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

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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 June 1986 with average price for the year ended December 1960, equal to 100 were 708, 680 and 667 respectively. The Pune, Jalgaon, Nanded and Aurangabad Consumer Price Index Numbers for working class for the month of June 1986, with the average prices for the year ended December 1961 equal to 100 were 633, 644, 690 and 734 respectively.

All India Average Consumer Price Index Numbers for Industrial Workers

All India Average Consumer Price Index Numbers for Industrial Workers (General base 1960—100 for June 1986 was 658 as compared to 651 in May 1986. On base 1949—100 derived from 1960 based Index worked out to 800 as against 651 for May 1986.

Industrial Disputes in Maharashtra State

During the month of May 1986, there were 45 disputes involving 10,787 workmen and time loss of 2,22,142 mandays as compared to 49 disputes in April 1986 involving 12,204 workmen and time loss of 2,22,396 mandays.

Further particulars of Industrial Disputes are given at pages 581 to 583 of this issue.

Benefits under the Employees State Insurance Scheme

During the month of June 1986, 99,864 workers were paid Rs. 1,06,56,26510 on account of Sickness and Rs. 4,29,61305 were paid for the long term diseases, e.g. T. B., Cancer, Hemiplegia, Paraplegia, Psychosis etc., 20,561 workers were paid Rs. 51,38,84050 on account of accidents as employment injury which included 7,542 cases for the permanent disablement, and 2,751 for pension to the dependents families due to death of the workers in the accidents.

Current Notes

ILC's Emphasis on Small and Medium Enterprises

The recently concluded tripartite International Labour Conference at Geneva laid special emphasis on the significant role of small and medium-sized enterprises in the creation of employment, in stimulating entrepreneurial development and in decentralisation.

Urging measures that would promote these enterprises in both rural and urban areas, the conference wanted Governments to pursue two objectives in this regard. The creation and maintenance of a climate favourable for the development of small and medium sized enterprises through economic measures such as low inflation rates, stable currencies and removal of trade barriers as well as the provision of incentives for investment. Administrative measures which might impose a disproportionate burden on these firms should be reviewed and streamlined.

National development strategies should also aim at developing comprehensive policies combining several types of assistance such as credit, management training raw material procurement and other measures.

The financial needs of the small and medium-sized enterprises need to rest on the good support of a network of financial institutions and programmes to facilitate the flow of capital.

The conference also stressed on special attention to be paid to the social aspects of these enterprises, such as the improvement of working conditions, safety and health and compliance with international standards.

The conference further pointed out that the characteristically low levels of schooling, skills and capital in the informal sector meant that special approaches were required for dealing with these shortcomings.

The International Labour Office was requested to give special emphasis to small enterprises and entrepreneurship development including study of ways and means whereby Governments promote and assist small and medium-sized enterprises.

The ILO should also assist employers' and workers' organisations in promotional activities such as training and development of new forms of help such as export marketing. Efforts aimed at training staff of development and commercial banks involved in lending to small firms should be pursued. Official programmes should give greater attention to conditions of work. They should also ensure the protection of the legitimate rights of workers in that sector.

(Indian Worker, dated June 30, July 7 and 14, 1986)

ILO's Governing Body Strengthened

The 72nd session of the International Labour Organization, that concluded here on June 25, completed the process of major reforms of the ILO's structure by adopting several amendments.

A major change is the increase in the membership of the Organisation's Governing Body, the tripartite executive organ responsible for all matters concerning ILO's policies and programmes, to 112 from the present 56. The Governing Body will henceforth have 56 government members, 28 employers' representative and 28 workers' representatives.

As per one of the new provisions, its composition shall be as representative as possible, taking into account the various geographical, economic and social within its three constituent groups, without however impairing the recognised autonomy of the groups.

The inclusion of 10 non-elective government seats will be done away with 54 of the 56 government seats will be distributed between four geographical regions—12 for America, 13 for Africa, 14 for Europe and 15 for Asia. The methods for the distribution of seats and of election within each region will be set out in the regional protocols. The two remaining seats will enable states not covered by a regional protocol to participate on a non-discriminatory basis in the electoral process within another region.

Another amendment, regarding the appointment of the Director General of the International Labour Office, enables the International Labour Conference to approve the appointment made by the Governing Body. The rules for the nomination of the candidates have also been set out.

Other constitutional amendments are aimed at the removal of certain distortions in the method of taking Conference decisions arising out of the present system of determining will be taken into account in calculating the quorum. They will, however, continue to be excluded for the calculation of the majority.

Conference Standing Orders have been modified with the establishment of a special procedure for dealing with the resolutions which include a condemnation of a member state. The essential element of the provision adopted is the establishment of a thirteen-member conference committee to decide whether such a resolution might be circulated for examination by the conference. In principle any resolution, which is found by this committee to be condemning a member state on grounds which are not based on the conclusions of an examination of the matter in accordance with an established ILO procedure, would not be circulated.

The ILO Constitution provides that these amendments shall take effect when ratified or accepted by two-thirds of the members of the organisation including five of the ten members of chief industrial importance.

(Indian Worker, dated June 30th, July 7th in 1986)

ILO Given Expanded Mandate

The International Labour Conference has given an expanded mandate to the ILO to strengthen its technical assistance and expertise to Third World nations in promoting small and medium enterprises.

The conference, which ended its three-week session last month, noted in its conclusions that such enterprises could play a significant role in creating employment by marshalling entrepreneurial initiative into economic and social

development of the countries along side the large scale enterprises with which they should enjoy a balanced interdependence.

The conference suggested a series of measures which the Governments, employers and workers could take to stimulate the establishment and growth of small and medium enterprises particularly in the developing countries.

The Government should create conditions for healthy development of small and medium enterprises, "with particular attention to employment creation and other economic goals and measures such as stable currencies, low rates of inflation, removal of trade barriers, availability of finance at appropriate interest and equitable levels of taxation".

The conference said that trade associations should provide training and advice on managerial and financial aspects and on labour relations, working conditions and international labour standards.

The small and medium enterprises, particularly in developing countries, needed to reinforce management training. Such training, the conference noted, should be given in a variety of institutions including educational and professional organizations. There should also be good network of financial institutions and programmes to facilitate flow of capital to such enterprises, it added.

The ILO should encourage and support the development of training, advisory and extension services to small enterprises through policy guidelines, assessment of training needs, production of training materials and in the training of personnel. The ILO should also build up effective and reliable information services to help member States.

The conference noted the critical importance of finance to small and medium enterprise projects and called on the ILO to enhance its collaboration with the funding and donor agencies.

The other areas of priority suggested to the ILO in the concluding session included abolition of child labour, greater attention to conditions of work and employment as well as social security of workers and in particular special attention to entrepreneurship development in the rural areas.

The conference was attended by nearly 2,000 delegates, representing Governments, employers and workers from 137 of the 150 member-states of the ILO

(*Indian Worker, dated June 30, July 7 and 14 1985*)

ILO adopts safety standards on the use of asbestos

New International safety standards on the use of asbestos, as set in a Convention adopted by the recently concluded session of the International Labour Conference here, seeks to prohibit the use of crocidolite, a type of asbestos considered as particularly dangerous.

Spraying of all forms of asbestos is also sought to be barred.

The international Convention, complemented by a Recommendation, stipulates that national laws shall prescribe technical measures for prevention of hazards and adequate work practices as well as special rules and procedures including authorisation for the use of asbestos or for certain work processes.

Wherever necessary to protect the health of workers and where technically practicable, national laws shall provide for either the replacement of asbestos by other materials or products whenever possible, or for the total or partial prohibition of the use of asbestos in certain work processes.

The Convention, while stipulating that the use of crocidolite and products containing this fibre shall be prohibited, however permits derogations from the prohibition after due consultation with organisations of employers and workers provided that steps are taken to guarantee workers health. The same applies to the prohibition of asbestos spraying.

In all workplaces where workers are exposed to asbestos, the employer should take all appropriate steps to prevent or control the release of asbestos dust into the air to ensure that exposure limits or other exposure criteria set by the competent authority are complied with. Exposure should be reduced to as low a level as is reasonably practicable.

Where these measures do not suffice to contain exposure, the employer shall provide adequate respiratory protective equipment and special protective clothing.

The Convention also prescribes measures relating to contaminated clothing and disposal of waste containing asbestos. It provides for monitoring of workplace to determine the concentrations of airborne asbestos dust and for necessary medical examination of the exposed workers. Measures to prevent pollution of the general environment by asbestos dust released from the workplace are also sought for by the Convention.

The Recommendation sets out measures of prevention and control of exposure, methods for monitoring both the workplace and the health of workers, and steps to be taken for informing and educating all persons concerned.

(*Indian Worker, dated June 30, July 7, and 14, 1986*)

ILO concerned over unemployment of youth

Keeping in view the estimated growth of the number of young people from 941 million in 1985 to one billion by 2,000 A.D.—around 84 per cent of whom would be in developing countries—this year's International Labour Conference, that concluded here on June 25, voiced its concern at the severe impact of unemployment and underemployment on young men and women.

The conference stressed that employment opportunities with fair conditions of work, career prospects and job satisfaction were dependent on higher and sustained rates of global economic growth.

The conference further pointed out that co-ordinated economic and social policies at the national and international levels within the context of more stable and fair financial and commodity markets and expanded international trade were necessary pre-conditions for promoting employment opportunities for the youth.

It called for more involvement of young people and of employers' and workers' organisations in the design selection and implementation of youth employment and training schemes. The cost of not overcoming the

confronting the youth today would be much higher in the future.

In the light of the limited capacity of modern sector to absorb the large numbers of young people in urban areas of developing countries, including those migrating from the countryside, the Conference suggested that national policies should aim at enhancing the potential of the informal sector to generate jobs, output, income and skills.

The conference also wanted attention to be given to increasing production and financially remunerative employment and training opportunities in priority sectors of the economy such as rural agricultural and non-agricultural activities and small and medium scale enterprises.

The Conference underlined the important role to be accorded to education and training in providing young men and women with a base intellectual development, knowledge and skills to better prepare them for life and work. Education and training policies needed to be oriented towards initial training and providing "employable skills", while at the same time retraining and continuous training could equip young workers and enterprises to cope with the challenges of technological and occupational change.

Vocational guidance played an important part in assisting young people to select training programmes leading to freely chosen regular work, the Conference stated. Special attention needed to be given to the broadening of the traditionally restricted training and labour market possibilities for girls and young women. Special efforts were also needed to promote training and employment for other disadvantaged groups, including migrants and the disabled.

Expressing concern regarding working conditions of young men and women, the Conference urged member States to ratify and implement the various international labour standards relevant to young people, and called on the ILO to pay special attention to the problems of the young.

(*Indian Worker*, dated June 30, July 7, 1986)

ILC Committee on Apartheid for Sanctions against South Africa

At the close of a week of debate, the Committee on Apartheid of the International Labour Conference on June 13 decided to send to the Security Council meeting in New York the following cable on the situation in South Africa:

"Urgent for UN Security Council in special session on South African June 13, 1986. From Aboubekr Belkaid, Minister of Vocational Training and Labour of the Government of Algeria and Chairman of the Committee on Apartheid of the 72nd Session of the International Labour Conference in Geneva. I am urgently transmitting to you the following appeal which was today unanimously adopted by the Committee on Apartheid:

"The Tripartite Committee on Apartheid of the 72nd Session of the annual Conference of the International Labour Organisation appeals strongly to the member States of the UN Security Council now in special session, and especially to those who have previously used their right of veto to prevent the imposition of mandatory economic sanctions against South Africa, to respond favourably

to the call of the international community and of the black majority of South Africa by the unanimous adoption of mandatory comprehensive economic measures."

"I respectfully request that the text be brought to the attention of Security Council members at today's session."

The Committee on Apartheid also adopted conclusions which were submitted on June 19 to the plenary of the International Labour Conference.

