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LABOUR GAZETTE

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

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The Month in Brief

Labour Legislations

L. C. Bill No. IV of 1982—Amendment to the Gratuity Act, 1972.

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Consumer Price Index Nos. for Working Class

The Bombay, Solapur and Nagpur Consumer Price Index Numbers for Working Class for the month of August 1982, with average prices for the year ended December 1960 equal to 100 were 506, 523 and 519 respectively. The Pune, Jalgaon, Nanded and Aurangabad Consumer Price Index Number for Working Class for the month of August 1982 with the average prices for the year ended 1961, equal to 100 were 483, 501, 559 and 512 respectively.

All India Average Consumer Price Index Numbers for Industrial Workers

All India Average, Consumer Price Numbers for Industrial Workers (General) base 1960=100 for August 1982 was 478 as compared to 470 in July 1982. The Index Numbers for August 1982 on base 1949=100 derived from 1960 based Index worked out to 581 as against 571 for July 1982.

Industrial Disputes in Maharashtra

During the month of July 1982 there were 75 disputes involving 1,05,026 workmen and time loss of 1,11,374 working days as compared to 74 disputes in June 1982, involving 24,29,197 workmen and time loss of 26,20,067 mandays;

Further particulars of Industrial Disputes are given at pages Nos 114 to 119 of this issue.

Benefits under the Employees State Insurance Scheme

During the month of August 1982, 18,270 insured persons received Rs. 38,93,014.85 cash Benefits, due to Employment Injuries. This includes 4,925 persons who were in receipt of pension for Permanent Disablement Benefit and 2,323 persons who were in receipt of Dependants Benefits as dependants of deceased Insured Persons. During the month 9,345 accidents were reported as against 9,042 during the preceding month.

Current Notes

Workers' say in management essential

The new Union Minister of Labour, Mr. Veerendra Patil, stated on September 11, 1982 that managements should make sustained, earnest efforts to create a general feeling among workers of fair play and justice and then turn to workers for their co-operation. Higher productivity can be achieved only through the participative style of management which provided for free exchange of views between management and labour.

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

Minister threatens enactment on worker participation

The Union Labour Minister Mr. Bhagwant Jha Azad warned managements of both public and private sector enterprises in Madras on August 24, 1982, that if they failed to introduce workers' participation in their decision making process, the Government would be forced to bring in a legislation to make this more meaningful. Government was also aware that motivation could not be created by issuing orders or by law, but had to come from within at the micro level. It would primarily be the responsibility of managements to make sustained efforts to motivate workers to develop an interest in the functioning of their enterprise, he added.

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

Training for overseas labour mooted

A working group on overseas employment has recommended that private technical institutions be entrusted with the task of improving the skills of workers seeking employment abroad.

It also wants these institutions to have the authority to certify the skill of such workers.

It however, makes it necessary for such institutions to have the prior approval of the Directorate of Employment and Training.

The meeting of the group, presided over by Shri B. G. Deshmukh, Secretary, Ministry of Labour, here on August 31, also discussed the feasibility of creation of a welfare fund for overseas workers.

The members were informed that such a scheme was in existence in Pakistan whereby a worker going abroad is to deposit Rs. 500.

(Indian Worker, dated 6th September 1982)

Committee on contract labour in ports

The Central Advisory Contract Labour Board has constituted a committee to study the magnitude of the problem of the contract labour system in the country's major ports and the possibility of abolishing the system.

Sarvashri S. Das Gupta of INTUC, S. K. Sanyal of AITUC, O. D. Sharma, Manager (IR), Thomas Mathew, Under Secretary in the Ministry of Shipping

are the members of the Committee while Shri R. L. Bhatnagar, Regional Labour Commissioner (Central) is its convenor.

The Committee, constituted at the instance of Shri Das Gupta is to go round to different ports in the country for a non-the spot study. The first leg of the tour was to Bombay on August 13 and 14. Meanwhile, a questionnaire has been circulated to the management of all the ports and the workers, organisations.

(Indian Worker, dated 6th September 1982)

Vocational training for rural women

A scheme for imparting vocational training to rural women to enable them to be self-employed is expected to be finalised by the end of 1982, according to the Labour Ministry sources.

Feasibility studies to assess the training needs of rural women have already been conducted in 17 States and Union Territories as part of the rural component of the Government vocational training programme for women.

On the basis of the training needs and assessment studies survey in urban areas conducted so far, the concerned State Governments had been asked to open four new regional vocation training institutes for women in Trivandrum, Chandigarh, Lucknow and Calcutta. At present, there are two such institutes in Bombay and Bangalore.

The Union Labour Ministry had taken various steps to upgrade the skills of working women. For instance, under a specially formulated project on women's training, the National Vocational Training Institute for Women in New Delhi was undertaking training courses in advanced skills. It had introduced *ad hoc* courses in dressmaking and secretarial practices apart from regular courses in these fields and electronics.

The Labour Ministry would try to persuade the Union Finance Ministry to have special extension counters opened in nationalised banks to extend credit to self employed women.

(Indian Worker, dated 6th September 1982)

Provident Fund instalments for house building planed

The Ministry of Labour is believed to have set up a sub-committee to go into the question of allowing provident fund subscribers to draw more than one advance for building a house or for purchase of a house from Private builders.

The recent announcement by the Government of liberalisation in the payment out of the fund accumulations for house construction, especially the inclusion of the employers' contribution for purposes of withdrawal, has resulted in a flood of applications at the various provident fund offices of the Government.

The present rules are that while those in the exempted category can frame their own rules but within the broad framework of the Central Provident Fund Commissioner's guidelines, those whose fund amounts are handled by the Government are eligible only for a one-time advance from the fund for purchase of a house.

A request for a second advance could be considered only if it is for repairs or renovations of a house already built or purchased.

It has been brought to the notice of the Government that while it has sought to provide relief by enlarging the amount of withdrawal for house-building purposes, those who have already drawn once would be denied the new benefit unless a corresponding change is also brought about in the existing rules regarding a second advance from the fund.

The sub-committee of the Government will be headed by an Additional Secretary in the Labour Ministry and includes one member each representing employers, workers and the Government.

(Indian Worker, dated 6th September 1982)

2.75 crore job schemes for women disabled

The Government has earmarked a sum of Rs. 2.75 crore for various employment schemes for women and the physically handicapped, under the socio-economic programme of the Central Social Welfare Board (CSWB) during 1982-83.

Under the scheme, started in 1958, voluntary organisations are encouraged through liberal financial assistance, to set up production centres, dairies, sheep rearing units, piggeries, etc., and ancillary units to local industrial organisations to secure employment for women and handicapped persons, says an official release on August 28.

To help find suitable market for the products manufactured in these centres, two emporia have also been set up by the CSWB at Srinagar and Bhubaneswar.

Suitable training programmes for voluntary workers and supervisory personnel are also organised from time to time, the release added.

The ministry has also sanctioned construction of 34 new hostels for working women in cities during 1981-82.

The hostels will provide residential accommodation at reasonable rates to 1,788 working women, getting a monthly basis salary of up to Rs. 750. These will also have day care centres for the babies of the inmates.

The scheme for assistance for construction of working women's hostels began in 1972-73. Since then, the ministry has helped in the construction of 266 such hostels giving assistance up to 75 per cent of the construction costs to voluntary organisations, local bodies and other official and non-official institutions all over the country.

(Indian Worker, dated 6th September 1982)

Minimum wages raised for farm, building workers

The Central Government has raised the minimum wages for workers engaged in the fields of agriculture and building and construction industry in the Central sphere.

A notification issued by the Ministry of Labour here on August 30 fixed the daily wages of unskilled workers at Rs. 6.75 and Rs. 10 as minimum wages according to the area.

Earlier, the daily wages for agriculture workers ranged between Rs. 6 and Rs. 8.75 and for construction workers between Rs. 5.25 and Rs. 7.50.

The increase in the minimum wages has been effected on the basis of a rise in the consumer price index by 50 points, i.e., 482, in one year. The Ministry has asked the various State Governments also to see whether they could revise the minimum wages.

(Indian Worker, dated 6th September 1982)

Maharashtra Textile Workers to get more

Nearly 50,000 textile workers in Maharashtra will get a wage-hike of at least Rs. 25 a month with the State Government's acceptance of the Kale Committee's recommendations, bringing them on par with the textile workers in Bombay.

The State Government has issued necessary instructions for the implementation of the panel's recommendations with retrospective effect from October 1980, the Labour Minister, Shri B. M. Gaikwad said here on August 26.

The recommendations would also be implemented in seven mills run by the State Textile Corporation, thus benefiting about 15,000 workers. Their minimum basic wage would now be around Rs. 300 a month.

The former Labour Commissioner, Shri D. G. Kale, headed a tripartite set up in 1980 to study the demands of the textile workers outside Bombay including the one for parity with city textile workers in respect of the basic wage.

The Committee submitted its report in November last, which was accepted by the State Government in January. The implementation, however, was delayed owing to certain misunderstandings, Shri Gaikwad said.

The State Textile Corporation would have to bear an annual burden of Rs. 42 lakhs every year as a result of the implementation of the report and about Rs. 75 lakhs to pay the arrears.

Shri Gaikwad hoped that the National Textile Corporation would also soon start implementing the report in 11 mills run by it outside Bombay.

(Indian Worker, dated 13th September 1982)

Jute Plantation Committees reconstituted, New Delhi

The Centre has reconstituted here on September 5 the Tripartite Committees for Jute and Plantation industries with a view to make the bodies more effective. The Committees have been constituted for a period of three years.

According to official sources, the Jute Committee will have 3 members with Union Labour Minister, Veerendra Patil as the Chairman of the Committee.

The workers will have 11 representatives on the Committees which will be subject to the verification of their unions based on the membership upto December 31, 1980 as furnished by the Chief Labour Commissioner, Central.

The Plantation body will have 30 members—10 each of the representatives of the Government, employers and employees. This Panel will also be headed by the Labour Minister.

(Indian Worker, dated 13th September 1982)

Central directive to States to locate bonded labourers

The Centre has asked the State Government to urgently conduct surveys to locate bonded labourers with a view to ensuring their rehabilitation within a time frame of one year.

The anxiety of the Centre emanates from the fact that so far merely 11 States have reported the incidence of bonded labour. Whereas unofficial reports from the remaining States confirm the prevalence of the bonded labour system these State Governments are said to have failed in their efforts to identify them.

According to the latest reports reaching here, at the end of the quarter, April-June 1982, 11 State Governments have identified 1.45 lakh bonded workers. Of these, the States are said to have rehabilitated about 80,000 workers.

The Centre, while stressing on the urgency regarding the eradication of the bonded labour system, has also asked the States to furnish detailed information so as to enable it to constantly monitor the progress.

With a view to facilitating the process of immediate rehabilitation of the bonded labourers, the Centre has also asked the State Governments to provide all necessary assistance even by way of integration of the various schemes.

This can even be in addition to the various Centrally sponsored schemes including the one that is specially designed to assist the bonded labourer.

This special scheme was introduced a few years ago under which a sum of Rs. 4,000 is made available to each bonded labourer. This amount is equally shared between the Centre and the respective State Governments.

Under the latest Central communique, this Centrally sponsored scheme can be tied up with any other existing or new scheme which the State Governments desire in an effort to the bonded labourers.

Labour being a state subject, the Centre's role is merely advisory and, as such, it has been issuing overall guidelines from time to time to enable the State Governments to keep in tune with the national objectives.

In fact, there is also a Bonded Labour Abolition Act the implementation of which is wholly in the hands of the State Governments.

The expeditious implementation of this Act has been sought in view of the priority that the Centre has attached to the eradication of bonded labour.

This can be gauged by the fact that the 20-point programme enunciated by the Prime Minister also attaches considerable significance to the eradication of the bonded labour system at the earliest.

(Indian Worker, dated 13th September 1982)

Joint panels set up on migrant labour

The Centre has decided to set up joint study teams comprising representative of six States and a Union Territory to deal with the problems of the migrant labour—the worst exploited section in the unorganised working class.

The Union Labour Ministry has written to Bihar, Orissa, Rajasthan, Punjab, Haryana, Himachal Pradesh, Jammu and Kashmir Governments to send in the names of their nominees to serve on these committees.

These teams will visit the work-sites in various states for an on-the-spot study of the situation.

The idea behind the move is to check the complaints of harassment and exploitation of migrant workmen.

The joint team of officials of the state from where labourers migrate may meet periodically to deal with these complaints with a view to ensuring their positive redressal.

It is also suggested that studies may be carried out on the actual working and living conditions of the migrant workers.

At a meeting of the labour secretaries convened here to discuss this problem, it was found that during the non-agricultural lean seasons labour migrate from Bihar, Orissa and Rajasthan to Punjab, Haryana, Himachal Pradesh, Jammu and Kashmir and Delhi.

It was then decided that representatives to these State Governments may meet periodically to thrash out their problems.

(Indian Worker, dated 13th September 1982)

Industrial workers' housing corporation soon

The Andhra Pradesh Labour Minister, Shri G. Venkataswamy, on September 2 said that the State Government has proposed to start Industrial Workers' Housing Corporation for constructing own houses for the workers.

Replying to discussion on the demands for grants pertaining to Labour Department, he said in the State Legislative Assembly this could be done by the contribution from the managements and from Employees' Provident Fund. He also hoped it would take shape in the next year.

The demands for grants were later passed by the House.

(Indian Worker, dated 13th September 1982)

Provident Fund benefits for extended

Educational, scientific research and training institutions (including universities, schools and colleges) have been brought within the purview of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 by a notification issued by the Government of India, Ministry of Labour, under No. S. O. 986 issued early this year.

The Government has specified that institutions employing 20 or more persons and which have been in existence for five years are required to give the benefit of Contributory Provident Fund under the Employees' Provident Funds Scheme, 1952 effective from July 1982. Institutions employing 50 or more persons, in existence for three years or more are also required to give the benefit. The Act provides for penalties of prosecution and damages for non-compliance, besides other steps.

(Indian Worker, dated 13th September 1982)

Far reaching changes in Industrial Disputes Act

Consensus for wage panel

The two-day National Tripartite Labour Conference ended on September 18, for the first time in the history of such meetings, with unanimous recommendations to the Government aimed at changes of far reaching nature in the country's industrial relations situation.

An important recommendation is the setting up of national and state level Industrial Relations Commissions in the manner and with the functions as recommended by the National Commission on Labour headed by late Justice Gajendragadkar in 1959.

