

Newspaper
R. N. 11549/57

THE
INDUSTRIAL
COURT REPORTER

Started in January, 1949, the Industrial Court Reporter, issued monthly, contains important orders and awards of the Industrial Courts and Tribunals in Maharashtra State, as well as the selected decisions of the High Court and the Supreme Court of India. The Reporter serves employers, employees, trade unions and lawyers in finding at one place the case law on industrial and labour matters.

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* Advertisement Rates : Can be had on request.

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All correspondence and remittances should be addressed to—

THE COMMISSIONER OF
LABOUR

Commerce Centre Tardeo
Bombay 400 034

Tel. No. 4944651

PRINTED AT THE GOVERNMENT CENTRAL PRESS, BOMBAY

Regd. No. BYW-10

Licence No. I
Labour No. Post
Labour No. Post

89



224

LABOUR GAZETTE

VOL. LXV

No. 10

JUNE 1986

SINGLE COPY Rs. 9-25

ANNUAL SUBSCRIPTION Rs. 100-00

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

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

Annual subscription for the year Sept 1985 - Aug 1986 is accepted at Rs. 100.

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

ALL CORRESPONDENCE AND REMITTANCES SHOULD BE ADDRESSED TO:

The Commissioner of Labour,
"Commerce Centre", Tardeo, Bombay 400 034
Tel. No. 44400

LABOUR GAZETTE

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LABOUR GAZETTE

The "Labour Gazette" is a journal for the use of all persons concerned with labour.

Vol. LXV

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The Month in Brief

Consumer Price Index Numbers for Working Class

The Bombay, Solapur and Nagpur Consumer Price Index Numbers for working class for the month of April 1986 with average price for the year ended December 1960 equal to 100 were 692, 662 and 654 respectively. The Pune, Jalgaon, Nanded and Aurangabad Consumer Price Index Numbers for working class for the month of April 1986, with the average prices for the year ended December 1961 equal to 100 were 626, 631, 661 and 694 respectively.

All India Average Consumer Price Index Numbers for Industrial Workers

All India Average Consumer Price Index Numbers for Industrial Workers (General base 1963=100 for April 1986 was 643 as compared to 638 in March 1986. On base 1949=100 derived from 1960 based Index worked out to 782 against 775 for March 1986.

Industrial Disputes in Maharashtra State

During the month of March 1986, there were 41 disputes involving 9,625 workmen and time loss of 2,10,318 mandays as compared to 51 disputes in February 1986 involving 11,485 workmen and time loss of 2,16,630 mandays.

Further particulars of Industrial Disputes are given at pages 483 to 485 of this issue.

Benefits under the Employees State Insurance Scheme

During the month of April 1986, 88,972 workers were paid Rs. 92,16,242.65 on account of Sickness and Rs. 3,93,732.80 were paid for the long term diseases, viz. T. B. Cancer, Hemiplegia, Paraplegia, Psychosis, etc.. 20,924 workers were paid Rs. 46,85,156.60 on account of accidents as employment injury which included 7,010 cases for the permanent disablement and 2,812 for pension to the dependents/families due to death of the workers in the accidents.

Current Notes

Panel to review wage structure in Public Sector

The Government of India has constituted a high-power committee, comprising Justice F. N. Shinghal, a retired Supreme Court judge and Mr. A. K. Majumdar, a senior civil servant, to go into various aspects relating to pay scales and other incidental matters such as additional D. A. and interim relief of employees working in the public sector governed by the Central Government pay-scales and D. A.

The terms and reference of the two-member committee (headed by Mr. Shinghal) would include a study of the present structure of emoluments and conditions of service, taking into account the total packet of benefits in cash and kind, available to the workers, clerical staff, supervisors and officers below the board level following the Central D. A. pattern and to suggest changes which may be desirable and feasible.

The committee, set up following directions by the Supreme Court, would submit its recommendations within four months.

(EFI Bulletin, dated 1st May 1986)

How Multinationals inform and consult

In these difficult times of continuing recession, restructuring and technological change, an open communication channel between management and labour is the lifeline of sound industrial relations. A steady flow of information on various aspects of social and economic conditions is increasingly perceived as an important tool for enhancing the much needed effort to accommodate the sometimes conflicting but legitimate interests of enterprises, workers and Governments. The information and consultation practices of multinational enterprises (MNEs) concerning their manpower plans deserve special attention in this context since they proliferate all over the world employing an estimated 45 million people and many of them restructure their activities internationally.

A new ILO study finds that before a multinational firm begins to operate in a host country virtually all its contacts are between its central management and the host Government even when this is not required by regulations for foreign inward investment. While these cover practical issues of getting established in a new environment, host country Governments are also interested in the employment likely to be generated by the new foreign investment as well as in the training which will be provided. But once the enterprise is in operation, "information and consultation involves mainly the local management and the representatives of the workers", the study says. This relationship is largely determined by the labour law and collective bargaining practices in the host country, but is also influenced by features peculiar to the MNEs as illustrated by interviews with management and workers in ten participating enterprises.

The biggest worry today is jobs consequently, recent years have seen a substantive extension of workers' rights to information and consultation in the employment field. New laws have been adopted in practically all industrialised market economy countries and several developing countries which require prior notification by national and multi-national firms, or authorisation of any planned workforce reductions. Moreover, in a growing number of countries all enterprises including MNEs are obliged to report intended closures, take-overs, mergers and restructuring measures to labour authorities.

The study shows that a special feature of multinationals' decision-making structure and process is competence-sharing between the management of the parent company and the management of the (foreign) subsidiary in major employment decisions. Although significant economic decisions liable to have substantial effects on the volume of the workforce are largely dictated by the multinational group's global strategy, foreign subsidiaries have greater freedom of action in employment questions than is generally thought by the workers. Still, problems of information and consultation have been voiced by some trade unions in certain cases, and attributed to the international character of the enterprises. One complaint is that some multinationals tend to give information about their economic decisions too late in the game, with little or no time being left to soften the blow, particularly when employment cuts are envisaged. Workers' representatives also at times question "whether the management of a foreign subsidiary is authorised to take a decision in the matters it has to discuss or bargain over with the workers' representatives". Furthermore, the conviction is growing among unions that the information given by multinationals ought to be not merely national in scope, but should cover all operations of the enterprise or group of companies.

The study finds that MNEs' information and consultation practices about intended manpower reductions have often led to the adoption of steps to mitigate adverse employment effects through training, retraining, reassignment, early retirement and compensation. It suggests that sufficient information flows between the parent company and foreign subsidiaries can help to ensure that subsidiaries have a "material base for furnishing workers' representatives, information in good time and valid management counterparts for consultation on matters stipulated by law and collective agreements". Although most MNEs are not enthusiastic about the idea of broadening the scope of information to include the global dimensions of their operations and moves, the gulf separating them and unions on this particular issue could possibly be spanned by "pragmatic approaches" in concrete situations.

(EFI Bulletin, dated 15th May 1986)

Public Sector has an Important Role in the years Ahead—P.M.

Prime Minister Rajiv Gandhi has said that the public sector has a very important role to play in the years ahead.

In his message to the two day seminar on "Public Sector in Indian Economy Problems and prospects" organised here by the Economic Cell of the All India Congress Committee (I) on April 24 and 25, the Prime Minister, while

pointing out that the growth and development of the public sector has been a corner-stone of the Congress Party's economic policy, has said that the sector has played a vital role in building up the infrastructure and in the industrial development of various regions, particularly the backward areas. "Our large and diversified industrial structure today bears testimony to this fact," he has asserted.

Shri Gandhi has further said "Large public investments are planned in various sectors during the Seventh Plan. Many of these involve the introduction of frontier technology. The public sector has a major responsibility for ensuring the effective implementation of these investments, the absorption of new technology and the fullest utilisation of existing capacities. The plan also assigns a key role to the public sector in generating the resources needed to finance investment. All this calls for a marked improvement in the functioning of the public sector. Weaknesses which have become evident over the time must be speedily redressed. This is a major challenge for the Government, for public managers and for labour, all of whom must rise to the occasion."

In his key note address delivered on the first day of the seminar, Prof. Manmohan Chakravarty, an eminent economist and Chairman of the Economic Advisory Council of the Prime Minister, observed that the role of the public sector was not limited to accelerate the pace of economic growth, but to simultaneously develop backward areas to reduce regional imbalances. He regretted that the importance of the public sector as an instrument of curbing the concentration of economic power and growth of monopoly did not receive due attention of late.

Referring to some loss making public sector enterprises, Shri Chakravarty said that the losses were due to the take-over of sick industrial units and cited the National Textile Corporation as an example in this regard. According to him, in some cases the losses were also due to locational problems and over-estimation of demand.

Conceding the need to liberalise the import of new machineries and technology for improving the performance and competitiveness of the public sector industries, the noted economist cautioned against indiscriminate import and resort to modern technology, which would in the long run prove to be detrimental to the public sector.

Prof. Chakravarty underscored the need to maximise production by optimum utilisation of the installed capacity. He also regretted that there had been a steady escalation in the cost of establishing public sector units mainly because of inordinate delay in the execution of projects.

Prof. Chakravarty made a strong plea for a rational pricing policy, efficient utilisation of installed capacities and socialisation of audit. He observed that the Centre State relations too came in the way of proper utilisation of installed capacities and referred to the slow progress made in respect of a national power grid in this regard.

Prof. Chakravarty was totally opposed to comparing public sector with the private sector in terms of generation of rupee resources alone. While the public sector was instrumental to "market creation", the private sector was largely

concerned with "market absorption". Further, the public sector fulfilled a number of social objectives like employment generation, development of backward areas and growth of ancillary and small scale industries.

Union Energy Minister Vasanth Sathe made a strong case for greater autonomy to public sector managements, longer tenure for managers and devaluation of responsibility. He stated the difference between the public and private sectors was that the former utilised the public money for public good, whereas the latter used public money for private gains.

Prof. P. C. Joshi underlined the contribution of the public sector to India's self-reliant economy while ensuring social justice.

Speaking on the second day, Planning Commission Deputy Chairman Manmohan Singh regretted that the public sector had so far failed to generate enough internal resources to finance economic development.