(*Indian Worker*, dated June 30th July 7 and 14, 1986)

18 employees to gain PF Interest rate enhanced to 11 per cent

About 18 million employees are to benefit by the decision to raise the interest rate of the provident fund from 10.15 per cent to 11 per cent for the year 1986-87.

With this increase, there will be a deficit of over Rs. 2 crore with the Provident Fund Organisation which it intends to offset through better investment policy and improved management techniques.

Decisions to this effect were taken by the Provident Fund Organisation at their board meeting held here on July 3. It was presided over by the Union Labour Minister, Shri P. A. Sangma.

INTUC was represented at the meeting by Shri D. Venkatesh, General Secretary of the Karnataka Branch of the INTUC.

In his speech, the Labour Minister appealed to the workers and employers to assist the Provident Fund Organisation in reaching those subscribers whose money was lying unaccounted. There was over Rs. 14 crore in this category.

The organisation, he said, had already launched a campaign in this regard and all attempts were being made to reach the claimants.

Shri Sangma also referred to the mounting arrears and defaults by the organisations in depositing their dues in time.

The Minister informed that he had convened a meeting on July 7 of establishments in the jute industry and other organisations who are big defaulters. He added bidi workers had been covered under the scheme.

He said pending amendment to the Provident Fund Act for increasing penalty for defaults, the organisations had been instructed to vigorously launch prosecutions.

Shri Sangma said that the Central Board of Direct Taxes had agreed to clear the demands for giving approval to more exempted establishments provided they excluded those drawing a monthly salary of over Rs. 2,500.

The members were informed that bidi workers were now being covered under the scheme following a Supreme Court judgement. The organisation had taken steps to realise the amount.

The Provident Fund Board approved the setting up of six more subdivision offices, at Warangal, Udaipur, Jabalpur, Gulbarga, Bhatinda and Bhagalpur to provide service to workers at their doorsteps.

The total number of establishments covered under the scheme are 157 with over 1.31 crore subscribers. A sum of Rs. 1,254 crores was collected during the period April-December, 1985, under the three schemes of the Employees' Provident Fund Scheme, the Employees' Deposit Linked Insurance Scheme as against 1,067 crores collected during the corresponding period of the previous year.

In another development, modifications to the Public Provident Fund Scheme directed at making it more attractive to its subscribers, were announced by the Finance Ministry here on July 3.

According to the modified scheme that was brought in to force, the limit on the annual subscriptions in a year has been raised from Rs. 40,000 to Rs. 60,000.

Secondly, a subscriber will now be permitted to make one withdrawal every year between the 6th and 15th years or an amount not exceeding 50 per cent of the balance to his credit at the end of the fourth year immediately preceding the year of withdrawal or at the end of the preceding year, whichever is lower.

Thirdly, where a subscriber dies without any nominations, the scheme now permits payment of balance upto Rs. 1 lakh to the legal heirs on the basis of affidavits.

Earlier the heirs had to produce a succession certificate to claim to get back the balance, which apart from being time consuming and inconvenient, was an expensive process.

With these liberalisations duly notified by the Government, the Union Finance Minister, Shri Vishwanath Pratap Singh, has settled various problems of the subscribers and their families.

ILC for immediate sanctions against South Africa

The International Labour Conference, that concluded here on the 25th of last month, has urged that immediate priority be given to the imposition of mandatory economic sanctions against South Africa.

While adopting the conclusions of its Committee on Apartheid, the conference reaffirmed its full commitment to the ILO Declaration against the policy of apartheid in South Africa. It noted the failure of all efforts to persuade the Pretoria regime to give up apartheid through dialogue and deplored the escalation of violence and the systematic violation of trade union and human rights.

The conference wanted governments to prohibit trade with South Africa and investments in the so-called Bantustans or homelands and to ensure the immediate withdrawal of companies already investing there.

All scientific educational, sporting or cultural exchange with the regime should be banned and stringent disinvestment measures should be taken including the withdrawal of all public funds from banks maintaining commercial relations with South Africa. Governments were also urged to extend the oil and arms embargo to include sales by South African subsidiaries of transnational corporations.

The conference also urged the employers to halt all bank loans or rescheduling of loans to South Africa, to disinvest from the country and from Bantustans or "homelands" and to transfer these investments to front-line States. Employers were also urged to cease all cooperation with South African authorities in the implementation of apartheid legislation.

(*Indian Worker*, dated June 30, July 7 & 14, 1986)

Early Amending of Labour Laws : Scheme for BF ESI dues to jute workers

The Union Government is considering amending the Industrial Disputes Act the Trade Union Act and a number of other enactments concerning labour.

This was told on July 8 by the Union Labour Minister, Shri P. A. Sangma at the meeting of the Parliamentary Consultative Committee attached to his ministry.

The other laws governing labour to be amended are the Factories Act, the Employment Exchange (Compulsory Notification of Vacancies) Act and the Welfare Fund Act. Financial touches were being given to legislative amendments to these laws, the Minister said.

According to Shri Sangma, proposals for a comprehensive legislation on child labour "are under active consideration of his Ministry".

Shri Sangma further told the members that draft proposals for revision of the minimum wages in respect of 32 scheduled employments, including 28 mining employments, had been notified. In case of mining employment, the proposed minimum wages ranged between Rs. 12.25 and Rs. 22.25 per day for different categories of workers. For other four employments, viz construction and maintenance of roads, buildings, runways and stone-crushing, the minimum wage range was between Rs. 9.50 and Rs. 22.50 per day, he said and added that the final notification would be issued after examining objections and suggestion received, if any, from the concerned parties.

Jute workers' PF and ESI dues

The Labour Minister also announced that a scheme had been worked out for continuous payment of provident fund and ESI from the exempted jute establishments. This was decided at a meeting the Government had with the representatives of some of the major defaulting jute mills.

As per the scheme eight per cent of the amount payable to jute mills on the purchase orders on government account is to be deducted and adjusted against the arrears for the past period. The total arrears from them are about Rs. 66 crores and the government purchase order is to the tune of Rs. 200 every year.

Shri Sangma said that the jute mills which were presently closed would also pay the current dues which along with the instalments they were already paying under court orders. In case the closed mills fail to reopen within three months, the provident fund authorities would proceed with the recovery of the outstanding dues in accordance with the provisions of the EPF Act. The arrangements would be reviewed after six months.

(*Indian Worker* dated 21st July 1986)

Industrial Growth at 6.3%

The overall industrial production witnessed a growth rate of 6.3 per cent during 1985-86 against an average annual growth rate of 5.9 per cent recorded during the Sixth Plan period.

According to a paper prepared by the industry ministry, the overall industrial growth rate would have been higher during 1985-86 but for the declaration in the rate of growth of the mining and quarrying sector which fell from a high of 8.1 per cent in 1984-85 to a mere 4.6 per cent and that of electricity which dropped from 12 per cent in 1985-86.

It said that the declaration in the case of the mining and quarrying sector was primarily due to lower production of coal in view of earlier stock piling at pit-heads and that of electricity was due to lower generation of hydropower caused by water short-age in reservoirs.

The six infrastructure industries comprising electricity, coal, saleable steel, petroleum refinery products, crude petroleum and cement, accounting for a weight of 23.3 per cent in the general index, recorded a growth of 9.6 per cent during April-May 1986 compared to that of 4.7 per cent during April-May 1985.

The paper said the impressive growth rates have been recorded by automobile industry during 1985-86. While the production of scooters registered a growth of 48.4 per cent, motorcycles showed an impressive growth of 40.2 per cent. The production of cars and jeeps also witnessed a marked growth of 21.7 per cent and 15.3 per cent respectively. Commercial vehicles showed a growth rate of 8.4 per cent.

The cement industry too has performed extremely well during 1985-86 in fact, as against the target of 33.50 million tonnes for 1985-86 the production of cement during the year has been 33.10 million tonnes. In March 1986, the production of cement was very encouraging, the industry having shown a growth of 17.2 per cent over March 1985.

The paper said the small scale sector too has witnessed a higher growth performance during 1984-85. The production of small units is estimated to have shown a growth of 12 per cent in real terms over 1983-84. The level of employment in this sector has also registered a growth of seven per cent.

Khadi and village industries recorded a significant progress during 1985-86. The overall production during the period is estimated at Rs. 1142 crore compared to Rs. 965 crore in 1984-85, registering a growth of 18.3 per cent. This sector is estimated to have provided employment to 40.5 lakh persons during 1985-86, compared with 37.9 lakh persons during 1984-85, thus registering a growth of 6.9 per cent.

It said that as a result of far-reaching industrial policy measures taken by the government during the last one year, the investment climate in the country is one of buoyancy and confidence. The number of letters of intent issued during 1985 reached an all-time high of 1456, rejecting an increase of 37 per cent over 1984.

Total approvals granted by the Controller of Capital Issues (excluding loans) during 1985-86 have exceeded the total approvals granted during 1984-85 by 106.7 per cent. The index of security prices for ordinary shares as on May, 1986 registered a growth of 33.8 per cent over that of April 6, 1985.

(Indian Worker dated 21st July 1986)

Settlement on Bonus and Incentive reached in Neyveli

A settlement on the payment of bonus to workers for the year 1985-86 and quarterly incentive during the year 1986-87 was reached on July 8 between the Joint Council of five unions, including the INTUC-affiliated Neyveli National Workers and Staff Union, and the management of Neyveli Lignite Corporation.

Sarvashri S. Vincent, President and D. Muthu Reddiar, General Secretary of Neyveli National Workers and Staff Union signed the settlement.

The agreement on bonus, valid for four years from the date of its signing provides for the payment of annual productivity-linked bonus on the basis of weighted average percentage capacity utilisation of various plants in the Corporation. A minimum of 8.33 per cent is payable for weighted average percentage capacity utilisation of 70 per cent and below and a maximum bonus of 20 per cent is payable on reaching 100 per cent and above of weighted average capacity utilisation.

On this basis the bonus payable for the accounting year 1985-86 works out to a maximum of 20 per cent against the weighted average capacity utilisation of 101.64 per cent during the year and it was agreed to disburse the payment of bonus on July 18.

Incentive

The joint council of five trade unions had demanded the extension of the coverage of a revised incentive scheme to all workmen who are also directly or indirectly contributing to the production, whether they are employed in the production units or in the ancillary and service units.

Several rounds of discussions had taken place since May and ultimately the dispute was taken over by the Central and State Government conciliation machinery and a final settlement, providing for a revision and extension of the incentive scheme, was signed on July 8 in the presence of the Joint Commissioner of Labour, Madras and the Assistant Commissioner of Labour (Central).

The revised incentive schemes shall cover all employees of the Corporation drawing emoluments upto Rs. 2,500 per month and the ceiling limit for the calculation of incentive will be Rs. 1,600 per month. The scheme is effective from April 1, 1986 and will be in force for four years and is liable to be reviewed after three years.

As per the settlement the workmen of the corporation have been grouped under two categories as under :

- (a) (i) Employees or workmen who are already being paid quarterly incentive; and,
- (ii) employees or workmen engaged in production processes but are not being paid quarterly incentive due to their monthly emoluments exceeding Rs. 1,600. These are classified as "direct workers".
- (b) All other employees or workmen are classified as 'others'.

Employees or workers in Mines II and Thermal Station II are to get incentive from the date of the commencement of production by the units and till then they shall be treated as "others". The special allowance of Rs. 25 and Rs. 50 per month now being paid is being withdrawn in lieu of the incentive.

The settlement provides for quarterly incentive for five levels of targets, which will be 5 per cent for direct workers at level I, 5.5 per cent at level II, 6 per cent at level III, 6.5 per cent at level IV and 7 per cent at level V. The incentive for others will be uniformly four-seventh of the average of the production units.