Another recommendation seeks to change the negative character of the Industrial Disputes Act into a positive one giving collective bargaining the pivotal role with inbuilt provision for voluntary arbitration where collective bargaining fails.

Other recommendations included separate codes of conduct for the trade unions and employers, identification of the collective bargaining agent on the basis of membership strength through the "check-off system" and a precondition of 60 per cent of workers' support for a strike.

As regards representation at the Indian Labour Conference, the continuation of the proportional allotment of seats as per the decision of the Indian Labour Conference in 1959 was recommended.

With regard to the composition of the Indian Labour Conference, the continuation of the present proportional representation on the basis of verified membership of the workers organisations was recommended. It was also suggested that only organisations having the membership of at least five lakhs spread over in four states and four industries should be accorded recognition as national centres. The proposed Industrial Relations Commission is to verify the membership every three years. The representatives of the NLO and NFITU were, however, of the view that the qualifying membership be fixed at three lakhs spread over in four states and four industries.

The thunderous ovation that greeted the adoption of the reports of the two sub-committees set up on the inaugural day marked the unprecedented unanimity achieved in the history of the tripartite labour conference. Yet, despite the Union Labour Minister's assurance that the Government would give urgent consideration to the recommendations of far reaching nature, it is to be seen how far the bureaucracy and the State Government react and co-operate in implementing the recommendations.

In his concluding remarks, the Union Labour Minister, Shri Virendra Patil declared that the conference had paved the way for convening the Indian Labour Conference. Citing the example of Japan where there existed a tripartite commitment to national progress, he said that in Japan, the workers were dedicated to production and pointed out that a developing country like India could not afford strikes, lock-outs and go-slows.

While regretting the negative attitude of some trade union organisations in boycotting the conference more for political reasons than for trade union

causes, Shri Patil made it clear that the Government would go ahead with the follow-up action even if the abstaining unions decided to boycott all future meetings and conferences.

Inaugural day

It was evident on the very first day of the conference, held after a lapse of four years, that the delegates were all set on evolving agreed solutions to the crucial problems vitiating industrial relations. A broad agreement was clear in the views expressed by participants, who spoke after INTUC General Secretary (G. Ramanujam, that industrial disputes should be resolved by collective bargaining, failing which by voluntary arbitration as a normal course.

The day in the conference hall belonged to the veteran INTUC leader Ramanujam whose suggestions for a new culture in industrial relations based on community of interests and co-operation were approvingly quoted by speaker after speaker including those from the employers side belonging to both the private sector and public enterprises.

Earlier as the conference opened with central and state ministers and officials and representatives of the employers' and workers' organisations participating, a motley crowd of hardly 200 or 250 belonging to a section of the trade union centres boycotting the conference held a demonstration opposite to Vigyan Bhawan, the venue of the conference.

The morning session was attended, among others, by Shri C. M. Stephen, Minister for Shipping and Transport, Shri N. D. Tiwari, Minister for Refuting the complaint that the INTUC had been extended undue weightage in the conference, Shri Ramanujam wanted every one to take note of the fact that the representation of his organisation, which had all along been five in the National Tripartite, had now been reduced to four and this could in no way be taken as a favour.

Emphasising the need to temper the proceedings of the conference by a constructive approach and not by the usual drama of mutual acrimony, Shri Ramanujam deplored the existing tripartite mistrust instead of tripartite trust because of which there was tripartite conflict in place of tripartite co-operation and pleaded for the realisation of the community of interests leading to co-operation and harmonious industrial relations.

Ballot Vs. Membership

On the issue of the identification of the bargaining agent whether by secret ballot or verified membership, the seasoned Gandhian labour leader observed that the manner in which a bargaining agent was to be chosen was not the cause for worry, but the real problem was the conduct of the defeated unions. "By whatever method a union is declared as the bargaining agent, if the other unions which fail to get recognition, will gang up and bring down the recognised union and throw over-board any agreement with the recognised union as to bring about a strike on issues covered by the agreement, what is the use of such a recognition?" he asked. He further pointed out that, while all the union might combine to defeat a particular union and direct their members to vote for a union of their choice, the very some unions would refuse to transfer their

respective membership to the union they had temporarily chose in their bid to defeat a particular union.

Voicing his organisations' opposition to secret ballot with sound reasoning he wanted the collective bargaining agent to be determined on the basis of verified membership by "check-off".

He also strongly advocated the formulation of separate codes of conduct for both the trade unions and employers the violation of which by either side should invite stringent sanction.

On industrial relations, Shri Ramanujam was of the firm view that the plethora of labour laws in the country were all negative in approach. He said that industrial relations, being basically human relations, could not be governed by legislations and the Industrial Disputes Act had been formulated on the basis of the existence of disputes which was out and out negative in character. The need, therefore, was for a simple and compact industrial relations law providing for a pivotal role for collective bargaining with inbuilt provision for voluntary arbitration where collective bargaining failed. He stressed that the law should promote a new culture of "commonality of interests" instead of conflict and confrontation; place the community's interests above all other interests and encourage equal partnership between labour and management.

Shri Ramanujam was very much pained that the unanimous recommendation—a very rare commodity in the country of the National Commission on Labour in 1959 for setting up of Industrial Relations Commission at the national and state levels had been gathering dust for over two decades. He pleaded for the immediate implementation of this recommendation.

Speaking on national wage policy, the INTUC General Secretary said that there existed complete anarchy in the country's wage pattern. According to him the issue of a national wage policy could not be dealt within isolation since the wages, prices and incomes policies were to be integrated. He suggested that as a first step there should be a rational wage policy for different sectors and regions. He pointed out to the need for the standardisation of wages in major industries. Then it would be easier to weave them in a national wage pattern. As regards the factors that went into the formulation of a wage policy, the 15th National Tripartite in 1957 had already spelt out, he said.

Speaking on behalf of the employers' side, Shri Naval Tata said that Shri Ramanujam's speech was a "whiff of fresh air". He was happy that after many years, "we are for the first time talking sense". Maintaining that the main cause for industrial discord in the country was the bonus law and expressed his maximum indignation at some State Governments which were forcing employers to pay bonus in excess of what had been stipulated by the law.

In a speech spiced with humour, Shri Tata came down heavily on some trade unions who had denigrated collective bargaining to one side with the charter of demands as nothing but ultimatums. He complained that trade union in the country enjoyed larger degree of freedom unheard of in countries from whom they derived inspiration.

Endorsing the proposals put forward by Shri Ramanujam with no reservation, Shri Tata felt that a need based wage was impossible in a society with unconceivable population explosion. However, he agreed that with the available resources and various constraints some thing had to be done to improve the lot of the workers. He also subscribed to the view that there should be a code of conduct for the employers as well and any violation of the code should be made punishable.

Shri Sudhir Jalan and Shri Y. M. Modi, both from the employers' side while welcoming Shri Ramanujam's suggestion condemned coercive bargaining and brazen violation of labour laws.

Shri S. R. Ku'karni of HMS took Shri Tata to task for his defence of the textile industry and wondered to what extent Shri Tata's contention that the textile workers' conditions was commensurate with the prosperity of the owners. He, on his part, contented that many of the employers themselves were violating the bonus law and were not paying the workers their due. He was against the exclusion of educational research and charitable bodies from the purview of the Industrial Disputes Act.

Shri A. Subramaniam also of HMS highlighted the discontent and grievances among workers in view of the spiraling prices and the rampant corrupt practices resorted to by the traders. He also came into clash with Shri Tata when he charged the managements of manipulating their balance sheets which the workers could take at their face value.

Shri A. N. Buch of the National Labour Organisation suggested introduction of a pension scheme for industrial labour, a benefit enjoyed by a crore of Government employees.

Shri Buch, while emphasising the imperative need for changes in the Bonus Act to do away with any ceiling on the payment of bonus, urged the Government to extend to responsible trade union workers functional facilities like telephones, allotment of vehicles, etc.

Later, the resolution tabled by Shri Ramanujam authorised the Chairman and Labour Minister, Shri Virendra Patil to appoint a tripartite committee, including well known economists to go into the question of formulation of a national wage policy.

Two separate sub-committees were constituted to study the issues involved in the composition of the Indian Labour Conference and in industrial relations. The sub-committees were asked to submit their reports to the conference when it resumed the next day.

On September 18, the conference came to a happy conclusion after unanimously adopting the reports of the two committees.

The conference has been successful in ushering in necessary climate for tripartite trust. But will the proverbial bureaucracy and the State Governments come forward to give a well nit of the powers they enjoy in the interest of the country ?

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

Labour Ministers Favour Arbitration

States seek extra aid for Labour Scheme New Delhi—Several State Labour Ministers urged the Centre to grant them additional financial assistance for effective and speedy implementation of the labour components of the new 20-points economic Programme specially enforcement of minimum wages of agricultural labour and abolition of bonded labour.

Participating in the 33rd session of the State Labour Ministers' Conference here a September 15 States representatives said the Central assistance for enforcement of these Schemes was inadequate keeping in view the magnitude of the problem and the odds in the way to overcome it.

The conference also favoured provision for Compulsory arbitration in industrial disputes wherever the conciliation machinery had failed to solve a dispute.

While there was no immediate reaction from the Central Government and the Central-aid, Union Labour and Rehabilitation Minister Veerendra Patil made some observations contrary to it earlier in his inaugural speech.

The Conference suggested that a rehabilitation grant of Rs. 500/ per freed bonded labour be provided till the rehabilitation process was initiated. This was in addition to the provision of Rs. 4,000 per person provided by the centre.

Emphasising the urgent need to bring about freedom of bonded labours and ensure minimum wages to agricultural labour, Shri Patil regretted a few States were not fully utilising the Central grants given to them for the purpose.

He said in some states the minimum wages prescribed were comparatively low and the actually paid were still less.

The one-day conference spent most of the time in discussing the implementation to the labour components of the 20-point economic programme.

The State Labour Ministers also suggested lifting of the ceiling a bonus payment under the Bonus Act. On implementation of the Palekar award in news paper establishments retrenched, following the award had been told to like petitions under the working Journalists Act few petitions had been liked, the conference was told.

(Indian Worker, dated 27th December 1982)

Vocational training for women stressed

The Minister of State for Labour, Smt. Mohsina Kidwai, has urged the State Governments to give priority to the programme of vocational training for women in formulating their development plans.

Inaugurating the four-day all-India women's vocational training seminar here on September 21, Smt. Kidwai said the Centre proposed to set up more regional vocational training centres for women.

Only a few states had established women's vocational training institutes; "This, to my mind, is not an entirely satisfactory state of affairs," Smt. Kidwai said.

Shri B. G. Deshmukh, Secretary in the Ministry of Labour and Rehabilitation, spoke of the "hesitation" on the part of women to avail of the existing training facilities due to social constraints, prejudices and non-availability of transport and housing facilities.

"The course organised in the ITIs have not attracted women because of their lack of orientation and qualification for undertaking such courses which were mostly in technical or engineering groups of traders", Shri Deshmukh added.

He felt that the women's training programmes should aim to securing wider range of equitable opportunity for women to ensure their participation in economic growth.

Smt. Sarai Grewal, Secretary in the Ministry of Social Welfare, said the Centre had started a scheme to assist projects sponsored by public sector undertakings and corporation for the setting up of employment and income generating training cum-production units for women.

Key women leaders in training, employment, industry, voluntary organisations, international agencies and social and professional organisations participated.

About 200 participants identified needs of trainers, administrators, planners and employers involved in women's vocational training

The programme was undertaken under the women vocational training project with the assistance of Swedish International Development Agency (SIDA) and International Labour Organisations (ILO).

(Indian Worker, dated 17th September 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.)

VOCATIONAL REHABILITATION OF DISABLED WORKERS

By

K. M. RAO

General Secretary

National Dock Workers' Union

According to an estimate, one out of every ten persons in the world is disabled by physical, mental or sensory impairment. In Asia with a population of over 2,500 million, unevenly distributed in some 50 countries, there are 250 million people, the majority of whom live in rural areas at dependents on family care for their very existence. Blindness, deafness, loss or damage of limbs due to industrial or traffic accidents, leprosy and poliomyelitis, tuberculosis and mental retardation and illness are some of the ailments of the disabled.

In India, according to provisional estimates of 1981 census, there are 68.50 million people who are disabled of whom 10.9 million are totally disabled. These are 4.78 lakhs totally blind, 3.36 lakhs totally crippled and 2.76 lakhs totally dumb. The number is growing every year by year because of rapid population growth and improved medical services have increased the lifespan of the disabled, whereas some 20 years back, many of them would not have survived their early childhood.

In a highly competitive market due to severe unemployment job opportunities and prospects for the disabled are almost non-existent. Because of the general apathy and a cynical approach that rehabilitation of these unfortunate people is merely a question of lack of opportunities for the disabled which could be tackled only when economic conditions improve, the disabled, feeling insecure, often opt out of society and turn to begging as a means of livelihood. It is the responsibility of the employers and trade union organisations, jointly and in full co-operation with non-government organisations, the community and the disabled themselves to adopt measures for the promotion of measures for the rehabilitation of the disabled.

The problem of rehabilitating the physically handicapped has not been accorded the attention it deserves the world over. In the Asian region, both the developing and underdeveloped countries are more occupied with the economic and political problems than with issues relating in different sections of the population. Organised rehabilitation services at the governmental level are far from satisfactory. In fact, there are hardly worthwhile schemes in operation in any defined area. Spasmodic and fragmentary projects for the well being of the physically afflicted are no answer to the needs arising from

the magnitude of the problem of the physically handicapped. To put it bluntly, imagination boggles at the enormity of one of the most pressing issues of day—the resettlement of the unfortunate section of society, the people suffering from physical disabilities in an atmosphere of dignity and with honour.

A rough estimate of the disabled is placed at 10 per cent of the East's teeming populace of 2.5 billion men and women. A staggering figure indeed. This encompasses all sorts of physically handicapped, the blind, the deaf, spastics, mentally retarded, the lame and the crippled, and the leper. To the vast number of contributory factors. I mean the age-old ones, new causes leading to physical disablement are continually being added thanks to extensive or intensive industrialisation with all its injurious side-effects, including pollution, population explosion, itself cribbing in its scope for the healthy growth of the community, the terrible over urbanisation with all its attendant evils, general deterioration in health and hygienic standards giving rise to malnutrition, the manifold increase in the movement of road and rail traffic causing accidents. Besides these, natural calamities like earthquakes, floods, famines due to draught, armed conflicts, factory mishaps, all play their part in the creation of conditions conducive to the growth of physical disabilities.

