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## THE INDUSTRIAL COURT REPORTER

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

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# LABOUR GAZETTE

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### LABOUR GAZETTE

Since 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 and concerning labour in India and abroad. It contains statistical and other information on consumer price index numbers for working class, industrial disputes, industrial relations, cases under labour laws, labour legislation etc. Special articles on labour etc., are published from time to time.

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# LABOUR GAZETTE

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VOL. LXIII

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- Industrial Relations in Maharashtra State
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**The Month in Brief**

**Price Index Numbers for working class**

The Bombay, Solapur and Nagpur Consumer Price Index Numbers for working class for the month of May, 1984, with average price for the year ended December 1960 equal to 100 were 595, 598 and 584 respectively. The Pune, Jalgaon, Nanded and Aurangabad Consumer Price Index Numbers for working class for the month of May 1984, with the average prices for the year ended December 1961 equal to 100 were 561, 576, 635 and 592 respectively.

**India Average Consumer Price Index Numbers for Industrial workers**

All India Average Consumer Price Index Numbers for Industrial workers (General) base 1960-100 for May 1984 was 562 as compared to 559 in April 1984. On base 1949—100 derived from 1960 based Index worked out to 683 as against 679 for April 1984.

**Industrial Disputes in Maharashtra State**

During the month of April 1984, there were 39 disputes involving 14,380 workmen and time loss of 3,43,133 mandays as compared to 41 disputes in March 1984 involving 17,067 workmen and time loss of 4,04,411 mandays.

Further Particulars of Industrial Disputes are given at pages 732 of 733 of this issue.

**Benefits under the Employees State Insurance Scheme**

During the month of May, 1984, 90,458 workers were paid Rs. 67.49, 143.45 for sickness and Rs. 6,08,977.25 were paid for long term diseases. 19,444 workers were paid Rs. 38,12,462.20 on account of accidents as employment injury which included 6,477 cases for the permanent disablement and 2,478 for the pension to the dependents families. Rs. 4,15,616.75 were paid to the women workers for the maternity benefits. Besides this 45 persons were sterilisation and paid Rs. 8,792 as family planning benefit.

## Current Notes

### Wages should be linked to Productivity

The Finance Minister, Mr. Pranab Mukherjee, told the captains of public sector industries on May 30, 1984 that any demand for wage or salary increase has to be backed by proposals for improvement in production, productivity and profitability. One can understand the system of collective bargaining, "but what one witnesses in public enterprises is not collective bargaining but competitive bargaining", he said.

He described the "constant quest" to get more and more wages based on external considerations and warned that pay increase every four years or so, without an increase in production and productivity, could not go on. Since 1970-71 the per capita emoluments of public sector employees had risen by 196 per cent while the consumer price index had gone up only 140 per cent. In some enterprises the value added per month is less than the average monthly emoluments per employee.

According to Mr. Mukherjee, one of the major causes for industrial unrest is the demand for wages and perks without due appreciation of the nature of industry, environmental conditions such as capacity to pay by the organisation concerned, etc. He wanted a clear linkage to be established between wage hike and productivity. "Sharing the gains would flow from surplus generation," he said.

(E.F.I. Bulletin, dated 1st June 1984).

### Bonus is a deferred wage

Mr. Pranab Mukherjee, Union Minister of Finance, asked the Industry in Bombay on May 27, 1984, not to question the already settled principle that bonus was a deferred wage. Profit could not always be the criteria. Because, both in private and public sector units, profits were not merely the result of efficiency, but also of the government policy in regard to imports, taxes, etc.

(E.F.I. Bulletin, dated 1st June 1984).

### Mines (Amendment) Act enforced

No person below the age of 18 years shall be allowed to work in any mine under the Mines (Amendment) Act, 1983 which came into force on June 1, 1984. According to the Act, apprentices and other trainees not below the age of 16 years may be allowed to work under proper supervision in a mine by the manager.

(E.F.I. Bulletin, dated 1st June 1984).

### Banks offer to revise wages of employees

Indian Banks Association has agreed to hike the total cost of the wage bill of the bank employees by 14.5 per cent if the workers agree to meet with the demands put up by the management. The total wage bill of bank employees

will increase by Rs. 120 crores per year with retrospective effect from July 1, last. It is expected that the annual pay packet of about 6 lakh employees in the banks in the country would increase on the average by Rs. 2,000 each. One of the areas where there was broad agreement related to the payment of House Rent Allowance to bank employees at all levels and at all centres though the final agreement may fix areawise ceilings. It was also agreed to merge dearness allowance at 332 index points with 90 per cent neutralisation of cost of living.

(E.F.I. Bulletin, dated 1st June 1984).

### Amendment of Article 19 mooted

The Law Commission has proposed to the Union Government that Article 19 of the Constitution be amended so that the Fundamental Right of Freedom of Speech and Expression can be extended to companies, corporations and other 'artificial persons'. In its report submitted to the government, the Commission has emphasised that amendment of Article 19 has become necessary since the use of the word "citizen" has the effect of leaving corporate bodies out of the scope of the Article.

(E.F.I. Bulletin, dated 1st June 1984).

### Bill to amend Industrial Disputes Act soon

Union Labour Minister Veerendra Patil recently informed the Parliamentary Consultative Committee of his Ministry that it was proposed to introduce a Bill during the current session of Parliament to amend provisions relating to lay-off and retrenchment in the Industrial Dispute Act.

He also said that a Bill providing, inter-alia, for raising the wage limit for coverage under Employees State Insurance Act from Rs. 1000 to Rs. 1600 a month had been finalised and would be introduced in Parliament shortly.

He told the committee that the Chief Labour Commissioner (CLC) had submitted the verified list of the membership of the Central Trade Union Organisations to the Government and it was under active consideration of the Ministry.

The CLC had conducted the verification of membership on the Central Trade Union Organisation on the basis of their membership as on December 31, 1980. He added that all the trade union participated except AITUC and CITU.

Replying to members queries about the newly introduced schemes on workers participation in management the Minister said that a tripartite meeting has been convened soon to discuss implementation. The Ministry had already discussed the scheme with the trade union organisations and the management of the public sector undertakings separately.

The Minister said that the Government was taking steps to make sure that the scheme was introduced in the time frame. Follow up action was being taken to ensure that the scheme was brought into force in all the public sector undertakings. State Governments had also been advised to make the scheme applicable to the public sector undertakings under their control.

Shri Patil said that the State Government have been advised to set up tripartite committees to review the implementation of Palekar Award on the pattern set by the Central Government for resolving various problems being faced by journalists and non-journalists in the news paper industry.

Replying to the question on implementation of minimum wages the Minister said that the senior officers of his Ministry were visiting the States to ascertain the implementation and provide necessary assistance in the process.

*(Indian worker, dated 4th June 1984).*

#### **No Unemployment Doles**

The Centre again rejected in the Raya Sabha on April 30 the idea for introduction of unemployment allowance on grounds of financial stringency.

Replying to a member in the House, the Minister of State for Labour, Shri Dharam Vir said the proposal would require huge financial resources and at the present state of the development of economy such resources should be utilised for productive and enduring employment generating scheme.

*(Indian worker, dated 4th June 1984).*

#### **Five-day week can be introduced**

The National Tripartite Committee on Productivity is of the view that if there is agreement between management and workers round the clock work five days a week in industry can be introduced.

But it also feels that, though this may increase productivity and generate employment opportunities, indepth studies are necessary before a policy decision on such a scheme is taken.

The committee at a meeting held here recently suggested that productivity in the infrastructure sector should be increased because this would automatically help in securing productivity norms in other industries.

Another view was that a tripartite meeting of State Electricity Boards, industry and workers could be convened in consultation with the Energy Ministry and the Planning Commission to discuss the problem of power scarcity which remains the biggest constraints to industrial growth.

