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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 indexes, 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 Legislation

ORDER.—The Essential Services Maintenance Act, 1981 (40 of 1981) Maharashtra Act No. III of 1982—Amendment to Industrial Disputes Act, 1947.

Consumer Price Index for Working Class

The Bombay, Solapur and Nagpur Consumer Price Index Numbers for Working Class for the month of February 1982, with average prices for the year ended December 1960 equal to 100 were 469, 517, 480 respectively. The Pune, Jalgaon, Nanded and Aurangabad Consumer Price Index Number for Working Class for the month of February 1982 with the average prices for the year ended December 1961 equal to 100 were 440, 492, 531 and 505 respectively.

All India Average Consumer Price Index Numbers for Industrial Workers

All India Average Consumer Price Index Numbers for Industrial Workers (General) Base 1060—100 for February 1982 was 458 as compared to 459 in January 1982. The Index Numbers for February 1982 on base 1980—100 based Index worked out to 557 as against 558 for January 1982.

Industrial Disputes in Maharashtra State

During the month of January 1982, there were 75 disputes involving 56,490 workmen and time loss of 10,19,796 working days as compared to 70 disputes in December 1981 involving 32,691 workmen and time loss of 6,91,635 mandays.

Further particulars of Industrial Disputes are given at pages 928 to 930 of this issue.

Employees State Insurance Scheme

During the month of February 1982, 14,041 Insured Persons received Rs. 40,29,744.98 as Cash Benefits due to Employment Injuries. This includes 4,580 persons who were in receipt of Pension for permanent Disablement Benefit and 2,116 persons who were in receipt of Dependents Benefits as dependants of deceased Insured Persons. During the month 5,965 accidents were reported as against 10,415 during the preceding month.

Current Notes

Uniformity in the Payment of Subsistence Allowance

Mr. Bhagwat Jha Azad, the Union Minister of Labour, said at the Consultative Committee of Parliament attached to his Ministry held on February 11, referred to the Amending Bill to the Industrial Employment (Standing Orders) Act, 1947, already introduced in Parliament and clarified that the amendment sought to provide a degree of uniformity in the subsistence allowance paid to workers under suspension while a domestic enquiry is pending against them. According to him under the present different State laws, the subsistence allowance paid to workers varies from state to state.

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

Social Welfare benefits for Beedi Workers

The Central Advisory Board for Beedi Workers, which met at New Delhi on February 10, 1982, has recommended to the State Governments, that all beedi workers should be registered and given identity cards within six months to facilitate their eligibility to benefit from welfare and social security schemes. The Board has estimated collections this year as welfare cess around Rs. 2.5 crores. For housing facilities, sanctioned Rs. 4.96 lakhs in West Bengal, Rs. 15 lakhs in Madhya Pradesh, Rs. 87 lakhs in Andhra Pradesh and Rs. 2.25 lakhs in Tamil Nadu.

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

Progress regarding revision of Minimum Wages

In reply to a question in the Rajya Sabha on March 4, 1982, the Union Deputy Minister for Labour said that in six states, either the minimum rates of wages (all inclusive) or dearness allowance component is linked with CPI numbers. The minimum wages fixed/revised by the Central Government are also based on changes in CPI numbers. He also said that 14 State Governments/Administrations have revised minimum rates of wages in employment in agriculture in pursuance of the decision of the Labour Minister's Conference held in July, 1980. 17 States/Union Territory Administration have revised wages after July, 1980 in other employment. The Central Government have also revised minimum wages in pursuance of this decision in 30 employments for which it is the appropriate Government.

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

Tripartite body on Plantation revived

The Union Labour Ministry has revived the tripartite industrial Committee on plantation. Consequently, the Ministry also reconstituted the industrial Committee on plantation which has been demanded by workers and employers organisations. The 33 member committee will have equal representation of eleven each from the government, employers and workers. The main objective of the committee is to discuss problems in the labour field, specially to the

concerned industry, with a view to bringing about better understanding among the parties and advise the government in resolving them. The first such committee was constituted in 1947 on the pattern of I-LO Committees. During 1975-76, the tripartite committee was replaced by bipartite committees.

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

25 p.c. Wage Hike for Workers in Delhi

A 25 per cent increase in the minimum wages of workers in Delhi was announced by the Delhi Administration here on February 24.

The new rates which would come into force from March 1 are Rs. 300 per month for unskilled workers, Rs. 337.50 for semiskilled workers and Rs. 400 for skilled workers.

The pre-revised rates were Rs. 240 for unskilled, Rs. 270 for semi-skilled and Rs. 320 for skilled workers.

The revised rates would benefit about eight lakhs workers as the decision will now cover all registered factories not covered by the existing 26 scheduled employments.

The new wages will cover workers in 26 scheduled employments including shops, factories, brick-kiln and bakeries.

A new category, "all registered factories not covered by the existing 26 scheduled employments", has also been included under the Minimum Wages Act.

(Indian Worker, dated 1st March 1982)

Labour Secretaries of States Meet—Wage Revision Once in two years favoured

LABOUR Secretaries of the State Governments recommended a revision of wages at least once in two years or on a 50 point rise in the consumers price index.

They felt that the revision was a time-consuming process. They, therefore, favoured introduction of variable D. A. element.

At their meeting held here on February 15, they discussed fixation, revision and implementation of wages for various categories of employees and identification, release and rehabilitation of bonded labourers and the expansion of the E.S.I. scheme.

The Union Labour Secretary, Shri B.G. Deshmukh, presided over the meeting.

They also agreed to set up monitoring units in the States on the pattern of the monitoring unit at the Centre.

The Secretaries spoke of a shortfall of 2.13 lakh in coverage under the E.S.I. scheme during 1980-81. They did not favour ratification of the convention concerning minimum standards.

It would be necessary to ensure the coverage keeping pace with the growth of industrial workers and it should not fall below 50 per cent at any time.

(Indian Worker, 1st March 1982)

National Wage Policy soon

A national wage policy is proposed to be formulated in consultation with the representatives of workers and employers at the next tripartite conference, Deputy Minister for Labour Dharam Vir told the Lok Sabha on February 24.

In a written reply he said the national wage policy would lay down, inter alia, the criteria for fixation and revision of wages.

(Indian Worker, dated 1st March 1982)

Factories Act to be applied to all Units

The applicability of the Factories Act to all manufacturing establishments regardless of the number of persons employed therein has been recommended by a meeting of the representatives of the trade union centres and the Directorate General Factory Advisory Service and Labour Institutes (DGFASLI), held here recently.

The meeting gave this recommendation with a view to extend the benefits of the Act, particularly relating to health and safety, to the vast number of workers who are now not covered.

The meeting observed that in so extending the applicability of the Act necessary modifications in respect of requirements relating to the smaller units might become necessary so that they are not unreasonably burdened by provisions not very essential to such small units.

Another major recommendation among the 22 made by the committee is the reduction in the working hours of the factories to 40 hours every week with five working days in a week at 8 hours a day.

The committee points out that by extending to the workers two weekly holidays, the system would generate more employment opportunities, besides bringing the weekly hours in line with the practice in most of the progressive countries.

Eight representatives of the trade union centres took part in the meeting and the representation of the DGFASLI comprised the Director General and four other officers.

Shri H. N. Trivedi, President of the Indian National Cement and Allied Workers Federation represented the INTUC.

The other important recommendations made are improvement in the salary and status of the officers of the Factory Inspectorate to enable them to exercise their functions effectively; a separate division of technical personnel in the Inspectorate to develop necessary expertise in solving technical problems of safety and health; modifications in the law so as to associate workers' representatives in the inspections of factories and enforcement of the provisions in the Factory Act and Rules; inspections to be surprise one to make them effective; powers to the representatives of workers as in the Mines Act to inspect and expose all contraventions of the provisions in the factories Act; speedy action by the Inspectorates on complaints received; a tripartite advisory committee in each state to improve administration of safety status; strict

enforcement of safety, health and welfare provision like drinking water, canteen, first aid boxes, creche etc; lowering of the criterion for providing cool drinking water by units with 50 or less employees; canteen employees to be treated as workers under the Act; amendments to the Act to bring construction and building workers under its purview extension of the provisions of the Act to cover supervisory and management staff on a selective basis; in factories with no creches, cash payment to women employees with children to enable them make alternate arrangement for the care of their children; leave to workers to be at the rate of one day for every ten days of work; the present penalty of Rs. 1,000 for offence under Section 92 of the Act to be raised to Rs. 5,000 for the first offence and imprisonment for subsequent offences with no discretionary powers to the magistrate; and periodical tripartite meetings with the inclusion of the representatives of the labour ministry.

(Indian Worker, dated 8th March 1982.)

Bill on construction Workers soon

Labour Minister Bhagwat Jha Azad announced on February 26 that a bill to ensure payment of adequate compensation to construction workers in the event of death or injury would be presented to Parliament as early as possible.

Replying to the debate on a private member's resolution moved on the welfare of construction workers, Shri Azad said the Centre would also consult the state governments in the matter.

He admitted that there was a lacuna with regard to the safety aspect of the contract labour in the existing acts. This had to be removed.

He also assured the House that the Government would consider a suggestion made by Speaker Bal Ram Jakar about the introduction of an insurance scheme for the workers.

Supporting the resolution, members from all sections of the House made a forcible plea to end the contract labour system which encouraged corruption among officials. They also wanted a comprehensive law to end the exploitation of workers by their contractors.

Shri Azad said the Government was seized of the problems of the construction workers. Already they were covered by as many as eight acts, which included the Workmen's Compensation Act the Industrial Disputes Act and the Minimum Wages Act.

Twenty two prosecutions had been launched against contractors for violation of the Minimum Wages Act, Shri Azad added.

(Indian Worker, dated 8th March 1982)

Bill to amend Minimum Wages Act soon

A comprehensive Bill for amending the Minimum Wages Act will be brought forward before Parliament soon, the Union Labour Minister, Shri Bhagwat Jha Azad, announced in the Lok Sabha on March 3.

Replying to a volley of supplementaries on the implementation of the Minimum Wages Act by the State Governments, Shri Azad said the proposed Bill would cover all sections of labour including agricultural workers. It would also ensure proper implementation of the Act.

Members from all sections of the House expressed concern over the tardy implementation of the Act. Workers in the rural areas were being exploited and their interests should be protected by proper implementation of the Act, the member pleaded.

Shri Azad admitted that some State governments were not implementing the Minimum Wages Act properly. He had written to all the State governments for strict implementation of the Act.

This was also discussed during the recent Labour Ministers Conference, which also recommended a comprehensive Bill in this connection, he said.

Emigrating Workers

Shri Azad said an Emigration Bill would soon be introduced in the House to put an end to illegal transportation of unemployed persons to foreign countries by unscrupulous persons.

This assurance was given by the Minister when both ruling party and Opposition members complained that several workers particularly from rural areas, were being duped by some agents of large sums of money with false promises of lucrative jobs abroad.

Shri Azad said after the Supreme Court's decision, labourers going abroad need not register themselves with the Labour Ministry. To plug the loopholes, the Government was bringing forward a Bill, he added.

(*Indian Worker, dated 8th March 1982*)

PF Act To Apply To Adl. Institutions

According to a notification of the Government of India of February 19, the Employees Provident Funds and Miscellaneous Provisions Act, 1952 will become applicable to all universities, colleges whether affiliated or not affiliated to a university, recognised or unrecognised schools aided by the Central or State Governments, scientific institutions, research institutes any other institution imparting knowledge or training.

(*Indian Worker, dated 8th March 1982*)

Central labour Service to administer Policies

A new 'Central Labour Service' but not similar to the Indian Administrative Service, Indian Foreign Service, Indian Audit and Accounts Service and the Indian Police Service, to effectively and meaningfully administer the labour policies of the Central Government is likely to be established soon.

The creation of 'Central Labour Service' has been recommended by the Cadre Review Committee appointed by the Government.

The committee headed by the Cabinet Secretary has suggested the constitution of this service by merging the existing three cadres in the Labour Ministry — Central Industrial Labour Machinery, Central Pool of Labour Officers and Mines Welfare Organization.

The Fourth Annual Conference of the Association of Central Government Labour Officers, which was inaugurated on March 4 by the Union Minister of State for Labour. Shri Bhagwat Jha Azad, has welcomed the recommendation and was of the view that creation of the service would streamline the machinery for effectively administering the national labour policy.

Shri Azad said that there was an urgent and imperative need to change procedures for speedy redressal of grievances which, he pointed out were sometimes dilatory and created impatience among the workers.

He said that the conciliation machinery needed to be strengthened and the system for adjudication should be made less time-consuming.

Steps should be taken to promote voluntary arbitration for prompt, fair and final settlement of disputes, he added.

In this respect, the Minister felt, labour officers could play a catalytic role and should ensure that the grievances did not become a dispute. Besides the officers had also to see that the labour laws were respected to the letter, he added.

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

Four DA instalments released—Central DA at 320 CPI merged with pay

THE Central Government released on March 15 four instalments of dearness allowance due to its employees and has also merged DA upto an Average Consumer Price Index level of 320 with pay.

Announcing this in identical statements made in both Houses of Parliament, Finance Minister Pranab Kumar Mukherjee said that the merger would take effect from February 1 this year and the increase in house rent allowance and city compensatory allowance as a result of the merger of DA with pay would be transferred to the provident fund accounts of the employees till March 31, 1983 and cash payments will be made thereafter.

The Minister also announced an *ad hoc* increase of DA to Senior Officers upto the rank of Joint Secretary, Judges of the Supreme Court and High courts, Chairman and Member of the Union Public Service Commission, Comptroller and Auditor General of India, a large number of Officers in the Armed Forces, Senior Level Scientists and Technical Officers and others of similar ranks.

The various measures announced by the Finance Minister would cost the Ex-chequer Rs. 408 crores. The orders to give effect to the announcement would be issued shortly, the Minister said.

The DA instalments and the *ad hoc* increase in DA to Senior Officers is payable in cash from the pay bills of March this year to be paid on April 1, and the arrears will be deposited in the provident fund accounts of the employees.

The merger of DA will pay for the purpose of payment of HRA and CA will take effect on February 1, but would be effective for retirement benefits from

January 31 and the payment in cash will be made only from April 1, 1983. The dearness relief to pensioners will be paid in cash.

The Government has also decided to raise the maximum gratuity from Rs. 30,000 to Rs. 36,000.

The present maximum gratuity admissible to Central Government Employees being Rs. 30,000 and the death-cum-retirement gratuity being payable for a maximum of sixteen and a half month pay, the maximum limit is reached at a basic pay level of Rs. 1,818. With the merger of dearness allowance with Pay, this level would go down to Rs. 1,415.

Clarifying the decision to enhance the dearness allowance of Senior Officers, Shri Pranab Mukherjee said that the Government had reviewed the position and decided to raise the level of neutralisation, as a one time measure, to 45 per cent upto the level of Joint Secretary and equivalent post.

The *ad hoc* dearness allowance for a Joint Secretary at a pay level of Rs. 2,750 would now be increased from Rs. 900 to Rs. 1,500 per month. The estimated cost of this proposal would cost Rs. 3.65 crores per annum of which Rs. 1.51 crores would be recovered as tax.

The Finance Minister also disclosed that the proposals had been discussed with the staff side on February 15 last and said all, but two of the unions, had voiced their acceptance of the proposals.

Shri Mukherjee said relief to Senior Officers had become necessary in view of the rise in prices. The salaries of top level officers were fixed in 1965 and the Third Pay Commission did not recommend any change. In 1979 for the first time they were granted *ad hoc* DA for every rise of 24 points in the average index level. This partial compensation had been of a very low order and wholly incommensurate with the rise in prices, Shri Mukherjee pointed out.

The present level of neutralisation at the basic pay of Rs. 1,500 at index level of 440 as on January this year would be 45.5 per cent which would get reduced sharply to 21.4 per cent at the salary level of Rs. 3,500 and to 18.7 per cent at Rs. 4,000 and the post tax compensation would be much less. "This sharp decline in the level of neutralisation, Shri Mukherjee said, was neither fair nor equitable.

In Rajya Sabha, the Minister turned down the demand for constituting another Pay Commission for the Government Employees.

Shri Mukherjee also denied that a minority decision had been accepted and said that the DA issue was between the Government and its employees and "no interference of any political party or its trade union wing will be allowed."