Drawing attention to the serious resource constraint faced by the country, Shri Singh was gravely concerned that taxation and deficit financing were fast nearing the saturation point and domestic borrowings were becoming difficult because of the increasing rates of interest and said the public sector should become a major source of capital accumulation in the country.

The present dismal performance of the public sector enterprises was not something inherent, he asserted, while adding that the performance could be vastly improved by taking measures for better labour-management relations, expeditious execution of projects, up dating technology, accountability and extension of the tenure of top executives, etc.,

Shri R. C. Dutt, former Secretary to the Government of India who spoke next, said that during the country's freedom struggle, the Congress was convinced of a planned economy and public sector as effective instruments to take India towards democratic socialism. The architect of modern India, late Prime Minister Jawaharlal Nehru, had repeatedly emphasised that without public sector assuming the commanding heights of the economy, the ideal of a socialist economy could not be realised, he said and added that the public sector should not be viewed merely in terms of profits. In fact, the public sector had a big role in shaping the pattern of investment in the economy.

Lashing out at the advocates of privatisation Shri Dutt said this contention meant that the private sector management was more efficient which was factually untenable. He said that the increasing incidence of sickness in the private sector industries established the inefficiency and incompetence of the private sector. (This observation drew the intervention of Prof. Manmohan Singh who was also not in favour of privatisation as a cure for the present ills).

Shri Dutt suggested the appointment of a Public Sector Enterprises Commission on the line of the UPSC for recruitment of the personnel since the Bureau of Public Enterprises had dismally failed due to its inherent weaknesses. He also wanted that no public sector undertaking should remain topless and the managerial personnel should not suffer from insecurity of tenures. He was also very critical of the cuts in plan allocations.

Shri R. K. Garg said that the public sector was the harbinger of a new industrial culture. Pointing out that the public sector was also instrumental in promoting the unity and integrity of the nation, he deplored the present attempts to weaken the public sector by vested interests.

The seminar was presided over by Shri Brahma Dutt, M. P. and Shri Y. S. Mahajan, M. P.

(Indian Worker, dated 19th May 1986)

Pilot Scheme on Minimum Wages Sanctioned

The Government has sanctioned a centrally sponsored scheme on a pilot basis for giving financial assistance to four States to strengthen their enforcement machinery for implementation of minimum wages in agriculture.

According to the annual report of the labour ministry, the scheme—in Madhya Pradesh, Orissa, Rajasthan and Manipur—provides for appointment of 200 rural labour inspectors in development blocks where the population of scheduled caste and scheduled tribe agricultural workers is more than 70 per cent.

The Government has also decided to compulsorily insure emigrants against death and permanent disability. Emigrants who are employed by the project exporters in Libya and Iraq are being insured for Rs. one lakh, the report said.

According to the report, India earns approximately Rs. 2,500 crore annually in foreign exchange through repatriation of workers' earning and savings.

It has been decided that a public hearing by the protector general emigrants of the division will be extended to seven field offices to enable holdings of public hearing. The scheme was started in Delhi in 1984. Out of the 5,093 complaints received, 4,600 had been disposed of.

Steps are being taken to bring about amendments of the Emigration Act, 1983 and the rules to provide greater protection to workers and to introduce more stringent measures against corrupt or bogus recruiting agents.

A proposal to create posts of labour in the major labour-importing countries was at an advanced stage of consideration, the report said.

The Government also proposed to carry out amendments to the Payment of Gratuity Act, 1972, for doing away with the wage limit for coverage, enhancing the ceiling for payment of gratuity and introducing a provision for compulsory insurance of employers' liability under the Act.

(Indian Worker, dated 26th May 1986)

National Child Labour Project for Sivakasi

The Government of India has proposed a National Child Labour Project (NCLP) in Sivakasi in Kamarajar district at an estimated cost of Rs. 13.89 crores for a three year period commencing from the current year.

Shri L. N. Vijayaraghavan, Collector, told newsmen here recently, that the approach in the present project was an integrated one, with focus on measures to reduce dependence on employment in match factories and develop avenues of employment within the block or village area. That the child was not the sole bread-winner was recognised and emphasis was laid on providing the worker-parent with higher wage employment around his area of habitation and educating him on the merits of sending his or her children to school and building a better future for their wards.

The Collector said measures to better the lives of women and children working in sub-human conditions in match factories were given special attention. Emphasis was also laid on improvement of the nutritional status of child workers, non-formal education and strict enforcement of labour laws.

Main Objective

The main objectives of the NCLP were to raise the income levels of the families of child workers by covering them under the programmes such as IRDP, NREP and RLEGP, give non-formal education to child workers and their parents, provide better health care to child workers and improve the conditions of work and terms of employment of the children working in the match industry apart from providing one meal a day to child workers.

The Collector said that of the project outlay of Rs. 13.8 crores, Rs. 9.10 crores had been provided for income generation under IRDP, NREP and RLEGP.

He further said that the income and employment generation go a long way in the reduction of incidence of child labour through an overall improvement in the socio-economic status of low income households. The schemes would be intensified in the project sites and their activities coordinated with the efforts being made to reduce child labour.

19 Rural Industries Identified

Along with the ongoing schemes, attempts would also be made both by the State and Central Governments to start other income and employment generating schemes to cover specifically the families of working children.

Nineteen rural industries had been identified and one industry employing women only had also been identified. A printing press at a cost of Rs. 52 lakhs was to be set up by the Tamil Nadu Corporation for the Development of Women, which was to be financed by the Ministries of Social Welfare and Labour and from Norwegian Training Aid funds.

(Indian Worker, dated 26th May 1986)

Articles, Reports, Enquires etc.

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

WORKERS AND INDEPENDENCE STRUGGLE

By

B. N. DATAR

May one, or "May day" as it is popularly known, is an important date for the working class the world over. This year it has a special significance because "may day" will be celebrating its centenary. For Indian workers it has an added importance because only about four months back was celebrated the 100th birth anniversary of the country's leading political organisation, the Indian National Congress. Soon after its adulthood, the Congress plunged into the country's struggle for Independence, a major task which it accomplished with due sacrifice in 1947.

Another important development of almost the same was the awakening of the Indian working class. While workers in some places were organising themselves, albeit in a small way, to express their dissatisfaction about conditions of work, a major event of those days was the lead taken by Shri Narayan Meghaji Lokhande in bringing to the public attention the woes of textile workers in the city of Bombay. He had received for this endeavour the blessings of Mahatma Jyotiba Phule, the well-known social reformer of those days. Lokhande had prepared a massive petition on behalf of workers to be presented as appropriate to the Government of those days. He had collected signatures (or thumb impressions) of over 5,000 workers. This was in 1884. He had organised workers and was running a newspaper for creating public opinion in favour of workers. He followed this up some ten years later by organising a similar petition signed by about double the number of workers, continuing at the same time his educative work. The latter petition was also put to the same use. This manner of drawing public attention to the pitiable working and living conditions of workers was not unknown in industrialised countries. In the 1930's, a petition to the same effect was ceremoniously presented to the Parliament on behalf of the British workers. For the current issue of 'Indian Worker' therefore, it would be appropriate to set out how workers and their organisations collaborated with the Congress in the national struggle for independence and how, in turn, political leaders helped workers in their unending quest for improving working living conditions. For instance Congress leadership associated with workers by actively helping them out of their difficulties with employers. The time span covered will be 1885 to 1947 divided into three parts (a) 1885-1920; (b) 1920-1930 and (c) 1930-1947.

Stage Developments

II

The year 1920 has been chosen as a terminal year for the first part because it was around that year that some important developments had taken place in the labour field indeed on the Indian political plane. These were: (a) the creation of a global tripartite organisation, the International Labour Organisation (ILO) after the First World War, (b) the establishment of All India Trade Union Congress (AITUC), as an apex body for work in the labour field, and (c) the introduction by the British of a small dose of political reform for strengthening representation of the people in legislative bodies. It will be the intention to record only the important events in the three periods; events which have a bearing on the dependence of the two organisations on each other in the manner explained in the previous paragraph. It should be clearly understood that the Congress, because of its importance on the political plane was the dominant organisation; whereas workers and their organisations including, the AITUC while confining their activities for promoting workers interest were expected to provide a supportive role in the struggle for freedom.

In the period prior to 1920, workers and/or their organisations took interest in the causes which were dear to the country and which the Congress espoused. The manner in which they showed their respect or the cause would be to resort to work stoppage in protest against an unsavoury development in the political field without caring how such stoppage would accentuate their bread and butter problems. Another way was to see if they could, through their non-co-operation, express resentment at the treatment meted out to them by owners of foreign capital. Thirdly, workers expressed their solidarity through passing appropriate resolutions supporting the national cause. Some illustrations of one or other protest of this type may not be out of place —

(i) When Lokamanya Tilak was given a savage sentence by the Bombay High Court in 1908, the workers in Bombay observed a six-day strike. Lokamanya was a recognised friend of workers. In his public utterances he used to urge them to organise and shed bad habits. The strike was so successful that it was taken note of even in foreign countries. Lenin saw in it the awakening of the Indian proletariat. The Government's reaction to it was what might have been expected. It dragged the strike-leaders to law courts and got them sentenced to varying periods of imprisonment. Spontaneous rallies of workers were fired on, resulting in the death of some workers. Even newspaper like the Times of India which was controlled by the British interests took adverse notice of the Government's action.

(ii) Eight years later, Shri B. P. Wadia, an associate of Mrs. Annie Besant of the "Home Rule League" fame, organised the workers of the Buckingham Carnatik Mills in Madras. The employers took Shri Wadia to court, alleging that in urging workers to participate in strike, his conduct was of a treasonable character. The Madras High Court was wanting to proceed with the case, but better sense prevailed on the complainants and the case was withdrawn. It was this incident which led eventually to the passing of the Indian Trade Unions Act, 1926.

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Congress AITUC Relations
... the establishment of AITUC, an
... in the Congress leadership. This was about
... with all assistance, encouragement to the AITUC, whereas
... from a very broad spectrum of the population, to be seen working
... with an organisation which was established for advancing the cause of
... section of the population. He advocated this view in spite of his
... to offer advice to any organisation of workers which approached
... with the Textile Labour Association, Ahmedabad, and his
... However, even as these views were publicly aired, the
... under the leadership of Shri Das was able to pass a resolution
... which was chalked out by the AITUC.