The members were informed that industry-wise productivity boards had started functioning in the industries manufacturing power generations, transmission and distribution equipment, industrial machinery cement automobiles and ancillaries paper, pulp and allied goods and leather and leather goods.

The boards were studying the productivity aspect in three phases of large, medium and small scale units by taking up five industries in each class.

*(Indian worker, dated 4th June 1984).*

#### **States asked to protect construction workers**

The Government has recommended to the State Governments certain administrative measures to protect workers in building and construction projects against hazardous operations pending legislation.

In a communication to the State Governments, the union Ministry of Labour has said that Government has decided upon a separate law for the promotion of health, safety and welfare of workers employed in the industry. Since it will take some time, the States have been urged to take certain immediate steps to minimise the hardship, says an officials release here recently.

It said it has been suggested that contracts should be awarded to experienced contractors. It should be impressed on the contractors that sub-contracting should be given to those who have the necessary resources, expertise and awareness about safety, health and welfare of workers, the release said.

It has also been recommended that safety precautions clause be a part of the contract. There should be inspections covering safety protection. Deterrent penal and legal action might be taken in the event of failure in adopting safety obligations laid down under the contract, the release said.

The industry employes about 2.5 million workers and the nature of operations is considered to be hazardous. The workers engaged in these operations are mostly unskilled and inexperienced. Of late, a large number of accidents have been reported and most of them due to lack of preventive measures and supervision, for release added.

*(Indian worker dated 4th June 1984).*

#### **Temporary status for railway casual workers**

The railway ministry has decided to treat about 70,000 casual labourers as temporary employees entitling them to substantial benefits such as monthly pay scales, leave, medical facilities and travel concessions.

The scheme to be implemented in phases, will cover workers who have completed 360 days of continuous employment on casual terms.

According to an official press release, issued here recently, workers with service will get the benefits earlier. The benefits would bring them generally in line with other temporary employees meeting to a large extent the demands repeatedly made by the two recognised railwaymen's federations.

*(Indian worker, dated 4th June 1984).*

### New Mines Act Bill amendment in next session

A Bill to amend the Mines and Minerals (Regulation and Development) Act, 1967, is likely to be introduced in the forthcoming monsoon session of Parliament.

Disclosing this while inaugurating the 18th annual session of the Federation of Indian Mineral Industries (FIMI) here recently, Minister for Steel and Mines N. K. P. Salve said it was a major piece of legislation and any amendment to it and to be well thought out.

Shri Salve admitted that certain anomalies had later come to light in the administration of the 1967 Act and some had become obsolete. The Government was committed to rectifying them.

But in doing so the Central Government had to keep in mind the interests of all the state governments and trade and industry into account, the Minister pointed out.

Shri Salve said the 1967 Act was a major statute deriving its strength from the Constitution and such an instrument was considered essential by the founding fathers of the Constitution.

He said the national interests were uppermost in their minds when they charged the Central Government with the responsibility of regulating and developing mines and minerals.

"Had this not been done, I shudder to think of the consequences that would have followed in the wake of economic permissiveness," the Minister said.

Shri Salve said the problems faced in iron ore had arisen because of the inability of Japan to take the ore India was exporting. Steel industry in Japan was in shambles and vary both in UK and Germany, he said.

The Minister said India had been able to fight the recession in steel due to a product-mix policy to match demand.

He listed several salient achievements, including nationalisation of coal mines and massive development of bauxite mines, and pointed out all this could not have been achieved if the Government had been ad-hoc or reddeless in the mining sector.

Shri Salve said the role of the private sector in mining was today more abridged than before. Mineral development and mining had to be planned in the context of overall growth and development of the economy, he said.

The Minister stressed that the public and private sector had to coexist and supplement and compliment each others efforts.

Shri Salve said in an important sector like mining there was no such thing

He dispelled the impression sought to be created that section 4-A of the (C and D) Act was a pernicious provision.

The Government was a patient witness to the degradation of valuable mineral resources and cajoling and advice did not lead to any improvement of the situation. It could not be expected to be a party to the blatant misuse of the country's natural resources, he said.

(*Indian worker, dated 11th June 1984*).

### Final report of 8th Finance body submitted

The final report of the Eighth Finance Commission was submitted to the Government last month.

Its recommendations relate to the distribution of taxes and duties between the Centre and the states, among the states interest and the grants in-aid to the needy states during the five year period 1984-89.

In its interim report, presented to Parliament last year, the commission had recommended that Rs. 494.83 crore should be paid to nine states under Article 275/1 of the Constitution to cover residuary deficits or revenue accounts.

The commission was headed by Shri Y. V. Chavan and had Shri Justice T.P.S. Chawla, Shri G.C.B. Aveja and Shri A. R. Shirali as members.

(*Indian worker, dated 14th June 1984*).

### Child labour ban not feasible, says report

The Government accepts child labour is a "harsh reality" in India and that it will not be "feasible nor opportune" to prevent children from working in the present stage of economic development.

Stating this, the Labour Ministry's annual report for 1983-84 says children need improvement in their working conditions as well as facilities of education extra nutrition and health care.

The report says despite the provisions of restrictive labour laws, the practice continues unabated because exploitation of child is of financial advantage to employers and an economic compulsion to parents of child workers. Instead of being in school, child labour works under adverse conditions that stifle their physical as well as mental development.

The report says perception of child labour as a socioeconomic problem has led the child labour cell in the Department of Labour Cell in the Department of Labour to be involved actively in the formulation, co-ordination and implementation of policies and programmes and schemes for improving their working conditions.

The cell has rendered financial assistance to voluntary organisations for implementing projects for the welfare of working children aimed at providing them non-formal education and training and supplementary nutritional health care. So far in the current financial year, the cell has given financial assistance to six such projects.

**Experts' panel likely on textile policy**

The Planning Commission has suggested to the Department of Textiles to constitute an experts group to recommend policy to be pursued in the textile sector for the next 15 years, i.e. upto 2000 A.D.

The group may in particular examine whether more emphasis needed to be given for enhancing production and consumption of cotton cloth compared to synthetics, including greater attention to cotton growing. The Planning Commission may also be associated with the group.

The suggestion came at a meeting in the Planning Commission to review the performance of the Department of Textiles for the six month period ending December 31, 1983.

It was felt that the industry was facing difficulties as it had grown in a disorganised manner and adequate attention had not been paid to technology and market development. The Commission also advised the department to encourage research and development activities to improve upon the quality of cotton fabrics to make them more acceptable to consumers, both in the domestic as well as foreign markets.

Textiles Department representative at the meeting expressed that the fear that there was likely to be a shortfall in the availability of cotton during the seventh Plan.

The production during the current year had been affected following drought in some parts of the growing areas. This had resulted in substantial increase in the price of raw cotton. Most of the factories had, therefore, been forced to cut their production.

*(Indian worker, dated 11th June 1984).*

**P. F. Interest rate rise approved**

The Government has approved the rate of interest of 9.7 per cent annually to the subscribers of the Employees Provident Fund for the year 1984-85. The rate of interest for the year 1983-84 was 9.15 per cent.

There are 12 million subscribers to the Employees Provident Fund.

The Government also proposes to increase the rate of contributions from 6½ to 8 per cent for workers engaged in the iron ore magnesite dolomite, diamond Chromite and raphite mines.

*(Indian workers, dated 18th June 1984)*

**Amended Gratuity Act effective from July 1**

**Wage limit raised to Rs. 1,600**

The Government of India has by a notification fixed July 1, 1984 as the date on which the provisions of the Payment of Gratuity (Amendment) Act 1984 will come into force.

The amended Act covers employees drawing wages upto Rs. 1,600 per month as against employees with wages up to Rs. 1,000 per month hither to covered.

People employed in administrative or managerial capacity will also be eligible for payment of gratuity under the amended act provided they are in receipt of wages not exceeding Rs. 1,600 per month.