Concerted effort

The number of disabled workers, if I am not wrongly informed, has not been coped in the Asian region. But one will not be far wrong to say that the number is staggering. With a sizeable section of the labour not being equal to handling the latest machinery and life-saving devices being few and far between in the industry as a whole in Asia and with the mushrooming industrial production complexes everywhere, the army of the handicapped workers is steadily increasing.

It is, therefore, paramount that a concerted effort on the part of governments, employers and employees, has to be made to place the disabled in a set-up which does not rob him of his dignity and honour. There have been no doubt attempts at their rehabilitation, but what has been achieved does not even touch the fringe of the problem. I shall leave the discussion on this question to others, while giving the poser, "what can the trade unionists, the workers' leaders do?"

The best they can do in the circumstances and conditions prevailing in India, in the domain of the industry, first of all, is to inject courage and confidence to the victim of an industrial accident. One should not forget that he himself could have been the victim. A condescending attitude should be completely eschewed towards the industrial brethren, struck down with some malady, owing to industrial hazards or crippled or otherwise rendered apparently helpless by some accident or the other.

Trade unionists role

The trade unionist should not only co-operate with the employers in the placement of a disabled worker, but also supplement the general scheme of resettlement with the co-operation of the able bodied employees by extending help to overcome his complex of inferiority. He should ensure that in any agitation

at demonstration over labour dispute the physically handicapped are not involved, physically atleast. The trade unionists concern for the welfare of his unfortunate comrades in the industry, should extend to the latter's families, paying them an occasional visit as a morale booster.

While undoubtedly some good work has been undertaken in the sphere of the well being of the disabled worker, its scope has often been restricted, and studying the causes of disabilities, the training and the job opportunities that are available or offered for them, their working conditions seem to have been overlooked. Here the trade unionist comes into the picture. He should make research in this field, ascertaining whether the handicapped persons placed in different jobs have the real aptitude for the tasks. Of course, this presupposes the co-operation of the employees. Whims and fancies of the employers should somehow be dispelled and in this regard, tact and resourcefulness of the trade unionist comes into account.

In all extra-mural activities, amusements and pleasures of the factory workers, the able-bodied should be persuaded to treat their unlucky colleagues till the other day as good as themselves in all respects—to involve them as completely as they would like and be treated on an equal footing. All factors concerning their handicaps being considered as by no means a drawback in the progress and performance of the unit on plant they are placed in as a whole.

The trade unionist should try to create special facilities for the entertainment and recreation of the physically handicapped workers. He should endeavour to get educational programmes for the benefit of the handicapped, arranged for furtherance of their promotional interests. The mingling of the able-bodied workers and the handicapped, at all levels, should be encouraged by the trade unionist.

Trade union leadership, I feel strongly, should take on hand, the question of getting group insurance schemes to cover disabled workers, the beneficiaries themselves contributing nominal instalments so as to make them feel at ease lest they should construe that it is a charitable dispensation.

Charity begins at home. Before disabled workers seek or are made to seek aid from voluntary organisations, which it must be admitted, are doing excellent work in the field of rehabilitation of physically handicapped persons of all types, they should be given all possible assistance by the employers concerned, re-engaging them in the very organisations they were originally working in, and in jobs for which they are suited. In case repetitive and similar jobs into which such hands can be fitted, cannot be opened, new types of work they can turn their hand at should be introduced. In other words, job opportunities should proliferate in the interests of the disabled workers.

I have another suggestion to offer and that is, the physically handicapped industrial workers may not be superannuated at the age able-bodied labourers are, as long as they are mentally agile. Their output, in the very nature of things, should not be considered in terms of the industry.

A very effective means of ridding the disabled stigma they are likely to fear arising from their affliction, is to impart skills and offer opportunities for employment. Training is imperative as it helps the disabled to compete on

equal terms with the able-bodied, thus gaining their respect and that of the employers. It is gathered that sources for securing employment are mainly well-wishers, friends, relatives and sympathisers of the victims of ailments and accidents which cripple them for life. It is a fact that most of these people do not even know the existence of public employment agencies set up for the purpose. The need for concerted and wider publicity in this respect cannot be over emphasised.

The findings of research teams point out the fact that unlike in the organised sector, where the disabled draw the same wages as the able-bodied, in the unorganised units there is a vast disparity. Trade unionists have a special responsibility in removing this anomaly.

Change in approach

They have an equally onerous task of getting the indifferent and unfavourable attitude, sometimes bordering on callousness, of the employers and able-bodied employees towards the handicapped changed. A human approach can bring about a radical change in the relationship among all the brethren. It should be remembered that the disabled are anxious to be independent, stand on their own feet, rather than be a burden to family, industry, society and the nation. In such an event, it is important that those who have been spared the agonies of the handicapped, should not in any way make the latter entertain a sense of inferiority.

It is a matter of shame that while trade unions cry themselves hoarse over trivial issues or occasions, they seem to have neglected the welfare of the physically handicapped industrial workers. A radical change in their attitude towards these unlucky members of society, is called for. The fact that the handicapped constitute a very minority, should not influence their outlook. On the other hand, this in itself should dictate greater attention and concern for the handicapped brethren. Just as a prodigal son or a physically handicapped child in a family engages more attention of the parents, who are more indulgent and more considerate towards him—in fact, sometimes to the exclusion of the interests of other members of the family—the trade unions should devote themselves more, if not solely, for the betterment of the physically disabled workers.

Trade unionist should also promote co-operation among the physically handicapped to facilitate self-employment, housing and consumer societies.

Shoulders to the wheel

An important facet of rehabilitation relates to transport of the disabled. It is indeed a vexatious problem for them. Trade unions, I feel, should bend their energies towards getting transport difficulties mitigated by obtaining for them company vehicles for short distances, securing concessions in fares charged by public transport undertakings, permission to leave place of work early and public co-operation in getting them precedence over others in the occupation of seats in trains and other vehicles.

Trade unions should go out of their way to put their shoulders to the wheel when any drive for collecting funds for uplift of the physically handicapped

workers is launched. They should, if needed, themselves organise benefit premier of films or some other shows.

They should also assist in the setting up of special cells created for the purpose of promoting self-employment amongst the physically handicapped workers in view of the limitations of resources and consequent reduction in paid jobs available for that section.

With the joint family system, with benevolence as its practice towards one and all, and in which the physically afflicted are treated on par with the able-bodied and looked after as if they are not suffering from any disabilities fast crumbling in the East, it behoves particularly on the trade unions to accept the responsibility of the physically handicapped workers, as cogs in the wheel of progress and not as spanners to bung into the works.

(Indian Worker, dated 13th September 1982)

based on a speech delivered at the ILO/DANIDA Asian Regional Seminar on the Role of Government, Employers and Trade Unions in the Vocational Rehabilitations of Disabled held at Bangkok last month.

Labour Legislation

L. C. BILL No. IV OF 1982

A Bill

Futher to amend the Payment of Gratuity Act, 1972, in its application to the State of Maharashtra.

WHEREAS it is expedient further to amend the Payment of Gratuity Act, 1972 (Act No. 39 of 1972) in its application to the State of Maharashtra, for the purposes hereinafter appearing; It is hereby enacted in the Thirty-third Year of the Republic of India as follows:—

Short title.—This Act may be called the Payment of Gratuity (Maharashtra Amendment) Act, 1982.

2. *Amendment of section 1 of Act No. 39 of 1972.*—In section 1 of the Payment of Gratuity Act, 1972, in its application to the State of Maharashtra (hereinafter referred to as "the principal Act"), in sub-section (3), in clause (b) and clause (c), for the words "ten or more persons" the words "five or more persons" shall be substituted.

3. *Amendment of section 2 of Act No. 39 of 1972.*—In section 2 of the principal Act—

(1) for Explanations I and II below clause (c), the following shall be substituted, namely:—

Explanation I.—In the case of an employee, who is not in uninterrupted service for a period of one year or six months, he shall be deemed to be in continuous service—

(a) for a period of one year, if he has been actually employed by employer during the 12 months immediately preceding the year for not less than—

(i) 190 days, if employed below the ground in a mine; or

(ii) 240 days in any other case, except when he is employed in a seasonal establishment;

(b) for a period of six months, if the employee during the period of six calendar months preceding the date with reference to which the calculation is to be made, has actually worked under the employer for not less than—

(i) 95 days, in the case of workman employed below the ground in a mine; or

(ii) 120 days in any other case.

Explanation II.—For the purpose of Explanation I, the number of days on which the workman has been actually employed shall include the days on which—

(i) he has been laid off under an agreement or as permitted by standing orders made under the Industrial Employment (Standing Orders) Act, 1946, or Industrial Disputes Act, 1947, or under any law applicable to the establishment;

(ii) in the case of a badli or casual or temporary employee, he has been returned for non-availability of work or any other reason, though he had presented himself for work ;

(iii) he has been on leave with wages earned for the previous years ;

(iv) he has been absent due to temporary disablement because of accident arising out of and in the course of his employment ;

(v) in the case of a female, she has been on maternity leave ; so, however that the total period of such maternity leave does not exceed 12 weeks ;

(vi) he has been on authorised sick-leave ;

(vii) he was unable to work due to lock out or cessation of work, which is not due to any fault on the part of the employee.

Explanation III.—An employee of a seasonal establishment shall be deemed to be in continuous service if he has actually worked for not less than seventy-five per cent. of the number of days on which the establishment was in operation during the year.

(2) in clause (e)—

(i) the words “ not exceeding one thousand rupees per mensem ” shall be deleted ;

(ii) Explanation below clause (e), shall be deleted ;

(3) in clause (g), after the words “ on superannuation ” the words “ and includes abandonment of service by an employee ” shall be added.

4. *Amendment of section 4 of Act No. 39 of 1972.*—In section 4 of the principal Act—

(a) in sub-section (1), in clause (b), after the words, “ resignation ” the words “ abandonment of service or ” shall be added ;

(b) in sub-section (2), in the first proviso, for the word “ total ”, the word “ deemed ” shall be substituted ; and after the second proviso, the following shall be added, namely :

“ Provided also that the rate of wages shall be calculated by dividing the monthly pay by actual number of days of work in the month. ” ;

(c) in sub-section (3), after the word “ wages ” the words “ which shall be equal to 600 days' wages at the rate of wages last drawn by the employee concerned ” shall be added ;

(d) after sub-section (6), the following sub-section shall be inserted, namely

“(7) Where the salary or wages of an employee exceeds rupees one thousand per mensem, the gratuity payable to such employee under this section shall be calculated as if his salary or wages were only rupees one thousand per mensem.”.

5. *Amendment of section 7 of Act No. 39 of 1972.*—In section 7 of the principal Act, in sub-section (4)—

(a) in the Explanation below paragraph (a), after the word “ employee ” the words “ or his nominee or heir ” shall be inserted ;

(b) in paragraph (d)—

(i) after the words “ excess of the amount deposited ”, the words “ or paid ” shall be inserted ;

(ii) after the words “ by him ”, the words “ The controlling authority may also direct the employer to pay interest at reasonable rate on the amount of gratuity found to be payable to the employee. ” shall be added.

STATEMENT OF OBJECTS AND REASONS

(1) The Payment of Gratuity Act, 1972 is applicable to establishments having 10 or more employees. Therefore, a big number of employees in establishments employing less than 10 employees are deprived of the terminal benefit of gratuity. It is, therefore, necessary to increase the coverage to establishments employing five or more employees.

(2) In view of the decision of the Supreme Court in *Lalappa Lingappa vs. Laxmi Vishnu Textile Mills Ltd.* (reported in 1981 L. J. C. 307) restricted meaning is given to definition of “ Continuous Service ”, with the result that the days of authorised leave, sick leave, lay off days etc., are treated as break in service and not counted for continuous service. This has caused hardship and deprived employees, particularly Badli employees of gratuity benefit. It is, therefore, necessary to amend the definition of “ Continuous Service ” to make it more liberal and beneficial.

(3) With the present provision of section 2(e), employees are not entitled to get any gratuity for such years during which they draw salary of more than Rs. 1,000 per month ; and thus the terminal benefit is denied to them. It is necessary to pay gratuity during such years also by taking his salary at Rs. 1,000 only for calculation of gratuity. Such provision is made under the Payment of Bonus Act, 1965.

(4) High Courts have differently interpreted the manner of calculating rate of wages for determining gratuity. There is also no clarity to determine maximum gratuity payable under section 4 (3). There is also no provision for directing payment of interest by employer due to delay on his part to pay gratuity.

(5) Therefore, to increase the coverage, to clarify the provisions, and to make the provisions more beneficial to the employees and to give them justice in getting terminal benefit, it is necessary to amend suitably, some of the provisions of the Payment of Gratuity Act, 1972, in its application to the State of Maharashtra.

(6) The Bill seeks to achieve the above objects.

(Published in *M.G.G.*, Part V, dated 12th August 1982, page No. 187-89).

Gist of Important Notifications under Labour Laws

BOMBAY INDUSTRIAL RELATION ACT, 1946

(1) *Appointments under the Act.*—Government of Maharashtra, in exercise of the powers conferred by section 9 of the Act, appointed Shri R. B. Malgaonkar, Civil Judge (Senior Division) Ratnagiri, in place of Shri S. V. Kotnis to be the Presiding Officer of the Second Labour Court, Bombay.

(Notification No. BIR/1182/6328/Lab-9, dated 26th July 1982, published in M.G.G., Part I-L, dated 5th August 1982, page No. 5679).

(2) Government of Maharashtra, in exercise of the powers conferred by section 9 of the said Act, appointed Shri R. R. Bhavsar, Civil Judge (Senior Division) Wardha, in place of Shri S. R. Shinde to be the Presiding Officer of the Seventh Labour Court, Bombay.

(Notification No. BIR/1182/6331/Lab-9, dated 26th July 1982, published in M.G.G., Part I-L, dated 5th August 1982).

(3) The Commissioner of Labour, Bombay, in exercise of the powers conferred on him by sub-section (2) of section 5 of the said Act, appointed Smt. J. M. Gupte, Government Labour Officer, Thane to be the Assistant Registrar of Unions for all the local areas in Thane District in place of Shri B. R. Meher, Government Labour Officer, Thane.

(Notification No. CL/BIR/INF/1082/H. O III (B), dated 3rd July, 1982, published in M.G.G., Part I-L, dated 12th August 1982, page No. 5713).