The amount of quarterly incentive for each level of production is as given here-under :

Grade	Quarterly incentive admissible for direct workmen				
	I Level Rupees per quarter	II Level Rupees per quarter	III Level Rupees per quarter	IV Level Rupees per quarter	V Level Rupees per quarter
	2	3	4	5	6
I	162	178	194	210	226
II	172	190	207	224	241
III	178	195	213	231	249
IV	181	199	217	235	253
V	184	202	220	239	257
VI	190	209	228	247	266
VII	198	218	238	258	278
VIIA	213	235	256	277	299
VIII	204	224	245	265	285
IX	208	229	250	271	292
X	227	250	273	295	318
XI	233	256	280	303	326
XII and other employees drawing Rs. 2,500 p.m. and less upto Rs. 1,600	240	264	288	312	336

For "others" the payment will be 4/7 of the average percentage obtained by the direct workmen of all the production units.

(*Indian Worker*, dated 28th July 1986)

ILO to promote small Enterprises in LDCs

The International Labour Conference which concluded on June 25, 1986 has given an expanded mandate to the ILO to strengthen its technical assistance and expertise to Third World nations in promoting small and medium enterprises. The conference suggested a series of measures which the governments, employers and workers could take to stimulate the establishment and growth of small and medium enterprises particularly in the developing countries.

The government should create conditions for healthy developments of small and medium enterprises "with particular attention to employment creation and other economic goals and measures such as stable currencies, low rates of inflation removal of trade barriers, availability of finance at appropriate interest rates and equitable levels of taxation."

The conference said that trade associations should provide training and advice on managerial and financial aspects and on labour relations, working conditions and international labour standards. Small and medium enterprises particularly in developing countries needed to reinforce managements training. Such training the conference noted, should be given in a variety of institutions, including educational and professional organisations. There should also be a good network of financial institutions and programmes to facilitate flow of capital to such enterprises, it added.

The ILO should encourage and support the development of training, advisory and extension services to small enterprises, through policy guidelines assessment of training needs, production of training materials and in the training of personnel. The ILO should also build up effective and reliable information services to help member states.

The conference noted the critical importance of finance to small and medium enterprise projects and called on the ILO to demand its collaboration with funding and donor agencies. Other areas of priority ILO action suggested in the conference conclusions included abolition of child labour, greater attention to conditions of work and employment as well as social security of workers and in particular special attention to entrepreneurship development in the rural areas.

The conference was attended by nearly 2,000 delegates representing governments, employers and workers from 137 of the 150 member states of the ILO.

(*E.F.I. Bulletin*, dated 1st July 1986)

Minimum wages for Seepz Staff

The Labour Minister of Maharashtra stated in the State assembly on July 8 1986 that Government has decided to bring all workers engaged in the manufacture of electronic components under Minimum Wages Act. The Minister added that the Act would also cover the workers mostly women employed at the Santacruz Electronic Export Promotion Zone (SEEPZ) in Bombay.

(*E.F.I. Bulletin*, dated 15th July 1986.)

Articles, Reports, Enquires, etc.

(The views expressed in signed Articles appearing in this section carry weight 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.)

SOCIAL EFFECTS OF TECHNOLOGICAL DEVELOPMENT INCLUDING THOSE FROM NEW PRODUCTION METHODS.

With Special Reference to Workmen

By

(Shri D. P. PAGAR.)

Assistant Commissioner of Labour, Bombay

Since our Hon'ble Prime Minister Mr. Rajiv Gandhi promulgated that the country should be ready to accept the challenges of 21st Century, the era which would be of highly developed technology, better service to customers, and of poor sections of the society and the development of gainful and productive Work-force.

Careful planned and balanced technological advance is an important aspect for meeting the economic, social and humanitarian responsibilities and demands placed for the needed industries. A satisfactory rate of technological progress requires the close co-operation of Government, Employers, Workers and Trade Unions and or Workers' representatives.

Keeping in the mind, the development in technology should not render the workers from their jobs, on other hand, there should be growth in the number of jobs for the workmen. Although, the future consequences of the technological changes are difficult to predict and would differ according to level, development and other characteristics. Undoubtedly, the type of Labour and requirements would change e.g. there would be a tendency for more employment in the service sectors which requires different skills. In the developed countries, adverse consequences of technology were balanced by the creation of new jobs, new industries and better products. In thinking about the future, we must learn from the past experience gained by the developed countries.

Newly emerging technology can be appropriate for development depending on conditions and objectives.

Since, the technology is in the hands of multinational enterprises and access are accompanied by variety of restrictions and control. It would be incorrect to avoid the genuine long term restructuring in order to preserve jobs of the workmen at all costs.

Industries needed to raise the level of efficiency and quality in order to compete with foreign market (product). In achieving this selective adoption of new technology properly mixed with existing ones is recommended.

There is a need for international collaboration on technology, as a means of overcoming limitations in this area. The technological changes tended to increase output resulting in much more displacement of Labour where new technology was not adopted than where it was most fully used. therefore, the best way to minimise workers displacement is to adopt long range and preventive policy towards technological change. it means that the parties shall work together to increase their capabilities to absorb new technology promptly and this includes learning new technology through education, training and to apply them as they become practicable.

Regarding the effect of newly emerging technology, it is too early to discern clearly what consequences modern bitechology, would be for workers and consumers. The Micro-electronics, however, would achieve a very impressive rate of growth and would grow even higher rates in the future and this technology would have enormous effects on employment, and the structure of labour, for this reason, there is need for negotiations on the introduction and use of new technology and the solution based on tripartite consultation should be sought. The goal is to minimise the negative effects on employment. To this end changes in technology should be subject to collective bargaining.

The enterprises should make an arrangement for workers losing their jobs by diversification of activities so that these workers could get alternative jobs under the same conditions of remuneration and work for this, every enterprise should make efforts to enter into meaningful negotiations with the Trade Unions on the subject of reducing working time without loss of pay as a means of setting the High level of rising unemployment in the country. Section 9-A of Industrial Disputes Act, 1947 puts the responsibility on the Employer to give a notice of change in the prescribed proforma to the Trade Unions for the changes to be made effective in the Industries.

Before introducing the technology in the existing industry, it shall be made necessary

(a) that Trade Unions should receive well in advance all informations concerning technological changes which the Employers intend to introduce.

(b) Employers organisations and Trade Unions should be encouraged to negotiate jointly or where appropriate, on tripartite basis through collective agreement at enterprises, sectoral, or inter sectoral level regarding the introduction new technology and its economic, social and human consequences.

(c) Whenever technological changes led to increase in productivity and consequently in the Company's profits, workers should share in the benefits to such profits through a reduction in a working time as a means of increasing employment opportunity and better working conditions.

Lastly, it can be said that in order to reduce the harmful effects of technology, to a minimum "true partnership" should be initiated before the decision to introduce technology.

(Contributed by Shri D. P. Pagar, Assistant Commissioner of Labour, Bombay)

Labour Legislation

THE CONTRACT LABOUR (REGULATION AND ABOLITION) AMENDMENT ORDINANCE, 1986

No. 30 OF 1986

Promulgated by the President in the Thirty-seventh year of the Republic of India

An Ordinance to amend the Contract Labour (Regulation and Abolition) Act, 1970

Whereas Parliament is not in session and the President is satisfied that circumstances exist which render it necessary for him to take immediate action,

and whereas the powers conferred by clause (1) of article 123 of the Constitution, the President is pleased to promulgate the following Ordinance :—

1. *Short title and commencement.*—(1) This Ordinance may be called the Contract Labour (Regulation and Abolition) Amendment Ordinance, 1986.

(2) It shall come into force at once.

2. *Amendment of Act 17 of 1970.*—In section 3 of the Contract Labour (Regulation and Abolition) Act, 1970, in sub-section (1), for clause (a), the following clause shall be substituted, namely

(a) "appropriate Government" means :—

(i) in relation to an establishment in respect of which the appropriate Government under the Industrial Disputes Act, 1947 (14 of 1947) the Central Government ;

(ii) in relation to any other establishment, the Government of the State in which that other establishment is situated :—

(Published in the Gazette of India, Extraordinary, Part II Section 1, dated-28th January 1986, by Ministry of law and Justice (Legislative Department) New Delhi, on 28th January 1986)

(2)

THE EMPLOYMENT OF CHILDREN (AMENDMENT) ACT, 1985

No. 62 OF 1985

(4th December 1985)

An Act further to amend the Employment of Children Act, 1938.

Be it enacted by Parliament in the Thirty-sixth Year of the Republic of India as follows :—

1. *Short title and commencement.*—(1) This Act may be called the Employment of Children (Amendment) Act, 1985.

(1) It shall come into force on such date as the Central Government may by notification in the *Official Gazette*, appoint.

3. *Amendment of section 4.*—Section 4 of the Employment of Children Act, 1938 shall be renumbered as sub-section (3) thereof and—

(a) before sub-section (3) as so re-numbered, the following sub-section shall be inserted, namely :—

(i) Whoever employs any child or permits any child to work in contravention of the provisions of section 3 shall be punishable with imprisonment for a term which shall not be less than three months but which may extend to one year or with fine which shall not be less than five hundred rupees but which may extend to two thousand rupees or with both.

(ii) Whoever having been convicted of an offence under section 3 for employing any child or permitting any child to work in contravention of the provisions of section 3 commits a like offence afterwards, he shall be punishable with imprisonment for a term which shall not be less than six months but which may extend to two years

Provided that the court may, for any adequate and special reasons to be recorded in the judgement, impose a sentence of imprisonment for a term of less than six months."

(b) in sub-section (3) as so re-numbered, clause (a) shall be omitted.

(Published in the Gazette of India Extraordinary, Part II, Section 1, dated 4th December 1985 at pages No. 1 and 2 by Ministry of Law and Justice (Legislature Department), New Delhi on 11th December 1985).

Gist of Important Notifications under Various Labour Laws

I. EMPLOYEE'S STATE INSURANCE ACT, 1948.

(A) *Exemption 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 91-A of the said Act, exempted the factories located in the MIDC Area of Chandrapur, District Chandrapur, from the date of this notification upto and inclusive of 30th June 1986 at present or till the adequate medical arrangements are made available in the said area whichever is earlier.

(Vide Government Notification, Industries, Energy & Labour Department, No. SIA. 1035/4635/226 Lab-4, dated 2nd June, 1986 published in *Maharashtra Government Gazette* Part I-L, dated 19th June, 1986 at page No. 3145.)

II. INDIAN BOILER ACT, 1923.

(A) *Exemption 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. 10385 and belonging to the Ahmed Oomerbhoj, Ahmed Mills, Ahmed Oomer Street, Two Tanks P. O. Box No. 4811, Bombay 400 008 from the operation of clause (c) of Section 6 of the said Act, for the period of one month from the 11th May, 1986 to 10th June, 1986 (both days inclusive).

(Vide) Government Notification Industries, Energy and Labour Department No. IBA. 1086/2242/2040 Lab-9, dated 7th May, 1986 published in *Maharashtra Government Gazette*, Part I-L, dated 26th June 1986, at page No. 3256.)

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. 9111 and belonging to the National Rayan Corporation Ltd., Post Mohane, 421102, Thane from the operation of clause (c) of section 6 of the said Act, for the period of One year from the 12th June 1986 to 11th June, 1987 (both days inclusive).

(Vide) Government, Notification, Industries, Energy and Labour Department No. IBA. 1086/2124/2041 Lab-9, dated 9th May, 1986 published in *Maharashtra Government Gazette*, Part I-L, dated 26th June 1986, at page No. 3256.)

(3.) In exercise of the powers conferred by sub-section (2) of section 34 of the said Act, the Government of Maharashtra has exempted the boiler bearing No. MR EX. 29,30,31 & 32 and belonging to the National Organic Chemicals Limited, Thane-Belapur Road, Post Box No. 73, Thane from the operation of clause (c) of Section 6 of the said Act, for the period of twelve months from the 13th May, 1986 to 12th May, 1987.

(Vide) Government Notification, Industries, Energy & Labour Department No. IBA. 1086/2127/63/2046 Lab-9, dated 12th May, 1986 published in *Maharashtra Government Gazette*, dated 26th June 1986, at Page. No. (3256).