(Indian Worker, dated 22nd March 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.

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BETTER HUMAN RELATIONS IN INDUSTRY

By

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For the past few decades increasing importance and attention are being devoted by industry and business the world over towards human relations and behaviour. Volumes are being written on personnel management, industrial relations and industrial sociology. There are innumerable societies, institutions consultants and publications exclusively devoting to personnel management with particular stress on human relations. Modern employers are increasingly realising that better wages, working conditions and employment security are not the only ingredients but there are other needs for the progress of the industry in an efficient and harmonious manner.

The factor of human relations in any establishment is of utmost significance because many problems and conflicts do occur among the people in any organisation. The intention of learning human relations concept is, however, not to enable one to discover a few clever techniques or golden rules for winning friends and influencing people through personality development, nor to enable one to manipulate people as though they were puppets, but to assist one in working more efficiently with other persons in organisations.

William G. Scott, has expressed relations as the process of effective motivation of individuals in a given situation in order to accomplish a balance of objects which will yield greater human satisfaction and help achieve company goals. Therefore, human relations, assure higher productivity, greater organizational effectiveness and satisfied workforce.

According to Jack Halloran², the term human relations to all the interactions that can occur among people whether they are of conflicts or co-operative behaviours. In other words one has to learn, while studying the human relations, to generate co-operation or to prevent conflicts among the members of an organisation. Many people are unaware of the techniques of settling business conflicts in a constructive manner. But a person who knows how to work harmoniously even with those holding different views, has certainly gathered a golden clue of human relations in this world.

Human relations involve the application of several behavioural sciences, viz., psychology, sociology, anthropology and so on. Generally it is understood that human relation is an interdisciplinary subject, but in practice human relation is greater than the sum of the disciplines which make it up. Human relations amalgamate many disciplines of social sciences and apply their theories and methods in combination to human problems. The solving characteristics of human relations may be therefore presented in the formula of $2+2=5$. Here the extra 1 follows from the utilisation of interdisciplinary method. Thus the human relations is an additional element resulting from the application and integration of different sciences, which touches the mind and hearts of the people to motivate them for their personal and organisational growth.

Differences and significance

It is common knowledge that all people do not react similarly to a particular situation or behave alike under identical conditions. Whether an employer employs five or fifty persons in a job, he will soon discover that the output of each individual will vary. Depending on the criteria or standards for evaluating the work, there may be qualitative or quantitative differences or both. What may be an efficient movement for one individual may be rather inconvenient and difficult one for another, a fact often manifested in increased fatigue and decreased production. Moreover, there is intra-individual variability which alters a person's performance during the course of a day, from one day to the next, from week to week, or even from season to season.

This random fluctuation of behaviour—known as behavioural oscillation—has great significance in the administration of human beings. And hence the task of a personnel manager can never be a similar or simple one while managing a large number of work people.

Development and research

Interest in people at work was awakened by F. W. Taylor in U.S.A. in the early twentieth century. He is often called "the father of scientific management," and the changes he brought in management paved the way for subsequent development of organisational behaviour. This was the first attempt to focus the attention on work situation as an important element in quest for efficiency in production.

The efforts of Taylor led to improved recognition and productivity for industrial workers. He pointed out that just as there was a best machine for a job, so were there best ways for people to do their jobs. Of course, the objective of such a movement was the better technical efficiency, but the management was moved to understand the importance of one of its hitherto neglected resources.³

Thereafter, during 1920-30, Elton Mayo and F. J. Roethlisberger (Harvard University) gave academic stature to the study of human relations. They carried out certain experiments at Hawthorne Works of The Western Electric Company between 1924 and 1927, where they applied keen insight and sociological backgrounds. The result was the concept that an organisation is

a social system and the worker is indeed the most important element in it. Their experiments pointed out that the worker is not a simple tool, but a complex personality interacting in a group situation that is hard to deal with and thorough misunderstood.⁴

The Hawthorne studies revealed that employees are more productive when their needs for acceptance, attention and respect are satisfied than when they are treated impersonally. Human relations, thus, emerged as a broad field of study. Mayo became famous, for his above research, as the "father of human relations." While Taylor attempted for rationalizing production, Mayo directed himself to humanise it.

Although the Hawthorne experiments have been considerably criticised as being inadequately controlled and interpreted, its basic ideas, such as 'social system' and 'informal groups' within the work environment have stood the test of time. The important point is that it was a pioneer and substantial research about human relations at work, which carried a widespread influence.

Handle with care

Whether one has just five or five thousand persons to look after, it is essential to know how to efficiently handle the persons to run one's organization successfully. It is surprising that a good number of superiors hide in their nice air-conditioned offices and seldom go round to see what is happening around them. One of the main factors for the success of the great German General, Rommel was that he was always found on the spot giving instructions, clarifying points, understanding problems and seeing how things were working out. Rommel's successful method can bring the same results if applied by an executive in a factory, business unit, Government department etc. There is no substitute for personal contact among individuals.⁵

A constant care seems to be necessary while dealing with the human being, who are vital and delicate resources to handle. Courteous and sweet words cost nothing but bring immeasurable benefits in the organisation. Inversely injurious and insulting expressions result into incurable ailment among the subordinates.

There is a proverb that 'wounds inflicted by weapons may be healed during the course of time but the wounds caused by words remain ever fresh'. Why should one be conservative in kind and sweet language? Of course firmness is necessary for the able administration; but there is a difference between being firm and furious.

Some bosses get into a habit of using a language insulting to human dignity. Why do they forget that the recipient is also made of the same stuff? The subordinates usually look forward to their superiors for their advice and guidance. Instead, if they receive rebukes and rude remarks from their bosses, how can they improve the quality of their work?

Every human being makes mistakes. To err is human. The right course should be to make people realise their mistakes. Harsh words and humiliation will not serve the purpose; but there is a possibility of their attitude turning

antagonistic. At such a stage there seems to be a dire need of friendly and fatherly advice from the elders to the subordinates.

No horse has ever won a race, which has been whipped at the start. It needs confidence for gaining success in the race. If this applies to an animal, it applies more to a man—a human being. All human beings have the same emotions such as pride, fear, love, anger, hate and so on. An environment should be created to make him realise himself. He has to be handled with sufficient care.

Some illustrations

We are tempted to cite here a few illustrations in the context of Indian industries:

Mr. A, a junior marketing manager in a pharmaceutical firm, says his boss always waits for an audience to point out his (Mr. A's) mistakes. His colleagues think he is incompetent as to always gets firings. "It is so humiliating," the frustrated manager remarks.

Another young executive says, 'My boss thinks he is infallible and I am always at fault. I am unnecessarily held responsible for his mistakes and he is not prepared to accept the blunders he commits. Not once...' This complaint is voiced by people at all levels.

One deputy costing manager says he is overburdened with work. For two minutes he talks to his friends or colleagues, the boss sarcastically remarks that he is irresponsible.

'In fact it is the other way round', my work includes doing my boss's work also. He literally "lives" on me and takes all the credit from the higher-ups.'

Miss Y, a steno-secretary in a pharmaceutical firm complains that she adjusts 'so much' with her boss's temperament and yet everyday she feels like a beginner. She says, she is so tightly monitored that she can't even bring about a simple innovation in the typing style.

'My boss thinks I am a fool and he knows everything,' she remarks. She has been humiliated repeatedly and this has in the process eroded all her self-confidence. She feels sick of working with such a 'small' person. The secretary may quit the job soon.

A multinational pharmaceutical firm gives fat salary to its middle-level managers plus good perks. And yet over 40 per cent of its young managers recruited in the past have left the job. The personnel department is ever accepting resignations and engaged in the recruitment exercise.

'Lack of human relations and bad treatment' as told by one ex-employee possibly explains the massive labour turnover.

Human relations can be improved

Subordinates tend to follow as they are led. How they follow will be affected by the climate of human relations created by the authorities in management. Management cannot order human relations to be improved, nor can it presume that all changes influencing human beings will always bring desired results.

However, Wheeler and Adam⁷ have presented a concise list of seven requirements of any human relations programme:

Know what employees consider important in their work their needs and wants;

Be a good listener;

Develop effective vertical communication lines from employees to management and vice-versa;

Train supervisors in human relations philosophy and methods;

Set up procedure to handle on-the-job grievances;

Develop initiative plans; and,

Provide leadership.

While emphasizing on human relations, Donald R. Schoen⁸ suggests the following concrete approaches to be adopted by a manager to improve human relations in his industry:

(1) An attempt to understand people, which involves a high degree of acceptance as they are;

(2) An awareness of and sensitivity to difference between his outlook and other man's, coupled with an ability to maintain his own individual point of view in the face of such differences;

(3) An ability to respond to and understand not only the logical content of what other people say but also the feelings and sentiments implied in their words and behaviour;

(4) Some awareness of himself and of the impact of his behaviour on other people;

(5) An effective way of understanding the nature of social structure or social system of which he is a part;

(6) Realistic approach about the existence of a hierarchy of authority, responsibility, status and position in his particular organisation and alertness to the way his hierarchy affects people's behaviour, his own included;

(7) An ability to predict (within limits), while taking action in an organisational situation, how the organisation will respond; and,

(8) In taking action, making of intuitive and judicious use of those generalisations about social phenomena, constructed and tested by his own experience and continuous watch for the unique elements in every concrete situation.

These approaches can be practiced for better and improved human relations in industry. We may cite one more illustration of practicing good human relations here:

One production supervisor casually tells the line-people to do some work during lunch time. It is done instantly. There is another supervisor who literally runs helter-skelter, makes official notes, etc., to get the same job done by the same workers. Reason? The first supervisor is more concerned about the workers' performance and doesn't keep record of how many minutes each worker came late when he left office, with whom he talked etc....

'Which is the irritating business,' of the second supervisor, as one worker says: The first supervisor mixes freely with the workers and talks to them, while the second one is rude and arrogant.

Managing personnel therefore has as its base—give and take policy.

Conclusion

Human relations, however, has not yet been developed as an absolute science. Neither a list of 'ten golden rules' nor any magic formula can be applied to human problems at different organizations in different situations. However, it is a unique concept, which if grasped and practiced can assist us effectively in avoiding and resolving conflicts in the organisations of business and society as well. It has been, therefore, recognised that progress in human efficiency and productivity depends upon the progress of human relations.

Good human relations is the result of human happiness which can be achieved by better 'human treatment' or 'human touch.' Those who can practice human relations ways to its maximum advantage are the supervisors, managers, officers etc. They are the keymen who get the management's philosophy translated into action and are the management's microphones exercising authority and influence over workers. In day-to-day life they deal with hundreds of people. Hence these functionaries are supposed to be educated as to how human relations, if used adequately and tactfully, can produce better results in industry.

Labour Legislation

No. ESA-1081/3137/CR/NRG-I.—The following Order by Government of India, Ministry of Home Affairs, No. 1/11025/33/81-IS-USD-II, dated the 22nd October 1981 is published—

No. 1/11025/33/81-IS-USD-II

Government of India
(Bharat Sarkar)

Ministry of Home Affairs
(Grih Mantralaya)

New Delhi, the 22nd October, 1981

Order

Whereas the Central Government is satisfied that in the public interest it is necessary to make the following order—

Now, therefore, in exercise of the powers conferred by sub-section (1) of section 3 of the Essential Services Maintenance Act, 1981 (40 of 1981), the Central Government hereby prohibits strikes in any essential service in the Maharashtra State Electricity Board constituted under the Electricity (Supply) Act, 1948 (54 of 1948) for the State of Maharashtra.

(Published in *M.G.G.*, Part-V, (c) dated 11th February 1982, page No. 158).

MAHARASHTRA ACT No. III OF 1982

(First published, after having received the assent of the President in the "*Maharashtra Government Gazette*" on the 8th January 1982).

An Act further to amend the Industrial Disputes Act, 1947, in its application to the State of Maharashtra.

WHEREAS both Houses of the State Legislature were not in session;

AND WHEREAS the Governor of Maharashtra was satisfied that circumstances existed which rendered it necessary for him to take immediate action further to amend the Industrial Disputes Act, 1947, (XIV of 1947) in its application to the State of Maharashtra, for the purposes hereinafter appearing and therefore promulgated the Industrial Disputes (Maharashtra Amendment) Ordinance, 1981, (Mah. Ord. XVI of 1981 on the 27th October 1981.

AND WHEREAS it is expedient to replace the said Ordinance by an Act of the State Legislature; It is hereby enacted in the Thirty-second Year of the Republic of India as follows:—

1. *Short title and commencement.*—(1) This Act may be called the Industrial Disputes (Maharashtra Amendment) Act, 1981.

(2) It shall be deemed to have come into force on the 27th October 1981.

Ra 4436—2a

2. *Amendment of section 25K of Act XIV of 1947.*—In the Industrial Disputes Act, 1947, in its application to the State of Maharashtra (hereinafter referred to as “the principal Act”), in Section 25K, after sub-section (1), the following sub-section shall be inserted, namely :—

“(1A) Without prejudice to the provisions of sub-section (1), the appropriate Government may, from time to time, by notification in the *Official Gazette*, apply the provisions of section 25-O and section 25-R in so far as it relates to contravention of sub-section (1) or (2) of section 25-O, also to an industrial establishment (not being an establishment of a seasonal character or in which work is performed only intermittently) in which such number of workmen, which may be less than three hundred but not less than one hundred, as may be specified in the notification, were employed on an average per working day for the preceding twelve months.”

3. *Substitution of section 25-O of Act XIV of 1947.*—In the principal Act, for section 25-O, the following section shall be substituted, namely :—

“25-O. *Application to be made for obtaining permission to close down any undertaking ninety days before closure.*—(1) An employer, who intends to close down an undertaking of an industrial establishment to which this Chapter applies, shall submit, for permission, at least ninety days before the date on which the intended closure is to become effective, an application in the prescribed manner, to the appropriate Government, stating clearly the reasons for the intended closure of the undertaking. A copy of such application shall be served by the employer simultaneously on the representatives of the workmen in the prescribed manner :

Provided that, nothing in this section shall apply to an undertaking set up for the construction of buildings, bridges, roads, canals, dams, or other construction works.

(2) On receipt of an application under sub-section (1), the appropriate Government, after holding such inquiry as it deems fit, and after giving in reasonable opportunity of being heard to the applicant and the representatives of the workmen, may, for the reasons to be recorded in writing, by order grant the permission for closure, or if it is satisfied that the reasons given for the intended closure of the undertaking are not adequate and sufficient, or are not urged in good faith or are grossly unfair or unjust, and in any case such closure would be prejudicial to the interests of the general public, it may, for the reasons to be recorded in writing, by order refuse to grant the permission and direct the employer not to close such undertaking. A copy of any decision given by the appropriate Government under this sub-section shall be sent by it simultaneously to the representatives of the workmen.

(3) Where an application for permission has been made under sub-section (1), and the appropriate Government does not communicate the refusal to grant the permission to the employer, within a period of sixty days from the date of receipt of the application by it, the permission applied for shall be deemed to have been granted on the expiration of the said period of sixty days.

(4) Any employer or any workmen affected by any order made under sub-section (2) or any workmen affected by the permission deemed to be granted under sub-section (3), may, within thirty days from the date of the order or from the date from which the permission is deemed to be granted, as the case may be, prefer an appeal to such Industrial Tribunal as may be specified by the appropriate Government by Notification in the *Official Gazette* for such area or areas or for the whole State, as may be specified therein. The Industrial Tribunal shall, after holding such inquiry as it deems fit, as far as possible within thirty days from the date of filing the appeal, pass an order, either, affirming or setting aside the order of the appropriate Government or the permission deemed to be granted, as the case may be.

(5) Any order made by the appropriate Government under sub-section (2) or any permission deemed to be granted under sub-section (3), subject to an appeal to the Industrial Tribunal, and any order made by the Industrial Tribunal in such appeal, shall be final and binding on all the parties concerned.

(6) Any order refusing to grant permission for closure made by the appropriate Government under sub-section (2) shall remain in force for a period of one year from the date of such order, unless it is set aside earlier by the Industrial Tribunal in appeal.

(7) When no application for permission under sub-section (1) is made, or where the permission for closure has been refused, the closure of the undertaking shall be deemed to be illegal from the date of closure, and the workmen shall be entitled to all the benefits under any law for the time being in force, as if no notice had been given to him.