At this stage, it would be useful to recall the events where workers derived support from Congress to further their cause. Only some instances of this will be set out :

(i) Plantation workers in Assam were for a long time agitating for improvement in their conditions of work. In 1921, when they knew that their demands would not be met, they decided to strike work. Since plantation workers in that area were mostly recruited from outside, they also took a decision to return to their native place. When the employers got a hint of this, they sought Government intervention to block the move. This was by way of making it difficult for workers to continue their onward journey from Chandpur where they had all come from their place of work. Government obliged and permitted the use of armed forces for blocking workers. This enquiry which followed did throw light on the causation of strike which was protested though in small measure by the severe conditions of work which were imposed on them at the time of recruitment. These conditions were worsened then because of the famine conditions in the area which they came from. It was also found that for the same reason more workers were available for recruitment and the work available turned out to be inadequate to provide all of them gainful employment on a normal scale.

(ii) Jamshedpur was another instance where the national leadership used influence for settling the dispute between the employer and the workers. In this case, however, workers and the employer reached an agreement, but only after a strike and police firing during the strike period. Some workers lost their lives. This was also at about the same time as the plantation workers' strike. Another strike in the same undertaking took place two years

later. By that time, AITUC had established itself and was in a position to send one of its Secretaries to understand the situation on the spot. In this case also, some agreement was reached, but since the employer victimised one of the workers' leaders, the dissatisfaction continued. Workers sought intervention by political leaders. Shri C. R. Das and Shri Motilal Nehru were at that time leaders of the opposition in the Central Legislature. A co-incidence would have it, the Company was in trouble because it was not possible for it to compete with steel produced abroad and imported in the country. They were seeking protection from Government against such competition. A proposal to this effect was to be debated in the Assembly. To secure a favourable result the Company needed support from national leaders. Both Das and Nehru refused to oblige unless the Company's dispute with its workers was settled to workers' satisfaction. Arrangements were made through an influential joint Board representing the employer and the workers and a settlement was reached to facilitate the support which the Company needed from the leaders in the Legislature. The matter did not end there because the Company did not implement the decision of the high level Board. Later Gandhiji's intervention was sought and workers started getting their dues as per the decision of the Joint Board.

(iii) In another important dispute at the same place, but with another Company, differences arose between the Management and the workers. This was in the Tin-plate Company, Jamshedpur. In this case also, workers sought help from national leaders. Pandit Jawaharlal Nehru had become prominent on the Congress scene by then and he visited Jamshedpur to understand the workers' problems. The dispute was settled through the intervention of Babu Rajendra Prasad. For a short time, Shri Subhash Chandra Bose was actively associated with the union; but thereafter the leadership changed. A close associate of Rajendra Prasad, Prof. Abdul Bari became the President of the Union and Shri Michel John the General Secretary.

Two events of a political nature and workers' attitude towards them need to be noted: (i) The visit of the Prince of Wales to India in the early part of the decade and the arrival in India of the Simon Commission (late in the decade) to report to the British Government on the capability of the Indian policy to sustain democracy. The expectation regarding the Royal visit was that with the dose of reforms introduced in India, the general public will welcome the Prince. This was obviously a miscalculation on the part of the rulers. The public expressed its protest against the visit by staging demonstration at place which the Prince was scheduled to visit. These demonstrations were successful because of the active participation in them by workers. The Simon Commission became a 'no starter' since its appointment, because of the absence of representation on it by any Indian leader. When the Commission reached Bombay in 1928, it was greeted with black flags and shouts of "Simon Go Back". This second incident took place at a time when organised workers were still undecided as to their leadership. But on this national cause, they were all united and this unity helped them to express their views against foreign rule in union with the Congress.

IV

Workers' Role in the Post Freedom Struggle

The last phase of collaboration between labour and the Congress should be considered to have started in 1930. This was the year when the AITUC was divided house. But the rank and file for various reasons wanted the leadership to unite. Those were the days when as a result of the great depression which engulfed the whole world, the Indian workers suffered wage-cuts, unemployment and a variety of other hardships. Workers at no important industrial centre in India were free from these difficulties. Even more established places of employment like railway and governmental services were affected. The Congress in the meanwhile was active on the political front in a number of ways. The British on their part were busy discussing the shape of reforms for India, but without fully counting on the host, the Congress its participation in these discussions was limited to the second session attended by Gandhiji. But that exercise turned out to be futile.

This period also witnessed ushering of reforms which were broadly known "Provincial Autonomy". As on the previous occasion, there was considerable debate in the Congress as to whether it should work with the Government on the basis of these reforms. After prolonged internal and public discussions the Congress decided to fight elections, firstly to show the hollownes of the reforms, but ultimately for running Governments in seven Provinces where it had secured majority. Two years later, when the War broke out and the country was dragged into the conflict, without consultation with political leaders, the Congress Ministries resigned.

The period prior to the Congress' assumption of power and the short interval of running Governments thereafter, was eventful from workers' point of view. The Congress, as an organisation, came out with its idea as to what should be done for labour. It also established a Committee to take counsel with Provincial Governments set up by it for implementing its ideas regarding labour. In some provinces special committees were appointed to understand what should be actually done in the field. In some cases the recommendations of these committees were implemented, but in others the committee reports had to be left for the succeeding Governments to consider.

The war years witnessed as is well-known several events which eventually led to the country's independence. For workers, the most important was the "Do or die" call given by the Congress under the leadership of Gandhiji in furtherance of the "Quit India Movement". For some time repression was let loose by Government by putting the Congress leadership behind the bars and suppressing the resultant public unrest including among workers by show of force. A number of instances could be given of the way in which workers participated in this movement but only one, which was at Ahmedabad, needs to be recorded.

Those were the days immediately after the 'Quit India' resolution. Leaders were detained without enquiry in jails. Workers at several centres spontaneously refused to work. In many of them, because of the war situation and consequent high level of prices these demonstrations could not be sustained. In Ahmedabad, however, because of the respect for the cause and also for Gandhiji who gave the call, the work stoppage lasted for over a hundred days. It was a peaceful demonstration in the interest of the national cause. The day after, because of the fruitfulness of the strike to achieve the end in view, the Textile Labour Association advised workers to resume work. It needs to be noted, however, that in this particular struggle workers had public sympathy and even that of the employers. This was evident from the remission in house rent which the strikers were allowed during the period of strike.

With the conclusion of the Second World War, several events took place in British India leading ultimately to India's Independence, though at a cost. The working class which made its own contribution to the struggle, looked forward to Independent India in the hope that the Congress which assumed power in the country will live up to the assurances given to, and the programmes drawn for, the workers including the Constitutional guarantees. What happened thereafter is recent history, but outside the scope of the present discussion.

(Indian Worker, dated 5th & 12th May 1986)

CONTEMPORARY TRADE UNION PROGRAMMES AND GOALS : A VIEW POINT

BY

Dr. N. VAIDYANATHAN

Hundred years ago, two hundred thousand and more American Workers initiated a concerted action in favour of eight hour working day. The significance is not as much a demand for lesser working hours as for the attempt to build up workers solidarity to fight against tendency to exploit working class, even at the peril of being persecuted, imprisoned and shot at. Workers coming together to fight the mighty forces of capital and vested interests striving to disturb the social order and acting against the interests of workers underlines the May Day protests of 1886. Ritually, year after year, trade unions in most parts of the world have been renewing their pledges to redeem the teeming toiling masses from exploitation and promote workers solidarity and reminding the sacrifices made by the workers to achieve their goals.

Need for introspection

In India, trade union movement, as such, might not have existed a hundred years ago ; yet there are evidences to establish that some form of concerted action against exploitation were there. However, we were in a different situation as compared to Western counterparts in as much as that till 1947, our struggle was for Independence of our country and trade unions were part of freedom movement. Even so we have covered now a forty-year span and would it not be worthwhile to indulge in introspection of our programmes and goals on this historic occasion when May Day is ushering its second century ?

On one hand we are led to believe that trade unions in India have enabled the industrial workers to have better standard of life, increased wages, greater job security, a fair dose of social security and safer working conditions. On the other hand the relevance of trade unions of the present type has come to be questioned ; the legitimacy of advocating the cause of handful industrial workers for more and more is being debated, trade unions have been accused of pushing into oblivion their basic functions of a social transformer. Besides this paradox, yet another significant point that has emerged in Indian scene, is the growing alienation of workers from their unions. The workers regard unions as agents to secure more and more benefits and as advocates of their causes. They have no more belonging or attachment to their unions. Workers indulging in horse-trading with different unions is not uncommon. Some logic is discernible for this attitude when one finds that in the present situation the State itself concerns more for workers' lot compared to other sections of the society, narrowing down trade union function to an 'implementation and enforcement' agency. We have Minimum Wages Act, Payment of Wages Act, Equal Remuneration Act, Factories Act, Mines Act, Plantations Act, ESI Act, EPF Act, W.C. Act, Maternity Benefit Act, TU. Act, I.D. Act, Employment Standing Orders Act, Bonus Act, Bonded Labour Act, Contract Labour Act and what not ! In this situation, have the trade unions adopted alternate work

plan to make unions attractive and meaningful to rank and file trade unions... gulf between the "reality situation" and the... It may not be feasible to examine some of the... of trade union action.

Workers' participation

It is a shame to see trade unions talking about workers participation in all the available platforms, raising accusations... From Industrial Policy Resolution of 1956 to Sathe's scheme for Workers Participation in Mining Industry of 1983... Why have we been engaged in designing different outfits... discussion forums and seminars... Is it not a reality that 70 per cent of the workers do not participate in any union? Is it far from truth that even with the rest of 30 per cent unionised workers, participation in their unions is absolutely minimal? Are we not told that workers are still unaware of their basic rights, are not trade union conscious and need education and training on mass scale? Do we presume the design of mass education and training participation can be effective? Further what is of education and training? Workers or workers representatives or...? How is it different from collective bargainings? In the regional seminar on Role of Trade Unions in the Development of Industrial Relations in Asian Countries held at Tokyo in 1985, the participants having discussed at some length the difference between joint consultation and collective bargaining, found that "it is impossible to draw a clear demarcation line between these two processes, applicable to all the countries of the region (emphasis provided). In this situation would it not be pragmatic for trade unions to promote continuous, meaningful, relevant dialogue between workers and management at enterprise level. Should not members, active participation in unions be the first priority. Can unions be unconcerned with workers inability and lack of skill to participate? Well, it is a question of priority. We have been debating relentlessly and designing new and newer schemes of workers participation all these thirty years. Should we, for a change, do some ground work rather experiment on half-backed schemes?

