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LABOUR GAZETTE

Started in 1921, the *Labour Gazette*, issued monthly, is a journal for the use of all interested in obtaining prompt and accurate information on matters specially affecting labour in India and abroad. It contains news, reports and other information on consumer price index numbers, working class, industrial disputes, industrial relations cases under labour laws, special articles on labour etc., are published from time to time.

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The Month in Brief

Labour Legislation

No. 18 of 1982 (Amendment to the Industrial Employment (Standing Orders) Act, 1946.

Consumer Price Index for working Class.

The Bombay, Solapur and Nagpur Consumer Index Numbers for working Class for the month of September, 1982 with average Prices for the year ended December 1960 equal to 100 were 498, 525, 523 respectively. The Pune, Jalgaon, Nanded and Aurangabad Consumer Price Index Number for working Class for the month of September 1982 with the average Prices for the year ended December 1961 equal to 100 were 482, 497, 561 and 517 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 September 1982 was 489 as compared to 488 in August 1982. The Index Numbers for September 1982 on base 1949-100 derived from 1960 based Index worked out to 594 as against 593 for August 1982.

Industrial Disputes in Maharashtra State.

During the month of August 1982, there were 83 disputes involving 1,54,564 workmen and time loss of 33,30,355-working days as compared to disputes in July 1982, involving 1,05,026 workmen and time loss of 24,29,197 mandays.

Further particulars of Industrial Disputes are given at page 180 of this issue.

Benefits Under the Employees State Insurance Scheme.

During the month of September 1982, 19644 Insured Persons received Rs. 43,15,537.35 as cash benefits due to Employment Injuries. This includes 5,462 Persons who were in receipt of Pension for Permanent Disablement Benefit and 2,255 persons who were in receipt of Dependents Benefits as dependants of deceased Insured persons. During the month 9,084 accidents were reported as against 9,345 during the preceding month.

Current Notes

Quantum of Gratuity for Government employees raised:

The Government of India has issued orders raising the death -cum-retirement gratuity payment ceiling for its employees to Rs. 36,000 from Rs. 30,000. The revised limit will be applicable in the case of those who become eligible to payment on this account on or after January 31. Other relevant pension rules remain unchanged.

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

Centre asks States to implement W.P. Scheme:

Keeping in view the needs of the productivity year 1982, the centre has directed the state governments to promote industrial harmony through effective-implementation of the scheme of workers' participation in management. The public sector units and employing ministries have also advised to secure effective implementation of the scheme. It is stated that so far, the schemes of October, 1975 and January, 1977 have been implemented in 122 out of 189 central public sector undertakings in one form or the other. In all 17 state governments have also reported that the schemes are being implemented in 1,060 units.

(E.F.I. Bulletin dated 1st October 1982)

Wage Freeze for Japan's Public Sector:

The Japanese cabinet decided to freeze wages and salaries of workers and employees of state factories and offices. Explaining this extraordinary measure, Prime Minister Zenko Suzuki declared on September 24, 1982 that Japan found herself in an extremely difficult financial situation. Mr. Suzuki was quoted as complaining to the cabinet meeting that the country's working people do not show the desire to help resolve the country's financial difficulties and assume part of the additional burden.

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

Minimum Wages Act Likely To Be Amended:

The Minister of State for Labour, Mrs. Mohsina Kidwai informed the Rajya Sabha on October 4, 1982 that the Centre is considering certain proposals for the amendment of the Minimum Wages Act 1948. The Government had received several suggestions for amendment to the Act aimed mainly at widening its scope and making it more effective. She said that 17 State Governments had added to the schedule of the Act employments in forestry, and 22 State Governments employments in wood industries. Since July 1980, 25 State Governments or Union Territories had either fixed or revised the minimum wages in respect of various scheduled employments, including agriculture.

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

Courts to try PF defaulters urged

Establishment of special court to deal with the Provident Fund defaulters was favoured at a meeting of the Central Board of Trustees, Employees Provident Fund here on October 10.

The members felt that the amount of assessed arrears was large enough to warrant special attention for its early liquidation.

Smt. Mohsina Kidwai, Minister of State for Labour, who presided over the meeting was of the view that the organisation should not fail to provide to the millions of subscribers the relief in the post-retirement period and families in the event of death.

One of the main reasons for the high default was sickness of the industrial establishment and over 50 per cent due to closure and liquidation of companies. This also resulted in the delay in issuance of annual statements of accounts and the pendency in the States of West Bengal, Maharashtra and Uttar Pradesh and rather on the high side.

During the review of the report for 1981-82, the Board felt concerned that some of the exempted establishments were not following the procedure laid down by the PF organisation in investment, accountability and supplying of information to the headquarters.

It was suggested that their performance should be reviewed at the State-Level Advisory Board meetings.

The report further indicated that 3,479 revenue recovery certificates were issued for an amount of Rs 976.42 lakh and Rs. 398.77 lakh was recovered during the year through 2,142 revenue recovery certificates.

The Board was informed that coverage under the Act has increased from 110.98 lakh to 115.64 lakh and the scheme had been extended to nine new industries and class of establishments.

It was of the view that some of the cases where stay had been granted by the High Courts, should be taken to Supreme Court to save loss of money and subsequent loss of interest.

The ministry of labour would take an early decision on the payment of productivity linked bonus to the employees for the last year, Board was further informed.

(Indian Worker, dated 11th October 1982).

Welfare funds for small mine workers proposed

The Centre has asked the States to explore the possibility of extending welfare facilities to miners working in small mines who do not enjoy the benefit of welfare funds.

In a letter to the State Chief Secretaries, the Union Labour Secretary Shri B. G. Deshmukh, has drawn attention to the fact that a large number of non metallic mines like fireclay; graphite, silica sand and china clay do not have welfare funds for their workers. This could be due to a number of factors, small number of miners or the mines being leased out for a short

period or infrastructural facilities not being properly developed or the smallness on the minerals or administrative problems.

Considering the need to extend the scope of welfare benefits, Shri Deshmukh has requested the States which have set up welfare funds to examine if the funds set up for workers in the organised and unorganised sector could be extended to miners in small mines also so that they can enjoy at least such elementary benefits like housing and water supply and coverage for fatal and serious accidents.

The States which have set up welfare funds include West Bengal, Maharashtra, Gujarat and Karnataka.

Welfare funds have been set up for miners in coal mines, iron or manganese mines, limestone and dolomite mines and mica mines while the Coal Mines Welfare Fund is administered by the Labour Welfare Fund Organisation under the administrative control of the Labour Ministry.

Certain operations as in the oil fields, copper, gold, zinc, phosphate, gypsum, barytes and kaoline which are managed by the Central and State Public Sector undertakings and industrial houses have also no welfare funds but it is felt that the interest of the workers are otherwise adequately being looked after.

(Indian Worker, dated 4th October 1982)

Mineworkers donate a day's wages for flood relief

The Working Committee of the Indian National Mineworkers' Federation at its meeting held here last month voiced its serious concern over the untold havoc caused by the unprecedented floods in vast areas in Bihar, Orissa and Uttar Pradesh.

It was decided to collect contributions of a day's wage from the mineworkers under the banner of the INTUC and donate the amount collected to the Prime Minister's Relief Fund for extending relief to the flood affected people in the three States.

(Indian worker, dated 18th October 1982)

Rehabilitation

Out of 1,44,930 bonded labourers freed in 11 States, 84,269 have been rehabilitated as on June 30 this year, Deputy Minister of Labour and Rehabilitation Dharam Vir informed the Rajya Sabha on October 4.

(Indian Worker, dated 18th October 1982)

Amending Bill on gratuity moved—Eligibility limit raised to Rs. 1,600

The Payment of Gratuity (Amendment) Bill which seeks to extend the coverage of the Act to persons drawing wage upto Rs. 1,600 per month, was introduced in the Lok Sabha on October 19 by the Union Labour Minister, Shri Virendra Patil.

At present the wage limit for eligibility to the payment of gratuity is Rs. 1,000 per month. Inclusion of persons in administrative or managerial capacity on

wages not exceeding Rs. 1,600 a month under the purview of the Act is another feature of the amending Bill.

The Bill proposes to treat employees of seasonal establishments on par with similar employees of non-seasonal establishments and allow gratuity at the rate of 15 days' wages per annum.

Introducing the Bill, Shri Patil said that the coverage was being extended to persons drawing wage upto Rs. 1,600 per mensem in view of the rise in the wage levels on account of increase in the cost of living and administrative and managerial personnel were being brought under the purview of the Act since it would be anomalous to deny them the benefit of gratuity while allowing the same to workers drawing similar wages.

Shri Patil also informed the House that controlling authorities were being conferred the power to decide a dispute regarding the admissibility of a claim as well as other statutory matters.

The INTUC's demand for doing away with the present stipulation of 240 days' attendance in every year of service for eligibility has not found any place in the Bill, which is regrettable.

New Section 7A which clause 5 of the Bill seeks to insert in the principal Act provides for the appointment by the appropriate Government of such number of inspectors as is deemed fit for the purposes of Act. As a result of this provision, the Central Government will have to appoint inspectors in relation to establishments in respect to which the Central Government is the appropriate authority. The inspectors required to be appointed by the Central Government would be drawn from Central Industrial Relations machinery which will have to suitably augmented and strengthened.

(Indian Worker, dated 18th October 1982)

1.33 lakhs freed during 1981-82

MORE FUNDS FOR BONDED LABOUR

The Planning Commission has agreed to release funds above the amount budgeted for the current year to those States willing to rehabilitate more emancipated bonded labourers than their annual target set for 1982-83.

This was made known at a meeting held here on September 27, of the inter-departmental group on the implementation of the 20-point Programme in the Labour Ministry. Deputy Labour Minister Dharamvir was in the chair.

The group considered the question of enhancing the entire amount of Central assistance for the rehabilitation of bonded labour as it was felt that the existing amount of Rs. 4,009 per head was too meagre.

The group was informed that the State Governments of Orissa, Rajasthan, Madhya Pradesh and Gujarat have trained 155 organisers. The Uttar Pradesh Government had asked the Central Board of Workers' Education to train 110 organisers.

It was felt that the progress in the identification of bonded labour was not very encouraging as the States were able to identify only 30,000 bonded

labourers during the last three years. The total number of bonded labourers fund until the end of 1981-82 was 1.33 lakhs.

The group recommended that the existing procedure of releasing funds should be simplified. The State Governments should be given the entire share of the Central assistance for rehabilitation of bonded labour, it said.

(Indian worker, dated 25th October 1982)

New Social Security Scheme under study.

The Government is studying the Question of rationalisation of the existing Social Security Schemes including Provident Fund and the E.S.I. Scheme and replacing them, if possible, by a comprehensive scheme, Minister of State for Labour Mohsina Kidwai told the Lok Sabha on October 12.

(Indian Worker, dated 29th October 1982)

PF defaulters

A total of 557 establishments have defaulted in payment of provident fund contributions of Rs. one lakh or more as on March 31 last.

The number of establishments which are in default of over Rs. 20 lakhs is 59, the Minister of State for Labour and Rehabilitation, Smt. Mohsina Kidwai, said in written reply in the Lok Sabha on October 13.

(Indian worker, dated 25th October 1982)

Wages laws applicability limit hiked

The new provisions of the Payment of Wages (Amendment) Act, raising the applicability limit from Rs. 1,000 to Rs. 1,600 a month, became effective from October 19.

The employers, with the authorisation of employees in writing, can hereafter deduct from their wages their contributions to any fund set up by the employers for the welfare of the employees and the members of their families and also their membership fees of any unions of their choice.

This will have the way for the introduction of the check-off system to verify the membership of any union.

According to the Act payment of — has to be made by the seventh of every month in the case of establishments employing less than 1,000 workers and by the tenth of each month in the case of undertakings employing more than 1,000 people.

The workers covered under the Act in the Central sphere alone are 14,56,000 in the railways and 660,000 in mines and 10,123 in air transport services. Besides the Act also covers employees in ports and docks and a number of other establishments in the private and public sectors.

(Indian worker, dated 25th October 1982)

Bonded labour

There are 26.17 lakh bonded labourers in the country, according to joint survey conducted by the Gandhi Peace Foundation and the National Labour Institute in the States, Smt. Mohsina Kidwai, Minister of State for Labour, stated this in the Lok Sabha on October 13. She said 1,44,930 bonded labourers had been identified and freed.

(Indian worker, dated 25th October 1982)

Jute Panel set up

The government of India announced on September 26, 1982 its decision to set up a 32 member industrial committee on jute with ten representatives from the government, and 11 each from employers and workers under the chairmanship of the Union Labour Minister, Mr. Veerendra Patil. The committee has been constituted for a period of three years. The workers' representation on the committee would be subject to change after verified membership figures as on December 31, 1980 are furnished by the Chief Labour Commissioner (Central).

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

Articles, Reports, Enquires, etc.

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

GANDHIJI AND INDUSTRIAL RELATIONS

(Contributed)

Gandhiji's approach to industrial relations had stemmed essentially from his concern for harmony and avoidance of clash of interests for the optimum good of the community and the individual. Purity of means was for him as important as the worthiness of the end. As in other fields, he relied on the principles of truth and non-violence for settlement of Labour dispute also. He was a spiritual thinker and social reformer. He gave many new hitherto unknown dimensions to politics and religions. But in all his greatness, Gandhiji thought of a Labourer and his well-being was hailed as a great labour leader also. His interest in labour problems may be traced back to his life and work in South Africa where he devoted much of his time to bettering the lot of indentured Indian labour. On his return to India, he was concerned about the conditions of workers and peasants in this country. It was through the twin principles of truth and non-violence that he sought to coordinate and synthesise labour relations, as much as he attempted to do so in the field of human relations as a whole. These principles had never before been applied to industrial disputes in India or indeed anywhere else, Gandhiji's pioneering effort lay in raising the conduct of industrial relations to a normal plane and investing it with strong ethical purpose. This is a paper presented in the Seminar on Gandhiji and Labour in 1969. The paper is as valid in the present situation as it had been earlier.

Legislation, to Gandhiji, 'is one of the methods for improving the conditions of labour but it has its limitations'. It is not possible simply to legislate good industrial relations'. Legislation and administrative procedures are a necessary frame-work, but 'the working out of the common problems of labour-management relations lies in the hands of the two parties most directly concerned'.

It is in keeping with this concept that the system of tripartite consultations at the national, State and industry levels has been built up in India over the years. Major issues of labour policy are discussed at meetings of the representatives of employers, workers and Government. It is in these forums that much of the labour legislation in the country has been evolved. Yet the tripartite machinery has always remained conscious of the inadequacy of statutory enactments by themselves. A number of tripartite voluntary agreements have consequently been made from time to time to regulate and deal with important areas of industrial relations. The main object has been to bring about better understanding between employers and workers and help them come to agreed decisions concerning their relations.

RIGHTS AND DUTIES OF WORKERS AND EMPLOYERS

The respect Gandhiji had for dignity of labour was in evidence in all he did that he would throw in his lot with the workers was only to be expected. But he had much to say about rights and duties alike of the workers and the employers. As he saw it, there was a 'Universal rule' for defining the rights and obligations of both. To the workers he said: 'It is simple to understand that your right is to receive higher wages for your right is to receive higher wages for your labour. And it is equally simple to know that your duty is to work to the best of your ability'; but 'it is necessary to understand the correlations of rights and duties . . . rights that do not flow directly from duty well performed are not worth having. They will be usurpations, sooner discarded the better. His advice to the employers was: 'it was their duty to equip the employees with sound education that would draw out the intelligence dormant in them and gladly promote and welcome the power that this combination of the workers gives them'; for a wretched parent who claims obedience from his children without doing his duty by them excites nothing but contempt. 'According to Gandhiji, if instead of insisting on rights, every one does his duty there will immediately be the rule of order established among mankind'.

The essence of smooth industrial relations this lay, to Gandhiji in the employers and the workers each carrying out his respective duty to the full without insisting merely on rights. It was in this spirit, it may be recalled, that the voluntary Code of Discipline in Industry, evolved in 1958, had stipulated just recognition by employers and workers of the rights and responsibilities of either party, as defined by laws and agreements (including bipartite and tripartite agreement's arrived at all levels from time to time) and a proper and willing discharge by either party of its obligations consequent of such recognition. The Code seeks to bringing home both to employers and workers the need to perform their duties fully. That there are gaps between precept and practice is not a reflection on the soundness of the principles enunciated by Gandhiji.

Trusteeship

Gandhiji's theory of trusteeship is well known. He explained it thus:

"Supposing I have come by a fair amount of wealth either by way of legacy or by means of trade and industry, I must know that all that wealth does not belong to me. What belongs to me is the right to an honourable livelihood, no better than that enjoyed by millions of others. The rest of my wealth belongs to the community and must be used for the welfare of the society.

