater Bombay.
7	Presiding Officer, Seventh Labour Court, Bombay.	Greater Bombay.
8	Presiding Officer, Eighth Labour Court, Bombay.	Greater Bombay.
9	Presiding Officer, Nineth Labour Court, Bombay.	Greater Bombay.
10	Presiding Officer, First and Second Labour Courts, Thane.	Thane District.
11	Civil Judge (Senior Division), Jalgaon	Jalgaon District.
12	Civil Judge (Senior Division), Dhule	Dhule District.
13	Presiding Officer, Labour Court, Nashik	Nashik District.
14	Civil Judge (Senior Division), Ahmednagar	Ahmednagar District.
15	Presiding Officer, First and Second Labour Court, Pune.	Pune District.
16	Civil Judge (Senior Division), Satara	Satara District.
17	Presiding Officer, First and Second Labour Court, Kolhapur.	Kolhapur and Sangli District.
18	Presiding Officer, First and Second Labour Court, Solapur.	Solapur District.
19	Presiding Officer, Labour Court, Aurangabad	Aurangabad District.
20	Civil Judge (Senior Division), Ratnagiri	Ratnagiri District and Sindhudurg District.
21	Civil Judge (Senior Division), Parbhani	Parbhani District.
22	Civil Judge (Senior Division), Osmanabad ..	Osmanabad District.
23	Civil Judge, (Senior Division), Beed	Beed District.
24	Civil Judge (Senior Division), Nanded	Nanded District.

Serial No.	Officers	Areas
1	2	3
25	Civil Judge (Junior Division), Rajura	Rajura Taluka of Chandrapur District.
26	Presideing Officer, First Second and Third Labour Courts, Nagpur.	Nagpur District.
27	Civil Judge (Senior Division), Wardha	Wardha District.
28	Civil Judge (Senior Division), Amravati	Amravati District.
29	Presiding Officer, First and Second Labour Court, Akola.	Akola District.
30	Civil Judge (Senior Division), Bhandara ..	Bhandara District.
31	Civil Judge (Senior Division), Chandrapur	Chandrapur District (excluding Rajura Taluka).
32	Civil Judge (Senior Division), Buldhana	The Chikhali and Mehkar Taluka of Buldhana District.
33	Civil Judge (Senior Division), Khamgaon ..	Khamgaon, Jalgaon and Malkapur Talukas of Buldhana District.
34	Civil Judge (Senior Division), Yavatmal	Yavatmal District.
35	Civil Judge (Senior Division), Alibaug	Raigad District.
36	Civil Judge (Sehior Division), Jalna	Jalna District.

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

(Notification No. WCA-1480/2090-Lab-II, dated 18th February 1982, Published in M.G.G. Part I-L, dated 22nd April 1982, Pages No. 2181—82).

Consumer Price Index Numbers for Working Class for April 1982

BOMBAY*

473—A rise of 5 Points

In April 1982 the Consumer Price Index Number for working class (New series) for the Bombay Centre with base January to December 1960 equal to 100 was 473 being 5 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at the Bombay Centre.

The index number for the food group increased by 4 points to 514 due to a rise in the average prices of fresh fish, goatmeat, pure milk, curd, sugar, bhajia, jalebi, cold drink and vegetables and fruits.

The index number for the pan supari tobacco etc. group increased by 6 points to 510 due to a rise in the average prices of pan leaf and katha.

The index number for the fuel and light group increased by 3 points to 591 due to a rise in the average price of charcoal.

The index number for the housing remained steady at 159 being six monthly item.

The index number for the clothing bedding and footwear group increased by 3 points to 478 due to a rise in the average prices of bush-shirt, full pant, shoes and chappal.

The indec number for the miscellaneous group increased by 14 points to 385 due to a rise in the average prices of railway fare, bus fare, barber charges, balti, laundry charges and tailoring charges.

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

(Average price for the calendar year 1960=100)

Group		Weight proportional to the Total expenditure	Group Index Numbers	
			March 1982	April 1982
I-A.	Food	57.1	510	514
I-B.	Pan, Supari, Tobacco, etc. ..	4.9	504	510
II.	Fuel and Light	5.0	588	591
III.	Housing	4.6	159	159
IV.	Clothing Bedding and Foot-wear	9.4	475	478
V.	Miscellaneous	19·0	371	385
	Total	100.0		
	Consumer Price Index Number ..		468	

*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 *Erratta* (*see*) page 867 of January 1966 issue.