(4) The Commissioner of Labour, Bombay in exercise of the powers conferred on him by sub-section (2) of section 6 of the said Act appointed the Assistant Commissioner of Labour, Chandrapur to be the conciliator for the local area of Chandrapur District and delete the word 'Chandrapur' from entry No. 14 and adds the following entry No. 19 in the said, Notification as follows :—

Serial No.	Officer	Local area falling in
19	Assistant Commissioner of Labour, Chandrapur.	Chandrapur District.

(Notification No. CL/IR/BIR/NTF/1082/H. O. III(B), dated 1st June 1982, published in M.G.G., Part I-L, dated 12th August 1982, page No. 5714).

BOMBAY SHOP AND ESTABLISHMENT ACT, 1948

(1) *Appointments under the Act.*—Government of Maharashtra, in exercise of the powers conferred by sub-section (2) of section 48 of the said Act, appointed Shri V. G. Kadoo to be the Inspector for the whole of Nagpur, Amravati, Wardha, Bhandara, Akola, Chandrapur, Buldhana and Yavatmal Districts, excluding the areas which are subject to the jurisdiction of any local authority.

(Notification No. BSE/1882/102(1)Lab-3, dated 6th July 1982, Published in M. G. G., Part I-L, dated 12th August 1982, Page No. 5694).

(2) Government of Maharashtra, in exercise of the powers conferred by sub-section (2) of section 48 of the Act read with the first proviso to sub-rule (1) of rule 17 of the aforesaid Rules, appointed the said Shri S. S. Duratkar to be the Inspector for the whole of Nagpur, Amravati, Wardha, Bhandara, Akola, Chandrapur, Buldhana and Yavatmal District, excluding the areas which are subject to the jurisdiction of any local authority with effect from 8th April 1982.

(Notification No. BSE/1881/CR/141/Lab 3, dated 9th July 1982, Published in M. G. G., Part I-L, dated 12th August 1982, page No. 5826).

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

" 280. Ajanta Restaurant, Daftary Road, Malad (East), Bombay 400 064. Section 33 subject to the conditions that—(1) no female employees are required to work after 11-30 p.m. ;

(2) no female employees shall be given right duty continuously for more than one week ;

(3) the female employees whose duty terminates after 8-30 p.m. should be provided with Company's conveyance with escort by the employer from the establishment to their residences ;

(4) female employees should be placed in groups at night ; and

(5) no female employee should be posted in the Permit Room. "

(Notification No. BSE/1481/CR-5032/123/Lab-3, dated 29th June 1982, Published in M. G. G., Part I-L, dated 26th August 1982, Page No. 5937).

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

" 279. Palm Grove Hotel, Juhu Beach, Bombay 400 049. Section 33 subject to the conditions that—(1) no female employees are required to work after 11-30 p.m. ;

(2) no female employees shall be given night duty continuously for more than one week ;

(3) the female employees, whose duty terminates after 8-30 p.m. should be provided with Company's conveyance with escort by the employer from the establishment to their residences ;

(4) female employees should be placed in groups at night ; and

(5) no female employee should be posted in the Permit Room

(Notification No. BSE/1481/CR-6059/124/Lab-3, dated 29th June 1982, Published in M. G. G., Part I-L, dated 28th August 1982, Page No. 5937).

(1) *Suspension under the Act.*—Government of Maharashtra, in exercise of the powers conferred by section 6 of the said Act suspended in respect of establishments specified in column 1 of the Schedule appended hereto ; the operations of the provisions of the said Act, specified in column 2 of the said Schedule for the period and subject to the conditions specified in column 3 and 4 respectively of the said Schedule on account of completion of the accounts and stock taking for the half-yearly and yearly closing in June and December 1982 respectively in the State of Maharashtra :—

SCHEDULE			
Establishments	Provisions of the Act	Period of suspension	Condition
1	2	3	4
Banks	Section 13 (relating to closing hours), Sections 14(1) and 14(2).	28th, 29th and 30th June 1982 and 29th, 30th and 31st December 1982.	If an employee is required to work in excess of the limit of hours of work specified in section 63 of the Act, he shall be

1	2	3	4
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entitled in respect of over time work (which shall be noted in the prescribed register) to wages at the rate not less than those prescribed in section 63(1) of the said Act.

If an employee is required to work on any day in excess of the period fixed under the said Act, the spread over of such an employee shall not exceed sixteen hours a day.

The suspension of provisions of section 13 relating to closing hours and sub-sections (1) and (2) of section 14 shall be available to the Banks to the extent that they do not exceed the time-limit of six days specified in Rule 9 of the Maharashtra Shops and Establishments Rules, 1961.

(Notification No. P-7382/99/Lab-3, dated 19th June 1982, Published in *M. G. G.*, Part I-L, dated 26th August 1982, page No. 5945-46.)

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

(1) *Declaration of Unemployment Relief Undertaking under the Act.*—Government of Maharashtra, in exercise of the powers conferred by section 3 and sub-clause (iv) of clause (a) of sub-section (1) of section 4 of the Act declared the industrial undertaking called Messrs. Swastik Rubber Products Limited, Kirkee, Pune 411 003 to which the financial assistance has been provided by way of grant of sales tax loan, shall for a period of one year commencing from 28th day of April 1982, be conducted to serve as a measure of unemployment relief, subject to the conditions stipulated in the notification.

(Notification, No. BRU/1082/8/79/IND-10, dated 16th July 1982, Published in *M. G. G.*, Part I-L, dated 5th August 1982, Page No. 5667).

IV. EMPLOYERS STATE INSURANCE ACT, 1948

(1) *Exemptions under the Act.*—Government of Maharashtra, in exercise of powers conferred by section 87 read with section 91-A of the Act, exempted the Vishwa Bharati Spinning and Weaving Co-operative Society Ltd., Kawad Village, Post Angaon, Taluka Bhiwandi, District Thane from the operation of the said Act, except chapter V-A thereof retrospectively from 1st April 1982 till the issue of this notification and prospectively upto and inclusive of 30th September 1982.

(Notification, No. SIA/1772/3699/Lab-11, dated 9th July 1982, Published in *M. G. G.*, Part I-L, dated 12th August 1982, page No. 5827).

(2) Government of Maharashtra, in exercise of the powers conferred by section 90 read with section 91-A of the said Act, exempted the employees of M. O. T. Diesel House, Butcher Island, Bombay from the operation of the said for a period beginning from the 1st October 1981 to 30th September 1982, subject to the conditions as specified in the notification.

(Notification, No. SIA/1582/3586/Lab-11, dated 11th June 1982, Published in *M. G. G.*, Part I-L, dated 12th August 1982, Page No. 5685-86).

V. FACTORIES ACT, 1948

(1) *Appointments under the Act.*—Government of Maharashtra, in exercise of the powers conferred by sub-section (1) of Section 10 of the said Act appointed Medical Officer, India Security Press Dispensary, Nashik Road, 422 101, to be certifying Surgeon for the purpose of the said Act, for both the factories namely, the India Security Press and the Currency Note Press, Nashik.

(Notification, No. FAC/1882/8455/Lab-4, dated 8th June 1982, Published in *M. G. G.*, Part I-L, dated 12th August 1982, Page No. 5685).

(2) Government of Maharashtra, in exercise of the powers conferred by section 112 read with sub-section (2) of section 31 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—

(1) These rules may be called the Maharashtra Factories (First Amendment) Rules, 1982.

(2) In the Maharashtra Factories Rules, 1963 (hereinafter referred to as "the principal rules"), for rule 65 the following shall be substituted, namely—

"65. *Safety measures for pressure plant and vessels operated under pressure about atmospheric pressure.*—(1) In this rule,—

(a) 'competent person' means a person who is, in the opinion of the Chief Inspector, capable by virtue of his qualifications, training and experience of conducting a thorough examination and pressure tests, as required, on a pressure vessel or plant and of making a full report on its condition;

(b) 'maker' means any person in whose name the pressure plant or pressure vessel is either manufactured under a patent or sold;

(c) 'pressure plant' means the pressure vessel along with its pipings and other fittings operated at a pressure greater than the atmospheric pressure;

(d) 'pressure vessel' means any vessel subjected to or operated at a pressure greater than the atmospheric pressure.

(2) Every pressure plant or pressure vessel used in any factory shall be—

(a) properly designed on sound engineering practice;

(b) of sound construction and material and of adequate strength and shall be free from any defect; and

properly maintained in a safe working condition;

Provided that where there is an Indian Standard or a standard of the country of manufacture in respect of any pressure plant or pressure vessel or where the design or construction of any such pressure plant or pressure vessel has been regulated by any other law or regulation in force, it shall be designed and constructed in accordance with the said standard, law or regulation, as the case may be, and a certificate thereof shall be obtained from the maker or from competent person.

(3) (i) Every pressure plant or pressure vessel shall be fitted with—

(a) a suitable safety valve or other effective device, conveniently located to ensure that the maximum safe working pressure of the vessel shall not be exceeded at any time;

(b) a suitable pressure gauge with a dial range not less than 1.5 times and not exceeding twice the maximum safe working pressure, easily visible and designed to show, at all times, the correct internal pressure in kilograms per square centimetre and marked with prominent red mark at the maximum safe working pressure of the pressure plant or pressure vessel;

(c) a suitable stop valve or valves by which the pressure vessel or the system of pressure vessels may be isolated from other vessels or source of supply of pressure;

(d) a suitable nipple and globe valve connected for the exclusive purpose of attaching a test pressure gauge for checking the accuracy of the pressure gauge referred to in clause (b) of the sub-rule;

(e) a suitable drain cock or valve or a plug of the lowest part of a pressure vessel so as to ensure effective draining of liquid that may be collected in the pressure vessel.

(ii) Every pressure gauge, stop valve, nipple and globe valve, shall be mounted "at height not more than 1.5 metres from the working level.

(iii) Every pressure plant or pressure vessel not constructed to withstand the maximum possible working pressure at the source of supply or the maximum pressure which can be obtained in the pipe connecting the pressure vessel with any other source of supply shall be fitted with a suitable reducing valve or other suitable automatic device to prevent the safe working pressure of the vessel being exceeded. Suitable pressure gauges shall be provided close to the reducing valve to show the high pressure and reduced pressure.

(iv) In case of a jacketted vessel in which heat is transmitted by means of steam or other media in the jacket causing pressure rise in the vessel, the heat input in the jacket shall be so controlled by a suitable device as not to allow the safe working pressure of the vessel being exceeded.

(v) To further protect the pressure vessel in the event of failure of reducing valve or the control device mentioned in clauses (ii) and (iv) an additional safety valve having a capacity to release all steam, vapour or gas without undue pressure rise shall be provided in addition to the one referred to in clause (i)(a) :

Provided that it shall be sufficient for the purposes of this sub-rule if the safety valve pressure gauge and stop valve or other suitable effective device are mounted on a pipe line immediately adjacent to the pressure vessel and where there is a range of two or similar pressure vessels in a plant served by the same pressure load, only one set of such mountings need be fitted, provided that those cannot be isolated from any of the pressure plant or pressure vessels.

- (4) Every pressure plant in service shall be thoroughly examined by a competent person
- externally once in every period of six months ;
 - internally, once in a every period of twelve months, and
 - hydraulic test once in a period of four years.

Explanation.—If however by reason of construction of the pressure vessel or pressure plant a through internal examination is not possible it may be replaced by a hydraulic test, which shall be carried out once in every period of two years ;

Provided that in the case of pressure vessel or pressure plant with thin walls such as sizing cylinders made of copper or any other non-ferrous metal, periodic hydraulic test may be dispensed with if the requirements laid down in clause (5) are complied with :

Provided further that if the Chief Inspector or any Inspector authorised by him certifies that it is impracticable to carry out a thorough external or internal examination of any vessel, or pressure plant as required by clauses (a) and (b) and if owing to its construction pressure and use a hydraulic test as required by this sub-rule cannot be carried out a thorough external examination shall be carried out atleast once in every two years and a thorough systematic non-destructive test like ultrasonic test for metal thickness or other defects of all parts shall be carried out atleast once to every period of four years.

(5)(a)(i) As far as possible in respect of every sizing cylinder the shell where of is made of copper sheet or any other non-ferrous metal and which is put to use before the 31st October 1963, the Manager shall make available to the Inspector and the competent person examining such cylinder, information about the date on which such cylinder was put to use for the first time with full particulars as to the thickness of the shell when so taken into use in the factory for the first time. Information shall also be made available about the working pressure recommended by the makers when the cylinder was put to use for the first time in the factory,

(ii) If no such information is available, any other evidence relevant to show the age of the cylinder shall be submitted by the Manager to the Chief Inspector. The Chief Inspector shall determine the age of the cylinder on such documentary evidence or other oral evidence that may be presented to him by the Manager of any other evidence that may be produced,

and the age determined shall be considered as the age of cylinder for the purpose of this rule.

(b)(i) The minimum thickness of the shell of a sizing cylinder shall be actually measured once in a period of two years.

(ii) If during its working life, the shell of a sizing cylinder is at any time punctured requiring repairs to the cylinder to close the punctured portion, the thickness of the sheet of the shell at such puncture or opening shall be measured by a competent person.

(iii) No sizing cylinder shall be subjected to work at a pressure greater than the maximum safe working pressure recommended by the makers of such cylinder at the time when such cylinder was first put to use in a factory.

(iv) No sizing cylinder which has been in use for more than five years shall be subjected to work at a pressure greater than the lowest of the most safe working pressures calculated in accordance with the following three methods, namely :—

(a) Same proportion to the original safe working pressure when first put to use as the minimum thickness of the shell material as actually measured at any time bears to the original thickness of the shell material when first put to use,

(b) Calculated on the basis of the minimum thickness actually measured so that the tensile stress in the shell shall not exceed safe working stress for the material of the shell ;

Explanation.—If the shell is made of copper, safe working tensile stress shall be taken to be not more than 350 kilograms per square centimetre.

(c) Reduced at the rate of 4 per cent of the original working pressure for every year of its use after the first five years ;

(d) No sizing cylinders shall be continued to be used for more than twenty-five years after it was first put to use :

Provided that the Chief Inspector may authorise the use of sizing cylinders beyond the period of twenty-five years for a period not exceeding five years, if tests are carried out and further details are made available to his satisfaction to indicate that the cylinder can be used with safety.

(6)(i) The maximum safe working pressure and the date of last examination shall be plainly marked on every pressure vessel or pressure plant and no pressure plant or pressure vessel shall be operated or used at a pressure higher than the maximum safe working pressure.

(ii) No pressure plant or pressure vessel which has been previously used or has remained isolated or idle for a period exceeding 6 months or which has undergone repairs or alteration shall be used in a factory unless it is examined and tested by a competent person.