The proposition is that property or wealth in excess of one's real need must be held in trust; the holder is not absolute owner. The rich must keep their 'superfluous wealth' in trust for the benefit of those who toil for them. The workers, again, in the Gandhian scheme of things, 'should not regard the mill and machinery as belonging to the exploiting agents'; rather, the workers should treat all such property as their own instruments of production and 'protect them and put in the best they can.' It follows that capital and labour, managements and workers, have each to be the other's trustees. Both have also to be trustees in common of the consumers. There is no question of superior

or inferior status for any side. The relationship is entirely mutual. Each party has to accept that the best service in aid of his own interest is the safeguarding of the interest of the other. Gandhiji foresaw an enduring future for the trusteeship doctrine: 'the theory of trusteeship is not a make-believe and certainly no camouflage. I am confident that it will survive all other theories. It has the sanction of philosophy and religion behind it. That possessors of wealth have not caught up to the theory does not prove its inefficiency. It proves the weakness of the wealthy

The trusteeship formula provides a means for transforming the exploitative order of society into an egalitarian one. It does not advocate unlimited private ownership of property. Rather, it expects every one to have as much as may be necessary, and permitted by the society, for his welfare. Taken along with the obligation cast on each individual to make his best contribution to the production of wealth, the formula seeks at once to release maximum resources for achieving the common good. There is scope also for social control and regulation of the ownership and use of wealth. Possession of anything beyond one's real need is stealing; it is against the principle of non-possession. The Gandhian solution for economic inequality is an appeal to the higher sense of the wealthy.

The concept of trusteeship applied to industrial relations is indeed revolutionary. It encompasses a whole set of values co-ownership, co-partnership and remuneration on the basis of the needs of the individual and his family are all covered. The capitalist has only to be an enlightened agent of society. The human relationship factors involved, because of the postulate of mutually beneficial cooperation and understanding between those who manage and the who labour, have implicit in them the elements of far reaching social revolution. Gandhiji's approach was, no doubt, unorthodox and unorthodox. It refuted the assumption of class conflict common to much of the thinking on capital-Labour relations. It proclaimed instead that society could progress better through harmonious inter-relationships based on an appreciation of mutual needs and functions.

Employer-employee partnership

The theory of trusteeship leads to the logical corollary of joint partnership of employers and workers in the production process. Gandhiji considered it vital to the well being of industry that 'workmen should be regarded as equals with the shareholders, and they should have, therefore, every right to possess an accurate knowledge of the transactions of the mills'. He wanted merger between capital and labour as he believed that they could work wonders in cooperation. The attempt was to recapture the 'family idea' in a family writ large. The relationship between the mill agents and mill-hands had to be one of father and children or as between blood brothers.

Following the Gandhian approach, the industrial Policy Resolution, enunciated by Government of India in 1956 has also laid down that 'in a socialist democracy labour is a partner in the task of development and there should be not only joint consultation but also progressively greater association of workers and technicians in the management'. It is to achieve this objective that the

scheme of joint management councils, aimed at ensuring closure and fuller association of workers in management on a voluntary but defined basis, has been introduced. The institution of these councils is a step towards the creation of better understanding between managements and workers. It also seeks to foster in them the appreciation that, notwithstanding any apparent conflict between their interests, they can profit only if the enterprise makes progress through common effort.

Industrial relations in any industry are powerfully affected by the wages paid to workers. Gandhiji was worried about the low wages paid to workers which were not even sufficient to maintain them and their families. He said: 'All useful labour ought to bring in the same and adequate wages to the labourer. Till that time comes, the least that should be done is to see that every labourer gets enough to feed and clothe himself and his family. A Government that does not ensure this much is no Government'. He considered it 'lawful' for a worker to demand 'enough wages to enable him to maintain himself and to educate his children decently'. Gandhiji even suggested that if we find it is not possible for any industry to pay this minimum living wages, we had better close our shop'. The minimum wages, in Gandhiji's view, must ensure to all workmen.

- (a) a reasonably balanced and adequate nutritive diet to enable a man to keep fit to put in eight hours normal quota of efficient work all the year round;
- (b) minimum clothing requirements; and
- (c) better housing and other ordinary comforts.

Realising that many industries did not pay adequate wages to their workers, the Government of India enacted the Minimum Wages Act in 1948. The Act applied to persons engaged in certain scheduled employments or specified classes of employment in respect of which minimum wages have been fixed. The Fair Wages Committee appointed by Government of India in 1947 had defined the concepts of 'living wage', 'fair wage' and 'minimum wage'. Later, in 1957, the Gandhian concept on wages assumed a somewhat more definite shape when the Indian Labour Conference formulated the norms of 'need-based wage' on the basis of the minimum requirements of a worker, though the quantification of these norms in terms of money and their achievement presented difficulties.

Arbitration

Another important plank of the Gandhian approach to industrial relations was the principle of arbitration for the settlement of disputes. Since disputes and differences are bound to arise between employers and workers and each side is put to consider its own stand to be just, the problem arises as to who should decide the merits of the case. Gandhiji's solution was arbitration. He said: 'The public has no means of judging the merits of a strike, unless it is backed by impartial persons enjoying public confidence. Interested men cannot judge the merits of their case. Hence, there must be an arbitration accepted by the parties or a judicial adjudication'. Gandhiji urged that 'the strongest combination of employers and labour must accept the principle of

arbitration is accepted the decision of the arbitrators or the umpire must be accepted by both the parties alike, whether they like it or not. ' Strikes ' in his view, ' must be considered a crime immediately the capitalists accept the principle of arbitration. An impartial tribunal for settling dispute should always be accepted. Refusal is a sign of weakness '.

The Gandhian concept of arbitration was first given legislative basis when the Bombay Industrial Relations Act in 1956 provided for arbitration of industrial disputes. A decade later, a somewhat similar provision was made in the present Industrial Disputes Act. The Act provides for joint reference of a dispute to arbitration where both the employers and the worker agree to this course. The Code of Discipline subsequently commended voluntary arbitration as one of the modes of settling disputes. Conscious of the disadvantages of excessive reliance on adjudication, the Tripartite Indian Labour Conference in 1959 also emphasised the need for increased recourse to mediation and voluntary arbitration, in preference, as far as possible to adjudication. The Industrial Truce Resolution of 1962 spelt this out further. It stressed that ' there should be maximum recourse to voluntary arbitration ' and ' all complaints pertaining to dismissal, discharge, victimisation and retrenchment of individual workmen, not settled mutually, should be settled through arbitration '. It is in pursuance of this line of thinking that the National Arbitration Promotion Board has been set up since July, 1967. For their own employees, Government of India have accepted arbitration in certain types of disputes under the Joint Consultative Machinery and Compulsory Arbitration Scheme.

Strikes

As for strikes, Gandhiji acknowledged them within limits, as the inherent right of the working class for the purpose of securing justice. Strikes, he said are sacred weapon which should be used only when all avenues for peaceful settlement of disputes fail and justice is denied. ' He did rule them out, but did not consider them necessary. He expressed his views thus :—

' Why should there be a strike at all in any well regulated concern? Strikes ought to be impossible when there is perfect understanding between capital and labour, mutual respect and recognition equality. And since differences there would be sometimes between employers and employed, even in the best regulated concerns, why should there not be a system of arbitration between the parties so that they will always readily carry out in perfect good faith award of arbitrators.'

The Gandhian concept of the redundancy of strikes flows from the mutual understanding he was anxious to bring about between employers and workers at all stages. The same principle of mutual understanding is to be extended to settlement of difference between the two: 'dispute should be referred to the impartial judgement of mutually agreed third parties'. In a developing economy like ours, where uninterrupted production of goods and services is a matter of survival for the nations, Gandhiji's philosophy provides the ideal solution. The success of the arrangement would depend, no doubt, on the unreserved acceptance and willing co-operation of the parties.

While considering them unnecessary, Gandhiji, also had the expertise in organising strikes where inevitable. His first successful attempt was made in South Africa under very adverse circumstances. He improved the method during the Ahmedabad strike in 1918. During the 21 days that this strike lasted Gandhiji issued a series of leaflets for the workers which constitute a comprehensive manual on the non-violent technique of conducting strikes. He laid down seven conditions for a successful strike, namely—

- (i) The cause of the strike must be just and there should be no strike without a grievance;
- (ii) There should be practical unanimity among the strikers;
- (iii) There must be perfect communication and understanding between strikers and their leaders;
- (iv) There should be no violence;
- (v) Non-strikers or blacklegs should never be molested;
- (vi) Strikers should not depend upon public subscriptions or other charities, alms or union funds for maintaining themselves during the strike period.
- (vii) To remain firm no matter how long the strike continues, and in order to do so strikers must be able to support themselves out of their own savings or by engaging themselves in some useful and productive temporary occupation or by honest labour.

According to Gandhiji the workers' struggle depends solely on the justice of their demand and the purity of means adopted to achieve it. If the demand is not just, they cannot succeed. Even when the demand is just, if the workers use in justice, tell falsehood, cheat, coerce or slacken, they will fail. ' The phenomenon of chaos presently organised by a section of workers and trade unions for the fulfilment of their demands, it goes without saying, is an antithesis of the Gandhian view, even apart from the question of the legality of such action.

Some of the principles laid down by Gandhiji, it would be observed, find expression in the voluntary Code of Discipline in Industry (1958) which denounces physical duress and rowdy or non-peaceful demonstration by workers, whether or not they are on strike. What Gandhiji advised nearly half a century ago is sought to be put into practice under the Code. But without abiding faith by the parties in the ideology, its implementation can remain at best half-hearted.

Gandhiji was against strikes being declared without the consent of trade unions. He saw no place for unauthorised or 'wild cat' strikes. He wanted the union sponsoring a strike to make known to the workers the justification for strike and leave them free to join it or not. He also stressed that ' strikers must fix an unalterable minimum demand and declare it before embarking upon their strike. The workers in Ahmedabad during the strike of 1918 had taken the pledge that they would not resume work until they were able to secure a 35 per cent increase in their wages which was considered as proper after discussion amongst the workers and their leaders. When a question was posed whether such an assessment was correct and not unilateral, Gandhiji answered the point thus : We had decided on a 35 per cent increase unilaterally. Before we advised workers to demand 35 per cent we did desire to hear from

the employers themselves, their side of the question. Unfortunately, it could not be so. So we examined their side to the best extent possible and advised a demand for 35 per cent. But we cannot say that the 35 per cent assessed by us was infallible.

Gandhiji also cautioned that 'strikes should not be resorted to if they are not justifiable on merit. He did not want that an unjust strike should succeed and, in fact, desired, that 'all public sympathy must be withheld from such a strike'. He was of the view that where a strike was indefensible on merits, the strikers could realise their mistake and go back to work. He was definitely against strikes in public utility services. He thought that dislocation of such services would affect public life. But he did not expect the workers in these services 'to slave away under any conditions'. He considered that there were other unobjectionable ways of getting redress.

Regarding sympathetic strikes Gandhiji said: 'labourers and artisans of India had not arrived at that degree of national consciousness which was necessary for successful sympathetic strikes'. He did not, therefore, favour such strikes, for any premature precipitation of sympathetic strikes must result in infinite harm to the cause of labour. He said: 'Sympathetic strikes must be taboo until it is conclusively proved that the affected workers have exhausted all the legitimate means at their disposal in order to secure from obdurate and unsympathetic authorities'.

In Gandhiji's view, strikes for economic betterment should never have a political end as an ulterior motive. Such a mixture never advances the political end and generally brings trouble upon the strikers, even when they do not dislocate public life, as in the case of public utility service'. He considered it a most dangerous thing' to make political use of Labour until they understand the political conditions of the country and are prepared to work for the common good'. This, he thought, was hardly to be expected of them all of a sudden and 'until they had bettered their own condition to enable them to keep their body and soul together in a decent manner'.

Points for consideration

Gandhiji's ideas on some of the more important aspects of industrial relations have been outlined above. In the light of the foregoing, and having regard to the current context, it is for all those concerned with the progress of the country and the working class to consider the subject of industrial relations with particular reference to the following issues:—

- (i) How far can and should the Gandhian theory of trusteeship be practised in this country? What steps are necessary to make it more widely practised?
- (ii) How far can the Gandhian formula of employer-employee partnership in an enterprise be put into practical shape through the scheme of Joint Management Councils or otherwise?
- (iii) Is the Gandhian concept of wage feasible in the existing conditions? To what extent can this be adopted to link wages with productivity?
- (iv) When and how far should the weapon of strike be used and in what circumstances may it be withheld?

What steps, other than those already taken by Government, are to implement the Gandhian technique of settling disputes through

- (i) Are sympathetic and political strikes justified in the present context? If not, what should be done to check them?
- (ii) To what extent can legislation help promoting in industrial peace? How far is it possible to avoid excessive litigation in labour matters and should be the steps taken to reduce the area of conflict and litigation?

(Indian Worker, dated 4th October 1982)

INTUC'S EMPLOYMENT PROMOTION PROJECT : A PROFILE

DR. N. VAIDYANATHAN

Director

Central Institute of Workers' Education

The problem of growing unemployment is assuming menacing proportions in India. This problem alone, coupled with the ever increasing population will soon become a source for major law and order problems in the country driving it to the brink of anarchy. With all governmental and non governmental efforts so far we have succeeded in only touching the fringe of this crucial problem. It is a paradox that the number of unemployed has been rapidly increasing despite the gigantic measures during the successive Five-Year Plan.

At the beginning of the First Five-Year Plan, the number of unemployed was estimated at around 35 million, but at the end of the Plan this figure rose to 5 million. Again at the beginning of the Sixth Plan the number of unemployed was estimated to be about 12 million. The labour force is likely to go up by 34 million during the Sixth Plan period. Thus about 46 million will be looking for jobs during the period which speaks of the magnitude of the problem. Needless to say a problem of this gigantic nature cannot be solved by governmental measures alone. Voluntary agencies and trade unions can also play a vital role in motivating the unemployed people, the majority of whom are in the rural areas, to help themselves.

Realising the role that the trade unions can play a very constructive role to supplement the official measures to tackle this colossal problem, the INTUC decided to its little bit in this direction, like the proverbial squirrel that got a nut from Lord Rama during the construction of the bridge over Sethu, by implementing an Employment Promotion Project with the assistance of the International Confederation of Free Trade Unions (ICFTU) of which it is an affiliate. The ICFTU has extended to the INTUC the expertise of Mr. Bo Johnson, Economist in the conduct of the project.

The Project

The purpose of the Employment Promotion Project is to enable the national centre to deal effectively with employment policy matters and seek to influence various official measures and employment generating programmes, while at the same time create an awareness and motivate its affiliates for trade union-initiated projects, socio-economic in character. The experience so gained, transmitted through educational activities, will contribute to furtherance of trade union employment programmes, covering a wide range of activities. This project is, therefore, intended to provide an impetus for activities of trade unions on their own as unions undoubtedly have a potential which can be further developed.

The project envisages organising a series of extensive training programmes which include conducting of planning workshops at national and regional levels as well as at local levels. A special committee, with Shri N. K. Bhatt,

President, INTUC, as Chairman, has been constituted for implementing the project. The project is being implemented since May 1981.

During this period, Mr. Kaken Arneild, sponsored by the ICFTU, was on an extensive tour of India and held detailed discussions with the project leader and various trade union leaders. He had also suggested guidelines along which the project could be concurrently monitored. Two other foreign specialists who were discussed on compilation of statistics relating to labour market and matters were Mr. Tommy Larhed, ILO expert on Labour Market and Mr. Peter Duker of the same international agency. Mr. Bo Johnson, ICFTU has, of course, been making repeated visits to hold discussions and with those deeply involved in the project and provide guidance and direction day to day operations of the project.

Under the project one National Planning Workshop, three regional level workshops and one state level workshop and five local courses have been conducted.

The objectives of the National Planning Workshop, held in the Capital from August 25 to 28 last year with the participation of Mr. Bo Johnson and Shri B. N. Datar, Founder Director of INTUC's Ambekar Institute of Labour Education were (i) to examine implementation and provision of relevant official (Central and State level) and non-governmental programmes affecting employment and (ii) to examine existing trade union socio-economic ventures and draft a programme for preparing and describing different types of trade union projects and (iii) draft a trade union "programme of work" for unions in five regions based on the employment situation and on going government and trade union activities promoting employment.

The workshop was able to achieve its objectives by kindling the interest of the participants and enlightening them on the urgent need for trade unions to mitigate the severity of the problem of unemployment. The participants had drafted a follow up programme in the form of Action Plan by way of identifying socio-economic ventures that could be adopted in their respective regions. The Action Plans of the participants reflected their determination to follow up the various activities in the project at their respective levels.