The employees of seasonal establishments will be treated on par with similar employees of non seasonal establishments and be entitled to a gratuity at the rate of 15 days wages every year.

Under the Act, Controlling authorities have been conferred the power to decide a dispute regarding the admissibility of a claim as well as other statutory matters.

Provision has also been made for the appointment of inspectors for the better administration of the Act.

An employee drawing wages exceeding Rs. 1,600 per month will also be entitled to a gratuity for the period he was drawing wages less than Rs. 1,600.

The Government has also amended the Act to remove difficulties relating to the counting of 'continued service' in view of the 'Supreme Court' judgement that permanent employees were not entitled to payment of gratuity for the years they had remained absent from service without leave and had actually worked for less than 240 days in a year.

The Act further provides that a shop or establishment once covered shall continue to be covered under it, notwithstanding that the number of people employed therein at any time falls below 10.

This is intended to check the tendency among the employers to artificially reduce the number of employees get out of the coverage of the Act.

*(Indian worker, dated 25th June 1984).*

**Mills (takeover) Act struck down**

A division bench of the Bombay High Court comprising Justice D. M. Rege and Justice B. Lentin on June 13 struck down the constitutional validity of the Textile Undertakings (taking over of management) Act, 1983 relating to the take over of three mills in the city on the ground that the act infringed the mill owners' fundamental rights under Article 14 and 19(1) (G) of the Constitution.

The Court further allowed with costs the writ petitions of the three mills viz., Elphinstone, Jam and New City.

The Court, however turned down a similar challenge to the Textile undertakings (taking over of management) Act of 1983 by Sitaram Mills, another of the 13 mills taken over through an Ordinance on October 18, 1983. But they upheld the mill-owner's contention that the Government was not entitled to take over its real estate business.

The operation of the judgement has been stayed for eight weeks for the Government to appeal against the decision to the Supreme Court as the matter involved questions of interpretation of the Constitution as well as substantial questions of law.



The four mills Elphinstone Spinning and Weaving Mills Co. Ltd., Jam Manufacturing Co. Ltd., New City of Bombay Manufacturing Co. Ltd. and Shree Sitaram Mills Ltd. had challenged the Act which was the after-math of the longdrawn strike in textile mills which commenced on January 18, 1982. The labour courts had declared the strike at Elphinstone, Jam and New City to be illegal.

Recession in the textile industry was compounded by an increase in the prices of raw materials and worsened following the prolonged strike rendering the textile mills financially unviable. The mill managements looked to nationalised banks to bale them out of the fiscal morass by lending on concessional rates. Meanwhile, the Centre decided to nationalise 13 mills in the city, first by an ordinance and later by an Act in August-September 1983, in pursuance of the RBI directions and the IDBI report, arrangement for financing 36 mills, including the three petitioner mills, for their rehabilitation were either finalised or were in the last stage of being finalised. On September 20, the Union Commerce Ministry issued a memorandum constituting a task force which had to collect data and prepare a note before October 3 for a decision as to which of the third category of mills if any should be nationalised.

The task force made its report and classified the mills in four groups. The first included Jam, New City and Podar which could become viable without any change in the management. The second included Elphinstone, Tata, Machusudan and Shree Sitaram which were likely to be viable with sale of surplus land. However, in the case of Madhusudan and Sitaram it was pointed out that a change in the management would also have to be brought about.

The third group included Finlay, Gold Mohur and Units I, II and BIII of the Kohinoor Mills which might become viable only after past liability was totally extinguished, which required management changes. The fourth group consisted of Mukesh Mill (which got burnt) and Bradbury Mills (which was under liquidation). These two mills were considered as not potentially viable even after the past liabilities were extinguished.

The judges were of the view that in the present case, the court would be entitled to consider whether there was any material to put Elphinstone, Jam and New City in a class of mills for which the act was meant, namely, mills whose financial condition had become wholly unsatisfactory by reason of mismanagement. On an analysis of the data material collected by the task force, it was clear that the task force had also concluded that Elphinstone, Jam and New City could become financial viable without bringing about any change in their management.

The RBI, IDBI as well as the task force reports nowhere spoke of the three mills being mismanaged or that their bad financial condition was due to mismanagement.

In the case of Sitaram Mills, the judges were of the view that the material on record was more than sufficient for the Government to come to the conclusion that it was mismanaged, since it established a reasonable nexus between the object of the act for the take over.

The court, however, upheld the contention of the petitioners' counsel that in any event the Central Government, while taking over the mills management, was not entitled to take over their business under real estate division, which constituted a distinct business and was not in any way related to or connected with their business of the mills. Hence the Government was bound to return it to the petitioners.

#### Phalke's statement

The immediate reaction of INTUC-led Rashtriya Mill Mazdoor Sangh General Secretary Manohar Phalke was one of unhappiness that the High Court's judgement went against "progressive policy and workers' rights."

In a statement issued on June 14, he said the judgement of the Division Bench of the Court "in a challenge to the Central Government and it should accept it to protect workers' interests."

Shri Phalke said that the decision would create a bad effect on the life of mill workers in other ten mills, which had also been taken over by the Government. It would help the owners of the sick mills.

#### Court's verdict, a rude shock to workers

Commenting on the recent judgement of the Bombay High Court relating to the takeover of three textile units in Bombay, INTUC Organisation secretary Shri Laxmi Prasad M. P., who is also the President of Delhi Branch has said that the latest judgement of a division bench of Bombay High Court, striking down the constitutional validity of the Textile Undertakings (taking over of management) Act of 1983 in respect of the Government's take over of three mills in Bombay, has come as a rude shock to use sands of workers employed in various sick textile units all over the country.

In a statement issued here on June 15 he has said the Act has been struck down on the ground that it infringed the mill owners fundamental rights guaranteed under Article 14, and 19(1) (G) of the Constitution. He further said:

"The judgement will encourage the employers to resist all future take overs and the Government will be faced with an increasing demand for pumping in more funds of the financial institutions for the rehabilitation of a very large number of industrial units that have been deliberately turned sick. Failure to make available necessary funds will mean ultimate closure of the units rendering thousands of workers unemployed.

"The Centre is faced with a challenge and it will have to meet this challenge effectively in the interest of the future of the industries and employment of large number of workers."

(Indian worker, dated 18th June 1984).

#### Guidelines for rehabilitating freed labour

The Labour Ministry has prepared a set of guidelines for achieving the target of rehabilitation of freed bonded labours during 1984-85.

These have been prepared in the light of criticism by the Planning Commission of the "Poor" performance of the programme for rehabilitating such labourers.

The Planning Commission had set a target of freeing 28,804 bonded labourers in 1983-84 and Rs. 4.21 crore had been allocated for their rehabilitation.

Against this target, State Governments had reported rehabilitation of 17,143 freed bonded labourers during the year, showing an overall achievement of 59.5 per cent.

Rehabilitation of freed bonded labourers is one of the sixth plan schemes jointly implemented by the Department of Labour and State Governments.

This also figures as item No. 6 in the new 20-point Programme. The Planning Commission carries out a monthly review of the performance of State Governments in this regard.

According to an analysis carried out by the Labour Ministry, the targets of rehabilitating such labourers had not been achieved due to various reasons.

Some of these are delays in fixation and communication of the target, delay in constitution of State level screening committees by some of the State Governments, and delay in holding meeting of the screening committees.

According to the Labour Ministry guidelines, instructions should be issued to district collectors for formulation of schemes in respect of bonded labourers who are awaiting rehabilitation as on March 1 or April last.

The Ministry has said that utilisation certificates should be sent in the prescribed form.

They should be sent in respect of each scheme or project separately and not in a consolidated manner for the entire State for one financial year as is being done by some State at present.

They should be signed either by the district collectors or representatives of the concerned departments of the State Government with full name, designation and office seal.