III. INDUSTRIAL DISPUTES ACT, 1947.

(A) *Constitutions and Appointments under the Act*—1. The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by Section 7-A of the said Act, constituted the Industrial Tribunal, Solapur and appointed Shri M. G. Pulkade, Presiding Officer of an Industrial Tribunal.

(Vide Government Notification Industries, Energy and Labour Department, No. IDA. Lab-2, dated 30th April, 1986, published in *Maharashtra Government Gazette*, Part I-L, dated 26th June 1986, at Page No. 3276.)

2. The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by Section 8 of the said Act appointed Shri N. L.

Chalchandra, Industrial Tribunal, Bombay to be Presiding Officer of the Industrial Tribunal, in place of Shri N. B. Dharurkar.

(Vide Government Notification, Industries, Energy and Labour Department No. IDA. 1086/6589 Lab-2, dated 2nd May, 1986 published in *Maharashtra Government Gazette*, Part I-L, dated 26th June 1986, at Page No. 3277.)

3. The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by Section 8 of the said Act, appointed Shri A. B. Karnik, Second Additional District Judge and Additional Sessions Judge, Satara to be the Member Industrial Tribunal, Pune in place of Kum. K. G. Velhal.

(Vide Government Notification, Industries, Energy and Labour Department No. IDA 1086/6615 Lab-2, dated 6th May, 1986, published in *Maharashtra Government Gazette* Part I-L/ dated 26th June 1986, at page 3280.)

4. The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by Section 7-A of the said Act—

(i) constituted the Industrial Tribunal at Ahmednagar, for the adjudication of the Industrial Disputes relating to any matter whether specified in the Second Schedule or the Third Schedule of the said Act, and

(ii) appointed from the date of taking over charge, Shri V. K. Barde, Presiding Officer thereof being person qualified for appointment as Presiding Officer of Industrial Tribunal.

(Vide Government Notification, Industries, Energy and Labour Department No. IDA. 1086/6679 Lab-2, dated 6th June, 1986, published in *Maharashtra Government Gazette* Part I-L, dated 26th June 1986, at page No. 3299.)

5. The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by Section 8 of the said Act, appointed Shri V.V. Savaji Civil Judge (Senior Division), Washim to be the Presiding Officer of the Second Labour Court, in place of Shri R. B. Malgaonkar.

(Vide Government Notification, Industries, Energy and Labour Department No. IDA, 1086/6681 Lab-2, dated 6th June, 1986 published in *Maharashtra Government Gazette* Part I-L, dated 26th June 1986, at Page No. 3300.)

(B) *Declaration of Public Utility Service*—(1) The Government of Maharashtra, Industries Energy and Labour Department has in exercise of the powers conferred by sub-clause (vi) of Clause (n) of Section 2 of the said Act, declared Industry engaged in Manufacturing bread and biscuits and employing 20 or more workmen, as a public utility service for the purpose of the Act for a period of six months from the date of the Order.

(Vide Government Notification, Industries, Energy and Labour Department No. IDA. 1486/6579 Lab-2, dated 2nd May, 1986, Published in *Maharashtra Government Gazette*, Part I-L, dated 26th June 1986, at Page No. 3279.)

(2) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by sub-clause (vi) of clause (n) of Section 2 of the said Act declared "Employment in the Bombay Fire Brigade of the Bombay Municipal Corporation of Bombay and the Employment of workmen in Fire Brigade in general in the Maharashtra State as Public Utility Services" for the purposes of the said Act, for a period of six months commencing from the date of publication of this notification in the *Maharashtra Government Gazette*.

(Vide Government Notification, Industries, Energy and Labour Department No. IDA. 1086/6562 Lab-2, dated 12th May 1986, published in *Maharashtra Government Gazette*, Part I-L, dated 26th June 1986, at Page No. 3286.)

(3) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by sub-clause (vi) of clause (n) of Section 2 of the said Act, declared the Industry engaged in production, supply and distribution of petroleum products to be a Public Utility Service for the purpose of the said Act for a further period of six months

commencing from the date of publications of the notification in the Maharashtra Government Gazette.

(Vide Government Notification, Industries, Energy and Labour Department No. IDA. 108/6657/Lab-2, dated 21st May 1986, published in Maharashtra Government Gazette, Part I-L, dated 26th June, 1986, at page No. 3296).

VI. BOMBAY INDUSTRIAL RELATION ACT, 1946.

(A) *Constituted and appointed under the Act.*—(1) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by Section 10 of the said Act, constituted Court of Industrial Arbitration at Solapur and appointed Shri M. G. Palhade to be the Member of the Court of Industrial Arbitration at Solapur.

(Vide Government Notification, Industries, Energy and Labour Department No. BIR 1086/(6587)/Lab-2, dated 30th April, 1986, published in Maharashtra Government Gazette Part I-L, dated 26th June 1986, at page No. 3276).

(2) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by Section 10 of the said Act, appointed Shri N. L. Bhalchandra Member, Industrial Court, Pune in place of Shri N. B. Dharurkar to be a Member of the Court of Industrial Arbitration.

(Vide Government Notification, Industries, Energy and Labour Department No. BIR. 1086 (6590)/Lab-2, dated 2nd May 1986, published in Maharashtra Government Gazette, Part I-L, dated 26th June 1986, at page No. 3278).

(3) The Government of Maharashtra Industries, Energy and Labour Department has in exercise of the powers conferred by Section 10 of the said Act, appointed Shri A. B. Karnik Second Additional District Judge and Additional Sessions Judge, Satara in place of Kum. K. G. Velhal to be the Member of the Court of Industrial Arbitration.

(Vide Government Notification, Industries, Energy and Labour Department No. BIR. 1086/6613/Lab-2, dated 6th May 1986, published in Maharashtra Government Gazette Part I-L, dated 26th June 1986, at page No. 3279).

(4) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by Section 10 of the said Act, constituted Court of Industrial Arbitration at Ahmednagar and appointed with effect from the date of taking over charge, Shri V. K. Barde, to be the Member of the Court of Industrial Arbitration at Ahmednagar.

(Vide Government Notification, Industries, Energy and Labour Department No. BIR. 1086/6678/Lab-2, dated 6th June 1986, published in Maharashtra Government Gazette, Part I-L, dated 26th June 1986, at page No. 3299).

(5) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by Section 9 of the said Act, appointed Shri V. V. Savaji, Civil Judge (S. D.), Washim, in place of Shri R. B. Malgaonkar to be the Presiding Officer of the Second Labour Court, Bombay.

(Vide Government Notification, Industries, Energy and Labour Department No. BIR. 1086/6682/Lab-2, dated 6th June 1986, published in Maharashtra Government Gazette, Part I-L, dated 26th June 1986, at page No. 3300).

(6) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by sub-section (1) of Section 4 of the said Act, appointed Shri C. B. Dingare to be the Commissioner of Labour for the State of Maharashtra.

(Vide Government Notification, Industries, Energy and Labour Department No. BIR. 1086/(6689)/Lab-2, dated 13th June 1986, published in Maharashtra Government Gazette, Part I-L, dated 26th June, 1986, at page No. 3304).

(V) MAHARASHTRA RECOGNITION OF TRADE UNION AND PREVENTION OF UNFAIR LABOUR PRACTICES ACT, 1971.

(A) *Constituted and appointed under the Act.* (1) The Government of Maharashtra Industries Energy and Labour Department has in exercise of the powers conferred by section

4 of the said Act, constituted the Industrial Court at Solapur and appointed Shri M.G. Palhade to be member of the Industrial Court.

(Vide Government Notification I. E. & L. D., No. ULP-1086/(6588)/Lab-2, dated 30th April 1986 published in Maharashtra Government Gazette, Part I-L, dated 26th June 1986 at 3277).

(2) The Government of Maharashtra Industry, Energies & Labour Department has in exercise of the powers conferred by section 4 of the said Act, appointed Shri N.L. Bhachandra, Member, Industrial Court, Bombay, in place of Shri N. B. Dharurkar, to be member of the Industrial Court, Pune.

(Vide Government Notification Industry, Energy & Labour Department, No. ULP. 1026/(6591)/Lab-2, dated 2nd May 1986. Published in Maharashtra Government Gazette, Part I-L, dated 26th June 1986 at page No. 3278).

(3) The Government of Maharashtra Industry, Energy & Labour Department has in exercise of the powers conferred by section 4 of the said Act, appointed Shri A. B. Karnik Second Additional District Judge and Additional Sessions Judge, Satara in place of Kum K. G. Velhal to be Member of the Industrial Court, pune.

(Vide Government Notification Industry, Energies & Labour Department, No. ULP. 1086/6614/Lab-2, dated 6th May 1986 published in Maharashtra Government Gazette, Part I-L, dated 26th June 1986 at page No. 3230).

(4) The Government of Maharashtra Industry, Energy & Labour Department has in exercise of the powers conferred by section 4 of the said Act, constituted the Industrial Court at Ahmednagar and appointed with effect from the date of taking over charge, Shri V. K. Barde to the member of the Industrial Court at Ahmednagar.

(Vide Government Notification Industry, Energy and Labour Department, No. ULP. 1086/6677/Lab-2, dated 6th June 1986 published in Maharashtra Government Gazette, Part I-L, dated 26th June 1986 at page No. 3298).

(5) The Government of Maharashtra Industries, Energy & Labour Department has in exercise of the powers conferred by section 6 of the said Act, appointed Shri V. V. Savaji, Civil Judge (S.D.), Washi, in place of Shri R. B. Malgaonkar to preside over as a Presiding Officer of the Second Labour Court, Bombay.

(Vide Government Notification Industries Energy & Labour Department, No. ULP. 1086/6680/Lab-2, dated 6th June 1986 published in Maharashtra Government Gazette, Part I-L, dated 26th June 1986 at page No. 3299).

VI. MINIMUM WAGES ACT, 1948

(A) *Fixation and Revision of Minimum Rates of Wages.*—(1) The Government of Maharashtra Industry, Energy and Labour Department has in exercise of the powers conferred by clause (a) of sub-section (1) of section 3 read with sub-section (2) of section 5 of the said Act, after considering the advise of the committee which was appointed to hold enquiries into the conditions prevailing in the employment in Forest and Forestry in the State of Maharashtra, fixed with effect from the 15th May 1986, the rates of wages set out in column 3 of the Schedule as the basic minimum rates of wages payable to such clauses of employees in the said Scheduled employment specified in column 2 thereof.

Schedule

Serial No.	Class of Employees	Basic Minimum Rates of Wages (Rs. per day).
1	2	3
1	Skilled Work (Sawing Work)	
	(i) Cutting of Tree, cutting of tree wood into pieces and make bundle thereof. To remove bark of 7.5 mm.s. with from the top of wood To apply dung to the top of the wood etc.	Rs. 18.

Schedule

Serial No.	Class of Employees	Basic Minimum Rate of Wages (Rs. per day)
	(ii) To prepare 'Kita' To prepare 'Khanda' and staking of 'Khanda' within 50 meters area.	
2.	Unskilled Heavy	
	(i) To cut the tree with the help of axe to clear the branches and stump of the tree.	Rs. 16
	(ii) Pulling work at the place of supply point.	
	(iii) Transport of Timber Woods (with the help of Bullock cart).	
	(iv) Pulling work of Timber.	
	(v) Transport of Kita (with the help of bullock cart).	
	(vi) Construction of temporary road in 'coup'.	
	(vii) Digging of earth and breaking of stones.	
3.	Unskilled Light	
	(i) For easy cutting of trees work of cutting of shrubs, bamboos surrounding the main tree cleaning of working place.	Rs. 14.
	(ii) To prepare logs.	
	(iii) Removal of Bark of 'Iyeen' tree, collection of stacking Bark.	
	(iv) To remove fully brak of "Injayali" tree.	
	(v) Measurement of Timber items.	
	(vi) Measurement logs.	
	(vii) To number the stumps of the tree (include expenses made on colour).	
	(viii) To prepare rabs.	
	(ix) Demarcation of fire line.	
	(x) To mark the timber item with the help of nail.	
	(xi) To prepare kita according to grade and size. . .	
	(xii) Measurement of Timber Wood.	
	(xiii) Counting of logs.	
	(xiv) Cultivation work (viz., Digging of earth, breaking of stones excluding the work in connection with construction of roads and buildings).	