The three regional level workshops, held at Puri from September 28 to 30, 1981, at Bombay in October and at Bangalore from December 22 to 24, helped in identifying a large number of socio-economic schemes in different states. The state level workshop held at Haridwar from August 7 to 8, 1982 discussed the schemes that were under operation in Uttar Pradesh, while the local level courses conducted at Bombay, Hazaribagh, Salem, Dandeli, Vidharbha reviewed the various projects under implementation by the unions in providing employment opportunities and promoting self-employment schemes.

Besides these workshops, the concept and philosophy of employment promotion activities by trade unions were discussed in all other educational programmes conducted by the Central Institute of Workers Education which has been implementing the Employment Promotion Project. Programmes such as National Monitors Training Course held in November, 1981, the National Organisers camps at Faridabad and Madurai, the National Seminar

INTUC'S EMPLOYMENT PROMOTION PROJECT : A PROFILE

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At the beginning of the First Five-Year Plan, the number of unemployed was estimated at around 3.5 million, but at the end of the Plan this figure rose to 5 million. Again at the beginning of the Sixth Plan the number of unemployed was estimated to be about 12 million. The labour force is likely to go up by 34 million during the Sixth Plan period. Thus about 46 million people will be looking for jobs during the period which speaks of the magnitude of the problem. Needless to say a problem of this gigantic nature cannot be solved by governmental measures alone. Voluntary agencies and trade unions can also play a vital role in motivating the unemployed people, the majority of whom are in the rural areas, to help themselves.

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The projects envisages organising a series of extensive training programmes which include conducting of planning workshops at national and regional levels as well as at local levels. A special committee, with Shri N. K. Bhatt

President, INTUC, as Chairman, has been constituted for implementing the project. The project is being implemented since May 1981.

During this period, Mr. Kaken Arneild, sponsored by the ICFTU, was on an interim evaluation mission and held detailed discussions with the project leader and visited the rope making venture at Mirzapur village in Saharanpur District, Uttar Pradesh. He had also suggested guidelines along which the project activities could be concurrently monitored. Two other foreign specialists who visited and discussed on compilation of statistics relating to labour market and other allied matters were Mr. Tommy Larhed, ILO expert on Labour Market Information and Mr. Peter Duker of the same international agency. Mr. Bo Johnsson of ICFTU has, of course, been making repeated visits to hold discussions and with those deeply involved in the project and provide guidance and direction day to day operations of the project.

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Besides these workshops, the concept and philosophy of employment promotion activities by trade unions were discussed in all other educational programmes conducted by the Central Institute of Workers' Education which has been implementing the Employment Promotion Project. Programmes such as National Monitors Training Course held in November, 1981, the National Rural Organisers camps at Faridabad and Madurai, the National Seminar

for Young Workers held at Goa devoted exclusive sessions to discuss the need and importance of employment promotion activities and the ways and means to organise socio-economic ventures at union level.

Selected employment creating projects and job creation measures

The over all purpose of the project is to develop a trade union employment policy which would also include concerted job creating measures, promotion of self-employment, motivating the under-employed to adopt economic schemes that would supplement their income. Before, such a policy is adopted sufficient educational programmes have to be organised in order to ensure a better appreciation at grass root levels of trade unions. Once the need to adopting an employment promotion policy finds acceptance by trade unions, its eventual outcome in the form of initiating a socio-economic venture at union level or the unions helping the unemployed dependents of its members to adopt self-employment schemes and towards that end rendering help and assistance becomes easy. Having initiated projects the unions have to exercise influence on local authorities as well as continue to organise educational programmes for sustaining interest of the new entrants in the venture and also helping them to organise as co-operatives or unions. Thus at no point of time the three dimensions of the Employment Promotion Project i.e. motivational/educational programmes, acceptance of an employment policy and initiation of job creating activities are discernible. A profile of some on-going activities are given below :

1. *Dairy project.*—The Rashtriya Colliery Mazdoor Sangh, affiliated to INTUC, has formulated a Household Milk Dairy Project at Ramgarh, Hazaribagh (Bihar). This project is designed substantially on a big scale and involves about two million rupees including its expansion programme. Preparation of the project ensuring economic viability and technical feasibility has been a time consuming process as consent from the local persons to be involved in the project had to be obtained. As the local trade union leadership had accepted employment promotion as union policy, which was facilitated through a series of workshops and seminars the process was smooth and successful. The AFPRO (Action For Food Production) agency had certified the project as economically viable and technically feasible. Rupees one million has been sanctioned by the Benevolent Fund Committee of Central Coalfields Limited for implementing this project. The Central Coalfield Limited has been approached for granting a matching grant. Also an exclusive officer has been designated to deal with day to day matters. This project is a direct outcome of the implementation of Employment Promotion Project. Once the project is on the ground, the experience will be repeated in other mining areas.

2. *Rope making.*—Another project which has been considerably expanded is the Rope Making Project at Saharanpur. To start with, the project was intended to rehabilitate few retrenched workers from a paper mill by way of assisting them to make ropes from Babbar grass grown in Shivalic ranges of Himalayan foot hills. Consequent upon the implementation of Employment Promotion Project, its State organiser had given a big push to the venture and many innovations have been brought about so as to ensure

market and in return better wages. The scheme is extended to unemployed living in adjacent areas and to that extent have extended the union influence over them.

Brick Kiln.—Yet another project which was undertaken by the union in small scale has been developed into a full fledged project i.e. the brick kiln venture at Velthur village, Kuhl, Nagpur. The participants from National and Regional Workshops had taken active interest in expanding the activities by including components of social forestry, goat rearing and fishery aiming at an Integrated Rural Development Project envisaging job creation for rural youth on a continuing basis. The workers involved in these activities would be helped to form workers co-operatives. Presently a trust is created which is looking into the affairs.

4. *Mini spinning machines.*—Another example where a job creating venture has been taken by the union is the case of India Cement Employees Union at Sankari, Salem, Tamil Nadu. The Union has arranged to provide 30 mini spinning machines through Gandhi Gram and have provided work for 30 women (widows/daughters and wife of workers). For purchase of the machines loans have been secured through banks. The union has also procured 15 sewing machines for imparting training in sewing to women. The entire operation is centralised at union office and for supervision and guidance a fulltime manager is appointed. The union has plans to expand its activities by introducing a second shift for mini spinning unit and to add a tailoring unit to the sewing training section.

5. *Sewing and shorthand.*—Similarly, at Ballarpur Mills where the union had started a sewing/typing/shorthand trainings class has been induced to expand its activities which would provide employment on a regular basis to persons who had undertaken training. A trust is formed with a deposit of Rs. 1.5 lakhs.

6. *Agarbathi production.*—Another interesting socio-economic venture initiated by the INRLF at Mehsana District, Gujarat, is the employment opportunities provided to women cart-pullers by organising agarbathi production centre (incense sticks). This has helped womenfolk from resorting to the strenuous work of pulling handcarts for earning livelihood.

7. *Liquid detergent.*—Yet another example is the National Union of Seamen of India, who have finalised a project for production of liquid detergents to supply to ships and also for manufacturing iron brushes used for scrubbing. Loans from banks have already been negotiated and contracts for purchase by the ship owners are being procured. Nearly 100 jobs would be created.

8. *Vegetable growing.*—At Birmitrapur, the Orissa INTUC Branch which has accepted employment promotion as a policy, has initiated a sewing training class. However, to create job opportunities, the union has proposals for a tailoring unit, vegetable growing scheme and a centralised milk dairy project. Land has been procured and the project will be on ground in early 1983. The sewing training class would feed the proposed 'tailoring unit' which would provide jobs for women.

Poultry and fish culture.—Another project where the union has sought the co-operation of the management for initiating a project is the case of Assam Cha Karmachari Sangh, Margherita, which is on the border of Assam and Arunachal Pradesh. As a part of its employment promotion drive, the Union has made proposals for starting a milk dairy, poultry and fish culture project. North Eastern Coalfields have agreed to provide all co-operation including land and some funds. The project is being designed which would create sufficient job opportunities.

10. *Handloom.*—In Tiruchirappally District (Tamil Nadu), the handloom workers union (National Kaithari Nesavalar Sangam), affiliated to INTUC, had arranged to get loans of Rs. 500 each to nearly 3,000 weavers. The union has enabled about 1,500 weavers working under Master weavers, to start a co-operative society of their own and thereby have saved them from exploitation. The workers are member of the union. The union has provided self-employment opportunities to nearly 1,000 workers.

11. *Ateicol.*—The Assam Mazdoor Sangh had initiated, quite some time back, a workers co-operative titled ATEICOL. It has a paid up capital of about Rs. 4.5 million. Besides running a printing press, they have been dealing with supply of fertilisers, pesticides, medicines, aprons, umbrellas etc. The most laudable activity has been the taking over of a sick tea estate and nursing them back to healthy state. Presently, the co-operative has plans to start manufacturing of umbrellas and stitching of aprons for supply to plantation workers which would further create considerable job opportunities.

In implementing the above projects the following constraints have been experienced —

(i) In a number of cases where the unions have helped the members to get loans for initiating self-employment programmes, the marginal money has to be arranged by the union. Instances are not uncommon where in the absence of marginal money loans could not be secured. Persons who are quite poor and naturally most needy, usually remain outside the pale of beneficiary schemes is a time consuming process and the persons tend to lose interest.

(ii) Even when small ventures are started, in the absence of adequate revolving fund, the progress of such ventures get choked. Essentially a venture in order to be successful has to be run on a commercial basis which implies proper marketing, which again necessitates store house, godown, office, etc. The loans that are invested in production process and in the absence of a revolving fund, reinvestment is not possible without selling the products which only forces a distress sale.

(iii) Most of the unions do not have adequate financial resources to initiate socio-economic projects which would create jobs. Even in cases where the trade unions are able to harness the funds allocated for welfare measures, the control does not rest exclusively with the unions. Thus the unions with a 'will' to initiate action are deprived of the opportunity.

(iv) To study market demand and supply availability of raw materials at competitive rates, mobilising resources etc. knowhow is important which is not readily available with either the persons who have initiated the ventures, or with the union. Therefore, the socio-economic ventures often suffer set-backs, which a union can ill-afford.

(v) All the economic ventures in some form or the other create job opportunities. Being initiated by the unions obviously the wage rates and compensation are to be maintained at a reasonably fair level. To safeguard reasonable and uniform wage payment in all the economic ventures there has to be a central control in the absence of which chances of wage disparity and wages not so fair are not precluded.

(vi) As elsewhere pointed out, in order to ensure a smooth ongoing of a project, co-operation has to be elicited from a plethora of agencies, and this is worked out better at a higher level which again warrants a centralised action at headquarters.

(vii) Production scheme and flow, quality control, productivity etc., are a must for any successful commercial venture. The unions do not have expertise at present, for want of which expansion programmes are not carried out.

(viii) There are a number of projects which focus on training programmes. If the job creating opportunities are not proportionate to the number of persons trained, the unemployed trained persons get frustrated and will prove problem.

(ix) There is no dissemination of information as to what various unions are doing in this front and their experiences in the field of employment promotion programmes are not shared. A regular flow of information would give a boost to the economic ventures which are now operating in an isolated manner.

(x) There is also no effective link between different projects absence of which affects operational efficiency.

(*Indian Worker, dated 20th September 1982*)

Labour Legislation

THE INDUSTRIAL EMPLOYMENT (STANDING ORDERS) AMENDMENT ACT, 1982

No. 18 of 1982

AN ACT FURTHER TO AMEND THE INDUSTRIAL EMPLOYMENT (STANDING ORDERS) ACT, 1946.

Enacted by Parliament in the Thirty-third Year of the Republic of India

11th May 1982

as follows:—

1. **Short title and commencement**—(1) This Act may be called the Industrial Employment (Standing Orders) Amendment Act, 1982.

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

2. **Amendment of section 2 of the Industrial Employment (Standing Orders) Act, 1946 (20 of 1946), (hereinafter referred to as the principal Act)**—

(a) to clause (b) the following proviso shall be added, namely—
“ Provided that where any question arises as to whether any industrial establishment is under the control of the Central Government that Government may, either on a reference made to it by the employer or the workman or a trade union or other representative body of the workmen, on its own motion and after giving the parties an opportunity of being heard, decide the question and such decision shall be final and binding on the parties ”.

(b) for clause (i), the following clause shall be substituted, namely—
(i) “ wages ” and “ workman ” have the meanings respectively assigned to them in clause (rr) and (s) of section 2 of the Industrial Disputes Act, 1947 (14 of 1947).

3. **Amendment of section 6 of the principal Act, in sub-section (1), for the words “ Any person ”, the words “ Any employer, workman, trade union or other prescribed representatives of the workmen ” shall be substituted.**

4. **Amendment of section 10.**—In section 10 of the principal Act,—
(a) in sub-section (1), after the words “ the workmen, the words ” or “ a trade union or other representative body of the workmen ” shall be inserted;
(b) in sub-section (2) —
(i) after the words “ or workmen ” the words “ or a trade union or other representative body of the workmen ” shall be inserted;

(ii) after the words “ and the workmen ”, the words “ or a trade union or other representative body of the workmen ” shall be inserted.

5. **Insertion of new section 10A.**—After section 10 of the principal Act the following section shall be inserted, namely—

“ 10A. **Payment of subsistence allowance.**—(1) Where any workman is suspended by the employer pending investigation or inquiry into complaints or charges of misconduct against him, the employer shall pay to such workman subsistence allowance.

(a) at the rate of fifty per cent of the wages which the workman was entitled to immediately preceding the date of such suspension, for the first ninety days of suspension; and

(b) at the rate of seventy-five per cent of such wages for remaining period of suspension if the delay in the completion of disciplinary proceedings against such workman is not directly attributable to the conduct of such workman.

(2) If any dispute arises regarding the subsistence allowance payable to a workman under sub-section (1), the workman or the employer concerned may refer the dispute to the Labour Court, constituted under the Industrial Disputes Act, 1947 (14 of 1947), within the local limits of whose jurisdiction the industrial establishment wherein such workman is employed is situate and the Labour Court to which the dispute is so referred shall, after giving the parties an opportunity of being heard, decide the dispute and such decision shall be final and binding on the parties.

(3) Notwithstanding anything contained in the foregoing provisions of this section, where provisions relating to payment of subsistence allowance under any other law for the time being in force in any State are more beneficial than the provisions of this section, the provisions of such other law shall be applicable to the payment of subsistence allowance in that State.”

6. **Amendment of section 11.**—In section 11 of the principal Act, in sub-section (1), for the words and figures “ sections 480 and 482 of the Code of Criminal Procedure, 1898 ” (5 of 1898), the words and figures “ sections 345 and 346 of the Code of Criminal Procedure, 1973 ” (2 of 1974), shall be substituted.

7. **Amendment of section 13.**—In section 13 of the Principal Act, in sub-section (4), for the words “ a Presidency Magistrate or Magistrate of the second class ”, the words “ a Metropolitan Magistrate or Judicial Magistrate of the second class ” shall be substituted.

8. **Amendment of section 13A.**—In section 13A of the Principal Act, after the words “ or workman ”, the words “ or a trade union or other representative body of the workmen ” shall be inserted.

9. **Amendment of section 15.**—In section 15 of the principal Act, in sub-section (3), for the words “ in two successive sessions, and if, before the expiry

of the session in which it is so laid or the session immediately following the words "in two or more successive sessions, and if, before the expiry of the session immediately following the session or the successive sessions aforesaid" shall be substituted.

(Published in Maharashtra Government Gazette, Part VI, dated 26th September 1982, Page No. 184-185).

Gist of Important Notifications under Various Labour Laws

I. INDUSTRIAL RELATIONS ACT, 1946

(Appointments of Assistant Registrar of Unions)

Commissioner of Labour, Bombay in exercise of the powers conferred on him by sub-section (2) of section 5 of the said Act, appointed the officers mentioned in column 2 of Schedule appended hereto to be the Assistant Registrars of Unions for the local areas against them in column 3 of the Schedule:—

SCHEDULE

Serial No.	Name of the Officer	Local area
1	2	3
1	Shri T. R. Kamble, Government Labour Officer, Bombay	Greater Bombay.
2	Shri D. U. Chauhan, Government Labour Officer, Bombay	Greater Bombay.
3	Smt. L. M. Chinchwadkar, Government Labour Officer, Bombay	Greater Bombay.

(Notification No. CL/BIR/NTF/1982/H.O. III (B), dated 5th July 1982; published in M.G.G., Part I-L dated 23rd September 1982, page No. 6930).

II. BOMBAY LABOUR WELFARE FUND ACT, 1953

APPOINTMENTS UNDER THE ACT.

Government of Maharashtra in exercise of the powers conferred by sub-section (1) of section 12 of the said Act, appointed the officers specified in column 1 of the Schedule hereto (being officers of the Board) to be Inspectors for the areas respectively specified against them in column 2 thereof, to inspect records in connection with the sums payable into the Fund.