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

SOLAPUR*

492—A fall of 1 point

In April 1982 the Consumer Price Index Number for Working Class (New series) for the Solapur Centre with a base year January to December 1960 equal to 100 was 492 being 1 point lower than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey in Solapur centre.

The index number for the food group decreased by 3 points to 517 due to a fall in the average prices of arhardal, gramdal, masurdal, dry chillies, onions, garlic, sugar, gur and tea-leaf.

The index number for the pan supari, tobacco etc. group increased by 2 points to 437 due to a rise in the average price of pan leaf only.

The index number for the housing remained steady at 227 being six monthly item.

The index number for the fuel and light group increased by 5 points to 631 due to a rise in the average prices of firewood and coal.

The index number for the clothing bedding and footwear group increased by 1 point to 509 due to a rise in the average price of long cloth only.

The index number for the miscellaneous group increased by 4 points to 398 due to a rise in the average price of railway fare only.

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

(Average prices for the calendar year 1970=100)

Groups		Weight proportional to the total expenditure	Group Index Numbers	
			March 1982	April 1982
I A.	Food ..	63.0	520	517
I B	Pan, Supari, Tobacco, etc.	3.4	435	437
II.	Fuel and Light ..	7.1	626	631
III.	Housing ..	5.2	227	227
IV.	Clothing, Bedding and Footwear ..	9.0	508	509
V.	Miscellaneous ..	12.3	394	398
	Total	100.0	493	492
	Consumer Price Index Number ..			

*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*

476—A fall of 1 point

In April 1982 the Consumer Price Index Number for Working Class (New series) for the Nagpur Centre with a base year January to December 1960 equal to 100 was 476 being 1 point lower than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey in Nagpur Centre.

The Index number for the food group decreased by 3 points to 493 due to a fall in the average prices of arhardal, gramdal, groundnut oil, linseed oil, ghee, turmeric, onions, zeera, sugar and gur.

The index number for the Pan supari, tobacco etc. group increased by 8 points to 490 due to a rise in the average prices of Panleaf and katha.

The index number for the fuel and light group and housing remained steady out 681 and 224.

The index number for the clothing bedding and footwear group decreased by 1 point to 563 due to a fall in the average prices of dhoti, markin and ladies sandle.

The index number for the miscellaneous group increased by 6 points to 384 due to a rise in the average prices of cinema, railway fare and trunk.

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

(Average prices for the calendar year 1960=100)

Groups	Weights proportional to the total expenditure	Group Index Numbers	
		March 1982	April 1982
I A. Food ..	57.2	496	493
I B. Pan, Supari, Tobacco, etc.	3.8	482	490
II. Fuel and Light	5.7	681	681
III. Housing	6.6	224	224
	10.9	564	563
V. Miscellaneous ..	15.8	378	384
Total ..	100.0		....
Consumer Price Index Number ..		477	476

*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*

438—A rise of 1 point.

In April 1982 the Consumer Price Index Number for Working Class (New Series) for Pune Centre with base year January to December 1981 equal to 100 was 438 being 1 point 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 Pune Centre.

The index number for the food group decreased by 3 points to 481 due to a fall in the average prices of turdal, gramdal, dry chillies, tamarind, potatoes, onions, tomatoes and gur.

The index number for the fuel and light group remained steady at 490.

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

The index number for the clothing and footwear group increased by 2 points to 518 due to a rise in the average price of saree only.

The incex number for the miscellaneous group increatsed by 14 points to 362 due to a rise in the average prices of railway fare and bus fare.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR PUNE CENTRE

(Average prices for the calendar year 1961=100)

Groups	Weight proportional to the total expenditure	Group Index Numbers	
		March 1982	April 1982
I. Food ..	55.85	484	[illegible]
II. Fuel and light ..	6.89	490	[illegible]
III. Housing. .	6.65	138	138
IV. Clothing and Footwear. .. .	10.31	516	[illegible]
V. Miscellaneous. .	20.30	348	362
Total .	100 00	.... .	
Consumer Price Index Number		437	438

*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*

480—A fall of 1 point

In April 1982 the Consumer Price Index Number for Working Class (New Series) for Jalgaon Centre with base year January to December equal to 100 was being 1 point lower than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Jalgaon Centre.

The index number for the food group decreased by 12 points has been due to a fall in the average prices of rice, wheat, jowar, gramdal, moongdal, groundnutoil, vegetables sugar and gur.