(iii) No pressure vessel or pressure plant shall be taken into use for the first time in any factory unless —

(a) a certificate specifying the maximum safe working pressure and the tests to which it was subjected to, is obtained from the maker ; and

(b) it is thoroughly examined by a competent person in the premises where it is used ;

(c) if during any examination, any doubt arises as to the ability of the pressure vessel or plant to work safely until the next prescribed examination, the competent person shall enter in the prescribed Form, his observations, findings and conclusions with reasons therefor and other relevant remarks and may authorise the pressure vessel or pressure plant to be used and kept in operation, subject to a lowering of maximum safe working pressure or to more frequent or special examination or test or subject to both of these conditions

(d) where the report of any examination under this rule specifies any conditions and suggestions for the working of a pressure plant or pressure vessel the same shall not be used except in accordance with those conditions and suggestions.

(7)(d) The manager shall maintain a register of pressure plant or pressure vessels showing—

(i) Name and make of the pressure plant or pressure vessel,

(ii) Identification mark,

(iii) The date of taking into use for the first time, and

(iv) The reference number and date of the report of examination by a competent person.

It of every examination shall be completed in Form 13
 of every examination shall be completed in Form 13
 of every examination shall be completed in Form 13

certificates, report and reports required to be made or maintained under this
 shall be produced for the subject to such condition as he may impose, any
 rule if he is not satisfied that the provision are not

not exceeding atmosphere pressure
 the purview of Indian
 Boilers Act, 1923 (V of 1923)

static head of liquids;
 (e) working cylinders/casings of the machinery with or without
 and prime move
 (f) vessels for nuclear energy application

3. In the principal rules, for existing Form 13, the following shall be substituted, namely:—
 FORM 13
 (See rule 65)
 Report of examination of Pressure Plant/Vessel

1. Name and address of factory
2. Name, description and number of the Pressure Plant/ Vessel.
3. Name and address of maker
4. Nature of the plant/vessel
5. Particulars of Plant/Vessel
 - (a) Date of construction
 - (b) Thickness of walls
 - (c) Date on which it was first taken into use.
 - (d) Safe working pressure recommended by maker.
6. Date of—
 - (i) Last external examination
 - (ii) Last internal examination

hydraulic examination
 (ii) Last external examination

8. Inspection of examination carried out annually
 (i) External examination (give reasons, if it is not carried out annually).
 (ii) Internal examination (give reasons, if it is carried out at interval of 2 years or 4 years)

(iii) Ultrasonic test (please quote number and date of the certificate issued by Chief Inspector permitting ultrasonic test in lieu of internal examination and hydraulic test).

9. Safe working pressure calculated as per methods given in sub-rule 5(c)(ii) for sizing cylinders—
 (1)
 (2)
 (3)

10. Condition of Pressure Plant—
 (a) Vessel
 (b) Fittings

11. Conditions of fittings and appliances
 (i) Pressure gauges
 (ii) Safety valve
 (iii) Stop valve
 (iv) Reducing valve (give reasons, if not necessary).
 (v) Additional safety valve (required in case reducing valve is necessary).
 (vi) Other devices (please specify particularly in case of jacketted vessels).

12. Safe working pressure recommended after examination (specify the allowances made for corrosion etc.)

13. Specify repairs if any and period within which they should be executed.
 14. Specify reduced working pressure pending repairs.
 15. Other observation/conditions subject to which the plant is to be operated.

I certify that on the pressure plant/vessel described above was thoroughly cleaned and (so far as its construction permits) made accessible for thorough examination and for such tests as were necessary for thorough examination and that on the said date, I thoroughly examined this pressure vessel/plant including its fittings and that the above is a true report of my examination.

Name and address :

Signature :

Qualification :

If employed by a Company or Association
give name and address.

(Notification No. FAC. 1877/8054/Lab-4, dated 28th May 1982, published in *M. G. G.*, Part I-L, dated 28th August 1982, page No. 5839-5345.)

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 said Act, exempted the boiler bearing No. MR-10299 belonging to the Maharashtra State Electricity Board, Nashik, Thermal Power Station, Eklahare, from the operation of clause (c) of section 6 of the said Act, for the period of six months from the 1st August 1982 to 31st January 1983.

(Notification No. IBA.1082/CR/78/Lab-3, dated 12th July 1982, published in *M.G.G.*, Part I-L, dated 12th August 1982, page No. 5686.)

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-7763 belonging to the Hindustan Petroleum Corporation Ltd., Mahul, Bombay 400 074, from the operation of clause (c) of Section 6 of the said Act, for the period of two months from the 17th June 1982 to 16th September 1982 (both days inclusive).

(Notification No. IBA. 1082/CR-190/Lab-3, dated 12th July 1982, published in *M.G.G.*, Part I-L, dated 12th August 1982, page No. 5687.)

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-7881 belonging to the Bharat Petroleum Corporation Ltd., Mahul, Bombay 400 074, from the operation of clause (c) of Section 6 of the said Act, for the period of one year from the 15th May 1982 to 14th May 1983 (both days inclusive).

(Notification No. IBA. 1082/CR-169/Lab-3, dated 8th July 1982, published in *M.G.G.*, Part I-L, dated 12th August, 1982, page No. 5694.)

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-8627 belonging to the Hindustan Spinning and Weaving Mills Ltd., Bombay from the operation of clause (c) of Section 6 of the said Act, for the period of one month from the 9th July 1982 to 8th August, 1982 (both days inclusive).

(Notification No. IBA.1082/CR-155/Lab-3, dated 7th July 1982 ; published in *M.G.G.*, Part I-L, dated 12th August 1982, page No. 5826.)

Corrigendum—In Government Notification, Industries, Energy and Labour Department, No. IBA.1080/CR-3376/Lab-5, dated the 29th May 1980, published in the *Maharashtra Government Gazette*, dated the 17th July 1980, Part I-L, at page 5305, in Condition (6) for the words "Certified Boiler Attendants" read "competent graduates in Science and Engineering".

(Notification No. IBA.1081/CR-4072/Lab-5, dated 26th May 1982, published in *M.G.G.*, Part I-L, dated 12th August 1982, page No. 5827.)

5. *Exemptions under the Act.*—Government of Maharashtra in exercise of the power conferred by sub-section (2) of Section 34 of the said Act, exempted the boilers bearing No. MR-8545 belonging to the Tata Power Co. Ltd., Trombay, Generating Station,

Bombay 400 074 from the operation of clause (c) of Section 6 of the said Act, for the period of six months from the 25th July 1982 to 24th January 1983 (both days inclusive).

(Notification No. IBA. 1082/CR-135/Lab-3, dated 29th June 1982, published in *M. G. G.*, Part I-L, dated 26th August 1982, page No. 5838.)

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-10364 belonging to the Bharat Petroleum Corporation Limited, Mahul, Bombay from the operation of clause (c) of section 6 of the said Act, for the period of two months from 29th June 1982 to 28th August 1982 (both days inclusive).

(Notification No. IBA. 1082/CR-134/Lab-3, dated 25th June 1982, published in *M.G.G.*, Part I-L, dated 26th August 1982, page No. 5945.)

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-10124 belonging to the Maharashtra State Electricity Board, Koradi Thermal Power Station, Koradi, district Nagpur from the operation of Clause (c) of Section 6 of the said Act, for the period of six months from the 6th July 1982 to 5th January 1983.

(Notification No. IBA. 1082/CR-111/Lab-3, dated 3rd July 1982, published in *M.G.G.*, Part I-L, dated 26th August 1982, page No. 5966.)

V. INDUSTRIAL DISPUTES ACT, 1947

Amendment to the Act.—Government of Maharashtra in exercise of the powers conferred by section 38 of the Act made the following rules to amend the Indian Disputes (Bombay) Rules, 1957 in its application to the State of Maharashtra having been previously published as required by the said section 38 namely :

1. These rules may be called the Industrial Disputes (Bombay) (Amendment) Rules, 1982.

2. In the Industrial Disputes (Bombay) Rules, 1957 (hereinafter referred to as "the principal rules"), for rule 82B, the following shall be substituted, namely —

"82B. *Application for permission for closure.*—(1) Application under sub-section (1) of section 25-O regarding intended closure of an undertaking shall be in English and shall be submitted in Form XXIV-C, in triplicate, to the State Government either personally or by Registered Post Acknowledgement Due.

(2) A copy of the application, alongwith its version in the regional language and in the language understood by the majority of the workmen employed in the undertaking proposed to be closed down, shall be displayed conspicuously on the Notice Board at the main entrance or entrances, in the Time-Keepers' Office and in the Manager's Office of the undertaking and it shall not be removed from the Notice Board before the expiry of minimum fifteen days.

(3) A copy of the application shall simultaneously be served either personally or by Registered Post Acknowledgement Due on the President or the Secretary or Secretaries of the Trade Union or Unions of workmen employed in the undertaking, wherever such union exists or unions exist.

(4) The employer concerned shall furnish to the State Government within a reasonable time such further information as the State Government may consider necessary and call for, for arriving at a decision on the application within a period of sixty days, as required by sub-section (3) of section 25-O."

3. In Form XXIV-B appended to the principal rules,—

(a) for the words and figures "Industries and Labour Department, Sachivalaya, Bombay 400 032", the following shall be substituted, namely

"Industries, Energy and Labour Department, Mantralaya, Bombay 400 032".

(b) after the existing endorsement No. 3 appearing at the end, the following endorsements shall be added, namely —

"4. The Industries Commissioner, Mantralaya, Bombay.

5. The Joint Director of Industries, Nagpur/Aurangabad/Kokan, Bombay Pune, Nashik, Pune (as may be applicable)."

In Form XXIV-C appended to the principal rules,—

(a) in the title, for the words "notice for permission of closure to be given", the words "application for permission of closure to be made" shall be substituted;

(b) for the word "Sachivalaya" the word "Mantralaya" shall be substituted.

(c) in paragraph 4, for the word, brackets and figures "sub-section (7)" the word, brackets and figure "sub-section (9)" shall be substituted;

(d) after the Annexure, the following endorsements shall be added at the end, namely —

"Copy to—

(1) The Commissioner of Labour, Maharashtra, Bombay.

(2) The Additional Commissioner of Labour, Pune/The Deputy Commissioner of Labour, Nagpur; The Deputy Commissioner of Labour, Aurangabad (as may be applicable).

(3) The Industries Commissioner, Maharashtra, Bombay.

(4) The Joint Director of Industries, Nagpur/Aurangabad/Kokan, Bombay/Pune-Nashik, Pune (as may be applicable)."

5. Form XXIV-D appended to the principal rules shall be deleted.

(Notification No. IDA. 1081/8931/Lab-9, dated 15th July 1982, published in *M.G.G.*, Part I-L, dated 5th August 1982, page No. 5665-66.)

1. *Appointments under the Act*—Government of Maharashtra, in exercise of the powers conferred by section 8 of the Act, appointed Shri R. B. Malgaonkar, Civil Judge (Senior Division), Ratnagiri to be the presiding Officer of the Second Labour Court, Bombay in place of Shri S. V. Kotnis.

(Notification No. IDA/1182/6329/Lab-9, dated 26th July 1982 published in *M.G.G.*, Part I-L, dated 5th August 1982, page No. 5670.)

2. Government of Maharashtra, in exercise of the powers conferred by Section 8 of the said Act, appointed Shri R. R. Bhavsar, Civil Judge (Senior Division), Wardha to be Presiding Officer of the Seventh Court, Bombay, in place of Shri-S.U.R. Naidu.

(Notification No. IDA./1182(6332)/Lab-9, dated 26th July 1982, published in *M.G.G.*, Part I-L, dated 5th August 1982 page No. 5672.)

3. The Commissioner of Labour, Bombay in exercise of the powers conferred by section 4 of the said Act appointed the Assistant Commissioner of Labour, Kalyan (appointed as Conciliation Officer for Thane District by Notification No. CL/IDA/1079/Notification Conc/H.O.III-A, dated 19th July 1979) also to be a Conciliation Officer for all the Industries in relation to which the Central Government is not the appropriate Government for the area of the Santacruz Electronics Export Processing Zone, Bombay, for a period of six months.

(Notification No. CL/IDA/Notification-Conc/H.O. III(A), dated 18th July 1982, published in *M.G.G.*, Part I-L, dated 12th August 1982, page No. 571².)

4. The Commissioner of Labour, Bombay in exercise of the powers conferred by Section 4 of the said Act, appointed the Government Labour Officer, Ratnagiri to be Conciliation Officer for all industries in relation to which the Central Government is not the appropriate Government in respect of areas of Ratnagiri and Sindhudurg Districts and charges him with the duty of mediating and promoting settlements in relation to the Industrial Disputes within the meaning of section 2-A of the said Act.

(Notification No. CL/IR/IDA/Notification-2A/1082/H.O. III-A, dated 1st June 1982, published in *M.G.G.*, Part I-L, dated 12th August 1982, page No. 5715.)

CORRIGENDUM

In the third para. of Government Order, Industries, Energy and Labour Department, No. IDA. 1281/1730(i)/Lab-2, dated the 1st April 1982, and in third para. of Government Order, Industries, Energy and Labour Department, No. IDA 1281/1730(ii)/Lab-2,

dated the 1st April 1982 for the words "'Shrimati S. Bhattacharji, Deputy Commissioner of Labour" the words "Shri P. J. Ovid, Additional Commissioner of Labour" should be substituted.

2. In the last line of ninth para. of Government Order, Industries, Energy and Labour Department, No. IDA. 1281/1730(ii)/Lab-2, dated the 1st April 1982, for the words and figures "section 26" the words and figures "section 27" should be substituted.

(Notification No. IDA. 1281/1730/Lab-2, dated 14th May 1982, published in *M.G.G.*, Part I-L, dated 12th August 1982, page No. 5828.)

VIII. MAHARASHTRA MATHADI, HAJAL AND OTHER MANUAL WORKERS (ADVISORY COMMITTEE) RULES, 1969.

1. *Appointment under the Act*—Government of Maharashtra, in exercise of the powers conferred by rule 4 of the Act, appointed Shri B. B. Haldavanekar, Assistant Commissioner of Labour, Bombay to be Secretary to the Advisory Committee reconstituted under section 14 of the Act, vice Smt. V. V. Shirsat and for that purpose amended the said notification as follows, namely :

In the said notification, in clause (c) for the letters and words, "Smt. V. V. Shirsat, Assistant Commissioner of Labour, Bombay," the letters and words "Shri B. B. Haldavanekar, Assistant Commissioner of Labour, Bombay shall be substituted.