(8) Notwithstanding anything contained in sub-section (1), the appropriate Government may, if it is satisfied that owing to such exceptional circumstances as Accident in the undertaking or death of the employer or the like, it is necessary so to do, by order, direct that the provisions of sub-section (1) shall not apply in relation to such undertaking for such period as may be specified in the order.

(9) Where an undertaking is permitted to be closed down under sub-section (2) or where permission for closure is deemed to be granted under sub-section (3), every workmen in the said undertaking, who has been in continuous service for not less than one year in that undertaking immediately before the date of application for permission under this section, shall be entitled to notice and compensation as specified in section 25-N as if the said workmen has been retrenched under that section.”

4. *Substitution of section 25-R of Act XIV of 1947.* For section 25-R of the principal Act, the following section shall be substituted, namely :—

“25-R. *Penalty for closure.* (1) Any employer who closes down an undertaking without complying with the provisions of sub-section (1) of section 25-O shall, on conviction, be punished with imprisonment for a term which may extend to six months, or with fine which may extend to five thousand rupees, or with both.

(2) Any employer who contravenes a direction given under sub-section (2) of section 25-D or section 25P shall, on conviction, be punished with imprisonment for a term which may extend to one year, or with fine which may extend to five thousand rupees, or with both, and where the contravention is a continuing one, with a further fine which may extend to two thousand rupees for every day during which the contravention continues after the conviction."

5. *Repeal and Saving.*—(1) The Industrial Disputes (Maharashtra Amendment) Ordinance, 1981 (Mah. Or. XVI of 1981) is hereby repealed.

(2) Notwithstanding such repeal, anything done or any action taken (including any notification or order issued or any rule made) under the principal Act, as amended by the said Ordinance, shall be deemed to have been done, taken, issued or made, as the case may be under the principal Act, as amended by this Act.

(Published in M.G.G Part IV dated 18th February 1982, at Pages 47 to 50.)

Gist of Important Notifications on Labour Laws

I. BOMBAY SHOPS AND ESTABLISHMENTS ACT, 1948

() *Suspension of the operation of the Act.*—Government of Maharashtra, in exercise of the powers conferred by Section 6 of the Act, has suspended the operation of the provisions of Sections 14 and 18 of the said Act in respect of the employees employed in the Handloom House, 221 Dadabhai Naoroji Road, Bombay 400 001 for the week ending the 25th October 1981 subject to the conditions that employees concerned shall on account of loss of the prescribed weekly holiday to granted (i) a compensatory holiday with wages in exchange before the week ending 8th November 1981 and (ii) wages for the work done on Sunday the 25th October 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.6031/Lab 5, dated 23rd October 1981; published in M. G. G., Part-I L, dated 4th February 1982, Page 675).

II. BOMBAY INDUSTRIAL RELATIONS ACT, 1946

1. Government of Maharashtra, in exercise of the powers conferred by Section 10 of the Act, appointed Shri R. N. Gawade who has been the District Judge to be a Member of the Court of Industrial Arbitration Constituted under the Act.

(Notification No. BIR/1082/6015/Lab-9, dated 20th January 1982, published in M. G. G. Part I-L, dated 25th February 1982 at Page No. 1094).

2. Government of Maharashtra, in exercise of the powers by Section 10 of the Act, appointed with effect from the date of taking over charge Shri N. B. Dharukar, Judge, Labour Court, Kolhapur, in place of Shri W. N. Bapat, to be a Member of the Court of Industrial Arbitration constituted under the Act.

(Notification No. BIR/1082/6024/Lab-9, dated 28th January 1982, published in M.G.G. Part I-L, dated 25th February 1982 at Page No. 1098).

3. Government of Maharashtra, in exercise of the powers conferred by Section 10 of the Act, appointed with effect from the date of taking over charge of Shri S. R. Samant who had been the Member, Industrial Court, Thane, to be a Member of the Court of Industrial Arbitration constituted under the Act.

(Notification No. BIR.1082/6039/Lab-9, dated 28th January 1982, published in M.G.G. Part I-L, dated 25th February 1982 at Page No. 1099).

4. Government of Maharashtra, in exercise of the powers conferred by Section 10 of the Act, appointed with effect from the date of taking over charge Shri S. R. Shinde, Judge, Labour Court, Bombay to be the Member of the Court of Industrial Arbitration constituted under the Act.

(Notification No. BIR.1082/6636/Lab-9, dated 28th February 1982, published in M.G.G., Part I L, dated 25th May 1982 at Page No. 1099).

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

Government of Maharashtra, in exercise of the powers conferred by Sections 3 and 4 of the Act, declared that the relief undertaking called Messrs. Vijay Manufacturing Co. (Pvt.) Ltd. Badnera shall, for a further period of one month commencing on the 9th day of January 1982, and ending on the 28th day of February 1982 (both days inclusive) be conducted to serve as a measure of unemployment relief subject to the conditions specified in notification.

(Notification No. BRU.1082/(8185)/IND-10, dated 28th January 1982, published in M.G.G. Part I-L, dated 25th February 1982, Page No. 1096 to 1098).

IV. EMPLOYEES PROVIDENT FUND AND MISCELLANEOUS PROVISIONS ACT, 1952

(1) No. EPF.1081/(8276)/Lab-4. The Government of India, Ministry of Labour Notification, No. G.S.R. 701, dated the 8th July 1981 is hereby republished —

GOVERNMENT OF INDIA
MINISTRY OF LABOUR

New Delhi, Dated, the 8th July 1981.

Notification

G.S.R. 701.—In exercise of the powers conferred by section 6A read with 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' Family Pension Scheme, 1971 namely —

1. (i) This Scheme, 1971 may be called the Employees' Family Pension (Second Amendment) Scheme, 1981.

(ii) It shall be deemed to have come into force on the first day of April, 1981.

2. In the Employees' Family Pension Scheme, 1971, in sub-paragraph (2) of the paragraph 22, for the expression "5½ per cent", the expression "7½ per cent" shall be substituted.

(Published in Part-I-L, Date 4th February 1982 at page No. 676)

(2) EPF.1081/(8260)/Lab-4.—The Government of India, Ministry of Labour, Notification No. GSR.496(E), dated the 27th August 1981, is hereby republished —

GOVERNMENT OF INDIA/BHARAT SARKAR

Ministry of Labour/Shram Mantralya, New Delhi, Dated the 27th August 1981.

Notification

G.S.R. 496(E).—In exercise of the powers conferred by section 5, read with sub-section (f) of section 7 of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 (19 of 1952), the Central Government hereby makes the following Schemes further to amend the Employees Provident Funds Scheme, 1952, namely —

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

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

2. In the Employees' Provident Funds Scheme, 1952, in paragraph 68 :

(1) in clause (c) of sub-paragraph (1), for the words 'paralysis or cancer, the words 'paralysis, cancer, mental derangement or heart ailment' shall be substituted ;

(2) in clause (b) of sub-paragraph (2), the following words shall be added at the end, namely or a registered medical practitioner, or in the case of mental derangement or heart ailment a specialist, certifies that the member is suffering from T.B., leprosy, paralysis, cancer, mental derangement of heart ailment ;

(3) in clause (b) of sub-paragraph (3) for the words 'paralysis or cancer' the words 'paralysis, cancer, mental derangement or heart ailment' shall be substituted ;

(4) in sub-paragraph (4) after the words 'basic wages' and 'dearness allowance' shall be inserted ;

(5) sub-paragraph 5 shall be deleted; and

(6) in sub-paragraph (6), after the word 'Commissioner' the words 'or, where so authorized by the Commissioner, any officer subordinate to him' shall be inserted.

3. In paragraph 58

(1) for the existing sub-paragraph (1), the following sub-paragraph shall be substituted, namely —

The Commissioner or where so authorised by the Commissioner, an officer subordinate to him, may on an application from a member, authorise payment to him or her of a non-refundable advance from his or her Provident fund account not exceeding fifty per cent of his or her own share of contribution, with interest thereon, standing to his or her credit in the Fund, on the date of such authorisation, for his or her own marriage, the marriage of his or her daughter, son, sister or brother or for the post-matriculation education of his or her son or daughter. "

(2) in clause (b) of sub-paragraph (2), for the words 'his total contributions' the words 'his own share of contributions' shall be substituted ;

(3) for the existing sub-paragraph (4), and the proviso thereunder, the following sub-paragraph shall be substituted :—

(4) If the Commissioner, or where so authorised by the Commissioner, an officer subordinate to him, is satisfied that the advance granted under this paragraph has been utilised for a purpose other than that for which it was granted, or that the conditions of advance have not been fulfilled within a reasonable time, the Commissioner, or where so authorised by the Commissioner, an officer subordinate to him, shall forthwith take steps to recover the amount due with penal interest thereon at the rate of 2 per cent per annum above the rate of interest, which may be determined by the Central Government in consultation with the Central Board under paragraph 60 of the scheme, from the wages of the member in such number of instalments as the Commissioner, or where so authorised by the Commissioner, an officer subordinate to him, may determine. For the purpose of such recovery, the Commissioner or where so authorised by the Commissioner, an officer subordinate to him may direct the employer to deduct each such instalment from the wages of the member and on the receipt of such direction the employer shall deduct accordingly. The amount so deducted shall be remitted by the employer to the Commissioner, or where so authorised by the Commissioner, an officer subordinate to him, within such time and in such manner as may be specified in this direction. The amount refunded excluding the penal interest, shall be credited to the account of the member in the Fund, and the amount of penal interest shall be credited to the 'Interest Suspense Account'.

4. In paragraph 681, in sub-paragraph (1), after the words 'the Commissioner' the words 'for where so authorised by the Commissioner, any officer subordinate to him', shall be inserted

5. In paragraph 69—

(1) in clause (e) of sub-paragraph (1), for the words 'six months' the words 'two months' shall be substituted ;

(2) in clause (b) of sub-paragraph (2), for the word: 'six months' the words 'two months' shall be substituted ;

(3) the proviso under clause (b) of Sub-paragraph (2) shall be deleted.

(Published in M.G.G., Part-I-L), dated 4th May 1982, Page Nos. 474—475).

V. INDIAN BOILER ACT, 1923

Exemption of boilers under 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. 10433 belonging to the Maharashtra State Electricity Board, Thermal Power Station, Nashik from the operation of clause (c) of section 6 of the said Act, for the period of six months i.e. from the 23rd October 1981 to 22nd April 1982 (both days inclusive).

(Notification No. IBA.1081/CR-6035, dated 20th October 1981, published in M. G.G., Part I-L, dated 18th February 1982 at page No. 942).

(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-9378 belonging to the National Organic Chemical Industries Ltd., Thane from the operation of clause (c) of section 6 of the said Act, for the period of six months i.e. from the 13th November 1981 to 12th May 1982 (both days inclusive).

(Notification No. IBA.1081/(CR-6064/LAB-5, dated 10th November 1981, published in *M. G. G.*, Part I-L, dated 18th February 1982 at page No. 942).

(c) Government of Maharashtra, in exercise of the powers conferred by sub-section (2) of section 34 of the Act, exempted the boiler bearing Nos. MR-EX-7, MR-EX-8, and MR-EX-9 (waste heat type) 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 9th November 1981 to 8th May 1982 (both days inclusive).

(Notification No. IBA.1081/CR-6056/Lab-5, dated 7th November 1981 published in *M. G. G.*, Part I-L, dated 18th February 1982, page No. 942).

(d) Government of Maharashtra in exercise of the powers conferred by sub-section (2) of section 34 of the Act, exempted the boiler bearing Nos. MR-9518 and MR-9519 belonging to the National Organic Chemical Industries Ltd., Belapur Road, Thane from the operation of clause (c) of section 6 of the said Act, for the period of six months from the 16th November 1981 to 15th May 1982 (both days inclusive).

(Notification No. IBA.1081/CR-6029/Lab-5, dated 31st October 1981, published in *M.G.G.* Part I-L, dated 25th February 1982 at page No. 1083.

(e) 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-9053 belonging to Messrs Ballarpur Industries Ltd., Ballapur, district-Chandrapur from the operation of clause (c) of section 6 of the said Act, for the period of one month, i.e. from the 24th October 1981 to 23rd November 1981 (both days inclusive).

(Notification No. IBA.1081/CR-6044/Lab-5, dated 23rd October 1981, published in *M. G. G.*, Part I-L, dated 25th February 1982 at page No. 1083.

(f) Government of Maharashtra in exercise of the powers conferred by sub-section (2) of section 34 of the Act has exempted the boiler bearing No. MR-9449 belonging to the National Organic Chemical Industries Ltd., Thane, Belapur Road, Thane, from the operation of clause (c) of section 6 of the said Act for the period of one month i.e. from the 20th November 1981 to 19th December 1981 (both days inclusive).

(Notification No. IBA-CR-6069/Lab-5, dated 18th November 1981 published in *M. G. G.*, Part I-L, dated 25th November 1981 at page No. 1083).

VI. INDUSTRIAL DISPUTES ACT, 1947

(1) —In Government Notification, Industries, Energy and Labour Department No. IDA.1479/7584/LAB-2, dated the 25th September 1980, the following corrections should be made

(i) In preamble in para. 3 in first line the work 'of' occurring at the end shall be deleted.

(ii) In newly substituted entry 20, for the word 'aircraft', the word 'aircrafts shall be substituted.

(Notification No. IDA.1479/1590/Lab-2, dated 4th January 1982, published in *M.G.G.*, Part-I-L, dated 18th February 1982 at page No. 943).

(b) In preamble to Government Notification, Industries, Energy and Labour Department, No. IDA.1480/LAB 2(i), dated 1st September 1980 after the brackets, word and figure "(XIV of 1947)" the brackets and words "(hereinafter referred to as the said Act)" shall be inserted.

(Notification No. IDA.1480/1302/Lab-2, dated 4th January 1982, published in *M.G.G.*, Part I-L, dated 18th February 1982 at page 944).

2. Government of Maharashtra in exercise of the powers conferred by sub-clause (vi) (4) of clause (n) of section 2 of the said Act declared "Industry engaged in the assembly,

Manufacture or overhaul or aircrafts and their components" to be Public utility service for the purposes of the said Act for a period of six months commencing from the 20th January 1982.

(Notification No. IDA/1479/(1590)/Lab-2, dated 20th January 1982, published in *M.G.G.*, Part I-L, dated 25th February 1982, at Page No. 1091).

3. Government of Maharashtra, in exercise of the powers conferred by Sub-clause (vi) of clause (n) of section 2 of the said Act, declared Service in Hospitals to be Public utility service for the purpose of the said Act, for a period of six months commencing from the 27th January, 1982.

(Notification No. IDA/1480/1550/Lab-2, dated 27th January, 1982, published in *M.G.G.*, Part I-L dated 25th February, 1982, at page No. 1095).

4. Government of Maharashtra in exercise of the powers conferred by sub-section (4) of section 25-0 of the Industrial Disputes Act, 1947 (XIV of 1947), in its application to the State of Maharashtra, the Government of Maharashtra (being the appropriate Government), hereby specifies the Industrial Tribunal, consisting of Shri H. H. Kantharia, President, Industrial Court, Bombay, for the whole of the State of Maharashtra, for the purposes of sub-section (4) of the said section 25-0.

(Notification No. IDA/1082/Lab-2, dated 11th January 1982, published in *M.G.G.*, Part I-L, dated 18th May 1982 at page No. 949).

5. Government of Maharashtra, in exercise of the powers conferred by section 8 of the said Act, appointed Shri R. N. Gawande, who had been District Judge, to be the Presiding Officer of the Industrial Tribunal, Bombay.

(Notification No. IDA/480/1550/Lab-2, dated 27th January 1982, published in *M.G.G.*, Part I-L, dated 25th February 1982, page No. 1093).

6. Government of Maharashtra, in exercise of the powers conferred by section 8 of the said Act appointed with effect from the date of taking charge Shri N. B. Dharurkar, Judge, Labour Court, Kolhapur to be the Presiding Officer of the Industrial Tribunal.

(Notification No. IDA/1182/6035/Lab-9, dated 28th January 1982 published in *M.G.G.*, Part I-L, dated 25th February 1982, at page No. 1099-1100).

7. Government of Maharashtra, in exercise of powers conferred by section 8 of the said Act, appointed with effect from the date of taking over charge Shri S. R. Shinde, Judge, Labour Court, Bombay to be the Presiding Officer of the Industrial Tribunal, Thane.