Explanation—

- (i) The above Minimum Wages Rates shall be applicable to whole State of Maharashtra.
- (ii) The Minimum Rates of Monthly Wages payable to an employee employed on monthly wage shall be computed by multiplying the minimum rate of daily wage fixed for the Class of Employees to which he belongs by 26.
- (iii) The Minimum Rates of Wages shall be inclusive of Payment of remuneration in respect of the weekly day of rest.
- (iv) The Minimum Rates of Wages shall consist of an all inclusive rate allowing for the basic rate, the cost of living allowances of the cash value of concessions, if any.
- (v) Employees below the age of 18 years employed in any of the categories of employment mentioned above shall be paid 75 per cent. of the rate of wages prescribed for adults employed in the same category.

APPENDIX

- (1) The Consumer Price Index Numbers for Working Class (New Service) for Bombay City shall be the cost of living index number applicable to said employees. The competent authority appointed by the Government of Maharashtra shall after the expiry of 12 months commencing on the 1st day of August calculate the average of the cost of living index numbers applicable to the said employees for those 12 months and ascertain the rise of such average over 604. For such rise of every 5 points the special allowance (hereinafter referred to as the "cost of living allowance") payable (in addition to the basic rate of wages) to the said employees for each of the 12 months immediately following the 12 months, in respect of which such average has been calculated as aforesaid shall be at the rate of 10 paise per day.
- (2) The Competent Authority shall then compute the cost of living allowance in accordance with the direction given in the preceding paragraphs.
- (3) The Competent Authority shall by a notification in the *Official Gazette* declare the cost of living allowance computed as aforesaid in the last week of August when such allowance is payable for each of the months from August to July:
- Provided that Competent Authority shall declare the cost of living allowance payable in respect of the period from the date of fixation of the rate of minimum wages to the end of July immediately after the said date with effect from which the minimum rates of wages are fixed there after.

(Vide Government Notification Industries, Energy and Labour Department No. MWA. 5285/6133/Lab-7, dated 15th May 1986 published *Maharashtra Government Gazette*, Part I-L, dated 26th June 1986 at pages No. 3286 to 3288).

The Government of Maharashtra Industry, Energy and Labour Department has in exercise of the powers conferred by clause(a) of sub-section (1) of section 3 read with sub-section (2) of section 5 of the said Act, after considering the advice of committee which was appointed to hold enquiries into the conditions prevailing in the employment in any premises wherein buffaloes or cows or both are kept for milking, cleaning or feeding and for any other ancillary processes, with effect from 15th May, 1986, superseded the said notification and revised further the minimum rates of wages (fixed by the said notification) as set out in column 3 of the first schedule to be the minimum rates of wages payable per month to such classes of employees in the said scheduled employment in such Zones as are specified in Column 2 and 3 respectively of the said Schedule.

First Schedule

Serial No.	Class of Employees	Rates in Rupees P.M.		
		Zone I 3	Zone II 4	Zone III 5
1	2			
	GROUP I			
I	(1) Manager	500.00	450.00	400.00
	(2) Chief Accountant/Accountant	500.00	450.00	400.00
	(3) Supervisor	500.00	450.00	400.00
	(4) Diwanji	500.00	450.00	400.00
	(5) Driver	500.00	450.00	400.00
	GROUP II			
II.	(1) Clerk	450.00	375.00	325.00
	(2) Milker	450.00	375.00	325.00
	(3) Mehata	450.00	375.00	325.00
	(4) Mukadam/Cleaner	450.00	375.00	325.00
	(5) Milk Tester	450.00	375.00	325.00

Employees by whatever names called doing work of the nature done by persons falling under the foregoing entries.

Serial No.	Class of Employees	Rates in Rupees P. M.		
		Zone I 3	Zone II 4	Zone III 5
Group III				
III.	(1) Casual Labour	400.00	325.00	275.00
	(2) Mazdoor	400.00	325.00	275.00
	(3) Graizer	400.00	325.00	275.00
	(4) Dung-carrier	400.00	325.00	275.00
	(5) Chowkidar	---	---	---
	(6) Vehicle attendant Cleaner	---	---	---
	Employees by whatever names called doing work of the nature done by persons falling under the foregoing entries.	---	---	---
Group IV				
IV. (1)	Part-time employees employed in any categories of employment mentioned above in this Column. Working for the period below 5 hrs. and above 4 hrs.	75%	75%	75%
	The period below 4 hrs. and above 3 hrs.	60%	60%	60%
V.	Adolescent or children employed in any of the categories of employees mentioned above in this column.	80% of the rate fixed for adults and 60 per cent of the rate fixed for children in respect of the same Category of employees.	80% of the rate fixed for adults and 60 per cent of the rate fixed for children in respect of the same Category of employees.	80% of the rate fixed for adults and 60 per cent of the rate fixed for children in respect of the same Category of employees.

Explanation.— For the purpose of this notification.—

(a) "Competent Authority" means the Competent Authority appointed by Government of Maharashtra by Government Notification, Industries, Energy and Labour Department No. MWA-5284 5819 Lab-7, dated the 3rd August 1984.

(b) Zone-I shall comprise of the areas within the limits of Municipal Corporation of Greater Bombay, Thane and Kalyan, from the border area falling within radius of 8 kilometers of such limits.

(c) Zone-II shall comprise of the area for the time being included within the limits of any Municipal Corporation A Class Municipal Councils and other cities having population of 50,000 as per Census held in 1931 (excluding the area falling in Zone I and the area falling within radius of 8 kilometers of such limits).

(d) Zone-III shall comprise of all other remaining areas of the State of Maharashtra not covered by Zone I and II above.

(e) Minimum rate of daily Wages payable to any employees employed in any category on daily wages shall be computed by dividing minimum rate of monthly wages fixed for the Class of employees to which he belongs by 26, the quotient being stepped upto the nearest paise.

(f) The male and female employees employed in any of the categories of employment mentioned in column 2 of the First Schedule shall be paid equal remuneration.

(9) The minimum rates of wages shall consist of basic rates, special allowance and one cash value of concessions, if any. The special allowance will be determined in accordance with the provisions of clause (i) of sub-section (f) of section 4 of the said Act and the special allowance so determined as per Appendix (2nd Schedule) shall be payable to the employees alongwith the basic wages.

APPENDIX

The competent Authority shall, on declaring the consumer price Index Number for working class (New Series) specified in column 3 of second schedule hereto, to be the cost of living index number applicable to the employees, employed in the said scheduled employment in pursuance of clause (d) of section 2 of the said Act, calculate the average of the cost of living index applicable to the employees in those areas specified in column 2 of the second schedule, every six months commencing on the 1st day of March and 1st day of September and ascertain the rise of such average in terms of points over the Index Number mentioned against them in column 4 of the second schedule. For every such rise in the number of points specified in column 5 of the second schedule, the special allowance (hereinafter referred to as the "cost of living allowance") payable to the employees for each of the six months immediately following the period in respect of which such average has been calculated as aforesaid shall be at the rate shown against them in column 6 of the second schedule.

Second Schedule

Serial No.	Zone	Consumer price Index (New Series)	Number	Index Points	Rate of Special allowance
1	2	3	4	5	6
1	I	Bombay City Index Number	500	1	Rs. 1 p.m.
2	II	Bombay City Index Number	500	1	80 paise p.m.
3	III	Bombay City Index Number	500	1	65 paise p.m.

2. The competent Authority shall compute the cost of living allowance in accordance with the directions made under the preceding paragraph.

The cost living allowance computed shall be declared by the Competent Authority by notification in the *Official Gazette*, in the last week of March when such allowance is payable for each of the month of March to August and last week of September when such allowance is payable for each of the month of September to February :

Provided that, the Competent Authority shall declare the cost of living allowance payable in respect of the period from the date of revision of the rates of minimum wages to the end of August or February as the case may be, immediately after the said date, with effect from which the minimum rates of wages are fixed or revised.

(Vide Government Notification Industries, Energy and Labour Department No. MWA 6285/6262/Lab-7, dated 15th May 1986, published in *Maharashtra Government Gazette*, Part I-L, dated 26th June 1986 at pages Nos. 3289 to 3291).

(3) The Government of Maharashtra Industry, Energy and Labour Department has in exercise of the powers conferred by clause (a) of sub-section (1) of section 3 read with sub-section 2 of section 5 of the said Act, after considering the advise of the committee which was to hold enquiries into the conditions of service prevailing in the employment in manufacture of Eatable Tobacco, fixed with effect from the 15th May, 1986 the rates of wages as set out

in column 3 of the Schedule, as the minimum rates of wages payable to such classes of employees in the said schedule employment as are specified in column 2 of the said schedule

Schedule		
Sr. No.	Class of Employees	Rates (Per Month)
1	2	3
1 Office Section—		
(1)	Manager	Rs. 1,000.00
(2)	Labour Officer/Personnel Officer	Rs. 900.00
(3)	Accountant/Diwanji/Munimaji	Rs. 650.00
(4)	Cashier	Rs. 550.00
(5)	Clerk-Typist	Rs. 500.00
(6)	Driver	Rs. 450.00
(7)	Sopoy/Peon/Office Boy	Rs. 390.00
(8)	Cleaner and all other employees working in office, not specified in any of the above entries.	Rs. 375.00
2 Factory Section—		
(1)	Departmental Head/Officer	Rs. 550.00
(2)	Sales-man/Delivery-man	Rs. 500.00
(3)	Supervisor/Checker/Mukadam	Rs. 475.00
(4)	Watchman	Rs. 390.00
(5)	All other employees working in factory not specified in my of the above entries.	Rs. 375.00
3 Processing Section—		
(1)	Crushing of Tobacco, preparation of Jarda as per formula, filling/weighing/staching/loading/unloading and carrying of Goods in lorry/truck upto godown/stiching of gunny bags etc. employees doing any other heavy manual works.	Rs. Per Day 12.50
(2)	Grinding of Tobacco (with the help of Machine or hand) Sitting, Collecting, drying of Tobacco carrying Tobacco basket, Cleaning/Sorting etc. employees doing light work.	9.00
4 Packing Section—		
(1)	All employees employed in Bag filling operation i.e. filling weighing, pasting, Label pasting, Label insertion in plastic bag, sewing, preparation of bundles, pasting or carton stamping of Labeling of Bundles.	Rates for 1,00 bags
(i)	For bag weighing upto 10 gms.	(i) Rs. 5.00
(ii)	For bag weighing from 11 gms. to 25 gms.	(ii) Rs. 6.50
(iii)	For bag weighing from 26 gms. to 50 gms.	(iii) Rs. 10.00
(iv)	For bags weighing from 51 gms. to 100 gms.	(iv) Rs. 15.00
(v)	For bags weighing more than 100 gms.	(v) Rs. 19.00
(vi)	Tota Fudi	(vi) Rs. 4.50
(vii)	For the workmen working in packing section on daily wages.	(vii) Rs. 15.00

Sr. No.	Class of Employees	Rates (Per Month)
1	2	3
V. Bag Section—		
(i)	Manufacturing of papers Bags	(i) Rs. 1.75
(ii)	Tota Pudi	(ii) Rs. 1.00
VI.	Employees below the age of 18 years employed in any of the categories mentioned above.	80 per cent of the rate fixed for adults in respect of the same category of employees.

Explanation.—For the purpose of this Notification,—

- (1) The above rates shall be applicable to the whole State of Maharashtra.
- (2) The Minimum Rates of Wages shall be inclusive of payment of remuneration in respect of Weekly day or Rest.
- (3) The Minimum Rates of Wages payable to an employee employed on Daily wages shall be computed by dividing the Minimum Rates of Monthly Wages fixed for the class of employees to which he belongs, by 26, quotient being stepped upto the nearest paisa.