The index number for fuel and light group has remained steady at 656. Index number for housing has remained steady at 178.

The index number for clothing and footwear group increased by 31 points has been due to a rise in the average prices of Dhoti, saree cloth for trousers long cloth and coloured fabrics.

The index number for the miscellaneous group has increased by 20 points has been due to a rise in the average prices of utensils brass, blades and railway fare

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR JALGAON CENTRE

(Average price for the calender year 1961 = 100)

Groups	Weight, proportional to total expenditure	Group Index Numbers	
		March 1982	April 1982
I. Food	60.79	530	518
II. Fuel and Light	7.20	656	656
III. Housing	[illegible]	178	178
IV. Clothing and Footwear.	[illegible]	448	479
V. Miscellaneous.	15.61	350	370
Total	[illegible]	[illegible]	[illegible]
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.* 5.20.

NANDED*

529—A fall of 1 point

In April 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 1 point lower than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Nanded Centre.

The index number for the food group decreased by 5 points due to a fall in the average prices of Turdal, groundnut oil, moongdal, oils and fats and vegetables.

The index number for fuel and light group has remained steady at 637.

The index number for housing group has remained steady at 285 being a six monthly item.

The index number for clothing and footwear increased by 8 points due to a rise in the average prices of Dhoti, Saree, Cloth for trouser and coloured fabrics.

The index number for miscellaneous group increased by 7 points due to a rise in the average prices of railway fare only.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR NANDED CITY

(Average prices for the calendar year 1961 = 100)

Groups	Weight proportional to total expenditure	Group Index Numbers	
		March 1982	April 1982
I. Food	61.46	585	580
II. Fuel and Light	5.88	637	637
III. Housing	4.62	285	285
IV. Clothing and Footwear	12.22	468	476
V. Miscellaneous	15.82	392	399
Total	100.00		
Consumer Price Index Number	....	530	529

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

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

AURANGABAD*

494 A fall of 6 points.

In April 1982 the Consumer Price Index Number for Working Class (New Series) for Aurangabad Centre, with base year January to December 19[illegible] to 100 was 494 being 6 points lower than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 [illegible]

The index number for the food group decreased by 13 points to 534 due to fall in the average prices of wheat, turdal, gramdal, masurdal, groundnut oil, Karad oil, onions, banana and g[illegible].

The index number for the fuel and light group remained steady at 546.

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

The index number for the clothing and footwear group increased by 11 points to 488 due to a rise in the average price of saree only.

The index number for the miscellaneous group increased by 3 points to 408 due to a rise in the average price of railway fare only.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR AURANGABAD CENTRE

(Averge prices for the calendar year 1961=100)

Groups	Weight, proportional to total expenditure	Group Index Number	
		March 1982	April 1982
I. Food	60.72	547	534
II. Fuel and Light	7.50	546	546
III. Housing	8.87	316	316
IV. Clothing and Footwear	9.29	477	488
V. Miscellaneous	13.62	405	408
Total	100.00		
Consumer Price Index Number	....	500	494

*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 NUMBERS FOR WORKING CLASS BY GROUPS FOR SEVEN CENTRES OF MAHARASHTRA STATE FOR THE MONTH OF [illegible] 1982

Centre	Base	Food	Pan, Supari, tobacco etc.	Fuel and Light	Housing	Clothing, bedding and footwear	Miscellaneous	Consumer Price Index Number April 1982	Equivalent Old Index Number March 1982
Bombay ..	1960=100	514	510	591	159	478	385	473	2,100	468	2,078
Solapur ..	1960=100	517	437	631	227	509	398	492	1,879	493	1,883
Nagpur ..	1960=100	493	476	681	224	563	384	476	2,485	477	2,499
Pune ..	1961=100	481	..	490	138	518	362	430	....	437	....
Jalgaon ..	1961=100	518	..	656	178	479	370	480	2,539	481	2,544
Nanded ..	1961=100	580	..	637	285	476	399	529	1,296	530	1,298
Aurangabad ..	1961=100	534	..	546	316	488	408	494	1,097	500	1,110

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

BOMBAY : 4·44, SOLAPUR : 3·82, NAGPUR : 5·22, JALGAON : 5·29, NANDED : 2·45, AURANGABAD : 2·22

ALL INDIA AVERAGE CONSUMER PRICE INDEX NUMBERS FOR INDUSTRIAL WORKERS

The statistics for the Last 12 calender months from May 1981 to April 1982 are given in the following table :—