Organising the unorganised

The cry for the imminent need to 'organise the unorganised' is becoming louder and louder. During the last decade, the State has been highlighting the... like a magician, taking rabbits from his hat. Like the magician's rabbit the benefits of the schemes have been vanishing into void. The trade unions also have suddenly realised that if they do not echo the sentiments of the Planners... objective and no two opinion

is the unorganised? Have we completed the organisation work within the trade unions equipped, structured and function as healthy organisations? Is it not a fact that 70 per cent of the work force remain outside the purview of trade unions? Should not the trade unions organise these unorganised workers of the unorganised sector? It is a well known fact that trade unions have constraints of finance, lack of membership participation, inadequacy of dedicated personnel and paucity of leadership. With this stark reality written large on the forehead, how effective and successful our efforts will be in organising the unorganised, majority of whom are in rural and semi-rural areas. Should we not organise the organised and then tread into new and unknown pastures? Again it is a question of priority.

Higher productivity and more production

Produce or Perish, was the slogan given in 1950's. Productivity for Prosperity has been the catchword. We have been convincing the workers of the importance and need for higher productivity for last thirty years and would perhaps continue to do so for another equal number of years, if not more.

As a rule the labour productivity goes, it seems to be a 'negative concept'. At the time of recruitment we select efficient men on the basis of merit. He is hired and put on the job. He works for eight hours honestly. Then there is the elbow room for more than optimum out-put? It is said Productivity is avoidance of waste. Being that so, when we harp for labour productivity, are we not presuming 'waste' from the worker or is it that waste is an in-built factor even in our best chosen production processes? It is also said that "Productivity is an attitude of mind. If it is so, why should we presume a 'negative' or 'wrong' attitude of a worker and keep on trying to usher in positive attitude for ensuring higher labour productivity? Scope for productivity in the areas of 'material, fiscal, marketing, method, and machinery management, can be understood and will it not be proper to tackle these before we proceed to labour productivity. Then the question of sharing the gains of productivity. Trade unions demand for equitable share has been a cry in the wilderness. There is no satisfactory means to measure labour productivity. In this situation, will it not be better for the trade unions to ask the management, to set their home right before they harp on labour productivity and themselves attend to other priorities.

Partnership in development process

This is yet another fad with contemporary trade unions. Surely labour has an important role to play in nation building tasks. Trade unions can and should play active part in developmental planning, in their execution and in their day-to-day operation. But before they enter that larger arena, should not they concentrate more on their role as social transformer. Essentially a trade union is to bring about a social change. Obviously it has to be sensitive to the social environment and be ever-ready to champion the cause of socially

of rural workers who have been crippled due to consumption of 'Kesari Dal' given in lieu of wages? How many of them cared to rehabilitate the thousands of workers maimed in thrasher machines? How many of the trade unions have launched marches on behalf of workers who are denied minimum wages? How many of them have devoted themselves to the proper enforcement of Bonded Labour Act and Contract Labour Abolition and Regulation Act? Have not the trade unions left the job of voicing the concern of million of labour to social reformers and samaritan institutions? These only point out the fact that priority lies elsewhere compared to "partnership in developmental process". Would it not be desirable to revive the role of trade unions as vanguards of social transformation before we walk hand in hand with the State?

Non-bargaining activities

In the recent past there have been an appeal to the trade union organisation to undertake non-bargaining activities along with their traditional activities which are bargaining in nature. It has been warned that if unions have to survive and claim social legitimacy, non-bargaining activities should be undertaken. So far so good. The reality is that most of the established trade unions are fully aware that 'non-bargaining' activity—commonly understood as an activity undertaken by a union on its own to promote welfare of its members so that they are able to sustain members' interest in the union during the period when union has no bargaining activity—is a sophistication that they can ill afford. In some quarters the very basis for demarcation of activities into bargaining and non-bargaining is questioned. It has been contended that even for non-bargaining activities, a union may have to bargain either with the employer or the government or public authority. Further, do the unions as they stand today, have human, financial and material resources to undertake welfare activities on a *continuing* basis for *all* of its members.

Even in the area of traditional bargaining activity, unions have been running into difficulty of identifying bargaining agent, choosing appropriate issues for bargaining, determining appropriate periodicity of agreements and many others. Further the very term 'bargaining' seems to be outdated. It is archaic to 'bargain' when we claim industrial partnership. More of co-operative attitudes, both on the part of employers and unions are sought for. In Indian context tripartite negotiations are being preferred to. The secret of success of Japanese industrial relations system is perhaps that they had not bothered to draw distinction between consultation, negotiation and collective bargaining. They have remained contented with "regular contacts, discussions and negotiations between enterprises union and the management".

Why then we should draw distinction between bargaining and non-bargaining activities and in the process lose sight of our immediate problems?

Residue

Introspection of the above type can be carried on to many other programmes and activities undertaken by trade unions, with a view to ascertaining their

immediate priority. To ensure relevance, meaning and utility, they must give 'programme-priority'. Otherwise they will be ignored and given a go-by by very workers whom they claim to represent. Already in most of the unions, crystallisation of two vested interests have taken place, one is the "eternal leaders" who like a musical chair, has been successfully keeping the offices for themselves, the other "the leader-making group" who keep circling around the leaders whom they have elected and carry favour in turn. Both of these groups are totally oblivious of the other workers members and hence the growing alienation of members from unions. This inference is also substantiated by the fact that there has been sudden spurt in "independent unions and federations", who prefer to steer away from national trade union centres. In a recent Ph. D. dissertation, it was brought out that 'enterprise level' unions becoming assertive and rank and file membership do not find relevance for 'federation' and 'national forums'. Where is then the 'movement' and workers solidarity?

Again in the last two decades, it is the affluent and privileged group like pilots, doctors, teachers, bank and insurance men, technicians and engineers, who have marched ahead under the banner of trade unionism. It is obvious that the word 'trade union' tends to be devalued and has lost relevance to an ordinary worker.

All these symptoms can be brushed away as baseless and cynical views. They can be ignored as Soliloquy of a non-conformist or phobias of a weak man. Yet it is a fact that from responsible quarters allegation that trade unions are 'elitist groups' and are responsible for creating islands of high wages' have been levelled. This may be the tip of the iceberg and with the evergrowing unemployed and under employed youth, we may not be able to resist the tendency to "unorganise the organised". In an attempt to reach the moon, let us not lose our feet on the ground.

(*Indian Worker*, dated 5th and 12th May 1985).

Gist of Important Notifications under the Various Labour Laws

I. BOMBAY SHOPS AND ESTABLISHMENTS ACT, 1948

The Government of Maharashtra, Industries, Energy and Labour Department has exercised the powers conferred by Section 6 of the said Act, suspended the operation of the provisions of Sections 13, 14, 17 and 18 of the said Act from 24th March 1986 to 2nd April, 1986 (both days inclusive) in respect of the Divisional and Branch Offices of the Life Insurance Corporation of India, in the State of Maharashtra subject to the conditions specified in the schedule appended hereto.

Schedule

(1) Every employee on account of loss of prescribed holidays on Sundays the 30th March 1986, 6th April 1986, 13th April 1986 and 20th April 1986 be granted compensatory holidays before the ending 31st May 1986 and no deductions shall be made from the wages of the employees on account thereof.

(2) The employees shall in respect of the work done on Sundays the 30th March 1986, 6th April 1986, 13th April 1986 and 20th April 1986 be entitled to overtime wages at the rates not less than those specified in section 63 of the said Act.

(3) The employees shall be granted overtime wages at the rates not less than those specified in section 60 of the said Act, in respect of the work done in excess of their normal hours of work on the working days.

(Vide Government Notification, Industries, Energy, and Labour Department No. P-7386-207049/1959 Lab-9, dated 21st March 1986, published in *Mah. Govt. Gazette*, Part I-L, dated 3rd April 1986 at pages Nos. 1815 to 1816).

II. EMPLOYEES STATE INSURANCE ACT, 1948

(A) *Exemptions under the Act.*—The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by section 87 read with section 91A of the said Act, exempted the Mahila Seva Mandal (Kusumbai Motichand Mahila Seva Gram, 25/20, Karve Road), Pune 411 004, from the operation of the said Act, retrospectively with effect from 27th November 1976 to 30th September 1985.

(Vide Government Notification, Industries, Energy and Labour Department, No. SIA-1084/4452 Lab-10, dated 17th March 1986, published in *M.G.G.*, Part I-L, dated 3rd April 1986, at page No. 1816).

III. INDIAN BOILER ACT, 1923

(A) *Exemptions under the Act.*—(1) 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. 9235 and belonging to the Maharashtra State Electricity Board, Paras Thermal Power Station, P.O. Vidyut Nagar, Paras (R) 444 109 from the operation of clause (c) of section 6 of the said Act, for the period of six months from the 22nd March 1986 to 21st September, 1986 (both days inclusive).

(Vide Government Notification, Industries, Energy and Labour Department, No. IBA-1086/207284/1956 Lab-9, dated 17th March 1986 published in *Maharashtra Government Gazette*, Part I-L, dated 3rd April 1986 at page No. 1816).

(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-10035 and belonging to the Maharashtra State Electricity Board, Koradi Thermal Power Station, Koradi, District Nagpur from the operation of clause (c) of section 6 of the said Act, for the period of six months from the 21st March 1986 to 20th September 1986 (both days inclusive).

(Vide Government Notification, Industries, Energy and Labour Department, No. IBA-1086/207283/1957 Lab-9, dated 17th March 1986, published in *Maharashtra Government Gazette*, Part I-L, dated 3rd April 1986 at page No. 1817).