SCHEDULE

Officers	Areas
Assistant Welfare Commissioner, Thane	The whole of Thane, Raigad, Sindhudurg, Ratnagiri, Dhule, Jalgaon and Nashik Districts.
Workers' Welfare Officer, Thane	.. The whole of Thane District.
Workers' Welfare Officer, Nashik	.. The whole of Nashik, Jalgaon and Dhule Districts.
Workers' Welfare Officer, Sindhudurg-Ratnagiri Raigad.	The whole of Ratnagiri, Raigad and Sindhudurg Districts.

Officers	Areas
Assistant Welfare Commissioner, Akola	The whole of Akola, Amravati, Buldhana and Yavatmal Districts.
Workers' Welfare Officer, Wardha	The whole of Wardha and Chandrapur Districts.
Workers' Welfare Officer, Bhandara	The whole of Bhandara District.
Workers' Welfare Officer, Kolhapur	The whole of Kolhapur, Satara and Sangli Districts.
Assistant Welfare Commissioner, Greater Bombay.	Greater Bombay.
Stadium Manager, Bombay	Greater Bombay.
Residential Project Manager, Kamgar Kalyan Nagari, Pimpri.	The whole of Pune and Ahmadnagar Districts.
Workers' Welfare Officer, Kamgar Kalyan Nagari, Pimpri.	The whole of the area comprised in the Pimpri-Chinchwad Municipal Council.

(Notification No. MW/1982/ 3422/Lab-11, dated 15th July 1982, published in *M.G.G.*, Part-I-L, dated 23rd September 1982, Page No. 6752).

III BOMBAY SHOPS AND ESTABLISHMENTS ACT, 1948 SUSPENSION OF THE WORK UNDER THE ACT.

(a) Government of Maharashtra, in exercise of the Powers conferred by section 6 of the said Act, read with rule 4 of the Maharashtra Shops and Establishments Rules, 1961, suspended the operation of the provisions of the said Act, specified in column 2 of the said Schedule for the period specified and subject to the conditions mentioned in column 3 and 4 of the said Schedule respectively on the occasion of Haj season 1982.

SCHEDULE

Establishment	Provision of the Act	Period	Conditions
1	2	3	4
Seasonal Pay-Office of the Stat Bank of India Haj-Committee Pay-Office, Saboo-Siddique Musafir-khana, Lokmanya Tilak Marg, Bombay 400 001.	Section 13 and 14	19th July 1982 to 13th Sept-ber 1982 (both days in clusive).	If any employee is required to work in excess of the limit of hours of work specified in section 63 of the Act, he shall be entitled in respect of overtime work, (which shall be noted in the prescribed register) wages at the rate prescribed in section 63 (1) of the said Act.

(Notification No. P-7382 CR-133/Lab-3, dated 13th July 1982, published in *M.G.G.* Part-I-L dated 9th September 1982, Page No. 6366.)

IV. MINIMUM STATE INSURANCE ACT, 1948 EXEMPTIONS UNDER THE ACT.

1. Government of Maharashtra, in exercise of the powers conferred by section 91A of the said Act, exempted the Indian Club Workers' Compensation Co. Ltd., A. Nagpur, from the operation of the said Act, except chapter V, A Minimum Insurance from 21st February 1982 till the date of issue of notification and termination date inclusive of 30th September, 1982.

(Notification No. SIA 1781 3278 Lab-11 dated 14th July 1982, published in *M.G.G.* Part-I-L, dated 2nd September 1982, Page No. 6837).

V. FACTORIES ACT, 1948

AMENDMENTS TO RULES UNDER THE

(a) Government of Maharashtra in exercise of the powers conferred by section 87 read with section 112 of the said Act made the following rules further to amend the Maharashtra Factories Rules, 1963, the same having been previously published as required by section 115 of the said Act, namely:—

- These rules may be called the Maharashtra Factories (Third Amendment) Rules, 1981.
- In the Maharashtra Factories Rules, 1963 (herein after referred to as "the principal rules"), sub-rule (11A) of rule 65 rule 71A shall be deleted.
- In rule 114 of the principal rules,—

(a) in sub-rule (1), after item 20 the following item shall be added, namely:—

"21. Process of extracting oils, wax and fats from vegetable and animal sources in Solvent Extraction Plants."

(b) after Schedule XX, the following new schedule shall be added, namely —

SCHEDULE XXI

Process of extracting oils, wax and fats from vegetable and Animal sources in Solvent Extraction Plants.

1. *Application.*—This Schedule shall apply to factories in which the process of extraction of oil, wax and fats from oil-cakes, oil-seeds or any other material from vegetable and animal source is carried out in Solvent Extraction plants.

2. *Definitions.*—In this Schedule, unless the context otherwise requires,—

(a) 'Competent Person' means a person who,—

(i) is atleast a member or associate member of the Mechanical or Chemical Engineering Branch of the Institute of Engineers (India), or

(ii) is a member or associate member of the Indian Institute of Chemical Engineers, or

(iii) is a Graduate of a statutory University in Chemical or Mechanical Engineering, and

(iv) Possesses a minimum ten years' experience of design or construction of flammable process plants specially the Solvent Extraction Plants :

Provided that the State Government or Chief Inspector of Factories subject to control of the State Government, may accept any other person as a Competent Person, if it or he is satisfied regarding suitability of qualifications and experience of that person.

Officers	Areas
Assistant Welfare Commissioner, Akola	.. The whole of Akola, Amravati, Buldhana and Yavatmal Districts.
Workers' Welfare Officer, Wardha	.. The whole of Wardha and Chandrapur Districts.
Workers' Welfare Officer, Bhandara	.. The whole of Bhandara District.
Workers' Welfare Officer, Kolhapur	.. The whole of Kolhapur, Satara and Sangli Districts.
Assistant Welfare Commissioner, Greater Bombay.	Greater Bombay.
Stadium Manager, Bombay	Greater Bombay.
Residential Project Manager, Kamgar Kalyan Nagari, Pimpri.	The whole of Pune and Ahmadnagar Districts.
Workers' Welfare Officer, Kamgar Kalyan Nagari, Pimpri.	The whole of the area comprised in the Pimpri-Chinchwad Municipal Council.

(Notification No. MW/1982/ 3422/Lab-11, dated 15th July 1982, published in *M.G.G.*, Part-I-L, dated 23rd September 1982, Page No. 6752).

III. BOMBAY SHOPS AND ESTABLISHMENTS ACT, 1948 SUSPENSION OF THE WORK UNDER THE ACT.

(a) Government of Maharashtra, in exercise of the Powers conferred by section 6 of the said Act, read with rule 4 of the Maharashtra Shops and Establishments Rules, 1961, suspended the operation of the provisions of the said Act, specified in column 2 of the said Schedule for the period specified and subject to the conditions mentioned in column 3 and 4 of the said Schedule respectively on the occasion of Haj season 1982.

SCHEDULE

Establishment	Provision of the Act	Period	Conditions
1	2	3	4
Seasonal Pay-Office of the Srat Bank of India Haj-Committee Pay-Office, Saboo-Siddique Musafir-khana, Lokmanya Tilak Marg, Bombay 400 001.	Section 13 and 14	19th July 1982 to 13th Sept. m-ber 1982 (both days in clusive).	If any employee is required to work in excess of the limit of hours of work specified in section 63 of the Act, he shall be entitled in respect of overtime work, (which shall be noted in the prescribed register) wages at the rate prescribed in section 63 (I) of the said Act.

(Notification No. P-7382 CR-133/Lab-3, dated 13th July 1982, published in *M.G.G.*, Part-I-L dated 9th September 1982, Page No. 6366.)

IV. EMPLOYEES STATE INSURANCE ACT, 1948 EXEMPTIONS UNDER THE ACT.

1. Government of Maharashtra, in exercise of the powers conferred by section 87 read with section 91A of the said Act, exempted the Indian Coffee Workers' Co-operative Society Ltd., A, Nagpur, from the operation of the said Act, except chapter V-A thereof retrospectively from 21st February 1982 till the date of issue of notification and prospectively upto and inclusive of 30th September, 1982.

(Notification No. SIA/1781/3278/Lab-11 dated 14th July 1982, published in *M.G.G.*, Part-I-L, dated 2nd September 1982, Page No. 6037).

V. FACTORIES ACT, 1948 AMENDMENTS TO RULES UNDER THE

(a) Government of Maharashtra in exercise of the powers conferred by section 87 read with section 112 of the said Act made the following rules further to amend the Maharashtra Factories Rules, 1963, the same having been previously published as required by section 115 of the said Act, namely:—

- These rules may be called the Maharashtra Factories (Third Amendment) Rules, 1981.
- In the Maharashtra Factories Rules, 1963 (herein after referred to as "the principal rules"), sub-rule (11A) of rule 65 rule 71A shall be deleted.
- In rule 114 of the principal rules,—

(a) in sub-rule (1), after item 20 the following item shall be added, namely:—

"21. Process of extracting oils, wax and fats from vegetable and animal sources in Solvent Extraction Plants."

(b) after Schedule XX, the following new schedule shall be added, namely:—

SCHEDULE XXI

Process of extracting oils, wax and fats from vegetable and Animal sources in Solvent Extraction Plants.

1. *Application.*—This Schedule shall apply to factories in which the process of extraction of oil, wax and fats from oil-cakes, oil-seeds or any other material from vegetable and animal source is carried out in Solvent Extraction plants.

2. *Definitions.*—In this Schedule, unless the context otherwise requires,—

(a) 'Competent Person' means a person who.—

(i) is atleast a member or associate member of the Mechanical or Chemical Engineering Branch of the Institute of Engineers (India), or

(ii) is a member or associate member of the Indian Institute of Chemical Engineers, or

(iii) is a Graduate of a statutory University in Chemical or Mechanical Engineering, and

(iv) Possesses a minimum ten years' experience of design or construction of flammable process plants specially the Solvent Extraction Plants :

Provided that the State Government or Chief Inspector of Factories subject to control of the State Government, may accept any other person as a Competent Person, if it or he is satisfied regarding suitability of qualifications and experience of that person.

(b) 'plant' means the Solvent Extraction plants;

(c) 'Preparatory Process' means the operations involving the equipment used or the preparation of the material for solvent extraction;

(d) "Solvent" means an inflammable liquid such as pentans, hexane, heptane, mineral turpentine and the like.

(e) 'Solvent Extraction Plant' means any plant in which the process of extraction of oil, wax or fats from oil-cakes, oil seeds or any other material from vegetable and animal sources, by the use of solvents is carried on and includes the plant for recovery of the solvent.

3. *Location and lay-out.*—(1) No plant shall be permitted within a distance of 30 metres from any residential locality or side for public utility.

(2) The plant shall not be put into a commission unless it is certified by a competent person that the plant, machinery and its other equipment are designed, fabricated pertaining to the process and the said certificate is submitted to the Chief Inspector, at least one month before the commissioning of the plant.

(3) A 1.5 metre high continuous wire fencing shall be provided around the plant, upto a minimum distance of 15 metres from the plant.

(4) Boiler houses and other buildings where open flame processes are carried on shall be located at least 30 metres away from the plant.

(5) If godowns and buildings where preparatory processes are carried on are sited at a distance of less than 30 metres from the plant, these shall be located at least 15 metres away from the plant, and a 1.5 metres high continuous barrier wall of non-combustible materials shall be erected at a distance of not less than 15 metres from the plant so that it extends to at least 30 metres of vapour travel around its ends from the plant to the possible source of ignition;

Provided that, the existing units may be exempted from any of the provisions of this paragraph on such conditions as the State Government may deem fit.

4. *Electrical Installations.*—(1) All electrical metres, wirings and other electrical equipments installed or housed in the plant shall be of flame-proof constructions.

(2) All metal parts of the plant and building including various tanks and containers where solvents are stored or are present and all parts of electrical equipments not required to be energised shall be properly bonded together and connected to earth so as to avoid accidental rise in the electrical potential of such parts above the earth potential.

5. *Prohibition relating to smoking.*—Smoking or carrying any source of ignition shall be strictly prohibited within a distance of 30 metres from the plant. For this purpose 'No Smoking' signs shall be permanently displayed in the area of the plant.

6. *Precautions against friction.*—(1) All the hand-tools required to be used in the plant shall be of non-sparking type.

(2) No machinery or equipment of the plant shall be belt driven;

Provided that, the plants existing prior to the date of commencement of these rules may continue with belt if the belts are of anti-static type and, in the opinion of a competent person, a proper earthing arrangement is made.

(3) No person shall be allowed to enter and work in the plant if he is wearing clothes made of nylon or such other fibres which can generate static electrical charge, or if he is wearing footwear which is likely to cause sparks by friction.

7. *Fire fighting Apparatus.*—(1) Adequate number of portable fire extinguishers suitable for use against flammable liquid shall be provided in the plant.

(2) An automatic water spray sprinkler system on a wet-pipe or open-head deluge system with sufficient supply of storage water shall be provided over the plant and throughout the building in which the plant is housed.

(3) This requirement shall be in addition to the requirements under any other provisions of the Maharashtra Factories Rules, 1963 regarding fire fighting apparatus and water supply.

8. *Precautions against power failure.*—Provisions shall be made for automatic cutting off of steam in the event of power failure and also or emergency over-head water supply for feeding water by gravity to condensers for at least half an hour which shall come into play automatically with the power failure.

9. *Magnetic Separators.*—Oil cake shall be fed to the extractor by conveyor through a hopper, and magnetic separator shall be provided to remove any pieces of iron during its transfer.

10. *Venting.*—(1) Tanks containing solvents shall be provided with emergency venting to relieve excessive internal pressure in the event of fire.

(2) All emergency relief vents shall terminate at least 6 metres above the ground and be so located that vapours will be directed away from the plant.

11. *Waste Water.*—Process waste water shall be passed through a flash evaporator to remove any solvent before it is discharged into a sump which shall be located within the fenced area but shall not be closer than eight metres to such fence.

12. *Ventilation.*—The shed for the plant shall have adequate natural ventilation and if it is housed in building having ventilation which, in the opinion of the inspector, is inadequate, at least six air changes per hour shall be ensured by mechanical means.

13. *House Keeping.*—(1) Solvent shall not be stored in an area covered by the plant except in quantities not exceeding 5 litres, which shall be stored in suitable safety cans.

(2) Waste materials such as oily rag, other waste and absorbents used to wipe off solvents, oil and grease in the plant shall be deposited in suitable containers and removed from the premises at least once a day.

(3) Premises where the solvent extraction process is carried on and the outer area within 15 metres from it shall be kept free from any combustible materials and any spills or oils or solvent shall be cleared up immediately.

14. *Examination and repairs.*—(1) (a) The plant shall be examined by the competent person to determine any weakness or corrosion and wear, once in every twelve months. The competent person shall then furnish a report of such examination to the Inspector, with his recommendations as to whether the plant is in safe condition to work and the measures, if any, which in his opinion are necessary to be taken and the time by which such measures shall be taken, so as to ensure that the plant and equipment can be used without any danger to the workers in the factory.

(b) Where any defects which are causing or likely to cause imminent danger to the life or safety of the workers working on such plant are found by the competent person, the competent person shall immediately submit a report to that effect to the Inspector and Chief Inspector of Factories, stating therein the measures which, in his opinion, are necessary to ensure safety of the workers. When the necessary repairs are carried out, a copy of a certificate by the competent person that the plant has been repaired to his satisfaction shall be forwarded to the Inspector.

(2) The plant shall be purged with inert gas or steam before opening for cleaning or repairs and before introducing solvent after repairs.

15. *Operating Personnel.*—(1) The plant shall be under an overall supervision of a qualified person who shall at least be a graduate of a statutory University in Chemical Engineering or Technology with specialised knowledge of oils and fats with minimum 5 years experience in Solvent or Flammable Process Plants.

(2) The plant, machinery or equipment shall be in the charge of operators who have been trained and made thoroughly conversant to operate the plant and are so certified by the qualified person referred to in clause (1).

16. *Employment of Women and Young Persons.*—No women or young persons shall be employed in the plant.

17. *Vapour Detection.*—A flame-proof and portable combustible gas indicator or any other type of gas indicator as the Chief Inspector of Factories may, subject to the control of the State Government, approve as safe and suitable for the purpose, shall be provided and maintained in good working order. A schedule of routine sampling of atmosphere at various locations as approved by the competent person shall be drawn out and entered in a register maintained for the purpose.

18. *Additional Provisions for Batch-extractors.*—The following further provisions shall apply to batch-type extractors, namely :—

(1) When the Solvent is removed from batch extractor by vacuum, vacuum gauges shall be provided and tests shall be carried out to ensure that a minimum vacuum of 650 m. m. (26") mercury is obtained and maintained steadily for a minimum period of 30 minutes before the extractor is allowed to be opened for discharge of cake or for persons to enter.