The guidelines further say that in many cases, the per capita expenditure has been much less than Rs. 4,000 as laid down by the centrally sponsored schemes. It should be ensured, say the guidelines, that this amount is spent per beneficiary.

(Indian worker, dated 18th June 1984).

## Gist of Important Notifications Under Various Labour Laws

### (A) BOMAY SHOPS AND ESTABLISHMENTS ACT, 1948

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

The female employees employed in Hotel Poonam International Shivsagar Estate, A. B. Road, Worli, Bompay 400 018 (including executives and clerical employees).

Section 33, subject to the conditions that—

- (1) No women employee shall be given night duty continuously for more than a week.
- (2) All women employees whose duty starts after 8-30 p.m. and before 6-00 a. m. should be provided with the conveyance by the management from their place of residence to Poonam Hotel and also for return to residence.
- (3) All women employees will be placed in group at night.
- (4) All women employees will be provided with separate lockers in the hotel premises itself.
- (5) No women shall be put on duty in the Bar Room of the Hotel.

(Notification No. BSE/1483/CR-503/Lab-9, dated 7th January 1984, published in *M. G. G. Part I-L*, dated 3rd May 1984, p. No. 1925).

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

In the said Schedule II to the said Act, in entry No. 219, in column 2, for the existing words and figures, the following words and figures *viz.*, "Employees employed in two shops situated at Sahar International Departure Lounge, Bombay 400 099 and International Transit Lounge, Custom Area, Bombay 400 099 and in one establishment situated at Domestic Departure Lounge at Santacruz Airport, Bombay 400 029 belonging to Messrs. Arjundas Gangadas Kartari" shall be substituted.

(Notification No. BSE/1482, CR-234/Lab-9, dated 23rd January 1984, published in *M.G.G. Part I-L*, dated 3rd May 1984, p. No. 1926).

### II. (A) EMPLOYEES' STATE INSURANCE ACT, 1948

(1) *Exemptions under the Act.*—In exercise of the powers conferred by Section 87 read with Section 91A of the said Act, the Government of Maharashtra has exempted Messrs. Indian Community Kitchen Society, 558, Rasta Peth, Pune 411 001 from the operation of the said Act retrospectively with effect from 1st October 1983 till the date of this notification and prospectively upto and inclusive of 30th September 1984.

(Notification No. SIA/1583/4209/Lab-11, dated 19th January 1984, published in *M.G.G. Part I-L*, dated 3rd May, 1984, p. No. 1925).

No. MR. 10311, belonging to the Rashtriya Chemicals and Fertilizers Limited, Chembur, Bombay 400 074 from the operation of clause (c) of Section 6 of the said Act, for a further period upto and inclusive of the 17th February 1984.

(Notification No. IBA/1084/62146/797/Lab-9, dated 1st February 1984 published in M.G.G., Part I-L, dated 3rd May 1984, Page No. 1935).

(2) In exercise of the powers conferred by sub-section (2) of section 34 of the said Act, the Government of Maharashtra has exempted the boiler bearing No. MR-10826 and belonging to the Rashtriya Chemicals and Fertilizers Limited, New Urea Plant, Chembur, Bombay 400 074 from the operation of clause (c) of section 6 of the said Act, for the period of 12 months from the 5th February 1984 to 4th February 1985 (both days inclusive).

(Notification No. IBA/1084/62992/804/Lab-9, dated 4th February 1984, published in M.G.G., Part I-L, dated 3rd May 1984, Page No. 1938).

(3) In exercise of the powers conferred by sub-section (2) of section 34 of the said Act, the Government of Maharashtra has exempted the boiler bearing No. MR-8985 and belonging to the Maharashtra State Electricity Board, Kharperkhedu Thermal Power Station, Kharperkhedu from the operation of clause (c) of Section 6 of the said Act, for the period of six months from the 20th February 1984 to the 19th August 1984 (both days inclusive).

(Notification No. IBA/1084/62994/806/Lab-9, dated 13th February 1984, published in M.G.G., Part I-L, dated 3rd May 1984, Page No. 1938).

(4) In exercise of the powers conferred by sub-section (2) of Section 34 of the said Act, the Government of Maharashtra has exempted the boiler bearing No. MR-10485 belonging to M.s. Maharashtra State Oil Seeds Commercial and Industrial Corporation Limited, Amravati, from the operation of Clause (c) of Section 6 of the said Act, for the period of 3 months from the 22nd February 1984 to 21st May 1984 (both days inclusive).

(Notification No. IBA/1084/64350/807/Lab-9, dated 21st February 1984, published in M.G.G. Part I-L, dated 3rd May 1984, Page No. 1944).

(5) In exercise of the powers conferred by sub-section (2) of section 34 of the said Act the Government of Maharashtra has exempted the boiler bearing No. MR-9228, belonging to the Bhabha Atomic Research Centre, Trombay, Bombay 400 085 from the operation of clause (c) of Section 6 of the said Act, for the period of one month from the 23rd February 1984 to 22nd March 1984 (both days inclusive).

(Notification No. IBA/1084/65351/Lab-9, dated 21st February 1984, published in M.G.G. Part I-L, dated 17th May 1984, Page No. 2021).

#### IV. MAHARASHTRA SAFETY OFFICERS (DUTIES, QUALIFICATIONS AND CONDITIONS OF SERVICE) RULES, 1982.

(A) *Notifications under the Act.*—(1) In pursuance of proviso to sub-rule (2) of Rule 3 of the said Rules, the Government of Maharashtra has relaxed the requisitioned qualifications mentioned in sub-rule (1) and (2) of the said rule 3 in favour of the persons specified in column 3 of the schedule here to who are working as safety officers in factories, mentioned respectively against their names in column 3 of the said schedule.

#### Schedule

Serial No.	Name of the persons	Name of the factory
1	2	3.
1	Shri V. N. Prabhu	.. Larson and Toubro Ltd., Pawai Works, Saki Vihar Road, P.O. Box 8901, Bombay 400 072.

1	2	3
3	Shri S. K. Bhattacharya	.. Dharmasi Morarji Chemicals Limited, Ambernath 421 501.
4	Shri L. M. Deshmukh	.. National Rayon Corporation Ltd., P.B. No. 11118, Eros Theatre Building, Jamshetji Tata Road, Bombay 400 020.
5	Shri J. P. Chopra	.. NOCIL, P.B. No 75, Thane.
6	Shri G. M. Desai	.. Amar Dye Chem Ltd., Post Shahad, Thane.
7	Shri J. A. Solanki	.. Rashtriya Chemicals and Fertilizers Ltd., Bombay 400 079.
8	Shri K. C. Sharma	.. West Coast Paper Mills Ltd., Dandali (Karnatak).
9	Shri A. G. Sashan	.. Hindustan Organic Chemicals Ltd., P.O. Rasayani, Pin 410 207 (District Raigad).
10	Shri Jayant Adhia	.. Century Rayon, Murbal Road, Shahad 421 003,
11	Shri V. R. Patil	.. Hindustan Aeronoties Ltd., Nashik Division, Bohar 422 207, District Nashik.

(Notification No. FAC/1083/8857/Lab-4, dated 23rd January 1984, published in M.G.G. Part I-L, dated 3rd May 1984, page No. 1930).

#### V. MINIMUM WAGES ACT, 1948

(A) *Notifications under the Act.*—The following Notification by Government of India Ministry of Labour and Rehabilitation No. S-32019 (7)/83-WC (MW), dated the 19th October 1983 is hereby republished :—

GOVERNMENT OF INDIA/BHARAT SARKAR  
MINISTRY OF LABOUR AND REHABILITATION/SHRAM AUR PUNARVAS  
MANTRALAYA DEPARTMENT OF LABOUR SHRAM VIHAG  
New Delhi, dated the 19th October 1983

#### NOTIFICATION

S. O. . . . .—Whereas certain proposals to revise the minimum rates of wages payable to the categories of employees employed in the employment in agriculture were published as required by Clause (b) of sub-section (1) of section 5 of the Minimum Wage, Act, 1948 (11 of 1948) at pages 6 to 10 of the *Gazette of India*, Extraordinary Part II, section 3 sub-section (ii), dated the 29th June 1983 under the notification of the Government of India, in the Ministry of Labour and Rehabilitation (Department of Labour) No. S.O. 480 (E) dated the 29th June, 1983 for the information of, and inviting objections and suggestions from all persons likely to be affected thereby, till the expiry of the period of two months from the date of publication of the said notification in the *Official Gazette*.