(Notification No. UWA. 1282/CR-9029/Lab-5, dated 8th July 1982, published in *M.G.G.*, Part I-L, dated 5th August 1982 Page No. 5665.)

2. Government of Maharashtra, in exercise of the powers conferred by sub-sections (2) and (4) of Section 14 of the Act appointed Shri Babasaheb Pandurang Adhav, President Hamal Panchayat, Pune, 73, Nava Peth, Pune 411 002, in place of Shri Ram Desai to represent the workers.

(Notification No. UWA. 1282/CR-80981/Lab-5, dated 22nd July 1982, published in *M.G.G.*, Part I-L, dated 5th August 1982, page No. 5668-69.)

1. *Exemption under the Act*—Government of Maharashtra, in exercise of the powers conferred by section 22 of the Act after consulting the Advisory committee, exempted from the operation in the Godrej and Boyce Manufacturing Co. Pvt. Ltd., Vikhroli, Bombay 400 079 of all the provisions of the said Act, and the said scheme the said unprotected workers for a period of one year commencing from the date of publication of this notification.

Notification No. UWA. 1482/CR-8003/Lab-5, dated 21st July 1982, published in *M.G.G.*, Part I-L, dated 5th August 1982, page No. 5668.)

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

1. *Appointments under the Act*—Government of Maharashtra, in exercise of the powers conferred by Section 6 of the said Act appointed Shri R. B. Malgaonkar, Civil Judge (Senior Division), Ratnagiri, in place of Shri S. V. Kotnis to preside over as a Presiding Officer of the Second Labour Court, Bombay.

(Notification No. ULP. 1082/6330/Lab-9, dated 26th July 1982, published in *M.G.G.*, Part I-L, dated 5th August, 1982 Page No. 5671.)

2. Government of Maharashtra, in exercise of the powers conferred by clause 6 of the said Act, appointed Shri R. R. Bhavsar, Civil Judge (Senior Division), Wardha to presiding over as a Presiding Officer of the Seventh Labour Court, Bombay in place of Shri S. V. R. Naidu.

(Notification No. ULP. 1082/6333/Lab-9, dated 26th July 1982, published in *M.G.G.*, Part I L, dated 5th August, 1982, page No. 5672.)

X. MAHARASHTRA, UNEMPLOYMENT ALLOWANCE PAYMENT TO WORKERS IN FACTORIES (FOR TEMPORARY PERIOD) ACT, 1976.

1. Government of Maharashtra, in exercise of the powers conferred by Clause (e) of Section 2 of the Act, has specified the period commencing on the 1st day of July 1982 and ending on the 31st December 1982 to be the temporary period for the whole of the State.

(Notification No. IDA. 1382/4813/Lab-7, dated 13th July 1982, published in *M.G.G.*, Part I-L, dated 5th August 1982, page No. 5664.)

XI. MINIMUM WAGES ACT, 1948.

1. Government of Maharashtra, in exercise of the powers conferred by section 27 of the Act, has given notice of intention to add to Part I of the Schedule to the said Act with effect from 15th October 1982, the following employment in respect of which of minimum rates of wages should be fixed under the Act, namely :—

'Employment in the manufacture of Exercise Books or similar books (including Accounts Books, Ledger Books, Diaries etc.) for the purpose of writing in them, including processes like ruling, folding sewing, binding, incidental printing and other work incidental thereto :—

(Notification No. MWA/5282/4699/Lab-7, dated 8th July 1982, published in *M.G.G.*, Part I-L, dated 5th August, 1982, Page No. 5662).

2. *Appointment under the Act.*—Government of Maharashtra, in exercise of the powers conferred by sub-section (1) of Section 19 of the Act has appointed the Government Labour Officer Jalna to be the Inspector for the purpose of the Act, in respect of the Scheduled employments in relation to the areas of Aurangabad, Jalna, Parbhani, Beed, Nanded and Osmanabad Districts to be the local limits within which he shall exercise his functions.

(Notification No. MWA/5280/2578/Lab-7, dated 15th July 1982, published in *M.G.G.*, Part I-L, dated 5th August 1982 Page No. 5664-65)

3. Government of Maharashtra, in exercise of the powers conferred by sub-section (1) of Section 26 of the Act, has directed that for the period ending 31st December, 1983, the provisions of clause (b) of Sub-section (1) of Section 13, so far as they relate to the payment of remuneration in respect of days of rest, shall not apply to the employees employed in the employment in manufacturing fountain pens, ball point pens and or their part and/or accessories like nibs, refills etc. whether made from plastic bakelite, abbolite or any other metal minimum rates of wages in respect of whom have been fixed.

(Notification No. MWA/2482/4891/Lab-7, dated 15th July 1982 published in *M.G.G.* Part I-L, dated 5th August 1982 Page No. 5668).

XI. (A) MINIMUM WAGES ACT, 1948.

Declaration of Special Allowance

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

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of special Allowance (cost of living allowance payable)
		(3)
Rs.		
1	I ..	320.00 per month.
2	II ..	240.00 per month.
3	III ..	200.00 per month.

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

(Notification No. MWA/SPL/Printing press dated 31st July 1982, published in *M.G.G.* Part I-L, dated 19th August 1982, page Nos. 5834 and 5835).

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

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of special Allowance (cost of living allowance payable)
		(3)
Rs.		
1	I ..	138.00 per month.
2	II ..	92.00 per month.
3	III ..	69.00 per month.
4	IV ..	46.00 per month.

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

(Notification No. MWA/SPL/Tanneries and Leather, dated 31st July 1982 published in *M.G.G.*, Part I-L, dated 19th August 1982, page Nos. 5836—38).

3. *Hospital (Greater Bombay).*—The Deputy Commissioner of Labour (Rural Wing and Enforcement) Bombay in exercise of the powers conferred on it, has declared the special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said schedule employment in the areas mentioned in column (i) of schedule III, appended hereto in relation to six months commencing on the 1st day of July, 1982 at the rate mentioned in column (2) of the said schedule III

SCHEDULE III

Area	Amount of special Allowance (cost of living allowance payable)
	1 2
Area within the limits of Municipal Corporation of Greater Bombay.	Rs. 306.00 per month.

(Notification No. MWA/SPL/Hospital, dated 31st July, 1982, published in *M.G.G.* Part I-L, dated 19th August 1982, page No. 5839—41).

4. *Dispensaries (Greater Bombay).*—The Deputy Commissioner of Labour (Rural Wing and Enforcement) Bombay in exercise of the powers conferred on it, has declared the special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the area mentioned in

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

SCHEDULE III

Area	Amount of special Allowance (cost of living allowance payable)
(1)	(2)
Area within the limits of the Municipal Corporation of Greater Bombay.	Rs. 138.00 per month.

(Notification No. MWA/SPL/Dispensaries/Greater Bombay, dated 31st July 1982, published in M. G. G., Part I-L, dated 19th July 1982, page Nos. 5842-44).

5. *Hospitals (Pune).*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the powers conferred on it, has declared the special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of schedule III appended hereto in relation to six months commencing on the 1st day of 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)
		Rs. per month
1	I ..	175.50
2	II ..	175.50
3	III ..	175.50

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

(Notification No. MWA/SPL/Hospital (Pune), dated 31st July 1982, published in M. G. G. Part I-L, dated 19th August 1982, page Nos. 5845-47).

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

SCHEDULE III

Serial No.	Zones	Amount of special allowance (cost of living allowance payable)
(1)	(2)	(3)
		Rs. per month
1	I ..	175.50
2	II ..	175.50
3	III ..	175.50

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

(Notification No. MWA/SPL/Dispensaries (Pune), dated 31st July 1982, published in M. G. G., Part I-L, dated 19th August 1982, page Nos. 5848-50).

7. *Laundry.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the powers conferred on it, has declared the special allowances (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of schedule III appended hereto in relation to six months commencing on the 1st day of 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)
		Rs. per month.
1	I	240.00
2	II	240.00
3	III	240.00
4	IV	240.00

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 Notification, Industries, Energy and Labour Department, No. MWA. 5274/100201/Lab-III-A, dated 22nd January 1975

(Notification No. MWA/SPL/Laundry, dated 31st July, 1982, published in M. G. G., Part I-L, dated 19th August 1982, page Nos. 5851-53).

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

SCHEDULE III

Serial No.	Zones	Amount of special Allowance (cost of living allowance payable)
(1)	(2)	(3)
1	I ..	Rs. 6.48 per day.
2	II ..	.. Rs. 6.48 per day.
3	III ..	.. Rs. 6.48 per day.

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

(Notification No. MWA/SPL/Plastics, dated 31st July, 1982, published in M. G. G., Part I-L, dated 19th July 1982, page Nos. 5854-56).

9. *Canteen and Clubs.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the powers conferred on it, has declared the special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said schedule employment in the areas mentioned in column (2) of schedule III appended hereto in relation to six months commencing on the 1st day of July 1982, at the rates mentioned in column (3) of the said schedule :—

SCHEDULE III

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

Explanation.—For the purpose of this Notification, Zones I, II, III, IV and V shall respectively, mean Zones I, II, III, IV and V formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA. 3676/12401/Lba-7, dated the 13th July 1977.

(Notification No. MWA/SPL/Canteen and Clubs, dated 31st July 1982, published in *M. G. G.*, Part I-L, dated 19th August 1982, page No.s 5857—59).

10. *Card Board and Straw Board.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the powers conferred on it, has declared the special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of schedule III appended hereto in relation to six months commencing on the 1st day of 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. 324.00 per month.
2	.. II	.. Rs. 324.00 per month.
3	.. III	.. Rs. 216.00 per month.

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

(Notification No. MWA/SPL/Card Board and Straw Board, dated 31st July 1982, Published in *M. G. G.*, Part I-L, dated 19th August 1982, page No. 5860 to 5862).

11. *Hotels*—The Deputy Commissioner of Labour (Rural Wing and Enforcement) Bombay, in exercise of the powers conferred on it has declared the special allowance (cost of living allowance) payable in addition to the 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. 130.50 per month.
2	.. II	.. Rs. 130.50 per month.
3	.. III	.. Rs. 130.50 per month.
4	.. IV	.. Rs. 130.50 per month.
5	.. V	.. Rs. 130.50 per month.

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

(Notification No. MWA/SPL/Hotels, dated 31st July 1982 published in *M. G. G.*, Part I-L, dated 19th August 1982, page No. 5863-65).

12. *Cotton Ginning and Cotton Pressing.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement) Bombay, in exercise of the powers conferred on it has declared the special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column(2) of schedule III, appended hereto in relation to six months commencing on the 1st day of 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. 89.00 per month.
2	.. II	Rs. 89.00 per month
3	.. III	Rs. 89.00 per month.

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

(Notification No. MWA/SPL/Cotton Ginning and Cotton Pressing, dated 31st July 1982, published in *M. G. G.*, Part I-L, dated 19th August 1982, page No. 5866 to 5868).

13. *Cine Studies and Cine Laboratories.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement) Bombay, in exercise of the powers conferred on it, has declared the special allowance (cost of living allowance), payable in addition to the 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.	Zones	Amount of Special Allowance (Cost of living allowance payable)
1	2	3
1	.. I	Rs. 176.00 per month.

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

(Notification No. MWA/SPL/Cine Studios and Cine Laboratories/Bombay, dated 31st July 1982, published in *M. G. G.*, Part I-L, dated 19th August 1982, Page No. 3869-70).

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

SCHEDULE

Serial No.	Zone	Amount of Special Allowance (cost of living allowance payable)
(1)	(2)	(3)
1	II)	Rs. 150.00 per month

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

(Notification No. MWA/SPL/Cine Studios/KLB, dated 31st July 1982, published in *M. G. G.*, Part I-L, dated 19th August, 1982, page No. 5871 to 5872.)

15. *Utensils and/or other household articles*.—The Dy. Commissioner of Labour (Rural Wing and Enforcement) Bombay in exercise of the powers conferred on it, has declared the special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of schedule III appended hereto in relation to six months commencing on the 1st day of 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. 7.00 per day
2	II	Rs. 7.0 per day
3	III	Rs. 7.00 per day
4	IV	Rs. 7.00 per day
5	V	Rs. 7.00 per day

Explanation.—For the purpose of this notification Zones I, II, III, IV and V shall respectively mean Zones I, II, III, IV and V formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA/3880/2822/Lab-7, dated 21st January 1981.

(Notification No. MWA/SPL/Utensils and/or other household articles dated 31st July 1982, published in *M. G. G.* Part I-L, dated 19th August 1982 page No. 5873-75).

16. *Fountain Pens and Ball Point Pens*.—The Deputy Commissioner of Labour (Rural Wing and Enforcement) Bombay in exercise of the powers conferred on it, has declared the special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2)

of schedule III, appended here to 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. 6.48 per day
2	II	Rs. 6.48 per day.

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

(Notification No. MWA/SPL/Pens, Ball Point Pens, dated 31st July 1982, published in *M. G. G.*, Part I-L, dated 19th August 1982, Page No. 5876-78).

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

SCHEDULE III

Serial No.	Zones	Amount of special Allowance (cost of living allowance payable)
1	2	3
1	I	Rs. 230.00 per month.
2	II	Rs. 184.00 per month.

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

(Notification No. MWA/SPL/Paper and Paper Board Manufactory, dated 31st July 1982, published in *M. G. G.*, Part I L, dated 19th August 1982, page No. 5879 81).

18. *Cloth Dyeing and Cloth Printing*.—The Deputy Commissioner of Labour (Rural Wing and Enforcement) Bombay, in exercise of the powers conferred on it, has declared the special allowance (cost of living allowance) payable, in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of schedule III appended hereto in relation to three months commencing on the 1st day of 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. 254.00 per month.
2	II	Rs. 254.00 per month

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

(Notification No. MWA/Cloth Dyeing and Cloth Printing dated) dated 31st July 1982, published in *M.G.G.*, Part I-L, dated 19th August 1982, page No. 5882 84).

19 *Engineering*—The Deputy Commissioner of Labour (Rural Wing and Enforcement) Bombay, in exercise of the powers conferred on it, has directed the special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of schedule III, appended hereto in relation to three months commencing on the 1st day of July 1982, at the rate 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	..	Rs. 8.25 per day.
2	.. II	Rs. 8.25 per day.
3	.. III	Rs. 8.25 per day.
4	.. IV	Rs. 8.25 per day.