(2) When, on opening the doors of a batch extractor, the extracted meal cannot be dislodged from the extractor freely, the doors shall be closed and the material reheated till the meal dislodges freely from the extractor.

(3) Where Solvent is removed by steam heating, the presence of the Solvent shall be tested at the vent provided on the top of the vessel before opening the vessel.

(4) A log-book of operations with the following particulars shall be maintained and made available on demand to the Inspector :—

- (i) vacuum gauge reading for each charge ;
- (ii) testing of continuity of electrical bonding and earthing system ;
- (iii) loss of solvent every 24 hours or loss per tonne of raw materials used.

19. *Exemption.*—If, in respect of any plant, the Chief Inspector is satisfied that owing to exceptional circumstances or for any other reasons, all or any of the provisions of this Schedule are not necessary for the protection of the persons employed in the plant, he may by a certificate in writing exempt such factories from all or any of the provisions on such conditions as he may specify therein. Such certificates may at any time be revoked by the Chief Inspector without assigning any reasons.

(Notification No. FAC/1171/5737/Lab.-4, dated 20th July 1981, published in *M.G.G. Part-I-L*, dated 16th September, 1982, page Nos. 6703-6).

(a) Government of Maharashtra in exercise of the powers conferred by sub-Sections (1),(2) (2A), (6) and (7) of section 8 of the said Act, and supersession of Government Notification No. FAC/1179/5964/Lab-4, dated 30th September 1980 published in *Maharashtra Government Gazette*, Part I-L, pages 8298 to 8303 dated the 9th October 1980, as under —

(1) appoints each of the officers in the Inspectorate of Factories mentioned in column 2 of the Schedule hereto to be the Inspector, the Chief Inspector, Deputy Chief Inspector or other officer to assist the Chief Inspector, as the case may be, as shown each such officer in column 3 thereof;

- (7) assigns to each of them the local limits as shown against each of them in column 4 of the said Schedule, within which they shall exercise their powers;
- (2) specifies against each of them in column 5 of the said Schedule the authority to which each of them shall be officially subordinate; and
- (4) declares each of the Inspectors specified in column 6 of the said Schedule to be the Inspector to whom prescribed notices in respect of Factories situated in the areas specified against each of them in column 7 of the said Schedule shall be sent.

The Deputy Chief Inspector appointed by this Notification under sub-section (2A) of section 8 of the said Act, shall exercise the following powers of the Chief Inspector namely:—

- (1) Approval of plans under section 6 read with rule 3 of Maharashtra Factories Rules, 1963.
- (2) Disposal of applications for amendment of licence under rule 7.
- (3) Disposal of applications for Renewal of licence under Rule 8 of Maharashtra Factories Rules, 1963.
- (4) Power to make exempting orders under section 65(2) of Factories Act, 1948.

SCHEDULE

Serial No.	Official designation and Head Quarter	Capacity in which appointed under section 8 of the Factories Act, 1948	Local Limits
1	2	3	4
<i>Bombay Region</i>			
1	Chief Inspector of Factories, Bombay.	Chief Inspector under section 8(2).	All Districts in the State of Maharashtra.
2	Deputy Chief Inspector of Factories, Bombay.	Deputy Chief Inspector under Section 8(2A).	Districts of Greater Bombay.
3	Personal Assistant to the Chief Inspector of Factories.	Other Officers under Section 8(2A).	All Districts in the State of Maharashtra.
4	Legal Assistant in the Office of the Chief Inspector of Factories, Bombay.	Do.	Do.
5	Chemical Inspector of Factories Bombay.	Do.	Do.
6	Medical Inspector of Factories, Bombay.	Do.	Do.
7	Junior Medical Inspector of Factories, Bombay.	Other Officers under Section 8(2A).	All Districts in the State of Maharashtra.
8	Inspector of Factories, Class-I	Inspector under Section 8(1).	Districts of Greater Bombay.
9	Inspector of Factories, Class-II	Do.	Do.
<i>Thane Region</i>			
10	Deputy Chief Inspector of Factories, Thane.	Deputy Chief Inspector under Section 8(2A).	Districts of Thane and Raigad.
11	Chemical Inspector of Factories Thane.	Other Officers under Section 8(2A).	All Districts in the State of Maharashtra.
12	Inspector of Factories, Class-I, Thane.	Inspector under Section 8(1).	Districts of Thane and Raigad.
13	Inspector of Factories, Class-II, Thane.	Do.	Do.
14	Inspector of Factories, Class-I, Kalyan.	Do.	Do.
15	Inspector of Factories, Class-II, Kalyan.	Do.	Do.

Authority to whom Officially subordinate	Inspector for the purpose of sending prescribed notices for areas specified in Column No. 7	Prescribed notices for factories situated in areas specified in this column be sent to the Inspector specified in Column No. 6
5	6	7
Commissioner of Labour, Bombay.	Chief Inspector of Factories	Districts of Greater Bombay.
Chief Inspector of Factories, Bombay.	Do.	Do.
Do.	Do.	Do.
Do.	Do.	Do.
Do.	Do.	Do.
Do.	Do.	Do.
Chief Inspector of Factories, Bombay.	Chief Inspector of Factories	Districts of Greater Bombay
Deputy Chief Inspector of Factories, Bombay.	Do.	Do.
Do.	Do.	Do.
Chief Inspector of Factories, Bombay,	Deputy Chief Inspector of Factories, Thane.	District of Thane except talukas of Kalyan, Bhiwandi.
Do.	Do.	Do.
Deputy Chief Inspector of Factories, Thane.		
Do.		
Do.	Inspector of Factories, Class-I Kalyan.	District of Raigad and talukas of Kalyan, Bhiwandi.
Do.		Do.

1	2	3	4
<i>Pune Region</i>			
16	Deputy Chief Inspector of Factories, Pune.	Deputy Chief Inspector under Section 8(2A).	Districts of Pune and Satara.
17	Inspector of Factories, Class-I, Pune.	Inspector under Section 8(1).	Do.
18	Inspector of Factories, Class-II, Pune.	Do.	Do.
<i>Kolhapur Region</i>			
19	Deputy Chief Inspector of Factories, Kolhapur	Deputy Chief Inspector under Section 8(2A).	Districts of Kolhapur, Solapur, Sangli, Ratnagiri and Sindhudurga.
20	Inspector of Factories, Class-I, Kolhapur.	Inspector under Section 8(1).	Do.
21	Inspector of Factories, Class-II, Kolhapur.	Do.	Do.
22	Inspector of Factories, Class-I, Solapur.	Do.	Do.
23	Inspector of Factories, Class-II, Solapur.	Do.	Do.
24	Inspector of Factories, Class-II, Sangli.	Do.	Do.
<i>Nashik Region</i>			
25	Deputy Chief Inspector of Factories, Nashik.	Deputy Chief Inspector under Section 8(2A).	Districts of Nashik, Dhulia, Ahmednagar, Jalgaon.
26	Inspector of Factories, Class-I, Nashik.	Inspector under Section 8(1).	Do.
27	Inspector of Factories, Class-II, Nashik.	Do.	Do.
28	Inspector of Factories, Class-I, Jalgaon.	Do.	Do.
29	Inspector of Factories, Class-II, Jalgaon.	Do.	Do.
30	Inspector of Factories, Class-II, Pune.	Do.	Do.

5	6	7
Chief Inspector of Factories, Bombay.	Deputy Chief Inspector of Factories, Pune.	Districts of Pune and Satara.
Deputy Chief Inspector of Factories, Pune.	Do.	Do.
Do.	Do.	Do.
Chief Inspector of Factories, Bombay.	Deputy Chief Inspector of Factories, Kolhapur.	Districts of Kolhapur, Ratnagiri and Sindhudurga.
Deputy Chief Inspector of Factories, Kolhapur.	Do.	Do.
Do.	Do.	Do.
Do.	Inspector of Factories, Class-I, Solapur.	District of Solapur.
Do.	Do.	Do.
Deputy Chief Inspector of Factories, Kolhapur.	Inspector of Factories, Class-II, Sangli.	District of Sangli.
Chief Inspector of Factories, Bombay.	Deputy Chief Inspector of Factories, Nashik.	Districts of Nashik and Ahmednagar.
Deputy Chief Inspector of Factories, Nashik.	Do.	Do.
Do.	Do.	Do.
Do.	Inspector of Factories, Class-I, Jalgaon.	District of Jalgaon.
Do.	Do.	Do.
Do.	Inspector of Factories, Class-II, Dhule.	District of Dhule.

1	2	3	4
<i>Nagpur Region</i>			
31	Deputy Chief Inspector of Factories, Nagpur.	Deputy Chief Inspector under Section 8(2A).	District of Nagpur Akola, Chandrapur, Wardha, Bhandara, Yavatmal and Buldhana.
32	Inspector of Factories, Class-I, Nagpur.	Inspector under Section 8(1).	Districts of Nagpur, Akola, Chandrapur, Wardha, Bhandara, Yavatmal and Buldhana.
33	Inspector of Factories, Class-II Nagpur.	Do.	Do.
34	Inspector of Factories, Class-I, Akola.	Do.	Do.
35	Inspector of Factories, Class-II, Akola.	Do.	Do.
36	Inspector of Factories, Bhandara.	Do.	Do.
<i>Aurangabad Region</i>			
37	Deputy Chief Inspector of Factories, Aurangabad.	Deputy Chief Inspector under Section 8(2A).	Districts of Aurangabad, Jalna, Parbhani, Beed Nanded and Osmanabad.
38	Inspector of Factories, Class-I, Aurangabad.	Inspector under Section 8(1).	Do.
39	Inspector of Factories, Class-II Aurangabad.	Do.	Do.
40	Inspector of Factories, Class-I, Nanded.	Do.	Do.
41	Inspector of Factories, Class-II, Nanded.	Do.	Do.

(Notification No. FAC/1182/8542/Lab-4 dated 16th July 1982, published in M.G.G. Part 4E

5	6	7
Chief Inspector of Factories, Bombay.	Deputy Chief Inspector of Factories, Nagpur.	Districts of Nagpur Chandrapur, Wardha.
Deputy Chief Inspector of Factories, Nagpur.	Deputy Chief Inspector, of Factories, Bombay.	Districts of Nagpur Chandrapur, Wardha.
Do.	Do.	Do.
Do.	Inspector of Factories, Class-I, Akola.	Districts of Akola, Amravati, Yavatmal, Buldhana.
Do.	Do.	Do.
Do.	Inspector of Factories, Class-II, Bhandara.	District of Bhandara.
Chief Inspector of Factories, Bombay.	Deputy Chief Inspector of Factories, Aurangabad.	Districts of Aurangabad, Jalna, Beed.
Deputy Chief Inspector of Factories, Aurangabad.	Do.	Do.
Do.	Do.	Do.
Do.	Inspector of Factories, Class-I Nanded.	Districts of Nanded, Parbhani, Osmanabad.
Do.	Do.	Do.

dated 2nd September 1982 Page Nos. 6030 to 6036.

VI INDIAN BOILERS ACT, 1923

1. Exemptions under the Act.—Government of Maharashtra, in exercise of the powers conferred by sub-section (2) of section 34 of the Act, exempted the boiler bearing No. MR-2711 and belonging to the Groundnut Processing Co-operative Society Limited., Sangli from the operation of clause (c) of section 6 of the said Act, for the period of 15 days from 3rd August 1982 to 17th August 1982.

(Notification No. IBA/1082/CR-211/Lab-3, dated 26th July 1982, published in M.G.G. Part-I-L, dated 2nd September 1982, Page No. 6030).

2. Government of Maharashtra, in exercise of the powers conferred by sub-section (2) of section 34 of the said Act, exempted the boiler bearing No. MR-8479, belonging to the Hindustan Petroleum Corporation Ltd., Mahul, Bombay 400074, from the operation of clause (c) of section 6 of the said Act for the period of two months from the operation of clause (c) of section 6 of the said Act, for the period of two months from the 20th July 1982 to 19th September 1982 (both days inclusive).

(Notification No. IBA/1082/CR-189/Lab-3 dated 14th July 1982, published in M.G.G. Part-I-L, dated 2nd September 1982, Page No. 6038).

3. Government of Maharashtra, in exercise of the powers conferred by sub-section (2) of section 34 of the said Act, exempted the boiler bearing No. MR-10553 belonging to the Maharashtra State Electricity Board, Thermal power station, Nasik, Eklahare, from the operation of clause (c) of section 6 of the said Act, for the period of six months from the 28th July 1982 to 27th January 1983 (both days inclusive).

(Notification No. IBA/1082/CR-177/Lab-3 dated 16th July 1982, published in M.G.G. Part-I-L, dated 22nd September 1982, Page No. 6038-39).

4. Government of Maharashtra, in exercise of the powers conferred by sub-section (2) of section 34 of the said Act, exempted the boiler bearing No. MR-10311 belonging to the Rashtriya Chemicals and Fertilisers Limited., Chembur, Bombay 400074, from the operation of clause (c) of section 6 of the said Act, for the period of three months from the 19th July 1982 to 18th October, 1982 (both days inclusive).

(Notification No. IBA/1082/CR-192/Lab-3, dated 17th July 1982, published in M.G.G. Part-I-L, dated 2nd September 1982, Page No. 6029).

5. Government of Maharashtra, in exercise of the powers conferred by sub-section (2) of section 34 of the said Act, exempted the 619 valve mentioned in the Schedule appended hereto, which are manufactured by M/s. Kyoei Valve Mfg. Co. Limited., Japan and installed in Steam and Boiler Feed Piping of Boilers in Ammonia Plant of Rashtriya Chemicals and Fertilizers Limited., Chembur, Bombay from the operation of all the provisions of the said Act, subject to the conditions and restrictions as specified in notification.

(Notification No. IBA/1082/CR-150/Lab-3, dated 26th July 1982, published in M.G.G. Part-I-L, dated 16th September, 1982, Page No. 6545-46.)

6. Government of Maharashtra, in exercise of the powers conferred by sub-section (2) of section 34 of the said Act, exempted the boiler bearing No. MR-9235 belonging to the Maharashtra State Electricity Board, Thermal Power Station, Paras, District Akola, from the operation of clause (c) of section 6 of the said Act, for the period of six months, from the 11th August 1982 to 10th February 1983 (both days inclusive).

(Notification No. IBA/1082/CR-203/Lab-3, dated 2nd August 1982; published in M.G.G. Part-I-L, dated 16th September 1982, Page No. 6582).

7. Government of Maharashtra, in exercise of the powers conferred by sub-section (2) of section 34 of the said Act, exempted the boiler bearing No. MR-9238 belonging to the Maharashtra State Electricity Board, Bhusawal Power Station, Bhusawal from the operation of clause (c) of section 6 of the said Act, for the period of three months, from the 6th August 1982 to 5th November 1982 (both days inclusive).

(Notification No. IBA/CR-221/Lab-3 dated 30th July 1982, published in M.G.G. Part-I-L, dated 16th September 1982 Page No. 6582.)

Government of Maharashtra, in exercise of the powers conferred by sub-section (2) of section 34 of the said Act, exempted the boiler No. MP-2046 belonging to the empresa of Chandrapur, from the operation of clause (c) of section 6 of the said Act, for the period of four months from the 27th July 1982 to 26th November 1982 (both days, inclusive).

(Notification No. IBA/1082/CR-210/Lab-3, dated 22nd July 1982, published in M.G.G. Part-I-L, dated 16th September, 1982, Page No. 6582).

VI(A) INDIAN BOILERS ACT, 1923

(1) Exclusion in the—Government of Maharashtra, in exercise of the powers conferred by sub-section (2) of section 34 of the said Act, excluded H.P. Heaters Nos. 5 (Dr. No. 32600194) and 7 (Dr. No. 32600194); three way valves and non-return valve protective equipment manufactured in U.S.S.R. and to be connected to the boilers at Chandrapur Thermal Power Station Chandrapur from the operation of all the provisions of the said Act, subject to the conditions specified in the Notification.

(Notification No. IBA/1082/139/Lab-3, dated 16th July, 1982; published in M.G.G. Part-I-L, dated 2nd September 1982, Page No. 6038).

VII INDUSTRIAL DISPUTES ACT, 1947

(a) Government of Maharashtra, in exercise of the powers conferred by proviso to sub-section (i) of Clause (n) of section 2 of the said Act, declared the industry specified in the Schedule hereto annexed to be a public utility service for the purposes of the said Act, for a period of six months commencing from the 16th September 1982.

(Notification No. IBA/1482/2424/Lab-2, dated 7th September 1982, published in M.G.G. Part-I-L, dated 16th September 1982, Page No. 6574).