And whereas, the said Gazette was made available to the public on the 29th June, 1983.

And whereas, the objections and suggestions received on the said proposals have been considered by the Central Government;

Now therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (m) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wage, Act, 1948 (11 of 1948) at pages 6 to 10 of the *Gazette of India*, Extraordinary Part II, section 3 sub-section (ii), dated the 29th June, 1983 under the notification of the Government of India, in the Ministry of Labour and Rehabilitation (Department of Labour) No. S.O. 480 (E) dated the 29th June, 1983 for the information of, and inviting objections and suggestions from all persons likely to be affected thereby, till the expiry of the period of two months from the date of publication of the said notification in the *Official Gazette*.

categories of employees employed in the employment in agriculture as specified in the corresponding entries in column (1) of the said Schedule and directs that this notification shall come into force on the date of its publication in the *Official Gazette*.

## Schedule

Categories of employees	All inclusive minimum rates of wages per day				
	Area A Rs. P.	Area B-1 Rs. P.	Area B-2 Rs. P.	Area C Rs. P.	Area D Rs. P.
<b>Unskilled.</b>					
(1) Beldar, (2) Calf boy, (3) Cattleman, (4) Chowkidar, (5) Cleaner, (6) Cleaner (motor, shed, Tractor, Cattle Yard, M.T.), (7) Collecting loose fodder, (8) Dairy coolie, (9) Dairyman, (10) Dismantling stocks, (11) Dresser, (12) Driver (bullocks, mule), (13) Feeder (adult) hay, (14) Grass cutter, (15) Grazler, (16) Helper (Store-mazdoor), (17) Labourer, (boiler, Cattle yard, Cultivation; General; Loading and unloading Building; Carting Fertilizers Harvesting; Miscellaneous; Seeding; Sowing; Thatching; Transplanting; Weeding), (18) Mali, (19) Mazdoor (Arboriculturist); Compost, Dairy haystaking; Irrigation; Manure; Stacking; Milk room; Ration room; Store; Anti-Malaria; (M.R.); (20) Messenger (Office); (21) Peon, (22) Syse, (23) Tying and carrying loose hay, (24) Sweeper, (25) Weighing and Carrying bales, (26) Weighman (bales; pally), (27) Watermar, (28) Stable man, (29) Trolley man, (30) Any other categories by whatever name called which are of unskilled nature.	11.25	10.00	9.25	8.25	7.50
<b>Semi-skilled. Unskilled supervisory.</b>					
(1) Assistant (Chowdhary), (2) Attendant (calving lines, chaff cutter, Hostel, Dry (stock, Grain crusher, Pump, Sickline, Stable, Yard, Stock), (3) Assistant (Plumber), (4) Attendant, (5) Bhisti, (6) Brander, (7) Bullman, (8) Buterman, (9) Coachman, (10) Cobbler, (11) Cultivator, (12) Dufry, (13) Delivery man, (14) Dhobi, (15) Dresser, (16) Farria, (17) Feeder, (18) Fireman, (19) Gowala, (20) Hammerman, (21) Helper (Blacksmith), (22) Helper, (23) Jarnadar (stand), (24) Jarnadar, (25) Kharan, (26) Mah (Senior), (27) Mize Mistry, (28) Mazdoor (incrate), (29) Nalband, (30) Oilman, (31) Ploughman, (32) Stackers, (33) Supervisor, (34) Thatcher, (35) Valveman, (36) Valveman (senior), (37) Weighman, (38) Wire cutter, (39) Wireman (in cables), (40) Any other categories by whatever name called which are of semi-skilled nature.	14.00	12.75	11.50	10.50	9.50

## skilled :

	1	2	3	4	5	6
(1) Artificier (Class II, III, IV), (2) Blacksmith, (3) Blacksmith (Class II), (4) Boilerman, (5) Carpenter, (6) Carpenter Class II, (7) Carpenter-cum-Blacksmith, (8) Chowdhary, (9) Driver, (10) Driver (Engine Tractor, M.T., motor), (11) Electrician, (12) Fitter, (13) Mason, (14) Mason Class II, (15) Machine hand (Class II, III, IV), (16) Machineman, (17) Mate Gr. 1 (Senior), (18) Mechanic, (19) Milk Writer, (20) Mistry (Head), (21) Moulder, (22) Muster writer, (23) Operator (tube well), (24) Painter, (25) Plumber, (26) Welder, (27) Upholsterer, (28) Wireman, (29) Any other categories by whatever name called which are of a skilled nature.	17.75	16.25	14.50	13.50	12.00	

## Highly skilled :

(1) Artificier Class 1, (2) Blacksmith Class 1, (3) Carpenter Class I, (4) Machine hand Class 1, (5) Mason Class 1, (6) Mechanic (Senior), (7) Any other categories by whatever name called which are of highly skilled nature.	22.25	20.25	18.50	16.50	15.25	
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## Clerical :

(1) Assistant (Farm), (2) Assistant, (3) Cashier, (4) Clerk, (5) Munshi, (6) Register Keeper, (7) Storekeeper, (8) Time-keeper, (9) Typist, (10) Any other categories, by whatever name called which are of a clerical nature.	17.75	16.25	14.50	13.50	12.00	
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## Explanation : For purposes of this notification.

1. (a) Areas A, B-1, B-2 and C mentioned in the annexure to this notification shall respectively comprise all the places as specified in the said annexure as such areas, and include all places within a distance of eight kilometres from the periphery of a Municipal Corporation or Municipality or Cantonment Board or Notified Area Committee of a particular place, and areas D shall comprise of all other places not mentioned in the annexure and to which the Minimum Wages Act, 1948 extends.

(b) The places added or upgraded from time to time by the Ministry of Finance for the purpose of payment of city compensatory allowance to Central Government employees shall also be taken to be added from such dates for the purpose of classification specified in the annexure.

2. Where in any area the minimum rates of wages fixed under this notification are lower than the minimum rates of wages fixed by the State Government for employees in the scheduled employment of agriculture in respect of which it is the appropriate Government the higher rate shall be payable as minimum wage under this notification.

3. (a) "Unskilled work" means work which involves simple operations requiring little or no skill or experience on the job ;

(c) " Skilled work " means which involves skill or competence acquired through experience on the job or through training as an apprentice in a technical or vocational institute and to performance of which calls for initiative and judgement;

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

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

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

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

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

Annexure I

Name of the State Union Territory	Class of cities/Towns			
	A	B	B	C
1	2	3	4	5
Maharashtra	Bombay	Nagpur, Poona, Pimpri, Chindwada.	Solapur, Nashik	Achalpur town group, Ahmednagar, Akola, Amalner, Ambarnath, Amravati, Aurangabad, Barsi, Bhivandi, Bhusawal, Chanda, Chandrapur, Dhulia, Dombivli, Gondia, Ichalkaranji, Jalgaon, Jalna, Kalyan, Kamptee, Khangaon, Kolhapur.

(Notification No. MWA 2383/5679, Lab-9, dated 18th November 1983, published in M.G.G. Part I-L, dated 3rd May 1984, pages 1926-1929).