(Notification No. IDA/1182/6038/Lab-9, dated 28th January 1982, published in *M.G.G.*, Part-I-L, dated 25th February 1982, page No. 1100).

8. Government of Maharashtra, in exercise of the powers conferred by section 8 of the said Act, appointed with effect from the date of taking over charge, Shri S. R. Samant, who had been the Member, Industrial Court, Bombay to be Presiding Officer of the Industrial Tribunal in Place of Shri H. H. Kantharia, Member of the Industrial Tribunal, Bombay.

(Notification No. IDA/1182/6041/Lab-9, dated 28th January 1982, published in *M.G.G.*, Part I-L, dated 25th February 1982, Page No. 1101).

VII. INDUSTRIAL EMPLOYMENT (STANDING ORDERS) ACT, 1946

No. IEA. 1082/5963/Lab-9.—The following Notification by Government of India, Ministry of Labour, New Delhi, No. S-12012/80-DIA-II, dated the 10th December 1981 is hereby republished

GOVERNMENT OF INDIA/BHARAT SARKAR
MINISTRY OF LABOUR/SHRAM MANTRALAYA
New Delhi, dated the 10th December, 1981

Notification

G.S.R.—The following draft of certain rules further to amend the Industrial Employment (Standing Orders) Central Rules, 1946, which the Central Government proposes to make,

in exercise of the powers conferred by section 15 of the Industrial Employment (Standing Orders) Act, 1946 (20 of 1946), is published as required by sub-section (1) of the said section for information of all persons likely to be affected thereby and notice is hereby given that the said draft rules will be taken up for consideration after 45 days from the date of publication of this notification in the *Official Gazette*.

Any objections or suggestions which may be received from any person with respect to the said draft rules before the expiry of the period so specified, will be considered by the Central Government.

DRAFT RULES

(1) These Rules may be called the Industrial Employment (Standing Orders) Central Amendment) Rules, 1981.

(2) In the Industrial Employment (Standing Orders) Central Rules, 1946,—

(i) after rule 2A, the following rule shall be inserted, as rule 2B namely—

“2-B. In the Schedule to the Act after item 10A, the following additional matters, which shall be applicable to all industrial establishments, shall be inserted, namely—

10 B. Additional matters to be provided in the Standing Orders relating to all industrial establishments—

(1) *Service Record*.—Matters relating to service card, token tickets, certification of service change of residential address of workers, and record of age:—

- (2) Confirmation;
- (3) Age of retirement;
- (4) Transfer;
- (5) Medical aid in case of accidents;
- (6) Medical examination;
- (7) Secrecy;
- (8) Exclusive Service.

(ii) For the existing item 5 of the Schedule, to the Act the following shall be substituted namely:—

“Quantum of leave and holidays, the procedure for applying and the conditions subject to which the competent authority may grant such leave and holidays”;

(iii) After Schedule I-A, the following shall be inserted, namely—

SCHEDULE I-B

Model Standing Orders on additional items applicable to all industries

(1) *Service Record*.—Matters relating to service card token tickets, certification of service change of residential address of workers and record of age—

(i) *Service record*.—Every industrial establishment shall maintain service records of standard size, as far as possible, in the form appended to these orders for the purpose, wherein particulars of every workman shall be recorded and duly attested by an officer authorised in this behalf together with date.

(ii) *Certification of service*.—Every workman shall be entitled to a service certificate at the time of discharge, termination, retirement or resignation from service.

(iii) *Residential address of workmen*.—A workman shall notify the employer immediately on engagement the details of his residential address and thereafter promptly communicate to his employer any change of his residential address.

(iv) *Record of age*.—(a) Every workman shall indicate his exact date of birth to the employer or the officer authorised by him in this behalf, at the time of entering services of the establishment. The employer or the officer authorised by him in this behalf may before the date of birth of a workman is entered in this service record, require him to supply—

- (a) his matriculation or school leaving certificate granted by the Board of Secondary Education or similar educational authority; or
- (b) a certified copy of his date of birth as recorded in the registers of municipality, local authority or Panchayat.

(v) In the absence of either of the aforesaid two categories of certificates; the employer or the officer authorised by him in this behalf may require the workman to supply,

(a) a certificate from a Government Medical Officer, not below the rank of an Assistant Surgeon, indicating the probable age of the workman provided the cost of obtaining such certificate is borne by the employer, or

(b) an affidavit sworn, either by him or his parents, or in their absence, by a near relative, who is in a position to know about his birth, the actual age of the workman, before a First Class Magistrate/Oath Commissioner, as evidence in support of the date of birth given by him.

(vi) The date of birth of a workman, once entered in the service record of the establishment shall be the evidence of his age in relation to all matters pertaining to his service including fixation of the date of his retirement from the service of the establishment. All formalities regarding the date of birth shall be finalised within 3 months of the appointment of a workman.

(2) *Confirmation*.—In case of every category of workmen, after the prescribed period of service provided in his letter of appointment the employer shall confirm the workman and issue a letter of confirmation to him. Whenever a workman is confirmed, an entry with regard to the confirmation shall also be made in his service record within a period of thirty days from the date of such confirmation.

(3) *Age of retirement*.—The age of retirement or superannuation of a workman shall ordinarily be 58 years, or such other age as may be agreed upon between the employer and the workmen by an agreement, settlement or award, which may be binding on the employer and the workmen under any law for the time being in force.

(4) *Transfer*.—A workman may be transferred according to exigencies of work from one shop or department to another or from one station to another, or from one establishment to another under the same management provided that the pay, grade, continuity of service and other condition of the workman are not adversely affected by such transfer:

Provided that if a workman is transferred from one job to another, that job shall be of a similar nature which he is capable of doing, and provided further that (i) reasonable notice is given of such transfers, (ii) reasonable joining time is allowed in case of transfers from one station to another. The workman concerned shall be paid travelling allowance including the transport charges, plus fifty per cent thereof to meet incidental charges.

(5) *Medical aid in case of accidents*.—Where a workman meets with an accident in the course of or arising out of his employment, the employer shall at the employer's cost, make satisfactory arrangements for immediate and necessary medical aid to the injured workman and shall arrange for his further treatment if considered necessary by the doctor attending on him.

(6) *Medical examination*.—Wherever the recruitment rules specify medical examination of a workman on his first appointments for the medical examination by a registered medical practitioner.

(7) *Secrecy*.—No workman shall take any papers, books, drawings, photographs, instruments, apparatus, documents or any other property of an industrial establishment out of the work premises except with the written permission of his immediate superior, nor shall he in any way pass or cause to be passed or disclose or cause to be disclosed any information or matter concerning the manufacturing process, trade secrets and confidential documents establishment to any unauthorised person, company or corporation without the written permission of employer. In case of any violation, the concerned workman shall be subject to disciplinary action under the relevant law for the time being in force.

(8) *Exclusive service*.—A workman shall not at any time work against the interest of the industrial establishment in which he is employed and shall not take any employment in addition to his job in the establishment, which may adversely affect the interest of his employer.

(iv) In Schedule II of the rules after Form IV insert the following:—

“ FORM V

[See Standing Order 1, Schedule 1-B]

Service Record

Register, Serial No.
 Name
 Father's or Husband's Name
 Sex
 Religion.....
 Date of birth
 Place of birth
 Specimen Signature/Thumb-impression
 Date of joining
 Medical certificate at the time of joining
 Educational and other qualifications
 Can read..... Write..... Speak.....
 Height
 Identification marks
 Class of workman
 Department
 Name of Factory/Establishment
 Home Address
 Details of family members
 Native Address
 Local Address
 Quarter No.
 Life Insurance Policy No.
 Provident Fund Account No.
 Nomination for gratuity
 Nomination for pension, if any
 Employees' State Insurance No.
 Training courses attended (details)
 Proficiency test passed(Eligibility for higher jobs)

Employment history

Department	Token No.	Designation	Scale of Pay	Joined	Left	Reason
1	2	3	4	5	6	7

Absence periods

From	To	Reason	Medical reports regarding suitability for continued employment
Sick Leave		
Earned Leave		
Any Other Leave		

Maternity benefit

Workmen's compensation

Details of accidents:

Details of disciplinary action

Details	Penalty
	Promotions

Details	Awards	Issue of Certificates
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Date of superannuation

Any other matter

(Published in *M. G. G.*, Part I-L, dated 18th February 1982, Page No. 944 to 948)

VIII. MAHARASHTRA MATHADI, HAMAL AND OTHER MANUAL WORKERS (REGULATION OF EMPLOYMENT AND WELFARE) (AMENDMENT) ACT, 1981.

No. UWA. —In exercise of the powers conferred by sub-section (2) of section 1 of the Maharashtra Mathadi, Hamal and other Manual Workers (Regulation of Employment and Welfare) (Amendment) Act, 1981 (Mah. LXII of 1981), the Government of Maharashtra hereby appoints the 15th day of January 1982 as the date on which the said Act shall come into force.

(Notification No. UWA. 1081/IR-3469/Lab-5, dated 14th January 1982, published in *M.G.G.*, Part I-L, dated 18th February 1982 at Page No. 949).

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

1. Government of Maharashtra in exercise of the powers conferred by Section of the Act, appointed Shri R. N. Gawande in place of Shri P. D. Palnitkar to be a member of the Industrial Court, Bombay constituted under the Act.

(Notification No. ULP. 1082/5992/Lab-9, dated 20th January 1982, published in *M.G.G.*, Part I-L, dated 25th February 1982 at page No. 1092).

2. Government of Maharashtra in exercise of the powers conferred by section 4 of the Act, appointed with effect from the date of taking over charge Shri N. B. Dharurkar, in place of Shri W. N. Bapat to be a member of the Industrial Court, Bombay constituted under the Act.

(Notification No. ULP. 1082 6034/Lab-9, dated 28th January 1982, published in *M.G.G.*, Part I-L, dated 25th February 1982 at page No. 1101).

X. MINIMUM WAGES ACT, 1948

Declaration of Special allowance (a) Printing Press.—The Deputy Commissioner of Labour in exercise of the powers conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in Column (2) of Schedule III appended in relation to six months commencing on the first day of January 1982, at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zones	Amount of special Allowance (cost of living allowance payable)
(1)	(2)	(3)
		Rs.
1	I	312.00 per month.
2	II	234.00 per month.
3	III	195.00 per month.

Explanation.—For the purpose of this Notification, Zones I, II and III shall respectively mean Zones I, II and III formed for the purpose and shown in Notification, Industries, Energy and Labour Department, No. MWA. 2676/777/Lab-7, dated 7th May 1976.

(Notification No. MWA/SPL/Printing Press, dated 30th January 1982, published in M.G.G., Part I-L, dated 18th February 1982, page No. 838).

(b) Tanneries and Leather.—The Deputy Commissioner of Labour in exercise of the powers conferred on it, has declared the Special allowance (Cost of living allowance), Payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of schedule III appended hereto in relation to six months commencing on the 1st day of January 1982 at the rates mentioned in column (3) of the Schedule III.

SCHEDULE III

Serial No.	Zones	Amount of special Allowance (cost of living allowance payable)
(1)	(2)	(3)
		Rs.
1	I	130.50 per month.
2	II	87.00 per month.
3	III	65.25 per month.
4	IV	43.50 per month.

Explanation.—For the purpose of this notification, Zones I, II, III and IV, shall respectively mean Zones I, II, III and IV formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA. 2174/204299/Lab-III-A, dated 7th January 1975.

(Notification No. MWA/SPL/Tanneries and Leather, dated 30th January 1982, published in M.G.G., Part I-L, dated 18th February 1982 at Page No. 839—41).

(c) Hospital/Bombay.—The Deputy Commissioner of Labour, in exercise of the powers conferred on it, has declared the special allowance (cost of living allowance), payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in

mentioned in column (2) of schedule III, appended hereto in relation to six months on the 1st day of January 1982 at the rates mentioned in column (2) of the said

SCHEDULE III

Area	Amount of special Allowance (cost of living allowance payable)
1	2
within the limits of Municipal Corporation Greater Bombay.	Rs. 296.00 per month.

(Notification No. MWA/SPL/Hospital/Bombay, dated 30th January 1982, published in M.G.G., Part I-L, dated 18th February 1982, page No. 842).

(d) Dispensary/Greater Bombay.—The Deputy Commissioner of Labour, in exercise of the powers conferred on it, has declared the special allowance (cost of living allowance), payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (1) of schedule III appended hereto in relation to six months commencing on the 1st day of January 1982, at the rates mentioned in column (2) of the said schedule III.

SCHEDULE III

Area	Amount of special Allowance (cost of living allowance payable)
(1)	(2)
Area within the limits of the Municipal Corporation of Greater Bombay.	Rs. 130.50 per month

(Notification No. MWA/SPL/Dispensary/Greater Bombay, dated 30th January 1982, published in M.G.G., Part I-L, dated 18th February 1982, page No. 845).

(e) Hospital, Pune.—The Deputy Commissioner of Labour, in exercise of the powers conferred on it, has declared the special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of schedule III appended hereto in relation to six months commencing on the 1st day of January 1982, at the rates mentioned in column (3) of said schedule III.

SCHEDULE III

Serial No.	Zones	Amount of special Allowance (cost of living allowance payable)
(1)	(2)	(3)
		Rs. per month
1	I	171.00
2	II	171.00
3	III	171.00

Explanation.—For the purpose of this notification, Zones I, II and III shall respectively mean Zones I, II and III formed for the purpose and shown in Notification Industries, Energy and Labour Department, No. MWA. 5275/343/L-A(i)/Lab-7, dated 26th September 1975.

(Notification No. MWA/SPL/Hospital/Pune, dated 30th January 1982, published in M.G.G., Part I-L, dated 18th February 1982, pages No. 848 to 850).

to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of schedule III, appended hereto in relation to six months commencing on the 1st day of January 1982 at the rates mentioned in column (3) of the said schedule III.

SCHEDULE III

Serial No.	Zones	Amount of special Allowance (cost of living allowance payable)
(1)	(2)	(3)
		Rs.
1	I	171.00 per month.
2	II	171.00 per month.
3	III	171.00 per month.

Explanation.—For the purpose of this notification, Zones I, II and III shall respectively mean Zones I, II and III formed for the purpose and shown in Notification, Industries, Energy and Labour Department No. MWA. 5275/330-A/Lab-7, dated 26th September 1975.

(Notification No. MWA/SPL/Dispensary (Pune), dated 30th January 1982, published in M.G.G., Part I-L, dated 18th February 1982, at Page Nos. 851 to 853).

(g) *Laundry.*—The Deputy Commissioner of Labour in exercise of the powers conferred on it, has declared the special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column 2 of schedule III appended hereto in relation to six months commencing on the 1st day of January 1982 at the rates mentioned in column (3) of the said schedule III.

SCHEDULE III

Serial No.	Zones	Amount of special Allowance (cost of living allowance payable)
(1)	(2)	(3)
		Rs.
1	I	227.50 per month.
2	II	227.50 per month.
3	III	227.50 per month.
4	IV	227.50 per month.

Explanation.—For the purpose of the Notification, Zones I, II, III and IV shall respectively mean Zones I, II, III and IV formed for the purpose and shown in Notification, Industries, Energy and Labour Department No. MWA. 5274/100201/Lab-III-A, dated 22nd January 1975.

(Notification No. MWA/SPL/Laundry, dated 20th January 1982, published in M.G.G. Part I-L, dated 18th February 1982, at Page Nos. 854 to 856).

(h) *Plastic.*—The Deputy Commissioner of Labour, in exercise of the powers conferred on it, has declared the special allowance (cost of living allowance) payable in addition to the

on the 1st day of January 1982 at the rates mentioned in column (3) of said schedule III.

SCHEDULE III

Serial No.	Zones	Amount of special Allowance (cost of living allowance payable)
(1)	(2)	(3)
		Rs.
1	I	6.18 per day
2	II	6.18 per day
3	III	6.18 per day

Explanation.—For the purpose of this notification, Zones I, II and III, shall respectively mean Zones I, II and III formed for the purpose and shown in Notification, Industries, Energy and Labour Department, No. MWA-5275/776-Lab-7, dated 3rd November 1976.