TABLE

Month	Base 1960=100	Base 1949=100
1	2	3
May 1981	433	526
June 1981	439	534
July 1981	447	543
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

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

Labour Intelligence

INDUSTRIAL RELATIONS IN MAHARASHTRA REVIEW FOR THE MONTH OF MARCH, 1982

Industrial Courts, Tribunals and Labour Courts

In all 2266 applications were received by the Industrial Courts, Tribunals and Labour Court during the month. Their break-up are as under :—

Serial No.	Name of the Industrial Court/ Tribunal and Labour Court	No. of applications, etc. received during the month under the—			Total
		B.I.R. Act, 1946	I D. Act, 1947	Other Acts.	
1	2	3	4	5	6
I.	*Industrial Court/Tribunals—*				
1	Industrial Court, Bombay	3	.	144	147
2	Industrial Tribunal, Bombay		45		45
3	Industrial Court, Nagpur	10	.	87	97
4	Industrial Tribunal, Nagpur		2		2
5	Industrial Court, Pune	17		58	75
6	Industrial Tribunal, Pune		29		29
7	Industrial Court, Thane	3		79	82
8	Industrial Tribunal, Thane		13		13
	Total	33	89	368	490
II.	*Labour Courts—*				
1	Labour Court, Bombay	319	218	221	758
2	Labour Court, Pune	6	127	20	153
3	Labour Court, Nagpur	54	157	54	265
4	Labour Court, Thane	4	28	40	72
5	Labour Court, Kolhapur	53	98	69	220
6	Labour Court, Solapur	7	21	44	72
7	Labour Court, Akola	4	86	24	114
8	Labour Court, Nashik	2	59	29	90
9	Labour Court, Aurangabad	11	5	16	32
	Total	460	799	517	1,776

Wage Boards—

4 references were received by the Wage Board for Cotton Textile Industry during the month under review.

(G.C.P.) Ra 4574—4 (635—11-82)

Conciliation:

An analysis of disputes handled by the Conciliation machinery in the State during October 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	445	114	559
2 Bombay Industrial Relations Act, 1946	12	11	23
3 Bombay Industrial Relations (Extensions and Amendment) Act, 1964.			....
Total	457	125	582

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

Act	Pending at the begining 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	1,649	559	118	226	84	157	555	1,653
B. I. R. Act, 1946	231	23	1	12	2	5	20	234
B. I. R. (Ext. and Amdt.) Act, 1964								
Total ..	1,880	582	119	238	86	162	575	1,887

Industry-wise and District -wise analysiss 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	Chemical.	Textile Processing	Hosiery	Banking	Sugar	Misc.	Transport	Total
1	2	3	4	5	6	7	8	9	10	11
B.I.R. Act,1946 ..	7	5	4	4	2	1	..	..	..	23

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

District-wise analysis is given belows—

Act	Bombay	Pune	Thane	Nagpur	Nanded	Kolhapur	Ahmadnagar	Total
1	2	3	4	5	6	7	8	9
B.I.R. Act,1946	9	5	3	4	2	1		23

Act	Amravati.	Bombay.	Wardha	Chanda	Akola	Buldana.	Total
B. I. R. (Extension and							

2	3	4	5	6	7	8	9	10	11
Bombay— Bharat Petroleum Corporation Bombay-1	(State Sector)	S	*General Demand* Wages.	14-1-82	..	1,455	37,830	96,030	,,
Bombay— Bombay Dyeing & Mfg. Co. Ltd., Bombay-25	Pvt.	S	*General Demand* Wages.	16-1-82	..	7,937	[illegible]	5,07[illegible]	,,
Bombay— Swan Mills Ltd., Sewree, Bombay 400 015.	Pvt.	S	Wages	17-1-82		3,119	81,094	1,91,062	,,
Bombay— The Morarji Gokuldas Spg. and Wvg. Co. Ltd., Bombay-12.	Pvt.	S	Wages	18-1-82		3,539	95,133	2,22,477	,,
Bombay— The Bombay Dyeing & Mfg. Co. Ltd., Bombay 400 014.	Pvt.	S	Wages	18-1-82		7,875	2,12,625	5,43,375	,,
Bombay— Shree Ram Mills Ltd., G. K. Marg, Bombay 400 013.	Pvt.	S	Wages	18-1-82		6,000	1,62,000	3,72,000	,,
Bombay— M/s. The Dawn Mills Co. Ltd., Parel, Bombay-13.	Pvt.	S	Wages	18-1-82		1,907	49,582	1,18,234	,,
Bombay— Phoenix Spg. and Wvg. Mills Ltd., Phoenix House, Bombay-13.	Pvt.	S	Wages	18-1-82		2,714	67,582	1,67,720	—
Bombay— The Khatau Makanji Spg. & Wvg. Co. Ltd., Worli, Bombay-25.	Pvt.	S	Wages	18-1-82		6,700	1,80,900	4,22,100	—