V. (B) DECLARATION OF SPECIAL ALLOWANCE UNDER THE ACT.

(1) *Textiles and cloth Printing.*—In exercise of the powers conferred on him, the Deputy Commissioner of Labour, (Rural Wing and Enforcement) Bombay has declared the special allowance (Cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the areas mentioned in column (2) of schedule III appended hereto in relation to three months commencing on the 1st day of January 1984 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Amount of Special Allowance (cost of living allowance Payable)
1	2

(2) *Textiles and Paper Board Manufacturing.*—In exercise of the powers conferred on him, the Deputy Commissioner of Labour (Rural Wing and Enforcement) Bombay 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 1984 at the rates mentioned in column (3) of the said scheduled III.

SCHEDULE III

Zones	Amount of special Allowance (cost of living allowance payable)
2	3
I	Rs. 93.60 per month.
II	Rs. 93.60 per month.

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 and Labour Department, No. MWA. 5683/5570/LAB-7, dated 15th October 1983.

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 and Labour Department, No. MWA./SPI/Paper and Paper Board Manufacturing, dated 2nd May 1984 published in M. G. G., Part-I-L dated 31st May 1984 Pages 2112 to 2114).

(3) *Textiles and Paper Board Manufacturing.*—In exercise of the powers conferred on him, the Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay 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 schedule employment in the areas mentioned in column (2) of schedule III appended hereto in relation to three months commencing on the 1st day of April 1984, 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	11.92 per day.
2	II	11.92 per day.
3	III	11.92 per day.
4	IV	11.92 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 and Labour Department, No. MWA. 6274/1000/LAB-7, dated 15th October 1983.

of schedule III appended hereto in relation to six months commencing on the 1st day of April 1984, 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	252.00 per month.
2	II	252.00 per month.
3	III	252.00 per month.
4	IV	164.45 per month.
5	V	164.45 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. 2683/5448/Lab-7, dated 5th September 1983.

(Notification No. MWA/SPL/Cinema Exhibition Industry dated 2nd May 1984, published in *M. G. G.*, Part I-L, dated 31st May 1984, Pages 2118-2120).

(5) *Rubber Manufacturing Industry.*—In exercise of the powers conferred on him, the Deputy Commissioner of Labour (Rural Wing and Enforcement) Bombay has declared that 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 April 1984 at the rates mentioned in column (2) of the Schedule III.

## SCHEDULE III

Area	Amount of Special Allowance (cost of living allowance payable)
(1)	(2)
State of Maharashtra	Rs. 11.64 per day.

(Notification No. MWA/SPL/Rubber Manufacturing Industry dated 2nd May 1984, published in *M. G. G.*, Part-I-L, dated 31st May 1984, Pages Nos. 2121-2123).

(6) *Plastics.*—In exercise of the powers conferred on him, the Deputy Commissioner of Labour (Rural Wing and Enforcement) Bombay, has declared the Special allowance (cost of living allowance), payable in addition to the basic rate of wages with effect from 15th April 1984 to the employees employed in the 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 1984 at the rates mentioned in the 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	Rs. 5.22 per day.
2	II	Rs. 5.22 per day.

*Explanation.*—For the purpose of this notification, Zones I, II and III, shall respectively

## VI. MOTOR TRANSPORT WORKERS ACT, 1961

(A) *Appointments under the Act.*—(1) In exercise of the powers conferred by sub-section (1) of section 4 of the said Act, in its application to the State of Maharashtra and in supersession of all previous notification issued in this behalf, the Government of Maharashtra has appointed—

(a) The Deputy Commissioner of Labour (Rural Wing and Enforcement) in the Office of the Commissioner of Labour, Maharashtra State, Bombay (being duly qualified) to be the Chief Inspector for the State of Maharashtra, and

(b) The following Officers specified in column 2 of the schedule appended hereto to be the duly qualified Inspectors, subordinate to the Chief Inspector, in the areas specified against them in column 3 of the schedule to be the local limits within which they shall exercise their functions :—

## Schedule

Serial No.	Designation of the Officer	Area
I.	(1) The Deputy Commissioner of Labour (Enf.) Bombay.	
	(2) The Assistant Commissioner of Labour, Bombay ..	
	(3) The Government Labour Officer, Bombay ..	
	(4) The Deputy Commissioner of Labour, Thane District ..	
	(5) The Assistant Commissioner of Labour, Thane ..	Greater Bombay,
	(6) The Government Labour Officer, Thane ..	Thane, Raigad,
	(7) The Assistant Commissioner of Labour, Raigad ..	Ratnagiri and
	(8) The Government Labour Officer, Raigad ..	Sindhudurg Dis-
	(9) The Assistant Commissioner of Labour, Kalyan ..	tricts.
	(10) The Government Labour Officer, Kalyan ..	
	(11) The Government Labour Officer, Bhiwandi ..	
	(12) The Government Labour Officer, Ratnagiri/Sindhudurg Districts.	
	(13) The Assistant Commissioner of Labour, Nashik ..	
	(14) The Assistant Commissioner of Labour, Jalgaon ..	
	(15) The Assistant Commissioner of Labour, Ahmednagar ..	
	(16) The Government Labour Officer, Nashik ..	Nashik, Dhule, Jal-
	(17) The Government Labour Officer, Malegaon ..	gaon and Ahmad-
	(18) The Government Labour Officer, Jalgaon ..	nagar Districts.
	(19) The Government Labour Officer, Dhule ..	
	(20) The Government Labour Officer, Ahmednagar ..	
II.	(1) The Deputy Commissioner of Labour, Pune Division, Pune.	Pune, Satara, Sangli,
	(2) The Deputy Commissioner of Labour, Pune District, Pune.	Solapur and Kolha-
	(3) The Assistant Commissioner of Labour, Pune Division, Pune.	pur Districts.
	(4) The Assistant Commissioner of Labour, Pune District, Pune.	
	(5) The Assistant Commissioner of Labour, Solapur ..	
	(6) The Assistant Commissioner of Labour, Sangli ..	
	(7) The Assistant Commissioner of Labour, Kolhapur ..	
	(8) The Government Labour Officer, Pune ..	
	(9) The Government Labour Officer, Sangli ..	
	(10) The Government Labour Officer, Satara ..	
	(11) The Government Labour Officer, Solapur ..	

Serial No.	Designation of the Officer	Area
III. (1)	The Deputy Commissioner of Labour, Nagpur Division, Nagpur.	
(2)	The Assistant Commissioner of Labour, Nagpur Division, Nagpur.	
(3)	The Assistant Commissioner of Labour, Nagpur District, Nagpur.	
(4)	The Assistant Commissioner of Labour, Gondia	
(5)	The Assistant Commissioner of Labour, Bhandara	
(6)	The Government Labour Officer, Nagpur District, Nagpur.	
(7)	The Government Labour Officer, Wardha	Nagpur, Wardha,
(8)	The Assistant Commissioner of Labour, Chandrapur/Gadchiroli.	Bhandara, Chandra- pur, Amravati,
(9)	The Government Labour Officer, Chandrapur/Gadchiroli.	Akola, Buldana,
(10)	The Government Labour Officer, Bhandara	Yeotmal and Gad- chiroli Districts.
(11)	The Government Labour Officer, Gondia	
(12)	The Government Labour Officer, Tumsar	
(13)	The Government Labour Officer, Tirora	
(14)	The Assistant Commissioner of Labour, Amravati	
(15)	The Government Labour Officer, Amravati	
(16)	The Assistant Commissioner of Labour, Akola	
(17)	The Government Labour Officer, Akola	
(18)	The Government Labour Officer, Buldana	
(19)	The Government Labour Officer, Yeotmal	
IV (1)	The Deputy Commissioner of Labour, Aurangabad Division, Aurangabad.	
(2)	The Assistant Commissioner of Labour, Aurangabad District Aurangabad.	Aurangabad, Jalna
(3)	The Government Labour Officer, Aurangabad	Parbhani, Beed,
(4)	The Assistant Commissioner of Labour, Nanded	Nanded and Osma- nabad/Latur Dis- tricts.
(5)	The Government Labour Officer, Nanded	
(6)	The Government Labour Officer, Parbhani	
(7)	The Government Labour Officer, Beed	
(8)	The Government Labour Officer, Osmanabad/Latur.	
(9)	The Government Labour Officer, Jalna	

## Consumer Price Index Numbers for Industrial Workers for May 1984

### CENTRE-BOMBAY

#### Rise of 9 Points.

In May 1984 the Consumer Price Index Number for Working Class (New Series) for Bombay Centre with base January to December, 1960 equal to 100 was 595 being 9 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 Bombay Centre.