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-9236 and belonging to the Maharashtra State Electricity Board (MSEB), Paras Thermal Power Station, P.O. Nagar, Paras (CR) 444 109, from the operation of clause (c) of section 6 of the said Act, for the period of six months from the 9th April to 8th October 1986 (both days inclusive).

(Vide Government Notification, Industries, Energy and Labour Department, No. IBA-1086/207326/1964 Lab-9, dated 18th March 1986 published in *Maharashtra Government Gazette*, Part I-L, dated 3rd April 1986 at page No. 1817).

(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-11039 and belonging to the Rashtriya Chemicals and Fertilizers Limited (Thal Project), Alibag, District Raigad from the operation of clause (c) of section 6 of the said Act, for the further period of twelve months upto and inclusive of 11th March 1987.

(Vide Government Notification, Industries, Energy and Labour Department, No. IBA, 1086/207609/1976 Lab-9, dated 21st March 1986, published in *Maharashtra Government Gazette*, Part I-L, dated 3rd April 1986 at pages Nos. 1817 to 1818).

(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-10972 and belonging to the Rashtriya Chemicals and Fertilizers Limited (Thal Project), Alibag, District Raigad, from the operation of clause (c) of section 6 of the said Act, for the further period of twelve months upto and inclusive of 11th March 1987.

(Vide Government Notification, Industries, Energy and Labour Department, No. IBA-1086/207612/1965 Lab-9, dated 21st March 1986 published in *Maharashtra Government Gazette*, Part I-L, dated 3rd April 1986 at page No. 1818).

IV. MINIMUM WAGES ACT, 1948

DECLARATION OF SPECIAL ALLOWANCE UNDER THE—

(1) *Printing Press.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement) Bombay 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 1986 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of special Allowance (cost of living allowance payable) (3)
		Rs.
1	A	471.25 per month.
2	B ₁	414.70 per month.
3	B ₂	377.00 per month.
4	C	358.15 per month.

Explanation.—For the purpose of this notification, Zones A, B₁, B₂ and C shall respectively mean Zones A, B₁, B₂ and C formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA. 2683/5364/Lab-7, dated 16th May 1983.

(Notification No. MWA/SPL/Printing Press, dated 13th February 1986, published in *M.G.G.*, Part I-L, dated 24th April 1986, pages 2173 to 2175).

(2) *Tanning and Leather Manufactory.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the Powers, conferred on it, has declared Special allowance (cost of living allowance) payable in addition to the basic rate 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 1986 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of Special Allowance (cost of living allowance payable) (3)
1	I	Rs. 170.00 per month.
2	II	Rs. 120.00 per month.
3	III	Rs. 95.00 per month.
4	IV	Rs. 70.00 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/2182, 4914/Lab-7, dated 9th August 1982.

(Notification No. MWA SPL Tanneries and Leather Manufactory, dated 13th February 1986, published in *Maharashtra Government Gazette*, Part I-L, dated 24th April 1986 pages 2176 to 2178).

(3) *Plastics.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement) Bombay 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 1986 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of Special Allowance (cost of living allowance payable) (3)
1	I	Rs. 9.00 per day
2	II	Rs. 9.00 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 the Notification, Industries, Energy and Labour Department, No. MWA. 5284.5740-Lab-7, dated 12th April 1984.

(Notification No. MWA SPL Plastics, dated 13th February 1986, published in *Maharashtra Government Gazette*, Part I-L, dated 24th April 1986, pages 2179 to 2181).

Canteen and Clubs.—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay 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 1986 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of Special Allowance (cost of living allowance payable) (3)
1	I	Rs. 106.20 per month.
2	II	Rs. 106.20 per month.
3	III	Rs. 106.20 per month.
	IV	Rs. 106.20 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. 6384.5783 Lab-7, dated the 1st August 1984.

(Notification No. MWA/SPL/Canteen and Clubs, dated 13th February 1986, published in *Maharashtra Government Gazette*, Part I-L, Dated 24th April 1986 pages 2182 to 2184).

(5) *Card Board and Straw Board.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay 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 1986 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of special allowance (cost of living allowance payable) (3)
1	I	Rs. 588.00 per month.
2	II	Rs. 588.00 per month.
3	III	Rs. 392.00 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 13th February 1986, published in *Maharashtra Government Gazette*, Part I-L, dated 24th April 1986 pages 2185 to 2187).

(6) *Hotels.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay 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 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 1986 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. 106.20 per month.
2	II	Rs. 106.20 per month.
3	III	} is being declared separately.
4	IV	
5	V	

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. 2484/6042/Lab-7, dated 31st October 1985.

(Notification No. MWA/SPL/Hotels, dated 13th February 1986, published in *Maharashtra Government Gazette*, Part I-L, dated 24th April 1986, pages 2188 to 2190).

(7) *Film Production Industry, Bombay.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay 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 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 1986 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. 288.00 per month.

Explanation.—For the purpose of this notification, Zone I, shall respectively mean Zone I, formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA. 5283/5376/Lab-7, dated 23rd June 1983.

(Notification No. MWA SPL Film Production Industry (Bombay), dated 13th February 1986, published in *Maharashtra Government Gazette*, Part I-L, dated 24th April 1986, pages 2191 to 2192).

(8) *Film Production Industry (Cine Studios and Cine Laboratories).*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the

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 1986 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zone	Amount of Special Allowance (cost of living allowance payable)
(1)	(2)	(3)
1	I	Rs. 235.00 per month.

Explanation.—For the purpose of this notification Zone I, shall respectively mean Zone I, formed for the purpose and shown in the Notification, Industries, Energy and Labour Department No. MWA./5276/Lab-7, dated 23rd June 1983.

(Notification No. MWA/SPL/Film Production Industry (Cine Studios and Cine Laboratories), dated 13th February 1986, published in *Maharashtra Government Gazette*, Part I-L, dated 24th April 1986 pages 2193 to 2194).

(9) *Utensils.*—The Deputy Commissioner of Labour (Rural Wing & Enforcement) Bombay 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 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 1986 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. 14.04 per day.
2	II	Rs. 14.04 per day.
3	III	Rs. 14.04 per day.
4	IV	Rs. 14.04 per day.
5	V	Rs. 14.04 per day.

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/3880/2822/Lab-7, dated 21st January 1981.

(Notification No. MWA/SPL/Utensils, dated 13th February 1986, published in *Maharashtra Government Gazette*, Part I-L, date 24th April 1986, pages 2195 to 2197.)

(10) *Fountain Pens*.—The Deputy Commissioner of Labour (Rural Wing & Enforcement), Bombay 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 1986 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of Special Allowance (cost of living Allowance payable) (3)
1	I	Rs. 7.50 per day.
2	II	Rs. 7.50 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. 2485/6196/Lab-7, dated 4th October 1985.

(Notification No. MWA/SPL/Fountain Pens, dated 13th February 1986, published in *Maharashtra Government Gazette*, Part I-L, dated 24th April 1986, pages 2198 to 2200).

(11) *Cotton Ginning and Cotton Pressing*.—The Deputy Commissioner of Labour (Rural Wing & Enforcement), Bombay 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 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 1986 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of Special Allowance (cost of living Allowance payable) (3)
1	I	Rs. 88.50 per month.
2	II	Rs. 88.50 per month.
3	III	Rs. 88.50 per month.

Explanation.—For the purpose of this notification, Zone 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. 4284/5968/Lab-7, dated 24th January 1985.

(Notification No. MWA/SPL/Cotton Ginning and Cotton Pressing, dated 13th February 1986, published in *Maharashtra Government Gazette*, Part I-L, dated 24th April 1986, pages 2201 to 2203).

(12) *Manufacturing Readymade Graments and Tailoring Estts.*—The Deputy Commissioner of Labour (Rural Wing & Enforcement), Bombay 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 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 1986 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of special allowance (cost of living allowance payable) (3)
1	I	Rs. 371.00 per month.
2	II	Rs. 371.00 per month.
3	III	Rs. 371.00 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./428/4722/Lab-7, dated 12th November 1986.

(Notification No. MWA/SPL/Manufacturing Readymade Graments and Tailoring Estts.—dated 13th February 1986, published in *Maharashtra Government Gazette*, Part I-L, dated 24th April 1986, pages 2204 to 2206).

(13) *Optical Frames*.—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay 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 1986 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of special allowance (cost of living allowance payable) (3)
1	I	.. Rs. 12.10 Paise per day.
2	II	.. Rs. 12.10 Paise 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 the Notification, Industries, Energy and Labour Department, No. MWA. 6282/4721/Lab-7, dated 9th August 1982.

(Notification No. MWA/SPL/Optical Frames, Dated 13th February 1986, Published in *Maharashtra Government Gazette*, Part I-L, dated 24th April 1986, pages 2207 to 2209).

(14) *Hair Cutting Saloon*.—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay 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 1986 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. 231.00 per month.
2	II	.. Rs. 231.00 per month.
3	III	.. Rs. 231.00 per month.
4	IV	.. Rs. 231.00 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. 4272/4632/Lab-7, dated 11th August 1982.

(Notification No. MWA/SPL/Hair Cutting Saloon, dated 13th February 1986, Published in Maharashtra Government Gazette, Part I-L, dated 24th April 1986, pages 2210 to 2212)

(15) *Laundry.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay 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 1986 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. 147.50 per month.
2	II	.. Rs. 147.50 per month.
3	III	.. Rs. 147.50 per month.
4	IV	.. Rs. 147.50 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. 5284/5931/Lab-7, dated 21st January 1985.

(Notification No. MWA/SPL/Laundry, dated 13th February 1986, Published in Maharashtra Government Gazette, Part I-L, Dated 24th April 1986, pages 2213 to 2215)

Advocate or Attorneys.—The Deputy Commissioner of Labour (Rural Wing Enforcement), Bombay 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 1986 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. 124.00 per month.
2	IIA	.. Rs. 124.00 per month.
3	IIB	.. Rs. 124.00 per month.
4	III	.. Rs. 124.00 per month.

Explanation.—For the purpose of this notification, Zones I, IIA, IIB and III, shall respectively mean Zones I, IIA, IIB and III formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA. 5383/5431/Lab-7 dated 23rd June 1983.