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

(Notification No. MWA/SPL/Engineering, dated 31st July 1982, published in *M.G.G.*, Part I-L, dated 19th August 1982 Page Nos. 5885-87)

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

SCHEDULE III

Area	Amount of Special Allowance (cost of living allowance payable)
1	2
State of Maharashtra	Rs. 8.70 per day.

(Notification No. MWA/SPL/Rubber Manufactory Industry, dated 31st July 1982 published in *M.G.G.*, Part I-L, dated 19th August 1982, page No. 5888-5890).

21. *Rice, Flour, Dal Mills.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement) Bombay, in exercise of the powers conferred on it, has declared special allowance cost of living allowance) payable in addition to the basic rates of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of

schedule III, appended hereto in relation to six months commencing on the 1st day of July 1982, at the rates mentioned in Column (3) of the said schedule III :—

SCHEDULE III

Serial No.	Area	Amount of special allowances, (cost of living allowance) payable per month
1	2	3
		Rs.
1	Areas within the limits of Municipal Corporation of Greater Bombay.	256.80
2	Areas within the limits of the Thane Municipal Council and areas within a distance of eight kilometres from the periphery of such limits of Thane Municipal Council, excluding the areas falling within the limits of Municipal Corporation of Greater Bombay.	214.00
3	Areas within the limits of Municipal Councils of Kalyan, Bhiwandi, Nizampur, Dombivali, Ambarnath, Ulhasnagar, Nashik, Malegaon, Nashik Road-Deolali.	160.50
4	All other areas in Bombay Revenue Division except those specified at Serial Nos. 1, 2 and 3 areas in Jalgaon and Dhule Districts.	107.00
5	Areas within the limits of Municipal Councils of Dhule, Nandurbar, Jalgaon, Bhusawal and Amalner.	151.50
6	All other areas in Jalgaon and Dhule Districts except those specified at Serial No. 5 above.	101.00
7	Areas within the limits of the Municipal Corporation of Pune and the areas within a distance of ten kilometres from the periphery of such limits.	192.00
8	Areas within the limits of Municipal Council of Ahmadnagar	144.00
9	Areas within the limits of the Cantonments of Pune and Kirkee	144.00
10	All areas in Pune and Ahmadnagar Districts except those specified at Serial Nos. 7, 8 and 9.	96.00
11	Areas within the limits of the Municipal Corporation of Kolhapur and the areas within a distance of ten kilometres from the periphery of such limits.	144.00
12	Areas within the limits of the Municipal Corporation of Solapur and the areas within a distance of ten kilometres from the periphery of such limits.	144.00
13	Areas within the limits of the Municipal Councils of Satara City, Sangli, Miraj, Barshi, Pandharpur and Ichalkaranji.	108.00
14	All other areas in the Pune Revenue Division except areas in Pune and Ahmadnagar Districts and those specified at Serial Nos. 11, 12 and 13 above.	72.00

SCHEDULE III—contd

1	2	3
		Rs
15	Areas within the limits of Municipal Corporation of Nagpur and areas within a distance of ten kilometres from the periphery of such limits	202.00
16	Areas within the limits of the Municipal Councils of Khamgaon, Akola, Amravati, Yavatmal, Wardha, Kamptee, Gondia and Chandrapur.	151.50
17	All other areas in the Nagpur Revenue Division except those specified at Serial Nos. 15 and 16 above.	101.00
18	Areas within the limits of the Municipal Councils of Aurangabad, Jalna and Latur.	79.50
19	Areas within the limits of the Aurangabad Cantonment	79.50
20	All other areas in Aurangabad, Beed and Osmanabad Districts except those specified at Serial Nos. 18 and 19 above.	63.00
21	Areas within the limits of the Municipal Councils of Parbhani and Nanded.	84.00
22	All other areas in the Nanded and Parbhani Districts except those specified at Serial No. 21 above.	56.00

(Notification No. MWA/SPL/RFDM/dated 31st July 1982 published in *M. G. G.*, Part I-L dated 19th August 1982, Page No. 5891-5895).

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

SCHEDULE III

Area	Amount of special allowance (cost of living allowance) payable per month
1	2
	Rs. P.
I. Areas falling within the limits of the Municipal Corporation of Greater Bombay.	217.50
II. Area falling within the limits of the Municipal Councils of Bhivandi, Nizampur, Ulhasnagar, Kalyan and Thane and areas falling within eight kilometres from such limits.	217.50
III. Area falling within the limits of the Pune Municipal Corporation and areas falling within eight kilometres from such limits.	202.50

SCHEDULE III—contd.

1	2
IV. Areas falling within the limits of—	
(i) The Solapur Municipal Corporation, the Kolhapur Municipal Corporation.	105.00
(ii) Municipal Councils of Ichalkaranji, Sangli, Miraj, Jaysingpur, Vita (District Sangli) and Vadgaon (District Kolhapur)	
(iii) Gram Panchayats of Madhavnagar and Tikekarwadi and areas falling within eight kilometres from limits of each of such Municipal Corporation, Municipal Council or as the case may be, Gram Panchayat.	
V. Area falling within the limits of the Malegaon Municipal Council and areas falling within eight kilometres from such limits.	145.00
VI. Area falling within the limits of the Nagpur Municipal Corporation and of Kamptee Municipal and Kamptee Cantonment and areas falling within eight kilometres from such limits.	148.00
VII. Areas falling within the limits of the Dhule Municipal Council and Jalgaon Municipal Council and areas falling within eight Kilometres from such limits.	149.00
VIII. Area falling within the limits of Aurangabad Municipal Council and areas falling within eight kilometres from such limits.	78.00
IX. Areas falling within the limits of the Nanded Municipal Council and areas falling within eight kilometres from such limits.	87.00
X. Area falling within the limits of the Ahmadnagar Municipal Council and areas falling within eight kilometres from such limits.	135.00
XI. All other areas in the Bombay Revenue Division except Jalgaon and Dhule District and those specified above.	145.00
XII. All other areas in Jalgaon and Dhule Districts except those specified above.	149.00
XIII. All other areas in Nagpur Revenue Division except those specified above.	148.00
XIV. All other areas in Pune and Ahmadnagar Districts except those nagar District.	135.00
XV. All other areas in Pune Revenue Division except Pune and Ahmadnagar Districts,	105.00
XVI. All other areas in Aurangabad, Beed and Osmanabad Districts specified those specified above.	78.00
XVII. All other areas in Nanded and Parbhani Districts except those specified above.	83.00

(Notification No. MWA/SPL/Powerloom dated 31st July, 1982, published in *M.G.G.*, Part I-L, dated 19th August 1982 page No. 5896 to 5900).

23. *Shops.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay, in exercise of the powers conferred on it, has declared the special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the area mentioned in column (1) of schedule III appended

hereto in relation to six months commencing on the 1st day of July 1982 at the rate mentioned in column (2) of the said schedule III—

SCHEDULE III

Serial No.	Area	Amount of Special Allowance (cost of living allowance) per month
(1)	(2)	(3)
		Rs.
1	Area within the limits of Municipal Corporation of Greater Bombay and of Thane Municipal Council.	220.50
2	Area within the limits of—	
	(i) Municipal Corporation of Nagpur	222.00
	(ii) Municipal Corporation of Pune and Cantonment limits of Pune and Kirkee.	205.50
	(iii) Municipal Corporation of Solapur	160.50
	(iv) Municipal Councils of Kalyan, Ulhasnagar and Bhiwandi-Nizampur.	220.50
3	Areas within the limits of—	
	(i) Municipal Councils of Nashik, Nashik Road—Deolali and Malegaon.	147.00
	(ii) Municipal Corporation of Kolhapur and Municipal Councils of Sangli and Ichalkaranji.	107.00
	(iii) Municipal Councils of Amravati and Akola	148.00
	(iv) Municipal Councils of Jalgaon, Dhule and Bhusawal	151.00
	(v) Municipal Councils of Aurangabad, Jalna and Cantonment limits of Aurangabad.	79.00
	(vi) Municipal Council, Nanded	84.00
	(vii) Municipal Council, Ahmednagar	137.00
4	(i) All other areas in the Bombay Revenue Division except Jalgaon and Dhule Districts and those specified above.	147.00
	(ii) All other areas in the Jalgaon and Dhule Districts except those specified above.	151.00
	(iii) All other areas in the Nagpur Revenue Division except those specified above.	148.00
	(iv) All other areas in Pune and Ahmednagar Districts except those specified above.	137.00
	(v) All other areas in the Pune Revenue Division except Pune and Ahmednagar Districts and those specified above.	107.00
	(vi) All other areas in the Aurangabad, Beed and Osmanabad Districts except those specified above.	79.00
	(vii) All the areas in the Nanded and Parbhani Districts except those specified above.	84.00

(Notification No. MWA/SPL/Shops, dated 31st July 1982 published in Part I-L, dated 19th August, 1982, page No. 5901 to 5904).

24. *Wooden Photo.*—The Deputy Commissioner of Labour, (Rural wing and Enforcement) Bombay in exercise of the powers conferred on it, has declared special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the aid 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.	Area	Amount of Special Allowance (cost of living allowance) payable per month
(1)	(2)	(3)
1	Areas within the limits of Municipal Corporation of Greater Bombay	244.00
2	Areas within the limits of—	
	(i) Municipal Corporation of Nagpur	195.00
	(ii) Municipal Corporation of Pune	160.50
	(iii) Municipal Corporation of Solapur	118.50
	(iv) Municipal Corporation of Kolhapur	118.50
	(v) Municipal Councils of Thane, Kalyan and Ambarnath	183.00
	(vi) Pimpri, Chinchwad, New Township Municipal area	160.50
3	All other areas in Bombay Revenue Division except Jalgaon and Dhule Districts and those specified above.	122.00
4	All other areas in Pune and Ahmednagar Districts except those specified above.	111.00
5	All other areas in Pune Revenue Divisions except Pune and Ahmednagar Districts and those specified above.	179.00
6	All other areas in the Nagpur Revenue Division except those specified above.	130.00
	All areas in Jalgaon and Dhule Districts	111.00
8	All areas in Nanded and Parbhani Districts	155.00
9	All areas in Aurangabad, Beed and Osmanabad Districts	50.00

(Notification No. MWA/SPL/Wooden Photo, dated 31st July 1982, published in M.G.G., Part I-L, dated 19th August, 1982 page No. 5905-5908).

25. *Optical Frames.*—The Dy. Commissioner of Labour (Rural wing and Enforcement), Bombay in exercise of the powers conferred on it, has declared the special allowance (cost of living allowance) payable 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.	Zones	Amount of special allowance (cost of living allowance payable)
(1)	(2)	(3)
1	I	Rs. 4.30 per day
2	II	Rs. 4.30 per day

Explanation.—For the purpose of this notification, Zones I and II, shall respectively mean Zones I and II, formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA. 6282/4721 Lab-7, dated 9th August 1982.

(Notification No. MWA/SPL/Optical Frames, dated 12th August 1982, published in M. G. G. Part I-L, dated 26th August, 1982 Page Nos. 5957-59).

XII MOTOR TRANSPORT WORKERS ACT, 1961.

1. *Appointments under the Act.*—Government of Maharashtra, in exercise of the powers conferred by sub-section (1) of Section 4 of the Act, appointed the Assistant Commissioner of Labour, Kalyan to be the duly qualified Inspector, subordinate to the chief Inspector.

(Notification No. MTW/1081/8192/Lab-4, dated 7th July 1982, published in M. G. G. Part I-L, dated 12th August, 1982, page No. 5684.

XIII. PAYMENT OF GRATUITY ACT, 1972

1. *Appointments under the Act.*—Government of Maharashtra, in exercise of the power conferred by Section 3 of the Act, appointed the Presiding Officers of the Labour Courts, specified in Column 1 of the Schedule hereto to be the controlling authorities for the areas respectively specified against them in Column 2 of that schedule as follows namely:

SCHEDULE

Courts 1	Area 2
<i>Labour Courts at Pune constituted under the Bombay Industrial Relations Act, 1946.</i> Labour Court, Pune	The following areas in the Pune District— 1. Pune Municipal Corporation limits and Pune Cantonment. 2. Haveli Taluka. 3. Pune City Taluka excluding Pune Municipal Corporation limits and Pune Cantonment. 5. The villages of Kalambuli, Ekshiv, Kurbavi, Gursale, Pirale, Dahigaon Morocho, Bangarde, Karunde and Dharamपुरी of Malshitas Taluka. 6. Baramati Taluka. 7. Dhond Taluka. 8. Mawal Taluka. 9. Purandhar Taluka. 10. Mulshi Taluka. 11. Junnar Taluka. 12. Ambegaon Taluka. 13. Khed Taluka. 14. Sirur Taluka. 15. Bhor Taluka. 15. Velhe Mahal
	The following areas in the Ahmednagar District:— 1. Akola Taluka 2. Sangamner Taluka 3. Kopergaon Taluka. 4. Shrirampur Taluka.

SCHEDULE—contd.

Courts 1	Area 2
Labour Court, Pune.—contd.	<ul style="list-style-type: none"> 6. Rahuri Taluka. 7. Newasa Taluka. 8. Shegaon Taluka. 9. Pathardi Taluka 10. Parner Taluka 11. Shrigonda Taluka 12. Karjat Taluka 13. Nagar Taluka. 14. Jamkhed Taluka.
<i>Labour Court at Solapur, Constituted under the Bombay Industrial Relations Act, 1946.</i> Labour Court, Solapur	The following areas in the Solapur District:— 1. Solapur Municipal Area. 2. Malshiras Taluka excluding the villages of Kalambuli, Ekshiv Kurbavi, Gurasala, Pirale, Dahigaon Morocho, Bangade, Karude and Dharamपुरी. 3. Barsi Municipal Area. 4. Revenue limits of Tikekarwadi. 5. North Solapur Taluka excluding Solapur Municipal Corporation area and Revenue limits of Tikekarwadi. 6. South Solapur Taluka. 7. Pandharpur Taluka. 8. Sangola Taluka. 9. Madha Taluka. 10. Karmala Taluka. 11. Mohol Taluka. 12. Akkalkot Taluka. 13. Mangalwedha Taluka. 14. Barshi Taluka excluding Barshi, Municipal area.
	The following areas in the Osmanabad District:— 1. Ahmedpur Taluka. 2. Paranda Taluka. 3. Bhoom Taluka. 4. Osmanabad Taluka. 5. Lature Taluka. 6. Tuljapur Taluka. 7. Kalam Taluka. 8. Udgir Taluka. 9. AUSA Taluka. 10. Umarga Taluka. 11. Nilanga Taluka.

SCHEDULE—concl'd.