(Vide Government Notification Industries, Energy and Labour Department, No. MWA. 1585/6330/Lab.-7, dated 15th May, 1986, published in Maharashtra Government Gazette Part I-L dated 26th June 1986, at pages Nos. 3292 to 3293).

VII. FACTORIES ACT, 1948

(A) Amendment to Rule under the (1) The Government of Maharashtra Industries, Energy and Labour Department has in exercise of the powers conferred clause (d) of sub-section (1) of section 6 and section 112 of the said Act, made the following rules further to amend the Maharashtra Factories Rules 1963, the same have previously published as required by section 115 of the said Act, namely—

1. These rules may be called the Maharashtra Factories (Amendment) Rules, 1986.
2. In rules of the Maharashtra Factories Rules, 1963.

(a) in sub-rule (2),—

- (i) for the figures "1981" the figures "1986" shall be substituted;
- (ii) for Schedule A, the following shall be substituted, namely—

SCHEDULE 'A'
ALL FACTORIES (EXCEPT POWER GENERATING STATIONS AND ELECTRICAL SUB-STATION)

Quantity of H. P. installed (Maximum N. P.)	Maximum Number of Persons to be employed on any day during the year																			
	Upto 20		From 21 to 50		From 51 to 100		From 101 to 250		From 251 to 500		From 510 to 750		From 751 to 1000		From 1001 to 1500		From 1501 to 2000		From 2001 and above	
	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1. Nil	40	75	150	375	600	1,000	1,500	2,000	3,000	4,000	5,000	6,000	7,000	8,000	9,000	10,000	11,000	12,000		
2. Upto 10	75	225	375	600	900	1,600	2,000	3,000	4,000	5,000	6,000	7,000	8,000	9,000	10,000	11,000	12,000			
3. Above 10 but not above 50	150	375	600	900	1,200	2,500	3,000	4,000	5,000	6,000	7,000	8,000	9,000	10,000	11,000	12,000				
4. Above 50 but not above 100	375	475	900	1,200	1,875	3,000	4,000	5,000	6,000	7,000	8,000	9,000	10,000	11,000	12,000					
5. Above 100 but not above 250	475	750	1,200	1,875	2,250	4,000	5,000	6,000	7,000	8,000	9,000	10,000	11,000	12,000						
6. Above 250 but not above 300	750	1,125	1,500	2,250	3,000	3,750	4,500	5,250	6,000	7,000	8,000	9,000	10,000	11,000	12,000					
7. Above 300 but not above 750	1,125	1,500	2,250	3,000	3,750	4,500	5,250	6,000	7,000	8,000	9,000	10,000	11,000	12,000						
8. Above 750 but not above 1000	1,300	2,250	3,000	3,750	4,500	5,250	6,000	7,000	8,000	9,000	10,000	11,000	12,000							
9. Above 1000	2,250	3,000	3,750	4,500	5,250	6,000	7,000	8,000	9,000	10,000	11,000	12,000								

VIII BOMBAY RELIEF UNDERTAKING (SPECIAL PROVISIONS) ACT, 1958.

(A) *Corrigendum*.—In the notification, Industries, Energy and Labour Department, No. BRU/1086/(269)-IND-10, published in Part I-L of Extraordinary Gazette No. 34 dated the 26th June 1986, the name of Desk Officer, appearing at the end should be read as "P. M. Dikot" instead of "P. M. Dhotre".

(B) *Public Government Notification*, Industries, Energy and Labour Department, No. BRU/1086/(269)-IND-10, dated 26th June 1986, published in Maharashtra Government Gazette, Part I-L, dated 26th June 1986, at page No. 3298).

(1) *Declaration under the Act*.—(1) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by sections 3 and 4 of the said Act—

(a) declared that the industrial undertaking called "Messrs. Centron Industrial Alliances Limited", Aurangabad shall, for a further period of six months commencing on the 9th day of June 1986 and ending on 8th day of December 1986 (both days inclusive) be conducted to serve as a measure of unemployment relief; and

(b) directed that in relation to the said relief undertaking and in respect of the said further period of six months commencing on the 9th day of June 1986 and ending on the 8th day of December 1986 (both days inclusive) for which the said relief undertaking continues as such, any right, privilege, obligation or liability excepting all statutory financial liabilities and the obligation accrued towards, or liabilities incurred in favour of the workmen of the said relief undertaking and the liabilities accrued towards any industrial unit which is registered as a small scale industrial unit with the Directorate of Industries of the Government of Maharashtra and whose dues to be recovered from the said relief undertaking before the 1st day of January 1977 did not exceed rupees five thousand accrued or incurred before the 1st January 1977 and any remedy for the enforcement thereof shall be suspended and all proceedings relative thereto pending before any Court, tribunal, officer or authority shall be stayed.

(2) *Public Government Notification*, Industries, Energy and Labour Department, No. BRU/3301/(230)-IND-10, dated 26th June 1986, published in Maharashtra Government Gazette, Part I-L, dated 26th June 1986, at pages Nos. 3301 to 3302).

(2) The Government of Maharashtra Industries, Energy and Labour Department has in exercise of the powers conferred by sections 3 and 4 of the said Act—

(a) declared that the Industrial undertaking called "Messrs. IPCO Paper Mills Limited", Tarapur, District Thane" shall for a further period of one year commencing on the 14th day of June 1986 and ending on the 13th day of June 1987 (both days inclusive) be conducted to serve as a measure of unemployment relief; and

(b) direct that in relations to the said relief undertaking and in respect of the said further period of one year commencing on the 14th day of June 1986 and ending on the 13th day of June 1987 (both days inclusive) for which the same relief undertaking continues as such, any right, privilege, obligation or liability (excepting the obligations or liabilities incurred in favour of workmen of the said relief undertaking, or in favour of the industrial units which are registered as small scale industrial units with the Directorate of Industries, the State Finance Corporation, the Maharashtra State Electricity Board, the Maharashtra State Industrial and Investment Corporation of Maharashtra, the Maharashtra Bank of India Limited, the Employees' State Insurance Corporation of Maharashtra, the Maharashtra State Bank, Bank of Baroda, United Bank of India, the Industrial Reconstruction Corporation of India, the Maharashtra Sales Tax Act, 1959 (Bom. LI of 1959), the Maharashtra State Tax on Professions, Traders, Callings and Employments Act, 1918 (Mah. XVI of 1918), the Maharashtra Provident Fund and Miscellaneous Provisions Act, 1952 (19 of 1952), accrued or incurred before the 13th day of June 1982 and any remedy for the enforcement thereof shall be suspended and all proceedings relative thereto pending before any Court, tribunal, officer or authority shall be stayed.

(3) *Public Government Notification*, Industries, Energy and Labour Department, No. BRU/1086/(230)-IND-10, dated 13th June 1986, published in Maharashtra Government Gazette, Part I-L, dated 26th June 1986 at pages Nos. 3303 to 3304)

(3) If personal injury is caused by accident to a child accompanying any person who has been employed under the scheme, or where temporary, partial or total disablement or death of such child results from such injury, the person shall be entitled, free of charge, to such medical treatment for the child as the State Government may be general or special order, determine and to *ex-gratia* payment of such amount as may be determined by the Collector or by an officer authorized by him in this behalf which shall in no case exceed the scale laid down in clause (iv) of sub-section (2) of section 7 for personal injuries, etc. to the person concerned.

(4) The State Government may on the merits of each case sanction *ex-gratia* payment to any person who has been employed under the scheme of such amount, not exceeding five thousand rupees, as it deems necessary to meet any like hardships or contingencies not provided for in this section, arising from his employment in an Employment Guarantee Scheme work subject to such conditions as it may deem fit to impose by general or special order.

२. राजगार हमी योजनांतोळ बरोल तरतुदोच्या अनुषंगाने राजगार हमी योजने-
 मधील कामगार मजुरांना कामावर दुखापत झाल्यास किंवा मृत्यू आल्यास, औषधो-
 पचार घ्यायला लागल्यास किंवा त्याच्या वारसांना सानुग्रह अनुदान देण्याबाबत
 मजुरांच्या वारसांना सानुग्रह अनुदान देण्याबाबत
 १९७७ कलम ७ (बी) अन्वये पॅडलप्रमाणे तरतूद
 जबरदस्तीने घेतल्या किंवा त्याच्या वारसांना सानुग्रह अनुदान देण्यात येते. तरी वरील
 तरतुदी स्पष्ट असल्या तरी पक्कळ वेळा जिल्हाधिकाऱ्याकडून अथवा कार्यान्वयीन यंत्रणे-
 वरून तो निणय देतो न देण्यात आल्यामुळे सबांधत बाव विधानसभेत/विधान-
 परिषदेत चर्चास ठा उपस्थित करण्यात येते. जिल्हाधिकारी तसेच कार्यान्वयीन यंत्रणांना
 याबाबत चर्चा या तर्जने आणि निर्गमित करण्यात आलेले आदेश एकत्रितपणे मिळण्याच्या
 तर्जने हातून पॅडलप्रमाणे आदेश देत जाई -

अपघातसंबंधीत द्यावयाचे सानुग्रह अनुदान
 (अ) ज्यावेळी राजगार हमी योजनेच्या कामावर त्या कामाच्या अनुषंगाने अपघात
 झाल्यास काम करणारा मजूर जखमी झाल्यास, त्यास मोफत औषधोपचार देण्यात यावा.
 काम करताना त्या मजुरास रुग्णालयात दाखल करावे लागले तर त्याच्या औषधोपचाराची,
 निवृत्ती व नेमन देण्या आहाराची (Diet) व्यवस्था करण्यात यावी. सडग्रह मजूर
 रुग्णालयात असेपर्यंतच्या कालावधीसाठी त्याला प्रतिदिन तो काम करित असलेल्या परि-
 नंदळात मिळणाऱ्या कमीत कमी मजुरीच्या निम्ह्यान रक्कम सानुग्रह अनुदान म्हणून
 देण्यात यावी. ज्यावेळी मजुराच्या हातास किंवा पायास प्लॅस्टर करण्यात येईल
 त्यास रुग्णालयात राहण्याचा जहरा नसेल त्यावेळी प्लॅस्टर केलेल्या कालावधीसाठीच
 वरील सानुग्रह अनुदान मंजूर करण्यात यावे. वरील बाबतीत सानुग्रह अनुदान मंजूर
 करण्यास अधिकार्याकडील प्लॅस्टर केल्यापासून प्लॅस्टर काढल्यापर्यंतच्या काला-
 वावरील प्रमाणपत्र पडताळून पहाण्यात यावे. कोणत्याही परिस्थितीत रुग्णालयाबाहेरील
 (O. P. D. Treatment) सानुग्रह अनुदान मंजूर करण्यात येऊ नये.

(ब) ज्यावेळी राजगार हमी योजनेच्या अपघात होऊन अपघातात कामावर असलेल्या
 मजुरास मृत्यू आल्यास, त्या मजुराच्या वारसांना रुपये ५,००० (रुपये पाच हजार फक्त)
 एवढे सानुग्रह अनुदान देण्यात यावे.