The index number for the food group increased by 13 points to 660 due to a rise in the average prices of wheat, edibles oil fish fresh (Pamfret), milk pure, sugar vegetables and fruits.

The index number for the Pan, Supari and Tobacco etc., group increased by 4 points to 650 due to a rise in the average prices of pan leaf and bidi.

The index number for the Fuel and Light group increased by 17 points to 785 due to a rise in the average prices of fire wood and charcoal.

The index number for housing remained steady at 171 being a six monthly item.

The index number for clothing, bedding and footwear group remained steady at 559.

The index number for the miscellaneous group increased by 3 points to 456 due to a rise in the average price of washing soap.

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

(Average prices for the calendar year 1960 = 100)

Group	Weight proportional to the total expenditure.	Group Index Numbers	
		April 1984	May 1984
I-A. Food	57.1	647	660
I-B. Pan, Supari, Tobacco, etc.	4.9	646	650
II. Fuel and Light	5.0	768	785
III. Housing	4.6	171	171
IV. Clothing, Bedding and Foot-Wear	9.4	559	559
V. Miscellaneous	19.0	453	456
Total	100.0	586	595

Consumer Price Index Number

## CENTRE-SOLAPUR\*

## 598—A rise of 10 Points.

In May 1984 the Consumer Price Index Number for Industrial Workers (New Series) for Solapur Centre with base January to December 1960 equal to 100 was 598 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 Solapur Centre.

The index number for the food group increased by 14 points to 650 due to a rise in the average prices of rice, wheat, jowar, arhaldal oils and fats, chillies dry, tamarind, sugar gur, and vegetable and fruits.

The index number for the pan, supari and tobacco etc. group increased by 9 points to 517 due to a rise in the average price of pan leaf, and supari.

The index number for the fuel and light group increased by 7 points to 715 due to a rise in the average prices of firewood and coal.

The index number for housing remained steady at 255 being a six monthly item.

The index number for clothing, bedding and footwear group increased by 1 points to 568 due to a rise in the average price of shirting, shirt and markin.

The index number for the miscellaneous group remained steady at 455.

## 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	
		April 1984	May 1984
I-A. Food	63.0	636	650
I-B. Pan, Supari, Tobacco etc.	3.4	508	517
II. Fuel and Light	7.1	708	715
III. Housing	5.2	255	255
IV. Clothing, Bedding and Footwear	9.0	567	568
V. Miscellaneous	12.3	455	455
Total			
Consumer Price Index Number	100.00	588	598

## CENTRE-NAGPUR\*

## 604—A rise of 14 Points.

In May 1984 the Consumer Price Index Number for Industrial Workers (New Series) for Nagpur Centre with base January to December 1960 equal to 100 was 584 being 14 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Nagpur Centre.

The index number for the food group increased by 22 points to 626 due to a rise in the average prices of jowar, oils and fats, milk, turmeric, drv chillies, sugar and vegetable and fruits.

The index number for the pan, supari and tobacco etc. group increased by 12 points to 572 due to a rise in the average prices of pan leaf and pan ready made.

The index number for the fuel and light group increased by 2 points to 848 due to a rise in the average prices of coal, and match box.

The index number of housing remained steady at 297 being a six monthly item.

The index number for clothing, bedding and footwear group increased by 2 points to 604 due to a rise in the average prices of dhoti only.

The index number for the miscellaneous group increased by 5 points to 445 due to a rise in the average price of washing soap only.

## 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	
		April 1984	May 1984
I-A. Food	57.2	604	626
I-B. Pan, Supari, Tobacco, etc.	3.8	560	572
II. Fuel and Light	5.7	846	848
III. Housing	6.6	297	297
IV. Clothing, Bedding and Footwear	10.9	602	604
V. Miscellaneous	15.8	440	445
Total	100.0		
Consumer Price Index Number		570	584



## PUNE CENTRE\*

## 561—A rise of 10 Points.

In May 1984 the consumer Price Index Number for Working class (New series) for Pune centre with base year 1961 equal to 100 was 561 being 15 points higher than that in preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Pune centre.

The index number for the food group increased by 25 points to 634 due to a rise in the average prices of jowar, moongdal, groundnut oil, karad oil, vanaspati, fresh fish, milk, dry chillies, tamarind, vegetables, banana, sugar, gur and tea leaf.

The index number for the fuel and light group increased by 9 points to 732 due to a rise in the average prices of firewood (vagwal) and charcoal.

The index number for housing remains steady at 144 being as ix monthly item.

The index number for the clothing and footwear group increased by 2 points to 531 due to a rise in the price of long cloth only.

The index numbers for the miscellaneous group increased by 2 points to 458 due to a rise in the average price of brass utensils only.

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

(Average prices for the calendar year 1961 = 100)

Groups	Weight proportional to total expenditure	Group Index Numbers	
		April 1984	May 1984
I. Food	55.85	609	634
II. Fuel and Light	6.89	723	732
III. Housing ..	6.65	144	144
IV. Clothing and Footwear	10.31	529	531
V. Miscellaneous	20.30	456	458
Total ..	100.00	....	

Consumer Price Index Number .. .... 561 561

## JALGAON\*

## 576—A rise of 15 points.

In May 1984 the Consumer Price Index Number for Industrial Workers (New Series) for Nanded Centre with base year 1961 equal to 100 was 576 being 15 points higher than that in 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 25 point to 633 due to rise in the average price of rice wheat, Jowar, gramdal, moongdal, oil and fats group, Milk and milk product group chillies dry, Banana sugar and gur.

The index number for the fuel and light group remained steady at 711. The index number for housing remains steady 183 being a six monthly item.

The index number for clothing and footwear remained steady at 554. The index number for the miscellaneous group increased by 1 points to 463 due to a rise in the average prices of Hair oil.

## 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	
		April 1984	May 1984
I. Food	60.79	608	633
II. Fuel and Light	7.20	711	711
III. Housing	6.11	183	183
IV. Clothing and Footwear	10.29	554	554
V. Miscellaneous	15.61	462	463
Total ..	100.00	561	576
Consumer Price Index Number ..			

\*Details regarding the scope and method of compilation of the index will be found on

## NANDED\*

635—A rise of 5 points.

In May 1984 the Consumer Price Index Number for Industrial Workers (New Series) for Nanded Centre with base year 1961 equal to 100 was 635 being 5 points higher than that in 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 increased by 3 point to 702 due to rise in the average price of rice turdal, groundnut oil, dry and fresh fish, chillies dry, vegetables and gur. The index number for the fuel and light group remained steady at 780. The index number for housing remains steady at 310 being a six monthly item.

The index number for clothing and footwear remained steady at 522. The index number for the miscellaneous group increased by 19 points to 504 due to a rise in the average prices of bidi cigarettes and washing soap.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR  
NANDED CITY

(Average prices for the calendar year 1961=100)

Groups	Weight proportional to total expenditure	Group Index Numbers	
		April 1984	May 1984
I. Food	61.46	699	702
II. Fuel and Light	5.88	780	780
III. Housing	4.62	310	310
IV. Clothing and Footwear	12.22	522	522
V. Miscellaneous	15.82	485	504
Total ..	100.00	630	635
Consumer Price Index Number ..			