(Notification No. MWA/SPL/Plastic, dated 30th January 1982, published in M.G.G., Part I-L, dated 18th February 1982 at Page Nos. 857 to 859).

(i) *Canteen and Clubs.*—The Deputy Commissioner of Labour, in exercise of the powers conferred on it, has declared the special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employments in the area mentioned in column (2) of schedule III, appended hereto in relation to six months commencing on the 1st day of January 1982 at the rates mentioned in column (3) of the said schedule III.

SCHEDULE III

Serial No.	Zones	Amount of special Allowance (cost of living allowance payable)
(1)	(2)	(3)
		Rs.
1	I	123.00 per month.
2	II	123.00 per month.
3	III	123.00 per month.
4	IV	123.00 per month.
5	V	123.00 per month.

Explanation.—For the purpose of this notification, Zones I, II, III, IV and V shall respectively, mean Zones I, II, III, IV and V formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA. 3676/1240/Lab-7, dated the 13th July 1977.

(Notification No. MWA/SPL/Canteen and Clubs, dated 30th January 1982, published in M.G.G., Part I-L, dated 18th February 1982 at Page Nos. 860 to 862).

(j) *Card Board and Straw Board.*—The Deputy Commissioner of Labour, in exercise of the powers conferred on it, has declared the special allowance, payable in addition to the basic rate of wages to the employees employed in the said schedule employment in the areas mentioned in column (2) of schedule III, appended hereto in relation to the six months

commencing on the 1st day of January 1982 at the rates mentioned in column (3) of the said schedule III.

Serial No.		Amount of special Allowance cost of living allowance payable)
1	2	3
1	I	Rs. 309.00 per month.
2	II	Rs. 309.00 per month.
3	III	Rs. 206.00 per month.

Explanation.—For the purpose of this notification, Zones I, II and III shall respectively mean Zones I, II and III formed for the purpose and shown in the Notification, Industries Energy and Labour Department, No. MWA 5271(306)/Lab-7, dated 10th August 1977.

(Notification No. MWA/SPL/Card Board and Straw Board, dated 30th January 1982 published in *M.G.G.*, Part I-L, dated 18th February 1982, Page No. 863 to 865).

(k) *Paper and Paper Board Manufactory.*—The Deputy Commissioner of Labour, in exercise of the powers conferred on it, has declared the special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of schedule III, appended hereto in relation to three months commencing on the 1st day of January 1982 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zones	Amount of Special Allowance (cost of living allowance payable)
1	2	3
1	I	Rs. 218.00 per month.
2	II	Rs. 174.40 per month.

Explanation.—For the purpose of this Notification, Zones I and II, shall respectively mean Zones I and II formed for the purpose and shown in the Notification, industries Energy and Labour Department, No. MWA-5675/104084/Lah-III-A, dated 21st March 1975.

(Notification No. MWA/SPL/Paper and Paper Board Manufactory dated 30th January 1982, published in *M.G.G.*, Part I-L, dated 18th February 1982, at Page No. 866 to 868).

(l) *Cloth Dying and Cloth Printing.*—The Deputy Commissioner of Labour, in exercise of the powers conferred on it, has declared the special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of schedule III, appended hereto in relation to three months commencing on 1st day of January 1982 at the rates mentioned in column (3) of the said schedule III.

SCHEDULE III

Serial No.	Zones	Amount of Special Allowance (cost of living allowance payable)
1	2	3
1	I	Rs. 242.00 per month
2	II	Rs. 242.00 per month.

Explanation.—For the purpose of this Notification, Zones I and II, shall respectively mean Zones I and II formed for the purpose and shown in the Notification, Industries Energy and Labour Department, No. MWA-6274/904/Lab-7, dated 4th January 1977.

(Notification No. MWA/SPL/Cloth Dyeing and Cloth Printing, dated 30th January 1982 ; published in *M.G.G.*, Part I-L, dated 18th February 1982 at Page No. 869 to 871).

(m) *Engineering.*—The Deputy Commissioner of Labour, in exercise of the powers conferred on it, has declared the special allowance (cost of living allowance) payable, in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of schedule III, appended hereto in relation to three months commencing on the 1st day of January 1982 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zones	Amount of Special Allowance (cost of living allowance payable)
1	2	3
1	I	Rs. 7.80 per day.
2	II	Rs. 7.80 per day.
3	III	Rs. 7.80 per day.
4	IV	Rs. 7.80 per day.

Explanation.—For the purpose of this notification, Zones I, II, III and IV, shall respectively mean Zones I, II, III and IV formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA-5274/198006/Lab-III-A, dated 15th November 1974.

(Notification No. MWA/SPL/Engineering, dated 30th January 1982 ; published in *M. G. G.*, Part I-L, dated 18th February 1982 at Page No. 872 to 874).

(n) *Rubber Manufacturing Industry.*—The Deputy Commissioner of Labour in exercise of the powers conferred on it, has declared the special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (1) of schedule III, appended hereto in relation to three months commencing on 1st day of January, 1982, at the rates mentioned in column (2) of said schedule III.

SCHEDULE III

Areas	Amount of Special Allowance (cost of living allowance payable)
1	2
State of Maharashtra	Rs. 8.34 per day.

(Notification No. MWA/SPL/Rubber Manufacturing Industry, dated 30th January 1982, published in *M. G. G.*, Part I-L, dated 18th February, 1982, Page No. 875 and 876).

(o) *Hotels.*—The Deputy Commissioner of Labour in exercise of the powers conferred on it, has declared the special allowance (cost of living allowance), payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas

mentioned in column (2) of schedule III, appended hereto in relation to six months commencing on the 1st day of January 1982 at the rates mentioned in column (3) of said schedule III

SCHEDULE III

Serial No.	Zones	Amount of Special Allowance (cost of living allowance payable)
1	2	3
1	I	Rs. 123.00 per month.
2	II	Rs. 123.00 per month.
3	III	Rs. 123.00 per month.
4	IV	Rs. 123.00 per month.
5	V	Rs. 123.00 per month.

Explanation.—For the purpose of this notification Zones I, II, III, IV and V shall respectively, mean Zones I, II, III, IV and V formed for the purpose and shown in Notification Industries, Energy and Labour Department No. MWA-2475/770/Lab-7, dated 13th May 1976.

(Notification No. MWA/SPL/Hotels, dated 30th January, 1982, published in *M. G. G.* Part I-L, dated 18th February 1982 at Page No. 877 to 879).

(P) *Cotton Ginning and Cotton Pressing.*—The Deputy Commissioner of Labour, in exercise of the powers conferred on it, has declared the special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of schedule III, appended hereto in relation to six months commencing on the 1st day of January, 1982 at the rates mentioned in column (3) of the said schedule III.

SCHEDULE III

Serial No.	Zones	Amount of Special Allowance (cost of living allowance payable)
1	2	3
1	I	Rs. 84.00 per month.
2	II	Rs. 84.00 per month.
3	III	Rs. 84.00 per month.

Explanation.—For the purpose of this notification, Zones I, II, and III shall respectively mean Zones I, II and III formed for the purpose and shown in Notification, Industries, Energy and Labour Department, No. MWA/2574/122/Lab-7, dated 10th October 1977.

(Notification No. MWA/SPL/Cotton Ginning and Cotton Pressing, dated 30th January 1982, published in *M. G. G.*, Part I-L, dated 18th February, 1982, at Page No. 880 to 882).

(q) *Cine Studios and Cine Laboratories/Bombay.*—The Deputy Commissioner of Labour, in exercise of the powers conferred on it, has declared special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of schedule III, appended hereto in relation

to six months commencing on the 1st day of January, 1982 at the rates mentioned in column (3) of the schedule III.

SCHEDULE III

Serial No.	Zones	Amount of Special Allowance (cost of living allowance payable)
1	2	3
1	I	Rs. 168.00 per month.

Explanation.—For the purpose of this notification, Zone I, shall respectively mean Zone I formed for the purpose and shown in Notification, Industries, Energy and Labour Department No. MWA-5274/32/Lab-7, dated 16th October 1976.

(Notification No. MWA/SPL/Cine Studios and Cine Laboratories/Bombay, dated 30th January 1982, published in *M.G.G.*, Part I-L, dated 18th February, 1982 at page No. 883 and 884).

(r) *Cine Studios/RLB.*—The Deputy Commissioner of Labour, in exercise of the powers conferred on it, has declared the special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of schedule III, appended hereto in relation to six months commencing on the 1st day of January, 1982 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE I

Months	Solapur Index Number (New Series)
1	2
July 1981	490
August 1981	504
September 1981	499
October 1981	501
November 1981	508
December 1981	521

(Notification No. MWA/SPL/Cine Studios/KLB., dated 30th January 1982 ; published in *M. G. G.*, Part I-L, dated 18th February 1982 at Page No. 885 and 886).

(s) *Utensils and/or other household articles.*—The Deputy Commissioner of Labour in exercise of the powers conferred on it, has declared the special allowance (cost of living allowance) payable in relation to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of schedule III, appended hereto in relation to six months commencing on the 1st day of January, 1982 at the rates mentioned in column (3) of the said schedule III.

SCHEDULE I

Months	Bomba Index Nos. (2) (New series)
1	2
July 1981	459
August 1981	462
September 1981	458
October 1981	466
November 1981	470
December 1981	469

(Notification No. MWA/SPL/Utensils and/or other household articles, dated 30th January 1982 ; published in *M. G. G.*, Part I-L, dated 18th February, 1982, at Page No. 887 to 889).

(t) *Fountain Pens, Ball Point Pens.*—The Deputy Commissioner of Labour, in exercise of the powers conferred on it, has declared the special allowance (cost of living allowance) payable in relation to the basic rate of wages to the employees employed in the said schedule employment in the areas mentioned in column (2) of Schedule III, appended hereto in relation to six months commencing on the 1st day of January 1982 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zones	Amount of Special Allowance (cost of living allowance payable)
1	2	3
1	I	Rs. 6.18 per day.
2	II	Rs. 6.18 per day.

Explanation.—For the purpose of this notification, Zones I and II, shall respectively mean Zones I and II, formed for the purpose and shown in Notification, Industries, Energy and Labour Department, No. MWA-2480/2784-Lab-7, dated 23rd February 1981.

(Notification No. MWA SPL/Fountain Pens, Ball Point Pens, dated 30th January 1982, published in *M. G. G.*, Part I-L, dated 18th February 1982 at 890 to 892).

(u) *Rice flour or Dal Mills* —The Deputy Commissioner of Labour, in exercise of the powers conferred on it, has declared the special allowance (cost of living allowance) payable in addition to the basic rates of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III, appended hereto in relation to six months commencing on the 1st day of January 1982 at the rates mentioned in column (3) of Schedule III.

SCHEDULE III

Serial No.	Area	Amount of special allowances (cost of living allowance) payable per month
1	2	3
		Rs.
1	Areas within the limits of Municipal Corporation of Greater Bombay.	244.80
2	Areas within the limits of the Thane Municipal Council and areas within a distance of eight kilometres from the periphery of such limits of Thane Municipal Council, excluding the areas falling within the limits of Municipal Corporation of Greater Bombay.	204.00
3	Areas within the limits of Municipal Councils of Kalyan, Bhiwandi, Nizampur, Dombivali, Ambernath, Ulhasnagar, Nashik, Malegaon, Nashik Road, Deolali.	113.00
4	All other areas in Bombay Revenue Division except those specified at Serial Nos. 1, 2 and 3 areas in Jalgaon and Dhule Districts.	102.00
5	Areas within the limits of Municipal Councils of Dhule Nandurbar, Jalgaon, Bhusawal and Amalner.	144.00
6	All other areas in Jalgaon and Dhule Districts except those specified at Serial No. 5 above.	96.00

SCHEDULE III

Serial No.	Area	Amount of special allowances (cost of living allowance) payable per month
1	2	3
		Rs.
7	Areas within the limits of the Municipal Corporation of Pune and the areas within a distance of ten kilometres from the periphery of such limits.	186.00
8	Areas within the limits of Municipal Council of Ahmadnagar	139.50
9	Areas within the limits of the Cantonments of Pune and Kirkee	139.50
10	All areas in Pune and Ahmadnagar Districts except those specified at Serial Nos. 7, 8 and 9.	93.00
11	Areas within the limits of the Municipal Corporation of Kolhapur and the areas within a distance of ten kilometres from the periphery of such limits.	144.00
12	Areas within the limits of the Municipal Corporation of Solapur and the areas within a distance of ten kilometres from the periphery of such limits.	144.00
13	Areas within the limits of the Municipal Councils of Satara City, Sangli, Miraj, Barshi, Pandharpur and Ichalkaranji.	108.00
14	All other areas in the Pune Revenue Division except areas in Pune and Ahmadnagar Districts and those specified at Serial Nos. 11, 12 and 13 above.	72.00
15	Areas within the limits of Municipal Corporation of Nagpur and areas within a distance of ten kilometres from the periphery of such limits.	198.00
16	Areas within the limits of the Municipal Councils of Khamgaon, Akola, Amravati, Yavatmal, Wardha, Kamptee, Gondia and Chandrapur.	148.50
17	All other areas in the Nagpur Revenue Division except those specified at Serial Nos. 15 and 16 above.	99.00
18	Areas within the limits of the Municipal Councils of Aurangabad, Jalna and Latur.	81.00
19	Areas within the limits of the Aurangabad Cantonment	81.00
20	All other areas in Aurangabad, Beed and Osmanabad Districts except those specified at Serial Nos. 18 and 19 above.	54.00
21	Areas within the limits of the Municipal Councils of Parbhani and Nanded.	84.00
22	All other areas in the Nanded and Parbhani Districts except those specified at Serial No. 21 above.	56.00

(Notification No. MWA/SPL/RFDM, dated 30th January 1982, published in *M. G. G.*, Part I-L, dated 18th February 1982 at p. 893 to 897).

(v) *Powerloom.*—The Deputy Commissioner of Labour, in exercise of the powers conferred on it, has declared the special allowance (cost of living allowance) payable in addition to the basic rates of wages to the employees employed in the said schedule employment in the areas mentioned in column (1) of Schedule III, appended hereto in relation to the six months com-

mencing on the 1st day of January 1982 at the rates mentioned in column (2) of the Schedule III.

SCHEDULE

Area	Amount of special allowance (cost of living allowance) payable per month	
	Rs.	Ps.
I. Area falling within the limits of the Municipal Corporation of Greater Bombay.	210.00	
II. Area falling within the limits of the Municipal Councils of Bhivandi, Nizampur, Ulhasnagar, Kalyan and Thane and areas falling within eight kilometres from such limits.	210.00	
III. Area falling within the limits of the Pune Municipal Corporation and areas falling within eight kilometres from such limits.	198.00	
IV. Areas falling within the limits of— (i) The Solapur Municipal Corporation, the Kolhapur Municipal Corporation. (ii) Municipal Councils of Ichalkaranji, Sangli, Miraj, Jaysingpur, Vita (District Sangli) and Vadgaon (District Kolhapur). (iii) Gram Panchayats of Madhavnagar and Tikekarwadi and areas falling within eight kilometres from limits of each of such Municipal Corporation, Municipal Council, or as the case may be, Gram Panchayat.	105.00	
V. Area falling within the limits of the Malegaon Municipal Council and areas falling within eight kilometres from such limits.	140.00	
VI. Area falling within the limits of the Nagpur Municipal Corporation and of Kamptee Municipal and Kamptee Cantonment and areas falling within eight kilometres from such limits.	146.00	
VII. Area falling within the limits of the Dhule Municipal Council and Jalgaon Municipal Council and areas falling within eight kilometres from such limits.	144.00	
VIII. Area falling within the limits of Aurangabad Municipal Council and areas falling within eight kilometres from such limits	79.00	
IX. Area falling within the limits of the Nanded Municipal Council and areas falling within eight kilometres from such limits.	84.00	
X. Area falling within the limits of the Ahmadnagar Municipal Council and areas falling within eight kilometres from such limits.	132.00	
XI. All other areas in the Bombay Revenue Division except Jalgaon and Dhule Districts and those specified above.	140.00	
XII. All other areas in Jalgaon and Dhule Districts except those specified above.	144.00	
XIII. All other areas in Nagpur Revenue Division except those specified above.	146.00	
XIV. All other areas in Pune and Ahmadnagar Districts except those specified above.	132.00	
XV. All other areas in Pune Revenue Division except Pune and Ahmadnagar Districts.	105.00	
XVI. All other areas in Aurangabad, Beed and Osmanabad Districts except those specified above.	79.00	
XVII. All other areas in Nanded and Parbhani Districts except those specified above.	84.00	

(Notification No. MWA/SPL/Powerloom, dated 30th January 1982, published in *M. G. G.* Part I-L, dated 18th February 1982 at p. 898 to 902).