(क) ज्यावेळी राजगार हमी योजनेच्या कामावर अपघात होऊन त्या अपघातात
 कामावर असलेल्या मजुरास अपघात होऊन अपघातवेळी असल्यास, त्या मजुरास शासन

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वेळी कामावर ज्यावेळी अपघात होऊन त्यात त्या
 किंवा त्या मजुरास मृत्यू येतो, त्यावेळी त्या अनुषंगाने
 मजुरांच्या वारसांना सानुग्रह अनुदान देण्याबाबत
 १९७७ कलम ७ (बी) अन्वये पॅडलप्रमाणे तरतूद
 जबरदस्तीने घेतल्या किंवा त्याच्या वारसांना सानुग्रह अनुदान देण्यात येते. तरी वरील
 तरतुदी स्पष्ट असल्या तरी पक्कळ वेळा जिल्हाधिकाऱ्याकडून अथवा कार्यान्वयीन यंत्रणे-
 वरून तो निणय देतो न देण्यात आल्यामुळे सबांधत बाव विधानसभेत/विधान-
 परिषदेत चर्चास ठा उपस्थित करण्यात येते. जिल्हाधिकारी तसेच कार्यान्वयीन यंत्रणांना
 याबाबत चर्चा या तर्जने आणि निर्गमित करण्यात आलेले आदेश एकत्रितपणे मिळण्याच्या
 तर्जने हातून पॅडलप्रमाणे आदेश देत जाई -

अपघातसंबंधीत द्यावयाचे सानुग्रह अनुदान
 (अ) ज्यावेळी राजगार हमी योजनेच्या कामावर त्या कामाच्या अनुषंगाने अपघात
 झाल्यास काम करणारा मजूर जखमी झाल्यास, त्यास मोफत औषधोपचार देण्यात यावा.
 काम करताना त्या मजुरास रुग्णालयात दाखल करावे लागले तर त्याच्या औषधोपचाराची,
 निवृत्ती व नेमन देण्या आहाराची (Diet) व्यवस्था करण्यात यावी. सडग्रह मजूर
 रुग्णालयात असेपर्यंतच्या कालावधीसाठी त्याला प्रतिदिन तो काम करित असलेल्या परि-
 नंदळात मिळणाऱ्या कमीत कमी मजुरीच्या निम्ह्यान रक्कम सानुग्रह अनुदान म्हणून
 देण्यात यावी. ज्यावेळी मजुराच्या हातास किंवा पायास प्लॅस्टर करण्यात येईल
 त्यास रुग्णालयात राहण्याचा जहरा नसेल त्यावेळी प्लॅस्टर केलेल्या कालावधीसाठीच
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 करण्यास अधिकार्याकडील प्लॅस्टर केल्यापासून प्लॅस्टर काढल्यापर्यंतच्या काला-
 वावरील प्रमाणपत्र पडताळून पहाण्यात यावे. कोणत्याही परिस्थितीत रुग्णालयाबाहेरील
 (O. P. D. Treatment) सानुग्रह अनुदान मंजूर करण्यात येऊ नये.

(ब) ज्यावेळी राजगार हमी योजनेच्या अपघात होऊन अपघातात कामावर असलेल्या
 मजुरास मृत्यू आल्यास, त्या मजुराच्या वारसांना रुपये ५,००० (रुपये पाच हजार फक्त)
 एवढे सानुग्रह अनुदान देण्यात यावे.

(क) ज्यावेळी राजगार हमी योजनेच्या कामावर अपघात होऊन त्या अपघातात
 कामावर असलेल्या मजुरास अपघात होऊन अपघातवेळी असल्यास, त्या मजुरास शासन

३ फेब्रुवारी १९७९ द्वारे रोजगार हमी योजनेच्या मजुरांना देण्यात येणाऱ्या मान्यतांकडून अन्वयाने मजुरांचे वेतनाचे घटने

(बी) कामाच्या मजुरांचे वेतन मजूर वेतनाच्या नमुनेच्या आधारे ठरविले जाते. रोजगार हमी योजनेच्या कामाच्या मजुरांच्या वेतनाचे घटने आला असल्या पाहिजे. वेतनाच्या घटनेचा व वेतनाच्या घटनेचा काळाचा अन्वयाने संबंध (nexus) ठरविले जातो. वेतनाच्या घटनेचे तसेच संबंधित मजुरांचे वेतन वेतनाच्या संबंधित कामाचे काम करताना अशा वेतनाचे वेतन अन्वयाने देण्यात यावे.

४. वेतनाच्या घटनेचा वेतनाच्या मजुरांचे वेतन देताना काही वेतन वेतनाच्या घटनेचे वेतनाच्या घटनेचा वेतन अन्वयाने देण्यात येतो. वेतनाच्या घटनेचा वेतन अन्वयाने देण्यात येतो.

(क) ज्यावेळी रोजगार हमी योजनेच्या मजुरांना वेतन देण्यात येताना वेतनाच्या घटनेचा वेतनाच्या घटनेचा वेतन अन्वयाने देण्यात येतो. वेतनाच्या घटनेचा वेतन अन्वयाने देण्यात येतो. वेतनाच्या घटनेचा वेतन अन्वयाने देण्यात येतो. वेतनाच्या घटनेचा वेतन अन्वयाने देण्यात येतो.

(ख) वेतनाच्या घटनेचा वेतनाच्या मजुरांना वेतन देण्यात येताना वेतनाच्या घटनेचा वेतनाच्या घटनेचा वेतन अन्वयाने देण्यात येतो. वेतनाच्या घटनेचा वेतन अन्वयाने देण्यात येतो.

(ग) रोजगार हमी योजनेच्या कामाच्या मजुरांच्या वेतनाच्या घटनेचा वेतनाच्या घटनेचा वेतन अन्वयाने देण्यात येतो. वेतनाच्या घटनेचा वेतन अन्वयाने देण्यात येतो.

५. वेतनाच्या घटनेचा वेतनाच्या मजुरांच्या वेतनाच्या घटनेचा वेतनाच्या घटनेचा वेतन अन्वयाने देण्यात येतो. वेतनाच्या घटनेचा वेतन अन्वयाने देण्यात येतो.

वेतनाच्या घटनेचा वेतनाच्या मजुरांच्या वेतनाच्या घटनेचा वेतनाच्या घटनेचा वेतन अन्वयाने देण्यात येतो. वेतनाच्या घटनेचा वेतन अन्वयाने देण्यात येतो.

Consumer Price Index Numbers for Industrial workers for June 1986

BOMBAY CENTRE
A rise of 7 points

In June 1986 the Consumer Price Index Number for Industrial Workers (1960=100) for the Bombay Centre with base January to December 1965 equal to 100 was 708 being 7 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 10 points to 789 due to a rise in the average prices of Wheat, Arbardal, Edible Oils, Garlic, Vegetables and Fruits Sub-group, Bhajia and Tea ready made.

The index number for the Pan, Supari and Tobacco etc., group increased by 9 points to 818 due to a rise in the average price of Pan leaf.

The index number for the Fuel and Light group increased by 2 points to 892 due to a rise in the average prices of Firewood, Electric Charges and Charcoal.

The index number for Housing remained steady at 195 being a six months index.

The index number for the Clothing, Bedding and Footwear group increased by 3 points to 639 due to a rise in the average price of Chappal Ladies.

The index number for the Miscellaneous group increased by 5 points to 548 due to a rise in the average prices of Medicine, Hair Oil and Tailoring Charges.

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

(Average prices for the calendar year 1960=100)

Groups	Weight proportional to the total expenditure.	Group Index Numbers	
		May 1986	June 1986
I. Food	57.1	779	789
II. Pan, Supari, Tobacco, etc.	4.9	809	818
III. Fuel and Light	5.0	890	892
IV. Housing	4.6	195	195
V. Clothing, Bedding and Foot -Wear	9.4	636	639
Miscellaneous	19.0	543	548
Total	10.00	...	...
Consumer Price Index Number		701	708

*Details regarding the scope and method of compilation of the index will be found in Nos. 598 to 605 of December 1965 issued of Labour Gazette, For Errata (see) page 4 of January 1966 issue.

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

Rise of 15 Points

In June 1986 the Consumer Price Index Number for Working Class (New Series) for Solapur Centre with base January to December 1960 equal to 100 was 680 being 15 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Solapur Centre.

The index number for the food group increased by 19 points to 730 due to a rise in the average prices of Wheat, Jawar, Arhaddal, Edible Oil Sub-group, Mustard, Marind, garlic Gur and tea leaf.

The index number for the Pan, Supari and Tobacco etc., group increased by 66 points to 722 due to a rise in the average prices of Pan leaf, Supari and bid.

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

The index number for clothing, bedding and footwear group increased by 2 points to 655 due to a rise in the average price of markin.

The index number for the miscellaneous group increased by 2 points to 555 due to a rise in the average price of Stationery Ex-book.

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	
		May 1986	June 1986
I A. Food	63.0	711	730
I B. Pan, Supari, Tobacco, etc. . .	3.4	656	722
II. Fuel and Light	7.1	748	748
III. Housing	5.2	286	286
IV. Clothing, Bedding and Footwear	9.0	653	655
V. Miscellaneous	12.3	554	555
Total	100.0	680	680
Consumer Price Index Number		680	680

*Details regarding the scope and method of compilation of the index may be seen on pages 613 to 614 of December 1963 issue of Labour Gazette. For Errata (see) page 613 of January 1964 issue.

Note.—For arriving at the equivalent of the old index number 1927-28=100, the new index number should be multiplied by the linking factor of 3.82.

NAGPUR CENTRE

Rise of 11 Points

In June 1986 the Consumer Price Index Number for Working Class (New Series) for Nagpur Centre with base January to December 1960 equal to 100 was 667 being 11 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 14 points to 703 due to a rise in the average prices of rice, wheat, edible oils sub-group, Onion, Garlic and Vegetable and fruits group.

The index number for the Pan, Supari and Tobacco etc., group increased by 41 points to 870 due to a rise in the average prices of Pan leaf and Supari.

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

The index number for clothing, bedding and footwear group increased by 6 points to 640 due to a rise in the average prices of Saree and Shoes gents.

The index number for the miscellaneous group increased by 6 points to 539 due to a rise in the average prices of hair oil, watch and laundry charges.

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

(Average prices for the calendar year 1960=100)

Groups	Weights proportional to the total expenditure	Group Index Numbers	
		May 1986	June 1986
I A. Food	57.2	689	703
I B. Pan, Supari, Tobacco, etc. . .	3.8	829	870
II. Fuel and Light	5.7	946	946
III. Housing	6.6	347	347
IV. Clothing, Bedding and Footwear	10.9	634	640
V. Miscellaneous	15.8	533	539
Total	100.0	667	667
Consumer Price Index Number		667	667

*Details regarding the scope and method of compilation of the index may be seen on pages 771 to 779 of January 1963 issue of Labour Gazette.

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

PUNE CENTRE*

CS fall o, 4 points

In June, 1986 the Consumer Price Index Number for Industrial Workers (New Series) for Pune Centre with base year 1961 equal to 100 was 633 being 4 points lower than that in preceding month. This index relates to the standard of life ascertained during the year 1958-59 family living survey at Pune Centre.

The index number for the food group decreased by 7 points to 712 due to fall in the average prices of Mutton, Fish and Eggs and Vegetables group.

The index number for the fuel and light group increased by 1 point to 825 due to a rise in the average prices of (Firewood and Chips) royal only.

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

The index number for clothing and footwear increased by 1 point to 621 due to a rise in the average price of drill only.

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 the total expenditure	Group Index Numbers	
		May 1986	June 1986
I. Food	55.85	719	712
II. Fuel and light	6.89	824	825
III. Housing	6.65	153	153
IV. Clothing and Footwear	10.31	620	621
V. Miscellaneous	20.30	515	515
Total	100.00		
Consumer Price Index Number	....	633	

*Details regarding the scope and method of compilation of the index will be found on pages 758 to 760 of the August 1965 issue of Labour Gazette. For Errata thereto, see page 57 of September 1965 issue.

JALGAON CENTRE*

A rise of 6 points

In June 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 644 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 the Jalgaon Centre.

The index number for the Food group increased by 2 points to 694 due to a rise in the average prices of jowar, turdal, groundnut oil, fish dry and fresh, garlic, bananas and gur.

The index number for the Fuel and Light group increased by 54 points to 855 due to a rise in the average prices of firewood only.

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

The index number for the clothing and footwear group remained steady at 612.

The index number for the miscellaneous group increased by 54 points to 555 due to a rise in the average prices of supari and laundry charges.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR JALGAON CENTRE.

(Average prices for the calendar year 1961=100)

Groups	Weight. proportional to total expenditure	Group Index Numbers	
		May 1986	June 1986
I. Food	60.79	692	694
II. Fuel and Light	7.20	801	855
III. Housing	6.11	188	188
IV. Clothing and Footwear	10.29	612	612
V. Miscellaneous	15.61	544	555
Total	100.00	638	644
Consumer Price Index Number	..		