Corrigendum

No. ADC 1481/1641/Lab-2.—For the words "Shri S.D. Chougule" appearing in the 10th line of the first paragraph of the Government Order, Industries, Energy and Labour Department, No. ADC-1481/(1641)/i/Lab-2, dated the 17th December 1981, the words "Shri S.B. Chougule" may be substituted.

(Notification No. ADC/1481/1641/Lab-2, dated 31st July 1982, published in M.G.G. Part-I-L, dated 16th September 1982, Page No. 6580).

(2) No. ADC 1481/1641/Lab.—For the words "Shri S.D. Chougule" appearing in the 10th line of the first paragraph of the Government Order, Industries, Energy and Labour Department, No. ADC-1481/(1641)/ii/Lab-2, dated the 17th December 1981, the words "Shri S.B. Chougule" may be substituted.

(Notification No. ADC/1481/1641/Lab-2, dated 31st July 1982, published in M.G.G. Part-I-L, dated 16th September 1982, Page No. 6580).

(3) No. ADC 1481/1641/Lab-2.—For the words "Shri S.D. Chougule" appearing in the 10th line of the first paragraph of the Government Order, Industries, Energy and Labour Department, No. ADC-1481/(1641)/iii/Lab-2, dated the 17th December 1981, the words "Shri S.B. Chougule" may be substituted.

(Notification No. ADC/1481/1641/Lab-2, dated 31st July 1982; published in M.G.G. Part-I-L, dated 16th September 1982, page No. 6580).

(4) No. ADC 1481/1641/Lab-2.—For the words "Shri S.D. Chougule" appearing in the 10th line of the first paragraph of the Government order, Industries, Energy and Labour Department, No. ADC-1481/(1641)/iv/Lab-2, dated the 17th December 1981, the words "Shri S.B. Chougule" may be substituted.

(Notification No. ADC/1481/1641/Lab-2 dated 31st July 1982; published in M.G.G. Part-I-L, dated 16th September 1982, Page No. 6581).

(b) No. ADC 1481/1641 Lab-2.—For the words "Shri S. D. Chougule" appearing in the 10th line of the first paragraph of the Government Order, Industries, Energy and Labour Department, No. ADC-1481/(1641) v Lab-2, dated the 17th December 1981, the words "Shri S.B. Chougule" may be substituted.

(Notification No. ADC 1481/1641 Lab-2, dated 31st July 1982; published in M.G.G. Part I-L, dated 16th September 1982, Page No. 6581).

(c) No. ADC 1481/1641 Lab-2.—For the words "Shri S.D. Chougule" appearing in the 10th line of the first paragraph of the Government Order, Industries, Energy and Labour Department, No. ADC-1481 (164 v) Lab-2, dated the 17th December 1981, the words "Shri S.B. Chougule" may be substituted.

(Notification No. ADC 1481/1641 Lab-2, dated 31st July 1982; published in M.G.G. Part I-L, dated 16th September 1982, Page No. 6581).

VIII MINES AND MINERALS (REGULATION AND DEVELOPMENT) ACT, 1957.

1. Government of Maharashtra, in exercise of the powers conferred by Section 26 (1) of the said Act, delegated the following powers under Section 24 (1) of the Act to the officers mentioned against them.

Serial No.	Provision	Purpose	Officer
1	Sub-section (1) of section 24 of Mines and Minerals (Regulation and Development) Act, 1957.	(a) enter and inspect any mine;	Director, Geology and Mining Nagpur.
		(b) survey and take measurement in any mine;	
		(c) weigh, measure or take measurements of the stocks of minerals lying at any time;	Joint Director, Geology and Mining.
		(d) examine any documents, book, register or record in the possession or power of any person having the control of or connected with, any mine and place, marks of identification thereon and take extracts from or make copies of such document, book, register or record ;	Senior Geologist, Assistant Geologist, Junior Geologist.
		(e) order the production of any such document, book, register record as is referred to in clause (d); and	Mining Officer, Mining Inspector.
		(b) examine any person having the control of, or connected with, any mine.	

(Notification No. MNG(1081(117587/2896/IND-9, dated 13th September 1982, published in M. G. G. Part-I-L, dated 30th September 1982, Page No. 1007).

IX MINIMUM WAGES ACT, 1948.

The following Notification by Government of India, Ministry of Labour, No. 80/WC/MW, dated 19th November 1981 is hereby republished.

GOVERNMENT OF INDIA/BHARAT SARKAR

MINISTRY OF LABOUR/SHRAM MANTRALAYA

New Delhi 110 001, 19th November 1981

NOTIFICATION

S.O. The following proposals made by the Central Government in exercise of powers conferred by clause (b) of sub-section (1) of section 3 read with clause (b) of sub-section (1) of section 4 of the Minimum Wages Act, 1948 (11 of 1948), the minimum rates of wages as specified in column (2) of the schedule annexed hereto to the categories of employees employed in the employment in Agriculture specified in corresponding entries in column (1) of said schedule, are hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act for the information of all persons affected thereby; and notice is hereby given that the said proposal shall be taken into consideration on or after the expiry of two months from the date of publication of this notification in the Official Gazette.

Any objection or suggestion which may be received from any person with respect to the said proposal before the expiry of the period specified above will be considered by the Government.

SCHEDULE

Categories of employees	All inclusive minimum rates of wages			
	Area A	Area B1	Area B2	Area C
(1)	(2)	(3)	(4)	(5)
Unskilled—	Rs. P.	Rs. P.	Rs. P.	Rs. P.
(1) Beldar, (2) Calf boy, (3) Cattleman, (4) Chowkidar, (5) Cleaner, (6) Cleaner (motor, shed, Tractor, Cattle yard, M.T.), (7) Collecting loose feeder, (8) Dairy collie, (9) Dairyman, (10) Dismantling stocks, (11) Dresser, (12) Driver (bullocks, mule), (13) Feeder (adult) hay (14) Grass cutter, (15) Grazler, (16) Helper (Store mazdoor), (17) Labourer (bioler, Cattle yard, Cultivation, General, Loading and unloading, bundling, Carting, Fertilizers, Harvesting, Miscellaneous, Seeding, Sowing, Thatching, Transplanting, Weeding), (18) Mali, (19) Mazdoor (Arboriculturist), Compost, Dairy's has taking, Irrigation, Manure, Stacking, Milk room, Ration room, Store, Anti-malaria, (M.R.), (20) Messenger (office), (21) Poon, (22) Syce, (23) Tying and Carrying loose hay, (24) Sweeper, (25) Weighing and carrying bales, (26) Weighman (bales, pally), (27) Waterman, (28) Stableman, (29) Trolleyman, (30) Any other categories by whatever name called which are of unskilled nature.	8.75	8.00	7.25	6.50

SCHEDULE—Contd.

(1)	(2)	(3)	(4)	(5)	(6)
	Rs. P.	Rs. P.	Rs. P.	Rs. P.	Rs. P.
Semi-skilled/unskilled supervisory—					
(1) Assistant (Chowdhary), (2) Attendant (bull, calving lines, Chaff cutter, Hostel, Dry Stock, Grain crusher, Pump, Sick line, Strbbic, Yard Stock), (3) Assistant (Plumber) (4) Attendant, (5) Bhisti, (6) Brander, (7) Bullman, (8) Butte man, (9) Coachman, (10) Cobble, (11) Cultivator, (12) Daftary, (13) Dalivery man, (14) Dhobi, (15) Dresser, (16) Farriear, (17) Feeder, (18) Fireman, (19) Gowala, (20) Hammerman, (21) Helper (Blacksmith), (22) Helper, (23) Jamadar (Stand), (24) Jamada, (25) Khalasi, (26) Mali (Senior), (27) Mate/Mistry, (28) Mazdoor (literate), (29) Nalband, (30) Oilman, (31) Ploughman, (32) Stacke's, (33) Supervisor, (34) Tnatche, (35) Valveman, (36) Valveman (senior), (37) Weighman (38) Wire cutter, (39) Wireman fixing tin cables, (40) Any other categories by whatever name called which are of a semi-skilled nature.	11.00	10.00	9.00		
Skilled—					
(1)Artificie (Class II, III, IV), (2) Blacksmith (3)Blacksmith (Class II), (4) Boiler man, (5) Carpenter, (6) Carpenter—Class II, (7) Carpenter-cum-Blasksmith, (8) Chowdhary, (9) Driver, (10) Driver (Engine Tractor, M T., motor), (11) Electrician, (12) Fitte, (13) Ma—son, (14) Mason Class II, (15) Machine hand (Class II, III, IV), (16) Machineman, (17) Mate—Grade I (Senior), (18) Mechanic, (19) Milk writer, (20) Mistry (Head), (21) Moulder, (22) Muster writer, (23) Operator (tube-well), (24) Painter, (25) Plumber, (26) Welder, (27) Upholsterer, (28) Witeam, (29) Any other categories by whatever namecalled which are of a skilled nature.	14.00	12.75	11.50	10.50	9.50
Highly skilled—					
(1) Artificie: Class I, (2) Balcksmith—Class I, (3) Carpenter—Class I, (4) Machine hand—Class I, (5) Mason—Class I, (6) Machinec (Senior), (7) Any other categories by whatever name called which are of highly skilled nature. name called which are of highly skilled nature.	17.50	16.00	14.50	13.00	11.50
Clerical—					
(1) Assistant (Farm), (2) Assistant, (3) Cashier, (4) Clerk, (5) Munshi, (6) Register-keeper, (7) Store-Keeper, (8) Time-keeper, (9) Typist, (10) Any other categories by whatever name called which are of a clerical nature	14.00	12.75	11.50	10.50	9.50

For purposes of this notification—
 1. The Areas A, B-1, B-2 and C mentioned in annexure to this notification shall res-
 all places within a distance of eight kilometres from the periphery of a Municipal
 Corporation or Municipality or Cantonment Board or Notified Area Committee of a parti-
 cular place; and areas D shall comprise of all the other places not mentioned in the
 annexure and to which the Minimum Wages Act, 1948 extends.
 2. The places added or upgraded from time to time by the Ministry of Finance for
 the purpose of payment of any compensatory allowance to Central Government employees
 shall also be taken to be added from such dates for the purpose of classification specified
 in the annexure.

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

Unskilled work means work which involves simple operations requiring little
 or no skill or experience on the job—

Semi-skilled work means work which involves some degree of skill or competence
 acquired through experience on the job and which is capable of being performed under
 the supervision or guidance of a skilled employee, and, includes unskilled supervisory
 work ;

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

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

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

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

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

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

Annexure

Name of the State/Union Territory	Class of Cities, Towns			
	A	B-1	B	C
(1)	(2)	(3)	(4)	(5)
Andhra Pradesh	Hyderabad		Vijavawada (Bezawada), Visakapatnam, Vizagapatnam	Adoni, Anantapur (Masulipatam), Bheema-Chirala, Varam, Chittoor, Eluru, Anakapalle, Bandar, Bheema-Chirala, Cuddapah, Gudivada,

ANNEXURE—contd.

(1)	(2)	(3)	(4)	(5)
				Guntakkal, Kakinada, Karimnagar, Kammam, Kothagudem, Kurnool, Mahabubnagar, Nandyal, Nizamabad, Ongole, Proddatur, Rajamundry, Srikakulam, Vizianagaram, Warangal, Tirupati, Vijapur.
Assam	.....	.....	Gauhati	.....
Bihar			Patna Dhanbad, Jamshedpur	Arrah, Bettiah, Bhagalpur, Bokaro Steel city, Bihar-Shariff, Chapra, Darbhanga, Dinapur, Gaya, Hazaribagh, Kathiar, Monghyr, Jamalpur, Muzaffarpur, Purnea, Ranchi. Chandigarh.
Chandigarh				.....
Delhi	.. Delhi		Surat, Vadodara (Baroda) Bhavanagar Rajkot	Anand, Bhuj, Broach, Cambay, Dhoraji, Godhra, Gondal, Jan- nagar, Junagarh, Kalol, Mehsana, Morvi, Nadiad, Navsari, Patan, Por- bandar, Surendranagar, Veraval.
Haryana				Ambala, Bhiwani, Farid- dabad, Gurgaon, Hissar, Karnal, Kaithal, Panipat, Rohtak, Sirsa, Sonapat, Yamunanagar.
Jammu and Kashmir			Srinagar Jammu	.....
Karnataka	Bangalore		Hubli, Dhar- war, Mysore	Bagalkot, Bellary, Bidar, Bijapur, durga, Davangere, Gadag, Betgari, Gul- barga, Hassan, Kolar Gold Fields, Mandya, Mangalore, Raichur, Shimoga, Tumkur.
Kerala			Cochin Trivandrum, Alwaye, Calicut, Calicut, (Kozhikode).	Badagar, Changan- cherry, Changana- kayankulam, Palghat, Trichur, Mullon.

(1)	(2)	(3)	(4)	(5)
Madhya Pradesh	.....	.....	Indore, Jabalpur, Bhopal, Bhilai, Gwalior, (Laskar)	Burhanpur, Damoh, Hoshangabad, Mandsaur, Morena, Noemuch, Raigarh, Raipur, Rewa, Sagar, Satna, Ujjain, Vidisha.
	Bombay	Nagpur Pune, Pimpri, Chinchwada	Solapur Nashik	Achalpur, Town Group, Ahmednagar, Akola, Amalner, Ambernath, Amravati, Aurangabad, Barshi, Bhiwandi, Bhusawal, Chanda, Chandrapur, Dhulia, Dombivli, Gondia, Ichalkaranji, Jalgaon, Jalna, Kalyan, Kamptee, Khamgaon, Kolhapur, Latur, Mahagaon, Nanded, Nandurbar, Nasik Road, Deolali, Pondharpur, Parbhani, Sangli-Miraj, Satara, Ulhasnagar, Yavatmal, Wardha.
Orissa			Rourkela	Balasore, Behrampur, Bhubaneswar, Cuttack Puri, Sambalpur.
Pondicherry			Asansol, Durgapur	Pondicherry. Paidyabati, Bally, Bansi- gaon, Bankura, Bans- baria, Barrackpur- Bhatpara, Basirhat, Berhampur, Budge, Budge, Burdwan, Chak- daha, Chandernagore, Cooch Bihar, English Bazar, Halisahar, Hooghly- Chinsura, Jalpaiguri, Kamarhatti, Kanchana- para, Kharagpur, Krishnanagar, Midnapur, Nabadwin, Malidih, North Dum Dum, Pani- hati, Purulia, Ranaghat, Rishra Santipur, Seram- pur, Siliguri, Titagarh, Uttarpara, Kotrung.
West Bengal	Calcutta			Marmagoa.
Goa, Daman and Diu.			Goa	

Notification No. MWA/2881/4469/Lab-9, dated 4th March 1982, published in *Maharashtra Government Gazette*, Part II, dated 16th September 1982, Page No. 6539-6545).

(1) *Declaration of Special Allowance—Hair Cutting Saloon, Dressing Saloon or Hamam Khana.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the powers conferred by the Government Notification, Industries, Energy and Labour Department No. MWA/4282/4682/4632/Lab-7, dated 11th August 1982, on it, declared the special allowance (Cost of Living Allowance) payable with effect from 15th August 1982, in addition to the basic rate of wages to the employees employed in the said Schedule employment in the areas mentioned in column (2) of Schedule II appended hereto in relation to six months commencing on the 1st day of July 1982, at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zones	Amount of Special Allowance (cost of living allowance payable)
(1)	(2)	(3)
1	I	.. Rs. 46.20 per month.
2	II	.. Rs. 46.20 per month
3	III	.. Rs. 46.20 per month.
4	IV	.. Rs. 46.20 per month

Explanation.—For the purpose of this Notification, Zones I, II, III and IV, shall respectively mean Zones I, II, III and IV formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA. 4282/4632/Lab-7, dated 11th August 1982.

(Notification No. MWA/SPL/Hair Cutting Saloon or Hamam Khana, dated 24th August 1982, published in *Maharashtra Government Gazette*, Part I-L, dated 16th September 1982, Page Nos. 6585-87).

(2) *Tanneries and Leather Manufactory.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement) Bombay, in exercise of the powers conferred by the Government Notification, I.E. and L. Department, No. MWA/2182/4914/Lab-7, dated 9th August 1982, on it, has declared the special allowance (Cost of Living Allowance) payable with effect from 15th August 1982, in addition to the basic rate of wages to the employees employed in the said Scheduled employment in the areas mentioned in column (2) of Schedule III, appended hereto in relation to six months commencing on the 1st day of July 1982, at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zone	Amount of Special Allowance (cost of living allowance payable)
(1)	(2)	(3)
1	I	.. Rs. 20.40 per month.
2	II	.. Rs. 14.40 per month
3	III	.. Rs. 11.40 per month.
4	IV	.. Rs. 8.40 per month.