(Notification No. MWA/SPL/Advocate or Attorneys, dated 13th February 1986, published in Maharashtra Government Gazette Part I-L, dated 24th April 1986 pages 2216 to 2218)

(17) *Engineering.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay 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 1986 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. 14.78 per day.
2	II	.. Rs. 14.78 per day.
3	III	.. Rs. 14.78 per day.
4	IV	.. Rs. 14.78 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 1983.

(Notification No. MWA/SPL/Engineering, dated 13th February 1986, published in Maharashtra Government Gazette, Part I-L, dated 24th April 1986, pages 2219 to 2221)

8) *Rubber Manufacturing Industry.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay 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 1986 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Area	Amount of Special Allowance (cost of living allowance payable)
(1)	(2)
State of Maharashtra	Rs. 13.89 per day.

Notification No. MWA/SPL/Rubber Manufacturing Industry, dated 13th February 1986, published in *Maharashtra Government Gazette*, Part I-L, dated 24th April 1986, Pages 2222

9) *Paper and Paper Board Manufacturing.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay 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 1986 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Zones	Amount of special Allowance (cost of living allowance payable)
(2)	(3)
I	Rs. 183.60 per month.
II	Rs. 183.60 per month.

Explanation.—For the purpose of this Notification, Zones I and II shall respectively mean Zones I, II, formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA. 5683/5570/LAB-7, dated 15th October 1983.

Notification No. MWA/SPL/Paper and Paper Board Manufacturing, dated 13th February 1986, published in *Maharashtra Government Gazette*, Part I-L, dated 24th April 1986, Pages 2223

10) *Dyeing and Cloth Printing.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the Power, 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 1986 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. 428.00 per month.
2	II	Rs. 428.00 per month.

Explanation.—For the purpose of this Notification, Zone 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 13th February 1986, published in *Maharashtra Government Gazette*, Part I-L, dated 24th April 1986, Pages 2228 to 2230)

11) *Cinema Exhibition Industry.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay 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 1986 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)
I	I	Rs. 328.00 per month.
II	II	Rs. 328.00 per month.
III	III	Rs. 328.00 per month.
IV	IV	Rs. 213.20 per month.
V	V	Rs. 213.20 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 13th February 1986, published in *Maharashtra Government Gazette*, Part I-L, dated 24th April 1986, pages 2231 to 2233)

(22) *Wooden Photo.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement) Bombay 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 1986 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of Special Allowance (cost of living allowance payable) (3)
1	I	Rs. 176.00 per month.
2	II	Rs. 132.00 per month.
3	III	Rs. 88.00 per month.

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. 6683/5281/Lab-7, dated 7th September 1983.

Notification No. MWA/SPL. Wooden Furniture, dated 13th February 1986, published in Maharashtra Government Gazette, Part I-L, dated 24th April 1986 pages 2234 to 2236).

(23) *Wooden Furniture.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement) Bombay 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 1986 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zone (2)	Amount of special allowance (cost of living allowance payable) (3)
1	I	Rs. 6.00 per day.
2	II	Rs. 4.00 per day.
3	III	Rs. 3.00 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 the Notification, Industries Energy and Labour Department, No. MWA. 6283/9895/5549-(R)/ Lab. 7, dated 7th September 1983.

(Notification No. MWA/SPL. Wooden Furniture, dated 13th February 1986, published in Maharashtra Government Gazette, Part I-L, dated 24th April 1986, pages 2237 to 2239).

(24) *Powerloom.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement) Bombay in exercise of the powers, conferred on it has declared the Special allowance (cost of living allowances) 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 1986 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of Special Allowance (Cost of living allowance payable) (3)
1	I	Rs. 466.00 per month.
2	II ..	Rs. 466.00 per month.
3	III ..	Rs. 466.00 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. 5084/6027/Lab-7, dated 10th January 1986.

(Notification No. MWA/SPL Powerloom, dated 13th February 1986 published in Maharashtra Government Gazette, Part I-L, dated 24th April 1986, pages 2240 to 2242)

(25) *Construction or Maintenance of Roads.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay 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 1986 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of special Allowance (cost of living allowance Payable) (3)
1	I	.. Rs. 6.60 per day.
2	II	.. Rs. 6.60 per day.
3	III	.. Rs. 6.60 per days.

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. 1884/5845/Lab-7, dated 5th October 1984.

(Notification No. MWA/SPL/Construction or Maintenance of Roads, Dated 13th February 1986, published in M.G.G., part I-L, dated 24th April 1986 pages 2243 to 2245)

(26) The Deputy Commissioner of Labour (Rural Wing and Enforcement) Bombay 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 1986 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. 415.80 per month.
2	II	Rs. 346.50 per month.
3	III	Rs. 323.40 per month.
4	IV	Rs. 277.20 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 Departments, No. MWA-4283/5534/Lab-7, dated 12th September 1984.

(Notification No. MWA/SPL/Sluaps, dated 13th February 1986, published in *M. G. G. G.*, Part I-L, dated 24th April 1986, pages 2246 to 2247)

(27) *Hospital (Bombay)*—The Deputy Commissioner of Labour (Rural Wing and Enforcement) Bombay 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 1986 at the rate mentioned in column (3) of the said Schedule III.

Schedule III

Serial No.	Zone	Amount of special Allowance (cost of living allowance payable)
(1)	(2)	(3)
	Areas within the limits of Municipal Corporation of Greater Bombay.	Rs. 482.00 per month.

(Notification No. MWA/SPL/Hospital (Bombay), dated 13th February 1986, published in *M. G. G. G.*, Part I-L, dated 24th April 1986, pages 2249 to 2251)

(28) *Hospital (Pune)*—The Deputy Commissioner of Labour (Rural Wing & Enforcement) Bombay 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

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 1986 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. per month
1	I	292.50
2	II	292.50
3	III	292.50

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. 5275/310-L-A(i)/Lah-7, dated 26th September 1984.

(Notification No. MWA/SPL/Hospital (Pune), dated 13th February 1986, published in *M. G. G. G.*, Part I-L, dated 24th April 1986, pages 2252 to 2253)

(29) *Dispensary*—The Deputy Commissioner of Labour (Rural living and Enforcement) Bombay 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 1986 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. 213.00 Per Month
2	III	Rs. 177.50 Per Month.
3	III	Rs. 177.50 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, 5884/5930/Lab-7, dated 1st December 1984.

(Notification No. MWA/SPL/Dispensary, dated 13th February 1986, published in *M. G. G. G.*, Part I-L, dated 24th April 1986, pages 2255 to 2257)

(30) RFDM.—The Deputy Commissioner of Labour (Rural Wing & Enforcement) Bombay 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 schedule employment in the areas mentioned in columns (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of January 1986 at the rate mentioned in column (3) of the said 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.	469.20
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.	391.00
3	Areas within the limits of Municipal Councils of Kalyan, Bhiwandi, Nizamour, Dombivli, Ambernath, Ulhasnagar, Nashik, Malegaon, Nashik Road, Deolali.	293.25
4	All other areas in Bombay Revenue Division except those specified at Serial Nos. 1, 2 and 3 areas in Jalgaon and Dhule Districts.	195.50
5	Areas within the limits of Municipal Councils of Dhule, Nandurbar, Jalgaon, Bhusawal and Amalner.	256.50
6	All other areas in Jalgaon and Dhule Districts except those specified at Serial No. 5 above	171.00
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.	350.00
8	Areas within the limits of Municipal Council of Ahmadnagar	262.50
9	Areas within the limits of the Cantonments of Pune and Kirkee	262.50
10	All areas in Pune and Ahmadnagar Districts except those specified at Serial Nos. 7, 8 and 9.	175.00
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.	240.51

Serial No.	Area	Amount of special allowances (cost of living allowance) payable per month.
(1)	(2)	(3)
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.	240.53
13	Areas within the limits of the Municipal Councils of Satara City, Sangli, Miraj, Barshi, Pandharpur and Ichalkaranji.	379.70
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.	122.06
15	Areas within the limits of Municipal Corporation of Nagpur and areas within a distance of ten kilometres from the periphery of such limits.	360.00
16	Areas within the limits of the Municipal Councils of Khamgaon, Akola, Amravati, Yavatmal, Wardha, Kamptee, Gondia and Chandrapur.	270.00
17	All other areas in the Nagpur Revenue Division except those specified at Serial Nos. 15 and 16 above.	180.00
18	Areas within the limits of the Municipal Councils of Aurangabad, Jalna and Latur.	144.75
19	Areas within the limits of the Aurangabad Cantonment	144.75
20	All other areas in Aurangabad, Beed and Osmanabad Districts except those specified at Serial Nos. 18 and 19 above.	96.50
21	Areas within the limits of the Municipal Councils of Parbhani and Nanded.	135.75
22	All other areas in the Nanded and Parbhani Districts except those specified at Serial No. 21 above.	90.50

(Notification No. MWA/SPL/RFDM, dated 13th February 1986, published in M.G.G., Part I-L, dated 24th April 1986, pages 2258 to 2262)

(31) Hotels.—The Deputy Commissioner of Labour (Rural Wing & Enforcement) Bombay 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

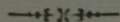
in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of January 1986 at the rates mentioned in column (3) of the said Schedule III.

Schedule III

Serial No.	Zones	Amount of special allowance (cost of living allowance payable).
(1)	(2)	(3)
1	I	Rs.
2	II	Rs.
3	III	Rs. 103.25
4	IV	Rs. 97.35
	V	Rs. 91.45

Explanation.—For the purpose of this notification, Zones I, II, III and IV shall respectively mean Zones I, II, III, IV formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA 2484/6042/Lab-7, dated 31st October 1985, read with office Circular No. CL/MWA/Hotel HO VIII, dated 24th February 1986.

(Notification No. MWA/SPL Hotels, dated 27th February 1986, published in *M. G. G. Part I-L*, dated 24th April 1986, pages 2263 to 2265).



Consumer Price Index Numbers For Industrial Workers For April 1986

BOMBAY CENTRE*

692—A rise of 14 points

In April 1986 the Consumer Price Index Number for Industrial Workers (1960=100) for the Bombay Centre with base January to December 1960 equal to 100 was 692 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 the Bombay Centre.

The index number for the food group increased by 23 points to 769 due to a rise in the average prices of Goat-meat, fresh fish, sugar and vegetable and fruits sub-group.