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

Note.—To obtain the equivalent old index number on base August 1941 to July 1944=100 the new index number of base 1961=100 should be multiplied by the linking factor viz. 2.45

## AURANGABAD\*

592—A rise of 11 points.

In May 1984 the consumer Price Index Number for Working class (New series) for Aurangabad centre with base year 1961 equal to 100 was 592 being 11 points higher than that in preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Aurangabad centre.

The index number for the food group increased by 15 points to 644 due to a rise in the average prices of turdal, grandal, moongdal, karad oil, turmeric, chilies dry, tamarind, vegetables, gur and tea leaf.

The index number for the fuel and light group remained steady at 771.

The index number for housing remained steady at 326 being a six monthly item.

The index number for the clothing and footwear group remained steady at 543.

The index numbers for the miscellaneous group increased by 12 points to 468 due to a rise in the average prices of bidi (totapari) and sunlight.

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	
		April 1984	May 1984
I. Food	61.46	629	644
II. Fuel and Light	5.88	771	771
III. Housing	4.62	326	326
IV. Clothing and Footwear	12.22	543	543
V. Miscellaneous	15.82	456	468
Total	100.00	545	592
Consumer price Index Number ..			

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

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



# Labour Intelligence

## INDUSTRIAL RELATIONS IN MAHARASHTRA REVIEW FOR THE MONTH OF APRIL 1984

### Industrial Courts, Tribunals and Labour Courts

In all 2,044 applications were received by the Industrial Courts, Tribunals and Labour Court during the month. Their break-up are as under—

Serial No.	Name of the Industrial Court/Tribunal and Labour Court	No. of applications, etc. received during the month under the—			Total
		B.I.R. Act, 1946	I.D. Act, 1947	Other Acts.	
1	2	3	4	5	6
<b>I. Industrial Court/Tribunals—</b>					
1	Industrial Court, Bombay	12	...	97	109
2	Industrial Tribunal, Bombay	...	22	...	22
3	Industrial Court, Nagpur	8	...	29	37
4	Industrial Tribunal, Nagpur	...	...	...	...
5	Industrial Court, Pune	7	...	51	58
6	Industrial Tribunal, Pune	...	3	...	3
7	Industrial Court, Thane	1	...	37	38
8	Industrial Tribunal, Thane	...	4	...	4
9	Industrial Court, Kolhapur	...	...	67	67
10	Industrial Tribunal, Kolhapur	...	...	...	...
11	Industrial Court, Amravati	3	...	34	37
12	Industrial Tribunal Amravati	...	...	...	...
13	Industrial Court, Nasik	...	...	9	9
Total ..		31	29	324	384

### II. Labour Courts—

1	Labour Court, Bombay	172	297	330	799
2	Labour Court, Pune	...	57	34	91
3	Labour Court, Nagpur	15	107	63	185
4	Labour Court, Thane	3	73	41	117
5	Labour Court, Kolhapur	3	26	20	49
6	Labour Court, Solapur	...	4	97	101
7	Labour Court, Akola	...	4	33	37
8	Labour Court, Nashik	...	4	22	26
9	Labour Court, Aurangabad	1	9	18	28
10	Labour Court, Sangli	...	3	7	10
11	Labour Court, Dhule	...	7	22	29
12	Labour Court, Amravati	1	8	79	88
13	Labour Court, Jalgoan	...	...	...	...
14	Labour Court, Bhandara	1	42	13	56
Total ..		18	18	23	44

Analysis of disputes handled by the Conciliation machinery in the State during April 1984 under various Acts is as follows:—

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

Act	1	Total
Industrial Disputes Act, 1946	211	218
Bombay Industrial Disputes (Extensions and Amendment) Act, 1964	7	7
Employment, Apprentices and Miscellaneous causes	3	98
Issues relating to pay, allowances and Bonus	2	218
Total	218	316

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

Act	1	Total
D. Act, 1947	983	1,153
I. R. Act, 1946	170	1,153
I. R. (Ext. and Amdt.) Act, 1964	...	...
Total ..	1,153	1,153
Settled amicably	4	87
Ended in failure	5	114
With-drawn or not pursued by parties	6	54
Closed	7	140
Total (4 to 7)	8	397
Pending at the end of the month	9	1,073



THE FOLLOWING STATEMENT GIVES THE DETAILED INFORMATION ON IMPORTANT INDUSTRIAL DISPUTES CAUSING MORE THAN 1,000 MANDAYS LOST DURING THE MONTH OF APRIL, 1984

Name of the Concern	Sector	S/L	Reason	Date of work stoppages		No. of workers involved	Mandays lost		Result
				Began	Ended		During the month	Till the close of the month	
2	3	4	5	6	7	8	9	10	11
...s Ltd., Thane	Pvt.	S	Reinstatement	20-4-81		459	11,250	4,19,578	Continued
...o Dyeing Printing ...s Ltd., Bombay 400 012.	Pvt.	L	Labor Trouble-- Bonus for the year 81.	22-12-82		585	14,625	2,48,625	Do.
...ayed Stainless Steel Industries Pvt. Ltd., Bombay 400 078.	Pvt.		Wages	2-9-83		697	16,610	1,38,572	Do
...ella Batteries Ltd., Bombay 400 019.	Pvt.	L	Unfair labour practices	3-11-83		1,170	29,250	1,80,180	Do.
...e National Rayon Corpn. Ltd., Dist. Thane.	Pvt.	L	Go-slow	24-11-83		5,985	1,57,895	8,43,162	Do.
... Mukund Iron and Steel Works Ltd., Dist. Thane.	Pvt.	L	Go-slow indisciplined.	27-11-83		1,358	35,308	1,80,614	Do.

THE FOLLOWING STATEMENT GIVES THE DETAILED INFORMATION ON IMPORTANT INDUSTRIAL DISPUTES CAUSING MORE THAN 10,000 MANDAYS LOST DURING THE MONTH OF APRIL, 1984

Name of the Concern	Sector	S/L	Reason	Date of work-stoppages		No of Workers Involved	Mandays lost		Results
				Began	Ended		During the month.	Till the close of the month	
2	3	4	5	6	7	8	9	10	11
...vimco Limited Western Region, Ambernath, Thane.	Western	Pvt. L	Go-slow	12-1-84	..	1,176	25,872	1,05,840	Continued
...Advani Oerlikon Ltd., Bhandup, Bombay 400 078.	Pvt.	L	Labour unrest	21-3-84.	..	557	14,482	20,052	Do.

LABOUR GAZETTE—JULY 1984

LABOUR GAZETTE—JULY 1984

## PRESS NOTE ON ESIS BENEFITS IN MAHARASHTRA

## ESIS Pays Rs. 1.15 Crore in May 1984.

The Employees' State Insurance Scheme protects the industrial Workers as defined under the ESI Act in the event of Sickness, Maternity, disablement and death due to employment injury besides providing medical care to the Workers, and their families.—

In Maharashtra 1271583 employees were under the coverage of the Scheme in the month of May 1984. The high-lights of the benefits paid to these employees were as follows.

(i) 90458 Workers were paid Rs. 67,49,143.45 for the Sickness and Rs. 6,08,977.25 were paid for the long term diseases under Extended Sickness Benefit for the classified diseases, e.g., T.B., Hemiplegia, Paraplegia, Psychoses etc.

(ii) 19444 Workers were paid Rs. 38,12,462.20 on account of accidents as employment injury which included 6477 cases for the permanent disablement and 2478 for the pension to the dependents/families due to death of the Workers in the accidents.

(iii) Rs. 4,15,616.75 were paid to the women workers for the maternity benefit.

Besides above 45 persons were sterilized and they were paid Rs. 8,792.00 as family planning benefit.

There were 108 cases where legal proceedings were initiated against defaulting employers for the recovery of arrears of contributions.

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