(w) *Shops or Commercial Establishment.*—The Deputy Commissioner of Labour, in exercise of the powers conferred on it, has declared the special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (1) of Schedule III, appended hereto in relation to six months commencing on 1st day of January 1982 at the rate mentioned in column (2) of the said Schedule III.

SCHEDULE III

Serial No.	Area	Amount of Special Allowance (cost of living allowance) per month	
		Rs.	P.
(1)	(2)	(3)	
1	Area within the limits of Municipal Corporation of Greater Bombay and Thane Municipal Council.	213.00	
2	Area within the limits of (i) Municipal Corporation of Nagpur (ii) Municipal Corporation of Pune and Cantonment limits of Pune and Kirkee. (iii) Municipal Corporation of Solapur (iv) Municipal Councils of Kalyan, Ulhasnagar and Bhivandi Nizampur.	219.00 201.00 160.50 213.00	
3	Areas within the limits of :— (i) Municipal Councils of Nashik, Nashik Road—Deolali and Malegaon. (ii) Municipal Corporation of Kolhapur and Municipal Council of Sangli and Ichalkaranji. (iii) Municipal Councils of Amravati and Akola (iv) Municipal Council of Jalgaon, Dhule and Bhusawal (v) Municipal Councils of Aurangabad, Jalna and Cantonment limits of Aurangabad. (vi) Municipal Council, Nanded (vii) Municipal Council, Ahmednagar	142.00 107.00 146.00 146.00 80.00 84.00 134.00	
4	(i) All other areas in the Bombay Revenue Division except Jalgaon and Dhule Districts and those specified above. (ii) All other areas in the Jalgaon and Dhule Districts except those specified above. (iii) All other areas in the Nagpur Revenue Division except those specified above. (iv) All other areas in Pune and Ahmednagar Districts except those specified above. (v) All other areas in the Pune Revenue Division except Pune and Ahmednagar Districts and those specified above. (vi) All other areas in the Aurangabad, Beed and Osmanabad Districts except those specified above. (vii) All the areas in the Nanded and Parbhani Districts except those specified above.	142.00 146.00 146.00 134.00 107.00 80.00 84.00	

(Notification No. MWA/SPL/Shops, dated 30th January 1982 ; published in *M. G. G.* Part I-L, dated 18th February 1982, p. 903 to 906).

(x) *Wooden Photo*—The Deputy Commissioner of Labour, in exercise of the powers conferred on it, has declared the special allowance (cost of living allowance), payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III, appended hereto in relation to six months commencing on the 1st day of January 1982 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Area	Amount of Special allowance (cost of living allowance) Payable per month
(1)	(2)	(3)
1	Areas within the limits of Municipal Corporation of Greater Bombay	Rs. 234.00
	Areas within the limits of—	
(i)	Municipal Corporation of Nagpur	192.00
(ii)	Municipal Corporation of Pune	156.00
(iii)	Municipal Corporation of Solapur.	118.50
(iv)	Municipal Corporation of Kolhapur	118.50
(v)	Municipal Councils of Thane, Kalyan and Ambernath ..	175.50
(vi)	Pimpri, Chinchwad, New Township Municipal area. ..	156.00
3	All other areas in Bombay Revenue Division except Jalgaon and Dhule Districts and those specified above.	117.00
4	All other areas in Pune and Ahmednagar Districts except those specified above.	108.00
5	All other areas in Pune Revenue Divisions except Pune and Ahmednagar Districts and those specified above.	79.00
6	All other areas in the Nagpur Revenue Division except those specified above.	128.00
7	All areas in Jalgaon and Dhule Districts	106.00
8	All areas in Nanded and Parbhani Districts	55.00
9	All areas in Aurangabad, Beed and Osmanabad Districts	51.00

(Notification No. MWA/SPL/Wooden Photo, dated 30th January 1982 ; published in M. G. G., Part I-L, dated 18th February 1982 at p. 907 to 910).

(1) *Revision of minimum rates of wages*—The Government of Maharashtra, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (b) of section 4 of the said Act and after consulting the Advisory Board, hereby notified that, with effect from the 1st day of January 1982, the minimum rates of wages payable by the employers to the employees employed in the said scheduled employment and related thereto as set out in column 1 of the schedule hereto in respect of each Zone specified in that column at the minimum rates of wages payable in such zone to the classes of employees mentioned against it in column 2 thereof.

SCHEDULE

Rates

Class of Employees

Class of Employees	Rates	
	Zone-I	Zone-II
1. All employees engaged in cutting bibles (including labour involved in cutting bid leaves).	Rs. 10.00 per 1,000 bibles provided that where the employees earning according to this rate is less than Rs. 4.75 on any day, he shall be paid at least Rs. 4.75 for that day subject to the conditions specified in the Annexure hereto.	Rs. 7.50 per 1,000 bibles provided that where the employees earning according to this rate is less than Rs. 4.75 on any day, he shall be paid at least Rs. 4.75 for that day subject to the conditions specified in the Annexure hereto.
2. All employees employed in wrapping, labelling and picking operations.	(i) Rs. 5.70 per 1,000 bundles packed and labelled with one label or when bundles are simply labelled with two labels without being wrapped. (ii) Rs. 6.90 per 1,000 bundles when bundles are wrapped, packed and labelled with two labels.	(i) Rs. 4.15 per 1,000 bundles when bundles are wrapped, packed and labelled with one label or when bundles are simply labelled with two labels without being wrapped. (ii) Rs. 5.25 per 1,000 bundles when bundles are wrapped, packed and labelled with two labels.

Explanation—For the purpose of these rates—

- (i) Bundles shall be counted irrespective of the number of bibles contained therein.
- (ii) "Label" means square label, Gol tikri round label or Adi or Khandi Patli or like label.

Class of Employees

Rates

2

Class of Employees	Rates		
	Zone-I	Zone-II	Zone-III
3. All employees employed in ring pasting operations.	Rs. 1.00 per 1,000 bidies when they are not required also to do the work of paste preparing, basket carrying and katta (bundle) rolling, marking and stocking work in godown.	Re. 0.80 per 1,000 bidies when they are not required also to do the work of paste preparing, basket carrying and katta (bundle) rolling, marking and stocking, work in godown.	Re. 0.75 per 1,000 bidies when they are not required also to do the work of paste preparing, basket carrying and katta (bundle) rolling, marking and stocking work in godown.
	(ii) Rs. 1.05 per 1,000 bidies when they are required to do the work of paste preparing basket carrying and katta (bundle) rolling, marking and stocking work in godown.	(ii) Re. 0.87 per 1,000 bidies when they are not required to do the work of paste preparing basket carrying and katta (bundle) rolling, marking and stocking work in godown.	(ii) Re. 0.80 per 1,000 bidies when they are required to do the work of paste preparing basket carrying and katta (bundle) rolling, marking and stocking work in godown.
4 All employees employed in bag filling operation, i.e. for filling, sewing and arranging bags and for carrying out similar operations in a tobacco manufactory.	Rs. 1.00 per bag weighing up to 50 kgs.	Re. 0.80 per bag weighing up to 50 kgs.	Re. 0.75 per bag weighing up to 50 kigs.
5 All employees employed as—			
(i) Taraiwalas	Rs. 319.00 per month.	Rs. 253.00 per month.	Rs. 238.00 per month.
(ii) Bidi sorters	Rs. 319.00 per month.	Rs. 253.00 per month.	Rs. 238.00 per month.
(iii) Bidi checkers or bidi counters.	Rs. 319.00 per month.	Rs. 253.00 per month.	Rs. 238.00 per month.
(iv) Bhattiwallas	Rs. 319.00 per month.	Rs. 253.00 per month.	Rs. 238.00 per month.
(v) Tobacco mixers	Rs. 319.00 per month.	Rs. 253.00 per month.	Rs. 238.00 per month.
(vi) Bidi leaves or tobacco distributors or both.	Rs. 319.00 per month.	Rs. 253.00 per month.	Rs. 238.00 per month.
(vii) All other employees in operations not specified in any of the above entries.:	Rs. 319.00 per month.	Rs. 253.00 per month.	Rs. 238.00 per month.
(viii) Munshis or clerks	Rs. 285.00 per month	Rs. 285.00 per month.	Rs. 285.00 per month.
(ix) Accountants (maintaining all accounts including those used for purpose of income-tax or other taxes)	Rs. 446.00 per month.	Rs. 446.00 per month.	Rs. 446.00 per month.
(x) Truck or lorry drivers.;	Rs. 446.00 per month plus Rs. 8.40 daily allowance when on tour or journey exceeding 80.5 kms.	Rs. 446.00 per month plus Rs. 8.40 daily allowance when on tour or journey exceeding 80.5 kms.	Rs. 446.00 per month plus Rs. 8.40 daily allowance when on tour or journey exceeding 80.5 kms.
(xi) Motor Drivers (car or station wagon).	Rs. 355.00 per month plus Rs. 8.40 daily allowance when on tour or journey exceeding 80.5 kms.	Rs. 355.00 per month plus Rs. 8.40 daily allowance when on tour or journey exceeding 80.5 kms.	Rs. 355.00 per month plus Rs. 8.40 daily allowance when on tour or journey exceeding 80.5 kms.
(xii) Cleaners engaged in lorry or truck.	Rs. 223.00 per month plus Rs. 5.60 daily allowance when on tour or journey exceeding 80.5 kms.	Rs. 223.00 per month plus Rs. 5.60 daily allowance when on tour or journey exceeding 80.5 kms.	Rs. 223.00 per month plus Rs. 5.60 daily allowance when on tour or journey exceeding 80.5 kms.
(xiii) Watchman or chowkidar	Rs. 260.00 per month	Rs. 260.00 per month.	Rs. 260.00 per month.
6 All employees employed in snuff-making establishment for carrying on the operation by hand of—			
(i) Packing of snuff	Rs. 1.40 per kg.	Rs. 1.05 per kg.	Rs. 1.00 per kg.
(ii) stocking of snuff	Re. 0.65 per kg.	Re. 0.50 per kg.	Rs. 0.45 per kg.
(iii) mixing and grinding of tobacco and operations of like nature.	Rs. 1.40 per kg.	Rs. 1.05 per kg.	Rs. 1.00 per kg.
7 All employee by whatever name called doing unskilled work.	Rs. 8.75 per day	Rs. 7.00 per day	Rs. 6.55 per day.

Explanation.— For the purposes of this Notification—

- (1) Zone I shall comprise of the areas classified as Greater Bombay, Thane Standard Urban Area for the purpose of the census of India, 1971.
 - (2) Zone II shall comprise of all the areas of Marajiwada and the remaining areas of the State of Maharashtra excluding the areas of Zones I and III.
 - (3) Zone III shall comprise of all the areas of Vidarbha.
- For the purpose of an employee employed on a piece work basis the minimum wages in respect of who have been fixed by the month, the minimum wages of daily wages shall be computed by dividing the minimum rates of monthly wages fixed for the class of employees to which he belongs by 26, the quotient being rounded up to the nearest paise.*
- (1) The minimum rates of wages shall consist of an all inclusive rate allowing for the basic rate, the cost of living allowance and the cash value of concessions, if any.
 - (6) The minimum rates of wages shall be inclusive of payment of remuneration in respect of the weekly day of rest.

Annexure

1. The employee shall be entitled to get at least Rs. 4.75 per day (hereinafter referred to as "the guaranteed wages") only where the employer fails to supply sufficient quantity of good raw material (including tobacco leaves) to roll 800 biddies per day.
2. The guaranteed wage shall be inclusive of the wages for any day earned by the employee in respect of biddies actually rolled by him with the quantity of raw material supplied to him by the employer.
3. Where no raw material is supplied by the employer to the employee and the employee is willing to work and reports for duty or for collecting the raw material, the employee shall be entitled to get the full guaranteed wages.
4. The employee shall not be entitled to get guaranteed wages if he earns less than the amount of guaranteed wages on any day on account of his unwillingness to work for any reason whatsoever.
5. The employee shall not be entitled to get the guaranteed wages if he fails to make full use of the raw material supplied to him even if the raw material so supplied is not sufficient for rolling 800 biddies per day.
6. The employee who works for more than one employer shall not be entitled to get the guaranteed wages from any one of the employers.
7. The employees shall not be entitled to get the guaranteed wages if the failure of the employer to supply raw material is due to fire, catastrophe, epidemics, civil commotion or other similar causes which are beyond his control.

(Notification No. MWA/1581/4374/LAB-7, dated 14th January 1982, published in *M.G.G.*, Part I-L, dated 18th February 1982 at p. 950 to 954).

Committee for Cotton Textile Industry in Maharashtra excluding Greater Bombay for studying the working of up-country cotton textile mills vis-a-vis cotton textile mills in Greater Bombay.

Decision of Government on the recommendations of the—

GOVERNMENT OF MAHARASHTRA

INDUSTRIES, ENERGY AND LABOUR DEPARTMENT

Resolution No. BIR. 1181/5926/Lab-9,

Read.— Government Resolution, Industries, Energy and Labour Department, No. BIR. 1178/3888/Lab-9, dated the 27th December 1979 as amended from time to time.

RESOLUTION.— Government had constituted a Tripartite Committee for Cotton Textile Industry in Maharashtra, excluding the Greater Bombay, for studying the working of up-country cotton textile mills vis-a-vis cotton textile mills in Greater Bombay, under the Chairmanship of Shri D. G. Kale, retired Commissioner of Labour, Maharashtra, vide Government Resolution, Industries, Energy and Labour Department No BIR 1179/3888/Lab-9, dated the 27th December 1979 read with Government Resolution, Industries, Energy and Labour Department No BIR. 1179/3888/Lab-9, dated the 19th February 1980. The Committee has submitted its Report to Government on 18th November 1981 and therein it has made unanimous recommendations. These recommendations are incorporated in the Annexure to this Resolution.

2. After careful consideration Government of Maharashtra has decided to accept the Committee's unanimous recommendations (incorporated in the Annexure to this Resolution) and to appeal to all concerned to accept and implement them. Accordingly Government hereby appeals to all the individual cotton textile mills' employers in the State of Maharashtra excluding those in Greater Bombay and the concerned union(s) at the particular local level recognised for the purpose of the Bombay Industrial Relations Act, 1946, that they should accept these recommendations and enter into a settlement in terms of the Committee's unanimous recommendations, in accordance with the provisions of the said Act.

This Resolution should be published in the *Maharashtra Government Gazette*, Part I-L, for the information of all concerned.

Annexure to Government Resolution, Industries, Energy and Labour Department, No. BIR. 1181/5926/Lab-9, dated the 14th January 1982.

Recommendations of the Committee for Cotton Textile Industry in Maharashtra excluding Greater Bombay for studying the working of up-country cotton textiles mills vis-a-vis Cotton Textile Mills in Greater Bombay.

(1) The pre-revised basic wages and scales (old basic wages) of all occupations in the mofussil mills should be on par with the pre-revised basic wages and scales of the respective occupations in Bombay mills, as published in the (Handbook of Service Conditions of Operatives and Clerks) in the Bombay Cotton Textile Industry, published by the Mill Owners' Association, Bombay in October 1980. Whenever the pre-revised basic wages and scales are already higher in mofussil mills in any occupations than their counter-parts in Bombay, the same should be protected.

(2) The difference of Rs. 2 in the First Wage Board Recommendations as implemented in the mofussil mills should be paid so to bring such amount to Rs. 10 as paid in the Bombay mills.

(3) The increase recommended in Clause Nos. 1 and 2 above should form part of the formula for revised basic wages and therefore, attract Variable Dearness Allowance. By way of illustration, the following example is given :—

	Mofussil mills	Bombay mills	As per Committees recommendations
	Rs.	Rs.	Rs.
(A) Minimum Pre-revised basic Wages	26.00	30.00	30.00
(B) First Wage Board Recommendations	8.00	(26+04) 10.00	10.00
Total	34.00	40.00	40.00
(C) Merger of D. F. A. as applicable to each Centre.	X	Y	X
Total			
(D) 8 per cent of Total of A+B+C Revised Basic.	P	Q	R
(Grand Total) Wages	....	....	....