Explanation.—For the purpose of this Notification Zones I, II, III and IV, shall respectively mean Zones I, II, III and IV formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA. 2182/4914/Lab-7, dated 9th August 1982.

(Notification No. MWA/SPL/Tanneries and Leather Manufactory, dated 24th August 1982, published in *Maharashtra Government Gazette*, Part I-L, dated 16th September 1982, Page No. 6588-6590).

Notification published in *Maharashtra Government Gazette*, Part I-L, dated 1982, at pages 5860 to 5862, the following corrections shall be made —

In the Notification published in *Maharashtra Government Gazette*, Part I-L, dated 1982, at pages 5860 to 5862, the following corrections shall be made —

On page 5860 in Schedule I in Column (2) against May 1982, the No. 473 shall be substituted by the No. 479.

Notification No. MWA/SPL./Card Board and Straw Board, dated 13th September 1982, published in *Maharashtra Government Gazette*, Part I-L, dated 23rd September 1982, Page No. 6928.

(2) In the Notification published in *Maharashtra Government Gazette*, Part I-L, dated 1982, at pages 5879 to 5881 the following corrections shall be made :—

On page 5881 in the 1st Line before No. 1982 and after the word 'of' the word 'April' shall be substituted by the word 'July'.

Notification No. MWA/SPL/Paper and Paper Board Manufactory dated 13th September 1982, published in *Maharashtra Government Gazette*, Part I-L, dated 23rd September 1982, Page No. 6929.

In the Notification published in *Maharashtra Government Gazette*, Part I-L, dated 1982, at pages 5896 to 5900, the following corrections shall be made :—

On page 5896 after 1st para in the Schedule in column 3 against March, 1982, the No. 473 shall be substituted by the No. 437.

Notification No. MWA/SPL/Powerloom/dated 13th September 1982, published in *Maharashtra Government Gazette* Part I-L, dated 23rd September, 1982, Page No. 6928).

In the Notification published in *Maharashtra Government Gazette*, Part I-L, dated August 1982 at pages 5905 to 5908, the following corrections shall be made :—

On page 5908 in Schedule III—continued in Column 3 against Item No. 5, the No. 179 shall be substituted by the No. 79).

Notification No. MWA/SPL/Wooden photo, dated 13th September 1982, published in *Maharashtra Government Gazette*, Part I-L, dated 23rd September 1982.)

Consumer Price Index Numbers for Working Class for September 1982

BOMBAY •

498—A fall of 8 points

In September 1982, the Consumer Price Index Number for Working Class for the Bombay Centre with base January to December 1960 equal to 100 was 498 being 8 points lower than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at the Bombay Centre.

The index number for the food group decreased by 16 points to 541 due to a fall in the average prices of vanaspati (loose), edibles oils, milk, ghee, sugar and vegetables and fruits.

The index number for the pan, supari, tobacco etc., group increased by 2 points to 501 due to a rise in the average price of panleaf.

The index number for the fuel and light group increased by 1 point to 661 due to a rise in the average price of char coal.

The index number for housing remained steady at 160 being a six monthly item.

The index number for the clothing, bedding and footwear group increased by 4 points to 513 due to a rise in the average prices of saree, shirting, long cloth, vest, bush shirt and full pant.

The index number for the miscellaneous group increased by 1 point to 397 due to a rise in the average prices of pencil, toilet soap, blade, durrie, trunk, laundry charges and washing soap.

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

(Average prices for the calendar year 1960=100)

Group	Weight proportional to the total expenditure	Group Index Numbers	
		August 1982	Sept. 1982
I-A. Food	57.1	557	541
I-B. Pan, Supari, Tobacco, etc.	4.9	499	501
II. Fuel and Light	5.0	660	661
III. Housing	4.6	160	160
IV. Clothing Bedding and Foot-wear.	9.4	509	513
V. Miscellaneous	19.0	396	397
Total	100.0		
Consumer Price Index Number		506	498

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

Note.—To obtain 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 •

525—A rise of 2 points

In September 1982, the Consumer Price Index Number for Working Class (New Series) for the Solapur Centre with base year January to December 1960 equal to 100 was 525 being 2 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey in Solapur Centre.

The index number for the food group increased by 1 point to 561 due to a rise in the average prices of rice, arhaldal, gramdal, masurdal, turmeric, tamarind, garlic vegetables and fruits.

The index number for the pan, supari, tobacco etc., group increased by 4 points to 436 due to a rise in the average prices of supari and katha.

The index number for the fuel and light group increased by 2 points to 657 due to a rise in the average prices of coal only.

The index number for the miscellaneous group increased by 1 point to 399 due to a rise in the average prices of toilet soap only.

The index number for the clothing bedding and footwear group, and the housing remained steady at 534 and 237.

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

(Average prices for the calendar year 1960 = 100)

Groups	Weight proportional to the total expenditure	Group Index Numbers	
		Aug. 1982	Sept. 1982
I-A. Food	63.0	560	561
I-B. Pan, Supari, Tobacco, etc.	3.4	432	436
II. Fuel and Light	7.1	655	657
III. Housing	5.2	237	237
IV. Clothing, Bedding and Footwear	9.0	534	534
V. Miscellaneous	12.3	398	399
Total	100.00		
Consumer Price Index Number		523	525

*Details regarding the scope and method of compilation of the index may be seen on pages 607 to 613, December 1965 issue of *Labour Gazette*. For Errata see page 897 of January 1966 issue.

Note.—For arriving at the equivalent of the old index number 1927-28=100, the new index number should be multiplied by the linking factor of 3.32.

NAGPUR***523—A rise of 4 points**

In September 1982, the Consumer Price Index Number for Working Class (New Series) for the Nagpur Centre with base year January to December, 1960 equal to 100 was 523 being 4 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 in Nagpur Centre.

The index number for the food group increased by 6 point to 562 due to a rise in the average prices of rice, wheat, jowar, onions, garlic, corriander, ginger, vegetables and fruits.

The index number for the pan, supari, tobacco etc., group decreased by 3 points to 494 due to a fall in the average prices of panleaf and supari.

The index number for the fuel and light group decreased by 1 point to 748 due to a fall in the average prices of firewood only.

The index number for the housing remained steady at 240 being a six monthly item.

The index number for the clothing bedding, and footwear group increased by 2 points to 575 due to a rise in the average prices of shirting, toruser cloth, long cloth, markin, pajama and shirt.

The index number for the miscellaneous group increased by 4 points to 390 due to a rise in the average prices of hair oil, toilet soap, tooth powder, toys and cinema.

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

(Average prices for the calendar year 1960 = 100)

Groups	Weights proportional to total expenditure	Group Index Numbers	
		Aug. 1982	Sept. 1982
I-A. Food	57.2	556	562
I-B. Pan, Supari, Tobacco, etc.	3.8	497	494
II. Fuel and Light	5.7	749	748
III. Housing	6.6	240	240
IV. Clothing, Bedding and Footwear	10.9	573	575
V. Miscellaneous	15.8	386	390
Total	100.0		
Consumer Price Index Number		519	523

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

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

PUNE**482—A decrease of 1 point**

In September 1982, the Consumer Price Index Number for Working Class (New Series) for the Pune Centre, with base year January to December 1961, equal to 100 was 482 being 1 point lower than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Pune Centre.

The index number for the food group decreased by 7 points to 521 due to a fall in the average prices of wheat, bajri, eggs, dry chillies, turmeric, vegetables fruits, sugar and gur.

The index number for the fuel and light group increased by 46 points to 666 due to a rise in the average prices of firewood and charcoal.

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

The index number for the clothing and footwear group remained steady at 519.

The index number for the miscellaneous group remained steady at 407.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR PUNE CENTRE

(Average prices for the calendar year 1961 = 100)

Groups	Weight proportional to total expenditure	Group Index Numbers	
		Aug. 1982	Sept. 1982
I. Food	55.85	528	521
II. Fuel and light	6.89	620	666
III. Housing	6.65	138	138
IV. Clothing and Footwear	10.31	519	519
V. Miscellaneous	20.30	407	407
Total	100.00		
Consumer Price Index Number			482

*Details regarding the scope and method of compilation of the index will be found on pages 1727 to 1730 of the August 1965 issue of *Labour Gazette*. For *Errata* thereto, see page 217 of September 1965 issue.

JALGAON

497—A fall of 4 points

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

The index number for the food group decreased by 11 points due to a fall in the average prices of rice, jowar, moongdal, groundnut oil, vegetables, sugar and Gur.

The index number for the fuel and light has remained steady at 656.

The index number for housing has remained steady at 182.

The index number for clothing and footwear group has increased by 5 points due to a rise in the average prices of Dhoti and Saree.

The index number for Miscellaneous group has increased by 12 points due to a rise in the average prices of Barber charges only.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR JALGAON CENTRE

(Average prices for the calendar year 1961 = 100)

Groups	Weight proportional to total expenditure	Group Index Numbers	
		Aug 1982	Sept. 1982
I. Food ..	60.79	551	540
II. Fuel and Light ..	7.20	656	656
III. Housing ..	6.11	182	182
IV. Clothing and Footwear ..	10.29	474	479
V. Miscellaneous ..	15.61	378	390
Total ..	100.00	....	....
Consumer Price Index Number ..	....	501	497

*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

498—A rise of 2 points

In September 1982 the Consumer Price Index Number for Working Class (New Series) for Nanded Centre with base year January to December 1961 equal to 100 was being 2 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living Survey of Nanded Centre.

The index number for the food group has increased by 5 points due to a rise in the average prices of rice, turdal, gramdal, moongdal, uriddal, masurdal, meat and milk.

The index number for this group has remained steady at 687.

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

The index for clothing and footwear has remained steady at 475.

The index number for miscellaneous group decreased by 5 points due to fall in the average prices of medicine.

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	
		Aug. 1982	Sept. 1982
I. Food ..	61.46	622	627
II. Fuel and Light ..	5.88	687	687
III. Housing ..	4.62	285	285
IV. Clothing and Footwear ..	12.22	475	475
V. Miscellaneous ..	15.82	414	409
Total ..	100.00	....	....
Consumer Price Index Number ..	....	559	561

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

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

AURANGABAD*

517—A rise of 5 points

In September 1982 the Consumer Price Index Number for Working Class (New Series) for Aurangabad Centre with base year January to December 1961 equal to 100 was 517 being 5 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Aurangabad Centre.

The index number for the food group increased by 3 points to 552 due to a rise in the average prices of turdal, groundnut oil, mutton (goat meat), dry fish, chillies dry, tamarind, mixed spices, jeera and vegetables.

The index number for the fuel and light group increased by 54 points to 701 due to a rise in the average prices of firewood and chips (i.e. mixture and ball hool).

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

The index number for the clothing and footwear group decreased by 6 points to 484 due to a fall in the prices of saree and coloured fabrics.

The index number for the miscellaneous group increased by 1 point to 416 due to a rise in the average prices of washing soap and toilet soap.

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	
		Aug. 1982	Sept. 1982
I. Food	60.72	549	552
II. Fuel and Light	7.50	467	701
III. Housing	8.87	316	316
IV. Clothing and Footwear	9.29	490	484
V. Miscellaneous	13.62	415	416
Total	100.00	....	....
Consumer Price Index Number	....	512	517

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

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

THE STATEMENT SHOWING THE CONSUMER PRICE INDEX NUMBER FOR WORKING CLASS BY GROUPS FOR SEVEN CENTRES OF MAHARASHTRA STATE FOR THE MONTH OF SEPTEMBER 1982

Centre	1	2	3	4	5	6	7	8	9	10	11	12
Bombay	1960=100	541	501	661	160	513	397	498	506	2247
Solapur	1960=100	561	436	657	237	534	399	525	523	1998
Nagpur	1960=100	562	494	748	240	575	390	523	519	2709
Pune	1961=100	521	666	182	519	407	482	483
Jalgaon	1961=100	540	656	182	479	390	497	501	2650
Nanded	1961=100	627	687	285	475	409	561	559	1370
Aurangabad	1961=100	552	701	316	484	416	517	512	1137

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

BOMBAY : 4.44, SOLAPUR : 3.82, NAGPUR : 5.22, JALGAON : 5.29, NANDED : 2.45, AURANGABAD : 2.22.

AURANGABAD*

517—A rise of 5 points

In September 1982 the Consumer Price Index Number for Working Class (New Series) for Aurangabad Centre with base year January to December 1961 equal to 100 was 517 being 5 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Aurangabad Centre.

The index number for the food group increased by 3 points to 552 due to a rise in the average prices of turdal, groundnut oil, mutton (part meat), fish, chillies dry, tamarind, mixed spices, jeera and vegetables.

The index number for the fuel and light group increased by 54 points to 666 due to a rise in the average prices of firewood and chips (i.e. mixture and bab-hool).

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

The index number for the clothing and footwear group decreased by 6 points to 484 due to a fall in the prices of saree and coloured fabrics.

The index number for the miscellaneous group increased by 1 point to 416 due to a rise in the average prices of washing soap and toilet soap.

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	
		Aug. 1982	Sept. 1982
I. Food		549	552
II. Fuel and Light	60.71	467	701
III. Housing	7.50	316	316
IV. Clothing and Footwear	11.67	490	484
V. Miscellaneous	11.32	415	416
Total	100.00	415	416
Consumer Price Index Number ..		512	517

*Details regarding scope and method of compilation of the index will be found in para 11.10 to 11.14 of Annex 13a of the Labour Gazette.

Notes: To obtain the equivalent old index numbers for base period 1961 to July 1982 = 100 the new index number in base 1961 = 100 should be multiplied by the linking factor viz.

THE STATEMENT SHOWING THE CONSUMER PRICE INDEX NUMBER FOR WORKING CLASS BY GROUPS FOR SEVEN CENTRES OF MAHARASHTRA STATE FOR THE MONTH OF SEPTEMBER 1982

Centre	1	2	3	4	5	6	7	8	9	10	11	12
Bombay	541	501	661	160	513	397	498	2211	506	2247
Solapur	561	436	657	237	534	399	525	2006	523	1998
Nagpur	562	494	748	240	575	390	523	2730	519	2709
Pune	521	...	666	182	519	407	482	...	483	...
Jalgaon	540	...	656	182	479	390	497	2629	501	2650
Nanded	627	...	687	285	475	409	561	1374	559	1370
Aurangabad	552	...	701	316	484	416	517	1148	512	1137

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

BOMBAY : 4.44, SOLAPUR : 3.82, NAGPUR : 5.22, JALGAON : 5.29, NANDED : 2.45, AURANGABAD : 2.22.

ALL INDIA AVERAGE CONSUMER PRICE INDEX NUMBERS FOR INDUSTRIAL WORKERS

The Statistics for the Last 12 Calendar months from October 1981 to September 1982 are given in the following table :—

TABLE

Month 1	Base 1960=100 2	*Base 1949=100 3
October 1981	460	559
November 1981	462	562
December 1981	460	559
January 1982	459	558
February 1982	458	557
March 1982	457	555
April 1982	459	558
May 1982	462	562
June 1982	470	571
July 1982	478	581
August 1982	488	593
September 1982	489	594

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

Labour Intelligence

INDUSTRIAL RELATIONS IN MAHARASHTRA REVIEW FOR THE MONTH OF AUGUST 1982

Industrial Courts, Tribunals and Labour Courts

In all 1,671 applications were received by the Industrial Courts, Tribunals and Labour Court during the month. Their break-up are as under :—

Serial No.	Name of the Industrial Court/Tribunal and Labour Court	No. of applications, etc. received during the month under the—			Total
		B.I.R. Act, 1946	I.D. Act, 1947	Other Acts.	
1	2	3	4	5	6
I. Industrial Court/Tribunals—					
	Industrial Court, Bombay ..	18		107	125
	Industrial Tribunal, Bombay ..		71		71
	Industrial Court, Nagpur ..	4		48	52
	Industrial Tribunal, Nagpur ..		1		1
	Industrial Court, Pune ..	10		103	113
	Industrial Tribunal, Pune ..		17		17
	Industrial Court, Thane ..			33	33
	Industrial Tribunal, Thane..		12		12
	Total ..	32	101	291	424

II. Labour Courts—

Labour Court, Bombay ..	30	207	216	453
Labour Court, Pune ..	29	73	57	159
Labour Court, Nagpur ..	10	96	64	170
Labour Court, Thane ..	2	79	30	111
Labour Court, Kolhapur ..	2	47	51	100
Labour Court, Solapur ..	2	25	49	76
Labour Court, Akola ..	2	11	27	40
Labour Court, Nashik ..		44	43	87
Labour Court, Aurangabad ..	10	16	25	51
Total ..	87	598	562	1247

Wage Boards—Nil references were received by the wage Board for cotton textile industry during the month under review.