E POLLOWING STATEMENT GIVES T IS DETAILED INFORMATION OF IMPORTANT INDUSTRIAL DISPUTES CAUSING MORE THAN 10,000 MAN—DAYS LOST DURING THE MONTH OF MARCH 1982

al	Name of the concern	Sector	S/L	Reason	Date of work-stoppages: Began	Date of work-stoppages: Ended	No. of workers Involved	Man-days lost: During the month	Man-days lost: Till the close of the month	Results
	2	3	4	5	6	7	8	9	10	11
	Bombay— Kamala Mills Ltd., Senapati Bapat Marg, Bombay 400 013.	Pvt.	S	Higher Wages.	18-1-82	..	4,602	1,19,652	2,85,324	,,
	Bombay— Jupitar Textile Mills Parel, Bombay 400 013	Pub.	S	*G. D.* Wages.	18-1-82	..	3,133	1,03,278	2,47,062	,,
	Bombay— Western India Spg. & Mfg. Mills Kalachowki Bombay 33.	Pub.	S	*G. D.* Wages	18-1-82	..	2,828	76,356	1,78,164	,
2	*Bombay*— Bombay Paregoan Fabrics Dyeing and Ptg. Pvt. Ltd., Bombay-13.	Pvt.	S	*G. D.* Recognition of the Union Charter Demand	20-2-82	..	470	12,690	16,450	
3	*Bombay*— India United Mills Dye works N.T.C. (M. N.) Ltd., Bombay-28.	Pub.	S	*G. D.* Wages.	19-1-82	..	1,485	38,610	90,585	
4	*Pune*— Elpro International Ltd., Pune 411 033.	Pvt.	S	Bonus	24-2-82 (2 Hours tooldown strike indefinate strike, from 11-3-82	..	690	13,831	14,521	

EMPLOYEES' STATE INSURANCE CORPORATION
MAHARASHTRA REGION

PRESS NOTE SHOWING THE PROGRESS DURING THE MONTH OF APRIL ,1982

The Employees' State Insurance Scheme applies to 30 centres in the State of Maharashtra and provides protection to 19,55,224 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 April, 1982, 27,240 Insured Persons re-received Rs. 42,51,280 as Cash Benefits due to Employment Injuries. This includes 4,748 persons who were in receipt of pension for Permanent Disablement Benefit and 2,247 persons who were in receipt of Dependents Benefit as dependants of deceased Insured Persons. During the month 7,667 accidents were reported against 8,797 during the preceding month.

Comparatively fewer persons need the employment injury benefits but a faily larged number need cash benefits in the event of sickness. During April 1982 83,434 claims were received and an amount of Rs. 71,33,422·50 was paid as Sickness Benefit. During the preceding month 76,013 claims were received and an amount of Rs. 77,69,401 80 was disbursed as Sickness Benefit.

During the month 453 Insured Women claimed Rs. 5,00,460·75 by way of Maternity Benefit.

The Attendance at the dispensaries as per certificates received was 1,81,969 during the month.

During the Month Funeral Benefit in 109 cases amounting to Rs. 10,900 00 was paid,

During the month Confinement Charges in respect of wieves of Insured Persons amounting to 37,020 was paid.

During the month an amount of Rs. 33,109·00 was paid as Enhanced Sickness Benefit to 208 Insured Persons who had undergone sterilisation Operation for family planning.

For recovery arrears of contribution under the Scheme, Legal proceedings were intitiated 86 cases against defaulting Employers.

BOMBAY : PRINTED AT THE GOVERNMENT CENTRAL PRESS

ANNOUNCEMENT

Few back volumes, as mentioned below of the

" INDUSTRIAL COURT REPORTER "

and

" LABOUR GAZETTE "

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

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

Rs. 18 per volume for Industrial Court Reporter
(12 issues from January to December)

and

Rs. 15 per volume for the Labour Gazette
(12 issues from September to August)

I.C.R. back volumes for the years	Labour Gazette back volumes for the years
1980	1976-77
1981	1978-79
	1979-80
	1980-81