Clarification.—Wherever the pre-revised basic wages in the mofussil mills fall short of minimum of pre-revised basic wages of Rs. 40 or the respective occupational pre-revised basic wages paid in Bombay Mills, the same should be raised to Rs. 40 or the level of occupational pre-revised basic wages paid in Bombay mills (it should not exceed Rs. 40 or respective occupational pre-revised basic wages unless the former are higher) and thereafter the formula for revision of basic wages should be applied.

(4) The difference of Rs. 5 arising out of payment of *ad-hoc* amount in terms of Chief Minister's recommendations of Rs. 40 in the mofussil mills as against Rs. 45 in Bombay mills should also be paid. This will not attract V. D. A. but will attract other fringe benefits.

(5) The above recommendations should be effective from 1st October 1980.

(6) The above recommendations should apply to all employees covered under Bombay Industrial Relations Act, 1946.

(Published in M.G.G., Part I-L, dated 18th February 1982, Page Nos. 955-56).

ANNUAL REPORT OF THE CONSUMER PRICE INDEX NUMBERS FOR THE WORKING CLASS FOR THE STATE OF MAHARASHTRA FOR THE YEAR 1981.

BOMBAY

The Consumer Price Index Number for working Class (New Series) for the Bombay centre varied between 409 to 470 during the year under review. The average of the index numbers for the whole year came to 447 which was about 4.5 times higher than that of base period (1960=100).

The following table gives the monthly Consumer Price Index Numbers (New Series) during the year 1981.

Month and Year	Consumer price Index Number	Variation in points as compared to previous months.
1981		
January	409	+1
February	420	+11
March	423	+3
April	435	+12
May	442	+7
June	450	+8
July	459	+9
August	462	+3
September	458	-4
October	466	+8
November	470	+4
December	469	-1
Average	447	

The following table shows the groupwise index numbers for the Bombay centre for each month of the year.

Month and Year	Food	Pan-Supari to bacco etc.	Fuel & Light	Housing	Clothing, Bedding and footwear	Miscellaneous.
1981						
January	439	449	499	158	434	333
February	456	451	509	158	437	335
March	459	463	511	158	439	339
April	477	478	510	158	438	343
May	487	490	513	158	439	346
June	498	492	517	158	447	349
July	512	484	535	159	448	349
August	515	479	547	159	456	351
September	507	475	548	159	461	356
October	517	475	551	159	461	363
November	523	472	553	159	468	366
December	518	477	558	159	472	368
Average	492	474	529	158	450	350

The average of the index numbers was higher than that of the base year for the food by about 4.9 times, the pan supari tobacco etc. groups by about 4.7 times, the fuel and light group by about 5.3 times, the housing group by about 1.6 times the clothing, bedding and footwear groups by about 4.5 times and the miscellaneous groups by about 3.5 times.

SOLAPUR

The Consumer Price Index Number for Working Class (New Series) for the Solapur Centre varied between 435 to 521 during the year under review. The average of the Index Numbers for the whole year came to 481 which was about 5 times higher than that of base period (1960=100).

The following table gives the monthly Consumer Price Index Numbers (New Series) during the year 1981.

Month and Year	Consumer price index Number	Variation in points as compared to previous month
1981		
January	435	+13
February	440	+5
March	444	+4
April	472	+28
May	471	-1
June	482	+11
July	490	+8
August	504	+14
September	499	-5
October	501	+2
November	508	+7
December	521	+13
Average ..	481	

The following table shows the groupwise Index Numbers for the Solapur Centre for each month of the year 1981—

Month and Year	Food	Pan, Supari, tobacco etc.	Fuel and light	Housing	Clothing, bedding and footwear	Miscellaneous
1	2	3	4	5	6	7
January	462	402	489	219	462	343
February	468	410	491	219	464	354
March	473	421	491	219	467	355
April	516	422	491	219	467	359
May	514	422	491	219	472	359
June	525	442	501	219	493	362
July	537	434	518	222	493	362
August	557	412	542	222	494	363
September	548	404	546	222	493	372
October	550	407	546	222	494	379
November	552	411	598	222	497	386
December	569	416	622	222	497	390
Average ..	523	417	527	220	483	365

The average of the index number was higher than that of the base year for the food 5.2 times, the pan, supari, tobacco etc. 4.2 times, the fuel and light 5.3 times, the clothing, bedding and footwear 4.8 times, the miscellaneous group 3.7 times and for housing by about 2.2 times.

ANNUAL REPORT FOR THE YEAR 1981

NAGPUR

The Consumer Price Index Number for Working Class (New Series) for the Nagpur Centre varied between 411 to 488 during the year under review. The average of the Index Number for the whole year came to 454 which was about 5 times higher than that of base period (1960=100).

The following table gives the monthly Consumer Price Index Numbers (New Series) during the year 1981.

Month and Year	Price Consumer Index Number	Variation in points as compared to previous month
1	2	3
1981		
January	411	+7
February	421	+10
March	425	+4
April	435	+10
May	440	+5
June	454	+14
July	459	+5
August	466	+7
September	481	+15
October	488	+7
November	484	-4
December	479	-5
Average ..	454	

The following table shows the groupwise index numbers for the Nagpur Centre for each month of the year, 1981.

Month and Year	Food	Pan, Supari, tobacco etc.	Fuel and light	Housing	Clothing, bedding and footwear	Miscellaneous
1	2	3	4	5	6	7
1981						
January	432	424	444	211	497	341
February	445	432	458	211	516	342
March	450	432	472	211	517	344
April	465	428	478	211	518	347
May	469	428	489	211	533	356
June	489	450	496	211	533	359
July	494	475	499	215	541	359
August	505	463	505	215	546	359
September	528	435	527	215	550	370
October	538	436	543	215	552	372
November	528	455	542	215	555	372
December	519	456	550	215	557	373
Average ..	488	443	500	213	535	358

The average of the index number was higher than that of the base year for the food 4.9 times, the Pan, Supari, tobacco etc. 4.4 times, the fuel and light 5 times, the clothing, bedding and footwear 5.4 times, the miscellaneous group 3.6 times and housing by about 2 times.

PUNE

The Consumer Price Index Number for working class (New Series) for the Pune Centre varied between 345 and 384 during the year under review. The average of the index number for the whole year comes to 363 which was about 4 times higher than that of the base period (1961=100).

The following table gives the monthly Consumer Price Index Number (New series) during the year 1981.

Year and Month	Consumer price Index Number	Variation in points as compared to that of the previous month
1981		
January	394	+10
February	390	-4
March	395	+5
April	405	+10
May	420	+15
June	428	+8
July	428	....
August	434	+6
September	434	....
October	434	....
November	439	+5
December	444	+5
Average	420	

The following table shows group wise index number for the Pune Centre for each month of the year 1981.

Year and Month	Food	Fuel and Light	Housing	Clothing and footwear	Miscellaneous
1981					
January	437	436	138	455	315
February	426	439	138	463	317
March	435	439	138	464	320
April	451	439	138	471	320
May	477	439	138	471	322
June	489	439	138	477	324
July	486	450	138	484	325
August	495	455	138	484	330
September	493	455	138	493	330
October	494	455	138	495	327
November	502	455	138	494	329
December	509	466	138	497	332
Average	474	447	138	479	324

The average of the index numbers was higher than that of the base year for the Food 4.7 times, Fuel and Light 4.5 times, for Housing by about 1.3 times, for the Clothing and Footwear 4.8 times and the Miscellaneous group by about 3.2 times.

JALGAON

The Consumer Price Index Number for Working Class (New series) for the Jalgaon Centre Varied between 414 and 475 during the year under review. The average of the index number for the whole year comes to 459 which was about 5 times higher than that of the base period (1961=100).

The following table gives the monthly Consumer Price Index Number (New Series) during the year 1981.

Year and Month	Consumer Price Index Number	Variation in points as compared to that of previous month
1981		
January	414	+6
February	438	+24
March	444	+6
April	454	+10
May	456	+2
June	465	+9
July	467	+2
August	472	+5
September	473	+1
October	475	+2
November	474	-1
December	471	-3
.. Average ..	459	

The following table shows groupwise index number for the Jalgaon Centre for each month of the year 1981.

Year and Month	Food	Fuel and Light	Housing	Clothing and Footwear	Miscellaneous
1981					
January	448	506	174	436	320
February	486	507	174	436	327
March	494	507	174	436	328
April	510	507	174	438	330
May	513	507	174	446	328
June	524	507	174	448	342
July	525	509	178	453	343
August	533	510	178	455	343
September	534	510	178	455	343
October	537	510	178	454	344
November	537	510	178	452	344
December	533	510	178	450	344
Average	514	508	176	447	336

The average of the index number was higher than that of the base year for the food group by about 5.1 times for the fuel and light group by about 5.1 times for housing by about 1.8 times for clothing and footwear group by about 4.5 times and the miscellaneous group by about 3.4 times.

NANDED

The Consumer Price Index Number for Working Class (New series) for the Nanded Centre varied between 462 and 532 during the year under review. The average of the index number for the whole year came to 507 which was about 5 times higher than that of the base period (1961=100).

The following table gives the monthly consumer Price Index Number (New Series) during the year 1981.

Year and Month	Consumer price index number	Variation in points as compared to that of the previous month
1981		
January	473	+16
February	462	-11
March	468	+6
April	488	+20
May	500	+12
June	522	+22
July	524	+2
August	532	+8
September	530	-2
October	524	-6
November	531	+7
December	531	
Average		507

The following tables shows group wise index number for the Nanded centre for each month of the year 1981.

Year and Month	Food	Fuel and Light	Housing	Clothing and bedding	Miscellaneous
1	2	3	4	5	6
1981					
January	507	624	274	450	363
February	488	627	274	450	365
March	497	627	274	450	369
April	529	627	274	448	374
May	546	627	274	460	373
June	578	627	274	463	383
July	581	634	274	456	386
August	597	637	274	456	377
September	593	637	274	456	377
October	579	637	274	463	381
November	589	637	274	468	389
December	589	637	274	468	389
Average	556	632	274	457	378

The average of the index numbers was higher than that of the base year for the food group by about 5.6 times, for the fuel and light group by about 6.3 times, for the housing by about 2.7 times for the clothing and footwear group by about 4.6 times and the miscellaneous group by about 3.8 times.

AURANGABAD

The Consumer Price Index Number for Working Class (New Series) for the Aurangabad Centre varied between 443 and 507 during the year under review. The average of the index number for the whole year came to 481 which was about 5 times higher that of the base period (1961=100).

The following table gives the monthly Consumer Price Index Number (New Series) during the year 1981.

Year and month	Consumer price index Number	Variation in points as compared to that of previous month
1981		
January	447	+7
February	443	-4
March	451	+8
April	459	+8
May	475	+16
June	481	+6
July	495	+14
August	498	+3
September	505	+7
October	506	+1
November	507	+1
December	504	-3
Average		481

The following table shows groupwise Index Number for the Aurangabad Centre for each month of the year 1981.

Year and Month	Food	Fuel and Light	Housing	Clothing and footwear	Miscellaneous
1	2	3	4	5	6
1981					
January	483	480	316	447	354
February	476	483	316	444	355
March	488	483	316	447	362
April	499	483	316	440	368
May	522	505	316	442	374
June	527	537	316	439	378
July	548	543	316	455	380
August	551	546	316	459	379
September	563	546	316	460	376
October	565	546	316	463	378
November	566	546	316	465	380
December	561	546	316	463	380
Average	529	520	316	452	372

The average of index number was higher than that of the base year for the food group by 5.3 times, for fuel and light group by 5.2 times, for housing by about 3.2 times, for clothing and footwear group by 4.5 times and the miscellaneous group by about 3.3 times.

Consumer Price Index Numbers for Working Class for February 1982

BOMBAY*

469-A rise of 1 point.

In February, 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 469 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 the Bombay Centre.

The index number for the food group decreased by 4 points to 512 due to a fall in the average prices of arhaddal, gramdal, masurdal, uriddal, edible oils, dry chillies, onion, sugar vegetables and fruits.

The index number for the pan, supari, tobacco etc. group increased by 18 points to 502 due to a rise in the average prices of pan leaf, supari, katha and bidi.

The index number for the fuel and light group increased by 15 points to 584 due to a rise in the average prices of fire wood, el. charges, charcoal and match box.

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

The index number for the clothing, bedding and footwear group increased by 7 points to 479 due to a rise in the average prices of dhoti, saree, shirting and chappal.

The index number for the miscellaneous group increase by 1 point to 370 due to a rise in the average prices of ex. book, pencil, hair oil, tooth powder and blade.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS (NEW SERIES) FOR BOMBAY CITY (Average prices for the calendar year 1960 = 100)

Group	Weight proportional to the total expenditure.	Group Index Numbers	
		January 1982	February 1982
I-A. Food	57.1	516	512
I-B. Pan, Supari, Tobacco, etc.	4.9	484	502
II. Fuel and Light	5.0	569	584
III. Housing	4.6	159	159
IV. Clothing, Bedding and Foot-Wear	9.4	472	479
V. Miscellaneous	19.0	369	370
Total	100.0	..	..
Consumer Price Index Number	....	468	469

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

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

SOLAPUR

517 A fall of 13 points

In February 1982, the Consumer Price Index Number for Working Class (1960 series) for Solapur Centre with base year a January to December 1960, equal to 100 was 517 being 13 points lower than that in the preceding month. The index relates to the standard of life as ascertained during the year 1958-59. Family living survey in Solapur city.

The index number for the food group decreased by 20 points has been due to a fall in the average prices of jowar, arhaddal, gramdal, masurdal, groundnut oil, goat mea., dry chillies, onions, coconut, vegetables and fruits and sugar and gur.

The index number for Pan, supari, tobacco etc. group increased by 4 points has been due to a rise in the average price of pan leaf only.

The index number for fuel and light group has remained steady at 622.

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

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

The index number for miscellaneous group has remained steady at 390.

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	
		January 1982	February 1982
I-A. Food	63.0	581	561
I-B. Pan, Supari, Tobacco etc.	3.4	425	429
II. Fuel and Light	7.1	622	622
III. Housing	5.2	227	227
IV. Clothing, Bedding and Footwear	9.0	502	503
V. Miscellaneous	12.3	390	390
Total	100.0	..	..
Consumer Price Index Number	..	530	517

*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

480—A fall of 5 points

In February 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 480 being 5 points lower than that in the preceding month. The index relates to the standard of life as ascertained during the year 1958-59 family living survey in Nagpur city.

The index number for the food group decreased by 18 points to 504 due to a fall in the average prices of rice, jowar, arhar dal, gram dal, moong dal, groundnut oil, linseed oil, gingeli oil, vanaspathi, turmeric, dry chillies, onions, coriander, zeera, sugar and gur.

The index number for the pan, supari, tobacco etc. increased by 11 points to 480 due to a rise in the average price of pan-leaf only.

The index number for the fuel and light group increased by 55 points to 654 due to a rise in the average prices of firewood, kerosene, coke and coal.

The index number for the housing remained steady at 224 being a six monthly item.

The index number for the clothing, bedding and footwear group increased by 3 points to 561 due to a rise in the average prices of shirting, long cloth, pajama, shirt, bed sheet, shoes and sandals.

The index number for the miscellaneous group increased by 2 points to 378 due to a rise in the average prices of hair oil, tooth powder, toys and laundry charges.

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

(Average prices for the calendar year 1960=100)

Groups	Weights proportional to total expenditure	Group Index Numbers	
		January 1982	February 1982
I-A. Food	57.2	522	504
I-B. Pan, Supari, Tobacco, etc.	3.8	469	480
II. Fuel and Light	5.7	599	654
III. Housing	6.6	224	224
IV. Clothing, Bedding and Footwear	10.9	558	561
V. Miscellaneous	15.8	376	378
Total ..	100.0		
Consumer Price Index Number	....	480	480

*Details regarding the scope and method of compilation of the index may be seen on pages 771 to 779 of January 1982 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

440—A fall of 4 points

In February 1982 the Consumer Price Index Number for working class (New Series) for Pune Centre, with base year January to December 1961, equal to 100 was 440, being 4 points lower than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey of Pune Centre.