Conciliation

An analysis of disputes handled by the Conciliation machinery in the State during October 1981 under various Acts is given below :-

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

Act	Issues relating to pay, allowances and Bonus	Employment, leave, hours of work and Miscellaneous causes	Total
1	2	3	4
1 Industrial Disputes Act, 1947	470	414	884
2 Bombay Industrial Relations Act, 1946	53	20	73
3 Bombay Industrial Relations (Extensions and Amendment) Act, 1964.			....
Total	523	434	957

(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	1,507	884	393	222	121	133	860	1,531
B. I. R. Act, 1946	191	73	30	37	32	15	114	150
B. I. R. (Ext. and Amdt.) Act, 1964.	....	....	....	....	....	....	....	....
Total	1,698	957	423	259	153	148	974	1,681

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

Act	Cotton Textile	Silk Textile	Chemical	Textile Processing	Hosiery	Banking	Sugar	Misc.	Transport	Total
1	2	3	4	5	6	7	8	9	10	11
B. I. R. Act, 1946	15	5	2	10	3	8	14	10	6	73

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

District-wise analysis is given below :-

Act	Bombay	Pune	Thane	Nagpur	Nanded	Auranga-bad	Ahamad-nagar	Total
1	2	3	4	5	6	7	8	9
B. I. R. Act, 1946	25	10	5	13	3	14	3	73

Act	Amravati	Bombay	Wardha	Chanda	Akola	Buldana	Total
B. I. R. (Extension and Amendment) Act, 1964							

Registration of Agreements, settlements, Awards etc.,

8 agreement, 3 settlement and 2 award were registered under the Bombay Industrial Relation Act 1946, and Bombay Industrial Relation Extensions and Amendment Act, 1964, during the month.

INDUSTRIAL DISPUTES IN MAHARASHTRA STATE DURING AUGUST 1982

	July 1982	August 1982	
No. of Disputes	75	83	
No. of Workers involved	1,05,026	1,54,564	37,284
No. of Man-days lost	24,29,197	33,30,355	3,88,547

Industry-wise classification is given below:—

Name of the Industry Group	Number of disputes in progress			Number of work people involved in all disputes	Aggregate man-days lost in
	Started before beginning of the month i.e. before August 1982	Started during the month i.e. August 1982	Total		
1	2	3	4	5	6
Textile	46	2	48	1,46,150	31,67,458
Engineering	22	1	23	4,382	76,182
Chemical	3	1	4	723	10,223
Miscellaneous	7	1	8	3,309	76,492
August 1982 Total	78	5	83	1,54,564	33,30,355
July 1982 Total	64	11	75	1,05,026	24,29,197

Out of the 83 disputes, 11 were related to "Retrenchment and lay-off allowances and bonus issues", 11 related to "Retrenchment and lay-off allowances and bonus issues", 11 related to "Retrenchment and lay-off allowances and bonus issues", while the remaining 12 were due to other causes.

Out of the 83 disputes, 6 were settled either entirely or partially in favour of the workers, and 4 in favour of the employers, while result of the remaining 73 disputes was Indefinite.

STATEMENT

Industrial Disputes August 1982

THE FOLLOWING STATEMENT GIVES THE DETAILED INFORMATION OF
LOST DURING THE

Serial No.	Name of the Concern	Sector	S/L	Reason
1	2	3	4	5
1	Bombay— The Bombay Gas Co. Ltd., Lalbaug, Bombay-400 012.	Pvt.	S.	Charter of Demands D. A. Allowances Bonus etc.
2	Bombay— Pedar Processors, G. K. Marg, Lower Parel Bombay-400 013.	Pub.	S	Others— Calling for holiday working
3	Bombay— Bombay dyeing and Manufacturing Co. Ltd., Textile Mills (Prabhadevi) Bombay-400 025.	Pvt.	S	G. D. Wages etc.
4	Bombay— Swan Mills Ltd., 'T. J. Road,' Sewree, Bombay-400 015.	Pvt.	S	Wages.
5	Bombay— The Ruby Mills Ltd., Lady Jamshetje Road, Dadar, Bombay-400 028.	Pvt.	S	Others— Demands for withdrawal of Circular.
6	Bombay— Appollo Textile Mills, N. M. Joshi Marg, Chinchpokli, Bombay 400 011.	Pub.	S	G. D.— v Wages etc.
7	Bombay— The Dwan Mills Co. Ltd., Ganpatrao Kadam Marg, Lower Parel, Bom- bay-400 013.	Pvt.	S	Wages D. A. etc.
8	Bombay— The Victoria Mills Ltd., Budhkar Marg, N. M. Joshi Marg, Parel Bombay- 400 013.	Pvt.	S	General demands— Higher wages etc.
9	Bombay— The Mafatlal Fine Spg. & Mfg. Co. Ltd., (Unit No. 3) Lower Parel, Bombay- 400 013.	Pvt.	S	General demands— Wages etc.
10	Bombay— The Elphinston Spg. & Wvg. Mills Co. Ltd., Elphinston Road, Parel, Bom- bay-400 012.	Pvt.	S	Demand for higher wages etc.
11	Bombay— India United Mills No. 4, Mill, T. B. Kadam Marg Kalachowki, Bom- bay-400 033.	Pub.	S	General demands— Wages etc.
12	Bombay— The Tata Mills Ltd., Dadar, Bombay- 400 014.	Pvt.	S	Charter of demand, wages etc.

LABOUR GAZETTE—NOVEMBER 1982
IMPORTANT INDUSTRIAL DISPUTES CAUSING MORE THAN 10 000 MAN-DAYS
MONTH OF AUGUST 1982.

Date of work-stoppages Began	Ended	No. of Workers Involved	Man-days lost		Result
			During the month	Till the close of the month	
6	7	8	9	10	11
18th January 1982	1,450	37,700	4,96,350	Continued.
18th January 1982	850	20,852	1,80,032	Continued.
18th January 1982	7,937	1,30,408	12,59,411	Continued.
18th January 1982	3,119	76,335	5,87,885	Continued.
18th January 1982	1,408	25,478	2,47,499	Continued.
18th January 1982	2,268	55,068	4,26,277	Continued.
18th January 1982	1,907	48,304	6,68,367	Continued.
18th January 1982	3,269	78,497	6,10,177	Continued.
18th January 1982	1,642	31,525	2,95,637	Continued.
18th January 1982	3,278	21,060	5,75,042	Continued.
19th January 1982	2,954	51,090	4,64,312	Continued.
18th January 1982	7,217	1,87,642	14,00,098	Continued.

BYAD

Serial No.	Name of the Concern	Sector	S/L	Reason	Date of work-stoppage		No. of Workers Involved	Man-days lost		Result
					Began	Ended		During the month	Till the close of the month	
1	2	3	4	5	6	7	8	9	10	11
13	Bombay— Shree Madhusudan Mills Ltd., P. B. Marg, Bombay 400 013.	Pvt	S	Wages etc.	27th October 1981	....	5,985	1,55,610	15,74,055	Continued.
14	Bombay— M/s. Kohinoor Mills Co. Ltd., M.M.G.S. Marg (1+2) Dadar, Bombay 400 014.	Pvt.	S	General demand— Wages etc.	18th January 1982	....	6,489	1,75,203	12,71,844	Continued.
15	Bombay— India United Mills No. 5, Mill, Anant Ganpat Pawar Lane, Victorial Garden, P. O. Bombay-400 027.	Pub.	S	General demand— Increase in wages etc.	18th January 1982	....	1,430	33,124	2,62,892	Continued.
16	Bombay— India United Mills Dye Works, N.T.C. (N. M.) Ltd., A Unit of Government of India undertakings, Veer Savarkar Marg, Dadar, Bombay 400 028.	Pub.	S	General demand— Wages and other fringe benefits.	19th January 1982	....	1,485	38,506	2,83,219	Continued.
17	Bombay— The Phoenix Mills Ltd., Lower Parel, Bombay 13.	Pvt.	S	General Demand— Higher Wages etc.	18th January 1982	....	4,006	94,922	7,53,633	Continued.
18	Bombay— Swadeshi Mills Co. Ltd., Kurla, Bombay 400 078 (AS).	Pvt.	S	General Demand— Wages etc.	18th January 1982	....	3,897	97,500	7,52,982	Continued.
19	Bombay— Hindustan Spg. Wvg. Mills Ltd., Yadav Patil Lane, Veer Savarkar Marg, Bombay 400 025.	Pvt.	S	Bonus	21st October 1981.	....	2,050	29,808	4,86,140	Continued.
20	Bombay— Prakash Cotton Mills, Pvt. Ltd., Opp. Ganpatrao Kadam Marg, Lower Parel, Bombay 400 013.	Pvt.	S	H. Bonus	21st October 1981.	....	3,980	1,03,480	10,74,600	Continued.
21	Bombay The Standard Mills Co. Ltd., Bombay 400 025.	Pvt.	S	Bonus— Higher quantum of bonus	21st October 1981.	....	5,083	1,29,142	13,67,703	Continued.
22	Bombay— The Raghuvanshi Mills Ltd., 11/12 Senapati Bapat Marg, Mahalaxmi, Bombay 400 013.	Pvt.	S	General Demand— Increase in wages etc.	18th January 1982.	....	1,694	23,972	2,68,603	Continued.
23	Bombay— Shri Ram Mills Ltd., G. K. Marg, Bombay 400 013.	Pvt.	S	Wages	18th January 1982.	....	6,000	1,43,545	11,35,820	Continued.
24	Bombay— The Shrinivas Cotton Mills Ltd., 402, Senapati Bapat Marg, Bombay 400 013.	Pvt.	S	20 percent Bonus	20th October 1981.	....	7,570	1,84,348	17,41,983	Continued.

Serial No.	Name of the Concern	Sector	S/L	Reason
1	2	3	4	5
25	Bombay— The Paldar Mills Ltd. N. M. Joshi Pvt. Joshi Marg, Chhatrapati Shivaji 400 011.	Pvt.	S	General Demand— Increase in wages etc.
26	Bombay— Sawan Mills Ltd. (Process House) T. J. Pvt. Hind. Sevan, Bombay 400 012.	Pvt.	S	General Demand— Increase in wages, T. A. H. R. A. etc.
27	Bombay— Wantale Mills Ltd. Senapati Bapat Pvt. Marg, Lower Parel, Bombay 400 013.	Pvt.	S	Higher wages
28	Bombay— Pirmal Spg. & Wvg. Mills Ltd., Pirmal Pvt. Bhavan, Ganpatrao Kadam Marg, Bombay 400 013.	Pvt.	S	General Demands— Wages etc.
29	Bombay— The New City of Bombay Mfg. Co Ltd., Pvt. 63, Tukaram B. Kadam Marg, Bom- bay 400 033.	Pvt.	S	General Demands— Wages etc.
30	Bombay— Bhavan Textile Mills, Ganpatrao Kadam Pub. Marg, Lower Parel, Bombay 400 013.	Pub.	S	General Demands— Wages etc. . .
31	Bombay— Messrs. Mandaya Mills Ltd., Senapati Pvt. Bapat Marg, Lower Parel, Bombay 400 013.	Pvt.	S	General Demands— Rise in basic wages etc.
32	Bombay— Paragon Fabrics Dyeing & Printing Pvt. Pvt. Ltd., P. Budhkal Marg, Bombay 400 013.	Pvt.	S	General Demands— Recognition of Union and Charter of Demands
33	Ahmednagar— Messrs Kinetic Engineering Ltd., Nagar, Pub. Daund Road, Ahmednagar, District Ahmednagar.	Pub.	S	Wages
34	Thane— Swastik Household and Industrial Pro- Pvt. ducts, Ambernath, District Thane.	Pvt.	S	Others— Persuasion of their demands like wages etc.
35	Bombay— The Century Spg. & Mfg. Co. Ltd., Pvt. Pandurang Budhkar Marg, Bombay 400 025.	Pvt.	S	General Demand— Increase in wages

Date of work-stoppage	No. of Workers Involved	Man-hours lost		Result		
		During the month	Till the close of the month			
Began	Ended	7	8	9	10	11
18th January 1982.	3,555	85,103	6,61,027	Continued	
18th January 1982.	1,616	32,310	2,87,839	Continued	
18th January 1982.	4,602	1,19,657	8,88,186	Continued.	
18th January 1982.	2,714	57,962	4,71,487	Continued.	
18th January 1982.	2,160	53,435	4,08,068	Continued.	
18th January 1982.	2,260	57,159	4,26,441	Continued.	
18th January 1982.	3,891	72,533	6,57,655	Continued.	
20th February 1982	470	11,280	76,815	Continued.	
22nd March 1982..	596	16,092	83,440	Continued.	
2nd March 1982	1,346	30,645	1,84,394	Continued.	
18th January 1982.	13,731	2,79,096	24,19,858	Continued.	

Serial No.	Name of the Concern	Sector	SIL	Reason
1	2	3	4	5
36	Thane— Teksans, Kolshet Road, Thane ..	Pvt.	S	Reinstatement
37	Bombay— Indo-French Time Industries Ltd., S. V. Road, Goregaon.	Pvt.	S	General Demands— Wages, D. A. etc.
38	Bombay— The Modern Mills Ltd., 101, K. Khadye Marg, Bombay 400 011.	Pvt.	S	General Demands— Increase in wages.
39	Bombay— Bombay Dyeing and Mfg. Co. Ltd., (Spring Mill), Bombay 400 014.	Pvt.	S	General Demands— Wages etc.
40	Bombay— The Jupiter Textile Mills, Baluseth Madhukar Marg, Parel, Bombay 400 013.	Pub.	S	General Demands— Demanding wages better services con- including many demands.
41	Bombay— Swan Mills Ltd., (Unit Coorla Mills), Old Agra Road, Kurla, Bombay 400 070.	Pvt.	S	General Demands— Wages increase and facilities.
42	Bombay— The Kohinor Mills Co. Ltd., No. 523, Lady Jarnetji Road, Dadar, Bombay 400 023.	Pvt.	S	General Demands— Increase in wages, D. A. T. A. & H. R. A. etc.
43	Bombay— The Simplex Mill Co. Ltd., 30, Keshavrao Khade Marg Sano-Gadge Maharaj Chowk, Bombay 400 011 (B.C.)	Pvt.	S	General Demands— Wages etc.

Date of work-stoppages	Man-days lost		Result		
	During the month	Till the close of the month			
Began	Ended	No. of workers Involved	11		
6	7	8			
19th April 1981 ..		459	11,700	1,87,828	Continued.
1st July 1981 ..		593	16,011	29,057	Continued.
1st January 1982 ..		3,246	81,614	6,22,157	Continued.
1st January 1982 ..		7,875	88,755	11,60,296	Continued.
1st January 1982 ..		2,133	70,789	6,61,176	Continued.
1st January 1982 ..		2,479	62,980	4,76,168	Continued.
18th January 1982 ..		1,147	30,969	2,21,371	Continued.
18th January 1982 ..		4,311	1,01,115	8,04,444	Continued.

The Employees' State Insurance Scheme applies to 30 centres in the State of Maharashtra and provides protections to 18,66,989 workers in the form of Employment Injuries, Sickness and Maternity. This protection is made available in two ways namely by provision of Medical Care and Cash Benefits. During the month of September 1982; 19,644 Insured Persons received Rs. 43,15,537.35 Cash Benefits due to Employment Injuries. This includes 5,462 persons who were in receipt of pension for Permanent Disability Benefit and 2,255 persons who were in receipt of Dependents Benefit. Dependence of deceased Insured Persons. During the month 2,014 cases were reported against 9,345 during the preceding month.

Comparatively fewer persons need the employment injury benefits, but a large number need Cash benefits in the event of Sickness. During September 1982, 67,248 claims were received and an amount of Rs. 62,83,744.00 was paid as Sickness Benefit. During the preceding month, 63,260 claims were received and an amount of Rs. 60,57,492.65 was disbursed as Sickness Benefit.

Some Insured Persons suffering from T.B., Mental Malignant and other long term diseases require more attention and they are being paid additional Benefits called Extended Sickness Benefit. During the month, an amount of Rs. 9,62,621.45 was paid towards this Benefit.

During the month, 260 Insured Women claimed Rs. 3,99,815.50 by way of Maternity Benefit.

The attendance at the dispensaries as per certificates received was 1,98,917 during the month.

During the month, Funeral Benefit in 116 cases amounting to Rs. 11,60,000 was paid.

During the month, Confinement Charges in respect of wives of Insured persons amounting to Rs. 30,820 was paid.

During the month, an amount of Rs. 17,691.00 was paid as Enhanced Sickness Benefit to 102 Insured Persons who had undergone Sterilisation Operation for family planning.

For recovery arrears of contribution under the Scheme, Legal proceedings were initiated in 31 cases against defaulting Employers.

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