The index number for the pan, supari and tobacco etc. group increased by 10 points to 800 due to a rise in the average price of pan-leaf.

The index number for the fuel and light group remained steady at 890.

The index number for housing remained steady at 195 being a six monthly item.

The index number for the clothing, bedding and footwear group decreased by 2 points to 624 due to a fall in the average prices of shirting I, mulmul, markin and full-pant.

The index number for the miscellaneous group increased by 2 points to 537 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	
		March 1986	April 1986
I-A. Food	57.1	746	769
I-B. Pan, Supari, Tobacco, etc.	4.9	790	800
II. Fuel and Light	5.0	890	890
III. Housing	4.6	195	195
IV. Clothing, Bedding and Foot-Wear	9.4	626	624
V. Miscellaneous	19.0	535	537
Total	100.00	....	....
Consumer Price Index Number	....	678	692

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

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

SOLAPUR CENTRE***662—A fall of 12 points**

In April, 1986 the Consumer Price Index Number for Working Class (New Series) for Solapur Centre with base January to December 1960 equal to 100 was 662 being 12 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 Solapur Centre.

The index number for the food group increased by 19 points to 706 due to a fall in the average prices of rice, wheat, jowar, arhaldal, gramdal, groundnut oil, chillies dry and onions.

The index number for the pan, supari and tobacco etc. group increased by 8 points to 656 due to a rise in the average price of katha.

The index number for the fuel and light group remained steady at 748.

The index number for housing remained steady at 286 being a six monthly item.

The index number for clothing, bedding and footwear group increased by 1 points to 653 due to a rise in the average price of shirting.

The index number for the miscellaneous group decreased by 1 points to 554 due to a fall in the average price of washing soap.

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	
		March 1986	April 1986
I-A Food	63.0	725	706
I-B. Pan, Supari, Tobacco etc.	3.4	648	656
II. Fuel and Light	7.1	748	748
III. Housing	5.2	286	286
IV. Clothing, Bedding and Footwear	9.0	652	653
V. Miscellaneous	12.3	555	551
Total	100.00	....	....
Consumer Price Index Number	....	674	662

*Details regarding the scope and method of compilation of the index may be seen on pages 607 to 613 December 1963 issue of *Labour Gazette*. For *Erretta* (see) page 897 of January 1966 issue.

—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 CENTRE***654—A rise of 6 points**

In April, 1986 the Consumer Price Index Number for Working Class (New Series) for Solapur Centre with base January to December 1960 equal to 100 was 654 being 6 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 4 points to 690 due to a rise in the average prices of rice, ghee, onions and vegetable sub-group.

The index number for the pan, supari and tobacco etc. group increased by 35 points to 774 due to a rise in the average price of pan-leaf.

The index number for the fuel and light group remained steady at 946.

The index number for housing remained steady at 347 being a six monthly item.

The index number for clothing, bedding and footwear group increased by 1 points to 634 due to a rise in the average prices of shirting.

The index number for the miscellaneous group increased by 18 points to 533 due to a rise in the average prices of cot and tailoring charges.

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

(Average prices for the calendar year 1960=100)

Group	Weights proportional to the total expenditure	Group Index Numbers	
		March 1986	April 1986
I-A. Food	57.2	686	690
I-B. Pan, Supari, Tobacco, etc.	...	738	774
II. Fuel and Light	5.7	946	946
III. Housing	6.6	347	347
IV. Clothing, Bedding and Footwear	10.9	633	634
V. Miscellaneous	15.8	515	533
Total	100.00	....	....
Consumer Price Index Number	....	654	654

*Details regarding the scope and method of compilation of the index may be seen on pages 771 to 779 of January 1968 issue of *Labour Gazette*.

—For arriving at the old Index Number (1939=100), the new Index Number should be multiplied by the linking factor viz., 5.22.

PUNE CENTRE***626—A rise of 5 points**

In April 1986 the Consumer Price Index Number for Industrial Workers (1961=100) for the Pune Centre with base January to December 1961 equal to 100 was 626 being 5 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at the Pune Centre.

The index number for the Food group increased by 10 points to 700 due to a rise in the average prices of rice, jowar, mutton, fish and eggs, vegetables and Gur.

The index number for the Fuel and Light group decreased by 3 points to 824 due to a fall in the average prices of charcoal big and patti.

The index number for housing remained steady at 153 being a six monthly item.

The index number for the clothing and footwear group remained steady at 619.

The index number for the miscellaneous group remained steady at 515.

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	
		March 1986	April 1986
I. Food	55.85	690	700
II. Fuel and Light	6.89	827	824
III. Housing	6.65	153	153
IV. Clothing and Footwear	10.31	619	619
V. Miscellaneous	20.30	515	515
Total ..	100.00		
<i>Consumer Price Index Number</i>	..	621	626

*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 there to, see page 217 of September 1965 issue

JALGAON CENTRE***A rise of 2 points**

In April 1986 the Consumer Price Index Number for Industrial Workers (1961=100) for the Jalgaon Centre with base January to December 1961 equal to 100 was 631 being 2 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at the Jalgaon Centre.

The index number for the food group increased by 3 points to 681 due to a rise in the average prices of fish-fresh, and dry, milk, vegetables group, banana and sugar.

The index number for housing remained steady at 188 being a six monthly item.

The index numbers for the fuel and light, the clothing and footwear and the miscellaneous groups remained steady at 801, 612 and 545 respectively.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR JALGAON CENTRE

(Average prices for the calendar year 1961=100)

Groups	Weight proportional to the total expenditure	Group Index Numbers	
		March 1986	April 1986
I. Food	60.79	678	681
II. Fuel and Light	7.20	801	801
III. Housing	6.11	188	188
IV. Clothing, and Footwear	10.29	612	612
V. Miscellaneous	15.61	545	545
Total ..	100.00	629	631
<i>Consumer Price Index Number</i>			....

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

NANDED CENTRE*

661—A fall of 4 points

In April 1986 the Consumer Price Index Number for Industrial Workers (1961=100) for the Nanded Centre with base January to December 1961 equal to 100 was 661 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 at the Nanded Centre.

The index number for the Food group decreased by 6 points to 698 due to a fall in the average prices of wheat, turdal, gramdal, masurdal, chillies-dry, onions, vegetables and gur.

The index number for the Fuel and Light group remained steady at 801

The index number for housing remained steady at 386 being a six monthly item.

The index number for the clothing and footwear group decreased by 1 point to 588 due to a fall in the average prices of saree.

The index number for the miscellaneous group decreased by 1 point to 599 due to a fall in the average prices of Jarda.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR NANDED CITY

(Average price for the calendar year 1961=100)

Groups	Weight proportional to total expenditure	Group Index Numbers	
		March 1986	April 1986
I. Food	61.46	704	698
II. Fuel and Light	5.88	801	801
III. Housing	4.62	386	386
IV. Clothing, Bedding and Footwear	12.22	589	588
V. Miscellaneous	15.82	600	599
Total	100.00	665	661
Consumer Price Index Number			

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

—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. 2.15.

AURANGABAD CENTRE*

694—A fall of 4 points

April 1986 the Consumer Price Index Number for Industrial Workers (1961=100) for the Aurangabad Centre with base January to December 1961 to 100 was 694 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 at the Aurangabad Centre.

The index number for the Food group decreased by 7 points to 768 due to a fall in the average prices of wheat, jawar, turdal, Gramdal, masurdal, oil and fats, sub groups, chillies dry, Tumaring mixed speices, vegetables and Gura.

The index number for the Fuel and Light group remained steady at 803.

The index number for housing remained steady at 328 being a six monthly item.

The index number for the clothing and footwear group decreased by 1 point to 656 due to a fall in the price of saree only.

The index number for the miscellaneous group remained steady at 565.

CONSUMER PRICE INDEX NUMBER FOR WORKING CLASS FOR AURANGABAD CENTRE

(Average price for the calendar year 1961=100)

Groups	Weight proportional to total expenditure	Group Index Numbers	
		March 1986	April 1986
I. Food	60.72	775	768
II. Fuel and Light	7.50	803	803
III. Housing	3.87	328	328
IV. Clothing, and Footwear	9.29	657	656
Miscellaneous	13.62	565	565
Total	100.00	694	694
Consumer Price Index Number		694	694

*Details regarding scope and method of compilation of the index will be found on pages 1107 to 1112 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. 2.15 (I.C.P.) Ra 4339—4 (535—9-86)

ALL INDIA AVERAGE CONSUMER PRICE INDEX NUMBERS FOR INDUSTRIAL WORKERS

The statistics for the Last 12 calendar months from May 1985 to April 1986 are given in the following table :—

TABLE

Month (1)	Base 1960=100 (2)	*Base 1949=100 (3)
May 1985	..	..
June 1985	600	729
July 1985	606	737
August 1985	615	747
September 1985	618	751
October 1985	619	752
November 1985	625	760
December 1985	630	766
January 1986	630	766
February 1986	629	764
March 1986	633	769
April 1986	638	775
..	643	782

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

THE STATEMENT SHOWING THE CONSUMER PRICE INDEX NUMBER FOR (INDUSTRIAL WORKERS) GROUPS FOR SEVEN CENTRES OF MAHARASHTRA STATE FOR THE MONTH OF APRIL 1986

Centre	1	2	3	4	5	6	7	8	9	10	11	12	Consumer Price Index	
													April 1986	March 1985
Bombay	..	1960=100	769	800	890	195	624	537	692	3,072	678	3,010	..	..
Solapur	..	1960=100	706	656	748	286	653	554	662	2,529	674	2,575	..	..
Nagpur	..	1960=100	690	774	946	347	634	533	654	3,414	648	3,383	..	..
Pune	..	1961=100	700	..	824	153	619	515	626	..	621	..	..	..
Jalgaon	..	1961=100	681	..	801	188	612	545	631	3,338	629	3,327	..	..
Nanded	..	1961=100	698	..	801	386	588	599	661	1,619	665	1,629	..	..
Aurangabad	..	1961=100	768	..	803	328	656	565	694	1,541	698	1,550	..	..