The index number for the food group decreased by 10 points to 492 due to a fall in the average price of rice, wheat, tur dal, gram dal, moong dal, ground nut oil, fresh fish, eggs, ghee, vegetables, sugar and gur.

The index number for fuel and light group increased by 5 points to 476 due to a rise in the average price of firewood.

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 16 points to 513 due to a rise in the prices of dhoti and saree.

The index number for the miscellaneous group remained steady at 348.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR PUNE CENTRE

(Average price for the calendar year 1961 = 100)

Groups	Weight proportional to total expenditure	Group Index Numbers	
		Jan. 1982	Feb. 1982
I. Food	55.85	502	492
II. Fuel and Light	6.89	471	476
III. Housing	6.65	138	138
IV. Clothing and Footwear	10.31	497	513
V. Miscellaneous	20.30	348	348
Total ..	100.00	....	....
Consumer Price Index Number	....	444	440

*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

492—A rise of 10 points.

In February, 1981, the Consumer Price Index Number for Working Class (New Series) for Jalgaon Centre with base year January to December equal to 100 was being 10 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 Jalgaon Centre.

The index number for the food group increased by 11 points to 548 due to a rise in the average prices of rice, wheat, jowar, turdal, gramdal, mutton, fresh fish, zeera, garlic and vegetables.

The index number for fuel and light group increased by 40 points to 656 due to a rise in the average price of firewood only.

The index number for the house rent group has remained steady at 178 being a monthly item.

The index number for the clothing and footwear group has remained steady at 449.

The index number for the miscellaneous group has increased by 1 point to 350 due to a rise in the average price of panleaf only.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR
JALGAON CENTRE.

(Average prices for the calendar year 1961 = 100)

Groups	Weight proportional to total expenditure.	Group Index Numbers	
		January 1982	February 1982
I. Food	60.79	537	548
II. Fuel and Light	7.20	616	656
III. Housing ..	6.11	178	178
IV. Clothing and Footwear	10.29	449	449
V. Miscellaneous	15.61	349	350
Total ..	100.00		
Consumer Price Index Number ..		482	492

*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

531—A fall of 5 points

In February, 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 531 being 5 points lower than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Nanded Centre.

The index number for the food group decreased by 8 points to 587 due to a fall in the average prices of rice, dry chillies, gur and vegetables.

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

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

The index number for the clothing and footwear group remained steady at 468.

The index number for the miscellaneous group remained steady at 396.

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	
		January 1982	February 1982
I. Food ..	61.46	595	587
II. Fuel and Light ..	5.88	637	637
III. Housing ..	4.62	285	285
IV. Clothing and Footwear ..	12.22	468	468
V. Miscellaneous ..	15.82	396	396
Total ..	100.00		
Consumer Price Index Number ..	....	536	531

*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*

505 A decreased of 7 points

The February 1982, the Consumer Price Index Number for Working class (New Series) for the Aurangabad Centre with base year January to December, 1961 equal to 100 was 505 being 7 points lower than that in the preceding month the index relates to the standard of life ascertained during the year 1958-59 family living survey at Aurangabad Centre.

The index number for the food group decreased by 16 points to 555 due to a fall in the average prices of jowar, gramdal, masurdal, dry chillies, onions, tomatoes, vegetables and gur.

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 has remained steady at 405.

The index number for the miscellaneous group increased by 19 points to 405 due to a rise in the average prices of ready made pan, jania, hair oil and barber charges.

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	
		January 1982	February 1982
I. Food	60.72	571	555
II. Fuel and Light	7.50	546	546
III. Housing	8.87	316	316
IV. Clothing and Footwear	9.29	469	469
V. Miscellaneous	13.62	386	405
Total	100.00		
Consumer price index Number		512	505

*Details regarding base and method of compilation of the index will be found on pages 117 to 121 of March 1982 issue of Labour Gazette.

— On 1st January 1944 the index number on base August 1943 or July 1944 = 100. For other months the index number 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 FEBRUARY, 1982.

Centre	1	2	3	4	5	6	7	8	9	10	11	12
Bombay	..	1960=100	513	502	584	159	478	370	469	2082	468	2078
Solapur	..	1960=100	561	429	622	227	503	390	517	1975	530	2025
Nagpur	..	1960=100	505	480	654	224	560	378	480	2506	485	2532
Pune	..	1961=100	492	476	138	513	348	440	444
Jalgaon	..	1961=100	548	656	178	449	350	492	2603	482	2550
Nanded	..	1961=100	587	637	285	468	396	531	1301	536	1313
Aurangabad..	..	1961=100	555	546	316	469	405	505	1121	512	1137

Note.— For arriving at the equivalent old index number the new index numbers may be multiplied by the linking factors mentioned against the respective centres as follows :—
BOMBAY : 2.44, SOLAPUR : 3.02, NAGPUR : 5.22, JALGAON : 2.25, NANDED : 2.45, AURANGABAD : 2.22

**ALL INDIA AVERAGE CONSUMER PRICE INDEX NUMBERS
FOR INDUSTRIAL WORKERS**

The statistics for the Last 12 calendar months from March 1981, February 1982 are given in the following table:—

TABLE

Month	Base 1960=100	* Base 1949=100
1	2	3
March 1981	420	510
April 1981	427	519
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

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

Labour Intelligence

INDUSTRIAL RELATIONS IN MAHARASHTRA REVIEW FOR THE MONTH OF JANUARY 1982

Industrial Courts, Tribunals and Labour Courts

In all 1793 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 Act.	
1	2	3	4	5	6
I. Industrial Court/Tribunals—					
1	Industrial Court, Bombay ..	23	..	123	146
2	Industrial Tribunal, Bombay ..	137	..	..	137
3	Industrial Court, Nagpur ..	4	..	61	65
4	Industrial Tribunal, Nagpur ..	..	..	..	..
5	Industrial Court, Pune ..	14	..	204	218
6	Industrial Tribunal, Pune ..	25	..	..	25
7	Industrial Court, Thane ..	..	..	39	39
8	Industrial Tribunal, Thane ..	3	..	..	3
Total ..		206	..	427	633

II. Labour Courts—

1	Labour Court, Bombay ..	80	164	197	441
2	Labour Court, Pune ..	5	41	86	132
3	Labour Court, Nagpur ..	8	94	67	169
4	Labour, Court, Thane ..	1	27	25	53
5	Labour Court, Kolhapur ..	5	24	29	58
6	Labour Court, Solapur ..	9	8	81	98
7	Labour Court, Akola ..	3	34	30	67
8	Labour Court, Nashik ..	1	35	23	59
9	Labour Court, Aurangabad ..	5	40	39	83
Total ..		117	467	476	1160

WAGE BOARDS—

1 reference was received by the Wage Board for Cotton Textile Industry during the month under review.

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 1	Issues relating to pay, allowances and Bonus 2	Employment, leave, hours of work and Miscellaneous causes 3	Total 4
(1) Industrial Disputes Act, 1947	550	67	617
(2) Bombay Industrial Relations Act, 1946	15	8	23
(3) Bombay Industrial Relations (Extension and Amendment) Act, 1964.	..	..	..
Total	565	75	640

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

Act 1	Pending at the beginning of the month 2	No. of cases received during the month 3	Settled amicably 4	Ended in failure 5	Withdrawn or not pursued by parties 6	Closed 7	Total (4 to 7) 8	Pending at the end of the month 9
I. D. Act, 1947	1471	617	79	149	33	142	403	1685
B. I. R. Act, 1946	275	23	16	17	8	35	76	222
B.I.R. (Ext. and Amdt.) Act, 1964.	..	..	..	..	..	..	..	..
Total ..	1746	640	95	166	41	177	479	1907

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

Act 1	Cotton Textile 2	Silk Textile 3	Wollen Textile 4	Textile Processing 5	Hosiery 6	Banking 7	Sugar 8	Misc. 9	Transport 10	Total 11
B. I. R. Act, 1946	8	4	1	1	5	4	..	..	..	23

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

District-wise analysis is given below :-

Act 1	Bombay 2	Pune 3	Thane 4	Nagpur 5	Nanded 6	Auranga- bad 7	Ahmad- nagar 8	Total 9
B. I. R. Act, 1946	9	4	1	5	..	4	..	23

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

Registration of Agreements, settlements, Awards etc.,

8 Agreements, 3 settlements and 2 Awards were registered under the Bombay Industrial Relation Act 1946, and Bombay Industrial Relation (Extensions and Amendment) Act, 1964, during the month.

(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	550	67	617
(2) Bombay Industrial Relations Act, 1946	15	8	23
(3) Bombay Industrial Relations (Extension and Amendment) Act, 1964.	..	..	..
Total	565	75	640

(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	1471	617	79	149	33	142	403	1685
B. I. R. Act, 1946	275	23	16	17	8	35	76	222
B.I.R. (Ext. and Amdt.) Act, 1964.	..	..	..	..	..	..	..	..
Total ..	1746	640	95	166	41	177	479	1907

LABOUR GAZETTE—APRIL 1964

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
1	2	3	4	5	6	7	8	9	10	11
B. I. R. Act, 1946	8	4	1	1	5	4	..	..	..	23

Act	Textile Industry	Paper Industry	Printing Industry	Press Industry	Electricity	Banking	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 below :—

Act	Bombay	Pune	Thane	Nagpur	Nanded	Auranga- bad	Ahmad- nagar
1	2	3	4	5	6	7	8
B. I. R. Act, 1946	9	4	1	5	..	4	..

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

Registration of Agreements, settlements, Awards etc.,

8 Agreements, 3 settlements and 2 Awards were registered under the Bombay Industrial Relation Act 1946, and Bombay Industrial Relations (Extensions and Amendment) Act, 1964, during the month.

INDUSTRIAL DISPUTES IN MAHARASHTRA STATE DURING JANUARY 1982

	Dec. 1981	Jan. 1982	Jan. 1981
No. of Disputes	70	75	38
No. of Workers involved	32,691	56,490	8,286
No. of Man-days lost	6,91,635	10,19,796	1,06,382

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. Jan. 1982	Started during the month i.e. Jan. 1982	Total		
1	2	3	4	5	6
Textile ..	18	8	26	40,198	6,76,955
Engineering ..	15	4	19	3,080	1,15,870
Chemical ..	10	4	14	3,724	60,169
Miscellaneous ..	10	6	16	8,988	1,66,802
January 1982 Total ..	53	22	75	56,490	10,19,796
December 1981 Total ..	53	17	70	32,691	6,91,635

Forty two of the disputes arose over questions of "pay, allowances and bonus issues", 8 related to "Retrenchment and grievances about personnel", while the remaining 25 were due to other causes.

Out of the 16 disputes that terminated during the course of the month, 12 were settled either entirely or partially in favour of the workers, and 4 in favour of the employers.

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

THE FOLLOWING STATEMENT GIVES THE DETAILED INFORMATION OF IMPORTANT INDUSTRIAL DISPUTES CAUSING MORE THAN 1000 MAN-DAYS LOST DURING THE MONTH OF JANUARY 1982

Serial No.	Name of the Concern	Sector S/L	Reason	Date of work-stoppages		No. of Workers Involved	Man-days lost				Result	
				Began	Ended		During the month	Till the close of the month	9	10		11
1	Bombay— People Products Pvt. Ltd., Bombay-57.	Pvt.	Suspension of 6 workmen	18-5-1981	31-1-1982	1,878	50,706	2,19,726	2,19,726	10	11	Successful.
2	Thane— Tehenu Lib., Thane	Pvt.	Retrenchment.	20-4-1981	..	459	12,177	1,07,125	1,07,125	9	10	Continued
3	Bombay— Hindustan Fernin Ltd., Bombay 36.	Pvt.	D. A. Wages etc.	17-7-1981	..	1,970	51,454	3,31,045	3,31,045	9	10	do.
4	Bombay— The Bombay Gas Co. Ltd., Bombay 12	Pvt.	Re-arrang of Dr. Bhanant and charter Demands	29-7-1981	..	1,450	39,150	2,32,450	2,32,450	9	10	do.
5	Thane— Yates Ltd., Thane	Pvt.	..	3-7-1981	..	576	14,326	99,429	99,429	9	10	do.
6	Bombay— The Hindustan Sp. and Wvl. Mills Co., Bombay 11.	Pvt.	Bonus	20-10-1981	..	9,800	2,53,000	8,37,200	8,37,200	9	10	do.
7	Bombay— The Hindustan Sp. and Wvl. Mills Ltd., Bombay 11.	Pvt.	Bonus	21-10-1981	..	2,050	55,550	1,82,450	1,82,450	9	10	do.
8	Bombay— Polar Processors, Bombay 13.	Pub.	Call for 6 a day meeting	21-12-1981	..	850	22,950	29,700	29,700	9	10	do.

	1	2	3	4	5	6	7	8	9	10	11
9	<i>Bombay</i> Messrs. <i>Ambari</i> hold and Production, <i>Ambari</i> nath, <i>Ind. Union</i> .	Pvt.	S/L	Labour Unrest.	2-1-1982	..	1,346	33,650	33,650	33,650	Continued.
10	<i>Bombay</i> The Ruby Mills Ltd., Bombay 28.	Pvt.	S.	Demand for withdrawal circular.	10-1-1982	..	1,408	24,798	24,798	24,798	do.
11	<i>Bombay</i> Bharat Petroleum Corporation, Bombay 1.	State S. Sector	S.	General Demands Wages, D. A. etc.	14-1-1981	..	1,455	23,280	23,280	23,280	do.
12	<i>Bombay</i> Western India Spg. and Mfg. Mills, Bombay 33.	Pub. S.	S.	Call of strike given by Maharashtra Girmikamgar Union.	18-1-1982	..	2,828	33,936	33,936	33,936	do.
13	<i>Bombay</i> The <i>Shree</i> <i>Trivedi</i> Spg. and Wvg. Co. Ltd., Bombay 13.	Pvt. S.	S.	Wages, D.A. etc.	18-1-1982	..	3,539	42,468	42,468	42,468	do.
14	<i>Bombay</i> The Khatau Makanji Spg. and Wvg. Co. Ltd., Bombay 27.	Pvt. S.	S.	Wages, D.A. etc.	18-1-1982	..	6,700	80,400	80,400	80,400	do.
15	<i>Bombay</i> Kamala Mills Ltd., Bombay 13.	Pvt. S.	S.	Higher Wages.	18-1-1982	..	4,602	55,224	55,224	55,224	do.
16	<i>Bombay</i> Messrs. Dawn Mills Co. Ltd., Bombay 17.	Pvt. S.	S.	Others—Wages D.A. etc.	18-1-1982	..	1,907	22,884	22,884	22,884	do.
17	<i>Bombay</i> Shree Kam Mills Ltd., Bombay 13.	Pvt. S.	S.	Wages	18-1-1982	..	6,000	66,000	66,000	66,000	do.

EMPLOYEES' STATE INSURANCE CORPORATION
MAHARASHTRA REGION

Press note showing the progress during the month of February 1982

The Employees' State Insurance Scheme applies to 35 centres in the State of Maharashtra and provides protection to 19,00,912 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 February 1982, 14,041 Insured Persons received Rs. 40,29,744.98 as Cash Benefits due to Employment Injuries. This includes 4,580 persons who were in receipt of pension for permanent Disablement Benefit and 2,116 persons who were in receipt of Dependents Benefit as dependents of deceased Insured Persons. During the month 5,965 accidents were reported against 10,415 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 February 1982, 67,788 Claims were received and an amount of Rs. 76,01,627.10 was paid as Sickness Benefit. During the preceding month 8,84,042 Claims were received and an amount of Rs. 1,88,00,872.82 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. 10,07,749.45 was paid towards this benefit.

During the month 353 Insured Women claimed Rs. 5,88,121.40 by way of Maternity Benefit.

The attendance at the dispensaries as per certificates received was 2,04,958 during the month.

During the month Funeral Benefit in 94 cases amounting to Rs. 9,400.00 was paid.

During the month confinement charges in respect of wives of Insured Persons amounting to Rs. 41,790.00 was paid.

During the month an amount of Rs. 65,816.15 was paid as Enhanced Sickness Benefit to 250 Insured Persons who had undergone sterilisation operation for family planning.

For recovery arrears of contribution under the Scheme, Legal proceedings were initiated in 43 cases against defaulting Employers.

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