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

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

NANDED CENTRE*

A rise of 9 points

In June 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 690 being 9 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at the Nanded Centre.

The index number for the Food group increased by 6 points to 732 due to a rise in the average prices of jowar, turdal, groundnut oil, tamarind and vegetable group.

The index number for the Fuel and Light group increased by 75 points to 927 due to a rise in the average prices of firewood only.

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

The index number for the clothing and footwear group remained steady at 589.

The index number for the miscellaneous group increased by 8 points to 607 due to a rise in the average prices of laundry charges only.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR
NANDED CITY

(Average prices for the calendar year 1961 = 100)

Groups	Weight proportional to total expenditure	Group Index Numbers	
		May 1986	June 1986
I. Food	61.46	726	732
II. Fuel and Light	5.88	852	927
III. Housing	4.62	386	386
IV. Clothing, and Foot-wear	12.22	589	589
V. Miscellaneous	15.82	599	607
Total	100.00	681	690
Consumer Price Index Number ..			

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

Note.—To obtain the equivalent old index number on base August 1943 to July 1944=100 the new index number of base 1961=100 should be multiplied by the linking factor viz. 2.44

AURANGABAD CENTRE*

734—A rise of 10 points.

In June 1986 the Consumer Price Index Number for Industrial Workers (New Series) for Aurangabad Centre with base year 1961 equal to 100 was 734 being 10 points higher than that in preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Aurangabad Centre.

The index number for the food group increased by 1 point to 818 due to rise in the average price of rice wheat, turdal, oils and fats, chillies dry, mixed spices, banana, tea leaf. The index number for the fuel and light group remained steady at 803. The index number for housing remains steady at 328 being a six monthly item.

The index number for clothing and footwear increased by 7 points to 664 due to a rise in the average prices of cloth for trousers and long cloth only.

The index number for the miscellaneous group increased by 66 points to 633 due to a rise in the average prices of shoes (Bata) Bidi, laundry charges, washing soap, barber charges and medical care.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS
FOR AURANGABAD CENTRE

(Average prices for the calendar year 1961=100)

Groups	Weight. proportional to total expenditure	Group Index Number	
		May 1986	June 1986
I. Food	60.72	817	818
ii. Fuel and Light	7.50	803	803
III. Housing	8.87	328	328
IV. Clothing and Footwear	9.29	657	664
V. Miscellaneous	13.62	567	633
Total ..	100.00	.....	.....
Consumer Price Index Number ..		.....	724 734

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

Note.—To obtain the equivalent old index number on base August 1943 to July 1944=100 the new index number on base 1961=100 should be multiplied by the linking factor viz 2.27.

(a.c.p.) Ra 4441—5 (535—11-86)

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

The statistics for the last 12 calendar months from July 1985 to June 1986 are given in the following table :—

TABLE

Month	Index		
	1	2	3
July 1985	..	Base 1960=100	*Base 1949=100
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
May 1986	..	643	782
June 1986	..	651	791
	..	658	800

* 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 JUNE 1986

Centre	Base	Food	Pan, Supari Tobacco etc.	Fuel and light	Housing	Clothing, bedding and footwear	Miscellaneous	Consumer Price Index No. June 1986	Equivalent Old Index No.	Consumer Price Index No. May 1986	Equivalent Old Index No.
1	2	3	4	5	6	7	8	9	10	11	12
Mumbai	.. 1960=100	789	818	892	195	639	548	708	3144	701	3112
Pune	.. 1960=100	730	722	748	286	655	556	680	2598	665	2540
Nagpur	.. 1960=100	703	870	946	347	640	539	667	3482	656	3424
Aurangabad	.. 1961=100	712	....	825	153	621	515	633	....	637	....
Nanded	.. 1961=100	732	....	927	386	589	607	690	1690	681	1668
Sholapur	.. 1961=100	694	....	855	188	612	555	644	3407	638	3375
Ahmednagar	.. 1961=100	818	....	803	328	664	633	734	1629	724	1607

LABOUR GAZETTE—AUGUST 1986

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

MUMBAI : 4.44 SHOLAPUR : 3.82 NAGPUR : 5.22
AURANGABAD : 5.29 NANDED : 2.45 AURANGABAD : 2.22

Labour Intelligence

INDUSTRIAL RELATIONS IN MAHARASHTRA REVIEW FOR THE MONTH OF MAY 1986

Industrial Courts, Tribunals and Labour Courts
In all 2023 applications were received by the Industrial Courts, Tribunals and Labour Court during the month. Their break-up are as under:—

Serial No.	Name of the Industrial Court/Tribunal and Labour Court	No. of applications, etc. received during the month under the—					Total
		B.I.R. Act, 1946	I.D. Act, 1947	Other Acts.			
		3	4	5		6	
I. Industrial Courts/Tribunals—							
1	Industrial Court, Bombay	21	22	110	153	6	
2	Industrial Tribunal, Bombay	..	..	..	..	..
3	Industrial Court, Nagpur	2	..	42	44	..	
4	Industrial Tribunal, Nagpur	..	..	..	..	..
5	Industrial Court, Pune	..	5	31	36	..	
6	Industrial Tribunal, Pune	..	..	..	..	..
7	Industrial Court, Thane	..	..	38	36	..
8	Industrial Tribunal, Thane	..	8	..	..	..
9	Industrial Court, Kolhapur	6	2	12	20	..	
10	Industrial Tribunal, Kolhapur	..	..	..	..	..
11	Industrial Court, Amravati	..	1	10	11	..	
12	Industrial Tribunal, Amravati	..	..	..	..	..
13	Industrial Court, Nashik	..	..	62	62	..
14	Industrial Tribunal, Nashik	..	..	..	..	..
15	Industrial Court, Aurangabad	8	2	36	46	..	
16	Industrial Tribunal, Aurangabad	..	..	..	..	..
Total ..		37	40	341	418	..	
II. Labour Courts—							
1	Labour Court, Bombay	70	220	253	543	..	
2	Labour Court, Pune	16	63	70	150	..	
3	Labour Court, Nagpur	18	113	131	262	..	
4	Labour Court, Thane	165	42	248	415	..	
5	Labour Court, Kolhapur	..	5	80	85	..	
6	Labour Court, Solapur	..	3	13	16	..	
7	Labour Court, Akola	..	2	11	13	..	
8	Labour Court, Nashik	..	..	..	..	..
9	Labour Court, Aurangabad	..	2	21	23	..	
10	Labour Court, Dhule	..	1	17	18	..	
11	Labour Court, Sangli	..	4	39	43	..	
12	Labour Court, Amravati	..	..	..	..	..
13	Labour Court, Jalgaon	..	..	..	..	..
14	Labour Court, Bhadardra	..	..	..	..	..
15	Labour Court, Ahmednagar	..	..	..	..	..
16	Labour Court, Latur	..	..	..	..	..
Total ..		285	602	718	1605	..	

Wage Boards—Nil references was received by the Wage Board for cotton textile industry, Silk Textile Industry, Sugar Industry, Co-op. Banks Industry, during the month under review.

Conciliation

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

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

Act	Issues relating to pay, allowances and Bonus	Employment, leave, hours of work and Miscellaneous causes	Total
1	2	3	4
(1) Industrial Disputes Act, 1947	81	176	257
(2) Bombay Industrial Relations Act, 1946	3	7	10
(3) Bombay Industrial Relations (Extensions and Amendment) Act, 1964	3	1	4
Total ..	87	184	271

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

Act	Pending at the beginning of the month	No. of cases received during the month	Settled amicably	Ended in failure	Withdrawn or not pursued by parties	Closed	Total (4 to 7)	Pending at the end of the month
1	2	3	4	5	6	7	8	9
I. D. Act, 1947	226	214	28	63	12	14	117	323
B. I. R. Act, 1946	140	10	4	7	5	..	6	134
B.I.R. (Ext. and Amdt.) Act, 1964	50	2	..	1	6	..	7	45
Total ..	416	226	32	71	23	14	140	502

LABOUR GAZETTE—AUGUST 1986

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

Act	Cotton Textile	Silk Textile	Chemical	Textile Processing	Hosiery	Banking	Sugar	Misc.	Transport	Total
B. I. R. Act, 1946	2	3	4	5	6	7	8	9	10	11
Act				1	..	4	..	..	1	10
B. I. R. (Extension And Amendment) Act, 1964.	2	3	4	5	6	7	8	9	10	11
Act				..	..	..	..	..	..	4

District-wise analysis is given below :-

Act	Bombay	Pune	Thane	Nagpur	Nanded	Ahmednagar	Total
B. I. R. Act 1946	2	3	4	5	6	8	9
Act	6	3	..	1	..	..	10
B. I. R. (Extension and Amendment) Act, 1964	..	..	..	4	5	6	8
Act	..	..	..	..	..	..	8

INDUSTRIAL DISPUTES IN MAHARASHTRA STATE DURING THE MONTH OF MAY 1986

	May 86 1986	April 86 1986	May 85 1985
No. Disputes	45	49	48
No. of Workers involved	10,787	12,204	14,314
No. of Man-days lost	2,22,142	2,22,396	2,55,004

Industry-wise classification is given below :-

Name of the Industry Group	Number of disputes in progress			Total	Number of work people involved in all disputes	Aggregate man-days lost in
	Started before beginning of the month i.e. before	Started during the total month i.e.				
1	2	3	4	5	6	
Textile	..	4	..	4	9,07	23,397
Engineering	..	21	..	21	6,729	1,34,449
Chemical	..	4	2	6	1,131	17,495
Miscellaneous	..	13	1	14	2,020	46,801
May 1986 Total	..	42	3	45	10,787	2,22,142
April 1986 Total	..	40	9	49	12,204	2,22,396

Twenty three of the 45 disputes arose over question of "pay, allowances and bonus issues," 5 related to "Retrenchment and grievances about personnel" and the remaining 17 disputes were due to other causes.

Out of the eight disputes that terminated during the course of the month 6 disputes were settled entirely in favour of the workers and 2 disputes were unsuccessful.

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

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

Serial No.	Name of the concern	Sector	S/L	Reason	Date of 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	<i>Thane.</i> M/s. Takaon Ltd., Kolshot Road Thane.	Pvt.	S.	Restatement	20-4-84		450	1,000	2,000	Contd.
2	<i>Bombay.</i> Estrella Batteries Ltd., Plot No. 1, Dharavi, Mantunga, Bombay-400 010.	Pvt.	L	Union Labour Practice	1-11-84		1,150	22,000	8,000	Do.
3	<i>Bombay.</i> Bombay Forging P L, Ltd., Vidyanganj Marg, Kalna, Bombay-98.	Pvt.	S	Change fighting among the workmen.	11-7-84		600	10,100	22,000	Do.
4	<i>Bombay.</i> Bush India Ltd., Sukh Sagar, M/s. Patkar Marg, Bombay-400 007.	Pvt.	L	Workers Continued to indulge in slow down from 13-8-1984	24-8-84		1,000	22,100	8,500	Do.
5	<i>Bombay.</i> The Indian Smelting Refining Co. Ltd., L.B.S. Marg, Bhamburda.	Pvt.	S	Plant closure Wages D.A.	10-12-84		1,000	11,000	11,000	Do.

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THE FOLLOWING STATEMENT IS GIVES THE DETAILS INFORMATION OF IMPORTANT INDUSTRIAL DISPUTES CAUSING MORE THAN 10,000 MANDAYS LOST DURING THE MONTH OF MAY, 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	<i>Bombay.</i> Everest Building Products, Ltd., Mulund, Bombay-80.	Pvt.	L	As assault on the personnel threats intimidation to mgt. will Go-slow.	1-5-86		654	16,507	1,76,295	Contd.
	<i>Solapur.</i> Pogul Spinning Mill, 154-A, Akkalkot Road, Pogul Nagar, Solapur, District Solapur.	Pvt.	S	Working conditions.	13-4-86		510	13,616	21,184	Do.

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