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

BOMBAY 4.44 SHOLAPUR 3.82 NAGPUR 5.22 JALGAON 5.29 NANDED 2.45 AURANGABAD 2.22

Labour Intelligence

INDUSTRIAL RELATIONS IN MAHARASHTRA REVIEW FOR THE MONTH OF MARCH 1986

Industrial Courts, Tribunal and Labour Courts

In all 2464 applications were received by the Industrial Courts, Tribunals and Labour Court during the month. Their break-up is as under—

Serial No.	Name of the Industrial Court/Tribunal and Labour Court	No. of applications received during the month Under the—			Total
		B.I.R. Act, 1946	I.D. Act, 1947	Other Acts	
1	2	3	4	5	6
I. Industrial Courts/Tribunals*—					
1	Industrial Court, Bombay	17	..	269	286
2	Industrial Tribunal, Bombay	..	17	..	17
3	Industrial Court, Nagpur	2	..	42	44
4	Industrial Tribunal, Nagpur	..	2	..	2
5	Industrial Court, Pune	1	..	28	29
6	Industrial Tribunal, Pune	..	11	..	11
7	Industrial Court, Thane	5	..	22	27
8	Industrial Tribunal, Thane	..	18	..	18
9	Industrial Court, Kolhapur	1	..	38	39
10	Industrial Tribunal, Kolhapur	..	..	28	29
11	Industrial Court, Amravati	1	..	119	121
12	Industrial Tribunal, Amravati	..	..	46	48
13	Industrial Court, Nashik	2	..	..	..
14	Industrial Tribunal, Nashik	..	..	..	..
15	Industrial Court, Aurangabad	2	..	..	..
16	Industrial Tribunal, Aurangabad	..	..	..	..
Total		31	48	592	671
II. Labour Courts—					
1	Labour Court, Bombay	44	207	323	574
2	Labour Court, Pune	2	35	85	122
3	Labour Court, Nagpur	4	101	94	199
4	Labour Court, Thane	1	16	93	110
5	Labour Court, Kolhapur	1	59	17	77
6	Labour Court, Solapur	3	19	49	71
7	Labour Court, Akola	..	7	15	22
8	Labour Court, Nashik	..	6	35	41
9	Labour Court, Aurangabad	..	22	29	51
10	Labour Court, Dhule	1	18	5	24
11	Labour Court, Sangli	1	20	76	97
12	Labour Court, Amravati	1	21	30	52
13	Labour Court, Jalgaon	2	17	19	38
14	Labour Court, Bhandara	2	87	21	110
15	Labour Court, Ahmadnagar	..	16	13	29
16	Labour Court, Latur	..	165	11	176
Total		62	816	915	1,793

Wage Boards.—References was received by the Wage Board Nil, for Cotton Textile Industry Nil for Silk Textile Industry, 1 for Sugar Industry, 1 for Co-op. Banks Industry during the month under review.

Conciliation
An analysis of disputes handled by the Conciliation machinery in the State during March 1986 under various Acts is given below :—

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

Act	1	2	3	4	Total
Industrial Disputes Act, 1947	..	6	..	105	111
Bombay Industrial Relations Act, 1946	..	..	3	3	6
Bombay Industrial Relations (Extensions and Amendment) Act, 1964	..	..	..	..	..
Total	1	2	3	4	117

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

Act	1	2	3	4	5	6	7	8	9	Total
Pending at the beginning of the month	726	131	67	..	..	..	..	..	..	924
No. of cases received during the month	391	9	3	..	..	..	..	..	..	403
Settled amicably	47	16	..	..	..	..	..	..	..	63
Ended in failure	193	33	1	..	..	..	..	..	..	227
Withdrawn or not pursued by parties	73	21	20	..	..	..	..	..	..	114
Closed	50	..	..	..	..	..	..	..	..	50
Total (a to i)	363	70	21	..	..	..	..	..	..	454
Pending at the end of the month	754	70	47	..	..	..	..	..	..	871

I. D. Act, 1947
B. I. R. Act, 1946
B. I. R. (Ext. and Amdt.) Act, 1964.

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

Act	Cotton Textile	Silk Textile	Chemical	Textile Processing	Hosiery	Banking	Sugar	Misc.	Trans-PMU	Total
1	2	1	1	5	1	7	8	9	10	11
B.I.R. Act, 1946	4			1	3					9

Act	Textile Industry	Power Industry	Chemical Industry	Press Industry	Electricity	Banking	Transport	Other Sides	Total
1	2	1	4	5	6	7	1	10	11
B. I. R. (Extension And Amendment) Act, 1964	2	1	1						1

District-wise analysis is given below—

Act	Bombay	Pune	Thane	Nagpur	Nanded	Aurangabad	Ahmednagar	Total
1	2	3	4	5	6	7	8	9
B. I. R. Act 1946	9							9

Act	Amravati	Bombay	Wardha	Chandrapur	Nagpur	Buldhana	Total
1	2	3	4	5	6	7	8
B. I. R. (Extension and Amendment) Act, 1964	3						3

LABOUR GAZETTE—JUNE 1986
INDUSTRIAL DISPUTES IN MAHARASHTRA STATE DURING MARCH 1986

	March 1986	Feb. 1986	March 1985
No. of Disputes	41	51	45
No. of Workers involved	9,625	11,485	16,447
No. of Man-days lost	2,10,318	2,16,630	4,48,695

Industry-wise classification is given below :—

Name of the Industry Group	Number of disputes		Total	Number of work people involved in disputes	Man-days lost
	Started before beginning of the month	Started during the month			
1	2	3	4	5	6
Textile	3		3	397	10,268
Engineering	20	1	21	6,265	1,34,255
Miscellaneous	4		4	650	13,925
March 1986 Total	36	1	37	2,313	51,878
Feb. 1986 Total	43	14	57	9,625	2,10,318
		8	51	11,485	2,16,630

Twenty one of the 41 disputes arose over question of "pay, allowances and bonus issues" 4 related to "Retrenchment and grievances" and the remaining 16 were due to other causes.

Out of the 5 disputes that terminated during the course of the month 1 dispute was settled entirely in favour of the workers and 4 Unsuccessful.

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

THE FOLLOWING STATEMENT GIVES THE DETAILS INFORMATION OF IMPORTANT INDUSTRIAL DISPUTES CAUSING MORE THAN 10,000 MANDAYS LOST DURING THE MONTH OF MARCH, 1986

Serial No.	Name of the Concern	Sector	S/L	Reason	Date of work stoppages		No. of workers Involved	Mandays lost		Remarks
					Began	Ended		During the month	Till the close of the month	
1	2	3	4	5	6	7	8	9	10	11
1	Thane - M/s Tekson Ltd., Kolshet Road, Thane.	Pvt.	S.	Reinstatement	20-4-81		459	11,185	6,83,445	Continued.
2	Bombay - Estrella Batteries Ltd., Plot No. 1, Dharavi, Matunga, Bombay 400 019.	Pvt.	L	Unfair Labour Practice	3-1-83		1,178	11,899	7,86,416	..
3	Bombay Bombay Forging Ltd., Vidyanageri Marg, Kalina, Bombay 400 098	Pvt.	S	Others Fighting amongst the workmen.	11-7-84		625	16,794	3,34,064	..
4	Bombay - Bush India Ltd., Sukh Sagar, M/s Patkar Marg, Bombay 400 007	Pvt.	L	Workers continued to indulge in 50% slow down from (13-8-84).	24-9-84		1,005	26,130	7,74,820	..
5	Bombay - The Indian Smelting Refining Co. Ltd., L. B. S. Marg, Bhandun, Bombay 400 078.	Pvt.	S	General Demand Wages D. A.	10-12-84		1,007	13,513	2,88,818	..

THE FOLLOWING STATEMENT GIVES THE DETAILS INFORMATION OF IMPORTANT INDUSTRIAL DISPUTES CAUSING MORE THAN 10,000 MANDAYS LOST DURING THE MONTH OF MARCH, 1986

Serial No.	Name of the Concern	Sector	S/L	Reason	Date of work stoppages		No. of workers Involved	Mandays lost		Remarks
					Began	Ended		During the month	Till the close of the month	
1	2	3	4	5	6	7	8	9	10	11
6	Bombay - Everest Building Products Ltd., Mulund, Bombay 400 080.	Pvt.	L	As assault on the personnel threats intimidation to mgt. staff Go-slow.	16-7-85		654	16,676	1,43,189	Continued.
7	Bombay - Sadhana Textile Mills Pvt. Ltd., 568/570, Pandurang Budhkar Marg, Worli, Bombay 400 018.	Pvt.	S	Demand for the with drawal of discharge orders issued to 11 workers.	3-3-1986	28-3-86	834	19,062	19,062	unsuccessful.

LABOUR GAZETTE - JUNE 1986

LABOUR GAZETTE - JUNE 1986

PRESS NOTE ON ESIS BENEFIT IN MAHARASHTRA AND GOA

The Employees' State Insurance Scheme protects the industrial workers as defined under the E. S. I. Act in the event of Sickness Maternity, Disablement and Death due to employment injury besides providing full medical care to the workers and their families.

In Maharashtra 1247654 employees were under the coverage of the Scheme in the month of April, 1986. The high lights of the benefits paid to these employees were as follows :—

ESIS has paid Rs. 1.50 Crores as Cash Benefit in April, 1986 :—

(I) 88972 workers were paid Rs. 92,16,242.65 on account of Sickness and Rs. 3,93,732.80 were paid for the long term diseases, e.g. T.B., Cancer, Hemiplegia, Paraplegia, Psychosis etc. etc.

(II) 20924 workers were paid Rs. 46,85,156.60 on account of accidents as employment injury which included 7630 cases for the permanent disablement and 2,812 for pension to the dependents/families due to death of the workers in the accidents.

(III) 7,10,526.00 were paid to the women workers as Maternity Benefit for the period of confinement. In addition to the above 62 persons were sterilized and they were paid Rs. 15,590.00 as family planning benefit.

(IV) There were 178 cases where legal proceedings were initiated against defaulting employers/Insured Persons for the recovery of arrears of contributions as under :—

(1) Under Section	45 B	..	129 Cases.
(2) Under Section	75		14 Cases.
(3) Under Section	84		1 Case
(4) Under Section	85		34 Cases.

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PUBLISHED MONTHLY

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