Corts 1	Area 2
<p><i>Labour Courts at Aurangabad, constituted under Industrial Disputes Act, 1947 and Bombay Industrial Relations Act, 1946.</i> Labour Court, Aurangabad</p>	<p>The following areas in the Aurangabad District :</p> <ol style="list-style-type: none"> 1. Aurangabad Municipal Area. 2. Aurangabad Taluka excluding Aurangabad Municipal area. 3. Kannad Taluka. 4. Sillod Taluka. 5. Seogaon Taluka. 6. Bhokardan Taluka. 7. Jafferbad Taluka. 8. Khuldabad Taluka. 9. Gangapur Taluka. 0. Vijapur Taluka. 1. Jalna Taluka. 2. Paithan Taluka. 3. Ambad Taluka. <p>The following areas in the Parbhani District :—</p> <ol style="list-style-type: none"> 1. Partur Taluka. 2. Jintur Taluka. 3. Hingoli Taluka. 4. Kalamnuri Taluka. 5. Parbhani Taluka. 6. Pathri Taluka. 7. Basmath Taluka. 8. Gangakhed Taluka. <p>District.—</p> <ol style="list-style-type: none"> 1. Nanded Municipal Area. 2. Nanded Taluka excluding the Nanded Municipal Area. 3. Kinwari Taluka. 4. Hatgaon Taluka. 5. Bhoker Taluka. 6. Biloli Taluka. 7. Mukhed Taluka. 8. Degloor Taluka. 9. Kandhar Taluka. <p>The following areas in the Beed District</p> <ol style="list-style-type: none"> 1. Gōraj Taluka 2. Manjlegaon Taluka. 3. Ashti Taluka. 4. Beed Taluka. 5. Patoda Taluka. 6. Kaij Taluka. 7. Ambejogai Taluka.

(Notification No. PGA/1082/4551/Lab-7, dated 5th July 1982, published in *M.G.G.*, Part I-L, dated 5th August 1982 Page Nos. 5659 to 5662).

XIV. TRADE UNIONS ACT, 1926.

1. *Appointment under the Act.*—Government of Maharashtra in exercise of the powers conferred by sub-section (2) of Section 3 of the Act, appointed Shri M. B. Gajare Assistant Commissioner of Labour, Greater Bombay District, to be the Deputy Registrar of Trade Unions for the purpose of exercising and discharging the Superintendence and directions of the Registrar, the powers and functions of the Registrar, within the local limits of Greater Bombay and for that purpose amended the said notification as follows, namely.

In the schedule to the said notification in entry at serial No. 5 in column No. 2 for the letters and words 'Shri R. V. Duvvuril' the letters and words 'Shri M. B. Gajare' shall be substituted.

(Notification No. TUA/1182/6296/Lab-9, dated 8th July, 1982, published in *M.G.G.* Part I-L, dated 5th August 1982, Page No. 5663 and 5664).

XV. WORKING JOURNALISTS AND OTHER NEWSPAPER EMPLOYEES (CONDITIONS OF SERVICE) AND MISCELLANEOUS PROVISIONS ACT, 1955)

1. *Appointment under the Act.*—Government of Maharashtra, in exercise of the powers conferred by sub-section (1) of Section 17B of the said Act, appointed the Assistant Commissioner of Labour, Kalyan, to be Inspector for the purpose of the said Act and assigns to him the jurisdiction over the Bombay Revenue Division of the State.

(Notification No. WJA/1081/8236/Lab-4, dated 6th July 1982, published in *M.G.G.* Part I-L, dated 12th August, 1982 Page No. 5827).

Consumer Price Index Numbers for Working Class for August 1982

BOMBAY*

506—A rise of 10 points

In August 1982, the Consumer Price Index Number for Working Class for the Bombay Centre with base January to December 1960 equal to 100 was 506 being 10 points higher than that in the preceeding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at the Bombay Centre.

The index number for the food group increased by 16 points to 557 due to a rise in the average prices of rice, wheat, jowar, arhaldal, gramdal, moongdal, masurdal, uriddal, edibles oils, fish fresh, dry fish, dry chillies, onion, garlic, kalimiri, zeora, lavang, tea-leaf, bhajia, cold drink and vegetables and fruits.

The index number for the pan, supari, tobacco etc. group decreased by 8 points to 499 due to a fall in the average prices of pan-leaf and supari.

The index number for the fuel and light group increased by 10 points to 660 due to a rise in the average prices of fire-wood, Electric Charges and charcoal.

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 11 points to 509 due to a rise in the average prices of dhoti, saree, shirting, long cloth, bush-shirt and full pant.

The index number for the miscellaneous group increased by 1 point to 396 due to a rise in the average price of hair oil trunk 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	
		July 1982	August 1982
I-A Food	57.1	541	557
I-B Pan, Supari, Tobacco, etc. . . .	4.9	507	499
II. Fuel and Light	5.0	650	660
III. Housing	4.6	160	160
IV. Clothing, Bedding and Foot-Wear ..	9.4	498	509
V. Miscellaneous	19.0	395	396
Total	100.0		
Consumer Price Index Number		496	506

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

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

SOLAPUR*

523—A rise of 10 points

In August 1982, the Consumer Price Index Number for Working Class for Solapur Centre with base year January to December 1960 equal to 100 was 523 being 10 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Solapur centre.

The index number for the food group increased by 16 points to 560 due to a rise in the average prices of rice, wheat, jowar arhaldal, gramdal, masurdal, oils, meat, fresh fish, ghee, dry chillies, tamarind, garlic and vegetables.

The index number for the pan, supari, tobacco, etc. group decreased by 2 points to 432 due to a fall in the average prices of pan leaf and supari.

The index number for the fuel and light group increased by 2 points to 655 due to a rise in the average price of kerosene only.

The index number for the clothing bedding and footwear, group, the miscellaneous group, and the housing remained steady at 534, 398 and 237.

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

(Average prices for the calendar year 1960 = 100)

Groups	Weight proportional to the total expenditure	Group Index Numbers	
		July 1982	August 1982
I-A. Food	63.0	541	560
I-B. Pan, Supari, Tobacco etc. ..	3.4	434	432
II. Fuel and Light	7.1	653	655
III. Housing	5.2	237	237
IV. Clothing, Bedding and Footwear ..	9.0	534	534
V. Miscellaneous	12.3	398	398
Total	100.0	....	....
Consumer Price Index Number		513	523

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

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

NAGPUR*

519 A rise of 23 points

In August 1982 the Consumer Price Index Number for Working Class for Nagpur Centre with base year January to December 1960 equal to 100 was 519 being 23 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 Nagpur.

The index number for the food group increased by 36 points to 556 due to a rise in the average prices of rice, wheat, jowar, arhardal, gramdal, moongdal, gingelli oil, groundnut oil, linseed oil, vanaspati, curd, dry chillies, ginger, zeera, vegetables and gur.

The index number for the pan supari tobacco etc. group increased by 10 points to 497 due to a rise in the average prices of supari, katha and bidi.

The index number for the fuel and light group increased by 19 points to 749 due to a rise in the average prices of firewood, coke and coal.

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 4 points to 573 due to a rise in the average prices of dhoti, shirting, trouser cloth, long cloth, pajama, shirt, bed sheet, chappal and ladies sandle.

The index number for the miscellaneous group increased by 2 points to 386 due to a rise in the average prices of tooth powder, cot and washing soap.

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

(Average prices for the calendar year 1960=100)

Groups	Weights proportional to total expenditure	Group Index Numbers	
		July 1982	August 1982
I-A. Food	57.2	520	556
I-B. Pan, Supari, Tobacco, etc.	3.8	487	497
II. Fuel and Light	5.7	730	749
III. Housing	6.6	240	240
IV. Clothing, Bedding and Footwear	10.9	569	573
V. Miscellaneous	15.8	384	386
Total ..	100.0		
Consumer Price Index Number ..		496	519

*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

483—A rise of 26 points

In August 1982, the Consumer Price Index Number for Working Class for Pune Centre with base year January to December 1961 equal to 100 was being 26 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 Pune Centre.

The index number for the food group increased by 28 points to 528 due to a rise in the average prices of wheat, jowar, gramdal, moongdal, oils, fresh fish, milk, dry chillies and vegetables.

The index number for the fuel and light group increased by 47 points to 620 due to a rise in the average prices of charcoal and firewood.

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

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

The index number for the miscellaneous group increased by 33 points due to a rise in the average prices of glycodin, anacin, barber charges, tooth powder, school fee and cinema.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR PUNE CENTRE

(Average price for the calendar year 1961 = 100)

Groups	Weight proportional to total expenditure	Group Index Numbers	
		July 1982	August 1982
I. Food	55.85	500	528
II. Fuel and Light	6.89		620
III. Housing	6.65	138	138
IV. Clothing and Footwear	10.31	519	519
V. Miscellaneous	20.30	374	407
Total ..	100.00		
Consumer Price Index Number		457	483

* 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

501—A rise of 7 points

In August 1982, the Consumer Price Index Number for Working Class for Jalgaon Centre with base year January to December 1961 equal to 100 was being 7 points higher than that in the preceding month. The index relates to the standard of life as ascertained during the year 1958-59 family living survey at Jalgaon Centre.

The index number for the food group increased by 10 points has been due to a rise in the average prices of rice, wheat, jowar, turdal moongdal, groundnut oil, zeera, vegetables, sugar and gur.

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

The index number for housing has remained steady at 182 being a six monthly item.

The index number for clothing and footwear has decreased by 4 points has been due to a fall in the average price of long cloth only.

The index number for miscellaneous group has increased by 8 points has been due to a rise in the average prices of pan finished, katha.

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	
		July 1982	August 1982
I. Food	60.79	541	551
II. Fuel and Light	7.20	656	656
III. Housing	6.11	182	182
IV. Clothing and Footwear	10.29	478	474
V. Miscellaneous	15.61	370	378
Total	100.00	....	....
Consumer Price Index Number		494	501

*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

559—A rise of 24 points

In August 1982, the Consumer Price Index Number for Working Class for Nanded Centre with base year January to December 1961 equal to 100 was being 24 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 Nanded centre.

The index number for the food group increased by 10 points has been due to a rise in the average prices of rice, wheat, turdal, moongdal, vegetables and fruits.

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

The index number for housing has remained steady at 182 being a six monthly item.

The index number for clothing and footwear has decreased by 4 points has been due to a fall in the average price of long cloth only.

The index number for miscellaneous group has increased by 8 points has been due to a rise in the average prices of Anacin and katha.

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	
		July 1982	August 1982
I. Food	60.79	541	551
II. Fuel and Light	7.20	656	656
III. Housing	6.11	182	182
IV. Clothing and Footwear	10.29	478	474
V. Miscellaneous	15.61	370	378
Total	100.00	....	....
Consumer Price Index Number		494	501

*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 1939 = 100, the new index number on base 1961 = 100 should be multiplied by the linking factor viz. 5.29.

AURANGABAD*

512 A rise of 11 points

In August 1982, the Consumer Price Index Number for Working Class of Aurangabad Centre with base year January to December 1961 equal to 100 was 512 being 11 points higher than that in the preceeding 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 16 points to 549 due to a rise in the average prices of wheat, jowar, turdal, masurdal, groundnut oil, karad oil, vanaspati, dry fish, dry chillies, tamarind, mixed spices, jira and vegetables.

The index number for the fuel and light group remained steady at 647.

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

The index number for the clothing and footwear group increased by 2 points to 490 due to a fall in the prices of long cloth and coloured poplin.

The index number for the miscellaneous group increased by 7 points to 415 due to a rise in the average prices of katha and anacin.

**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	
		July 1982	August 1982
I. Food	60.72	533	549
II. Fuel and Light	7.50	647	647
III. Housing	8.87	316	316
IV. Clothing and Footwear	9.29	492	490
V. Miscellaneous	13.62	408	415
Total	100.00	501	512
Consumer price Index Number		501	512

*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.

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 AUGUST 1982**

Centre	Base	Fuel, Power and Transport			Clothing, Housing and Footwear			Consumer Goods			Composite Index		
		July 1982	August 1982	Index	July 1982	August 1982	Index	July 1982	August 1982	Index	July 1982	August 1982	Index
Aurangabad	1960=100	551	488	160	506	506	506	2,247	196	2,203			
Nagpur	1960=100	560	577	238	434	400	523	1,088	111	1,080			
Pune	1960=100	556	491	240	705	616	519	2,709	406	2,189			
Mumbai	1961=100	558	620	118	419	407	483		157				
Nanded	1961=100	551	634	112	485	478	381	1,650	494	2,011			
Ahmednagar	1961=100	622	687	309	477	414	394	1,780	115	1,411			
Aurangabad	1961=100	549	647	316	490	415	512	1,137	501	1,112			

The figures in the parentheses in this statement show the index number for the corresponding month in the preceding year.

BOURNAI, K. M., DEWAPUR, T. S., SHARDA, P. S., PANDHAR, P. B., NAGSIED, 2-45, AURANGABAD 2

ALL INDIA AVERAGE CONSUMER PRICE INDEX NUMBERS FOR INDUSTRIAL WORKERS

The statistics for the last 12 calendar months from September 1981 to August 1982 are given in the following table:—

TABLE

Month	Base	Base
	1960=100	1949=100
1	2	3
September 1981	454	554
October 1981	461	559
November 1981	462	562
December 1981	460	559
January 1982	459	558
February 1982	458	557
March 1982	457	555
April 1982	457	555
May 1982	459	558
June 1982	462	562
July 1982	470	571
August 1982	478	581
	488	593

*Index numbers under this column are derived from the 1981 base index.

Labour Intelligence

INDUSTRIAL RELATIONS IN MAHARASHTRA : REVIEW FOR THE MONTH OF JULY 1982

Industrial Courts, Tribunals and Labour Courts

In all 2321 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—					
1	Industrial Court, Bombay	6	21	151	157
2	Industrial Tribunal, Bombay	2		95	97
3	Industrial Court, Nagpur	2		54	56
4	Industrial Tribunal, Nagpur	2		10	10
5	Industrial Court, Pune	2	10	36	38
6	Industrial Tribunal, Pune		3		3
7	Industrial Court, Thane				
8	Industrial Tribunal, Thane				
Total		12	34	336	382
II. Labour Courts—					
1	Labour Court, Bombay	84	476	200	760
2	Labour Court, Pune	3	35	48	86
3	Labour Court, Nagpur	28	194	61	283
4	Labour Court, Thane	6	34	31	71
5	Labour Court, Kolhapur	6	18	61	85
6	Labour Court, Solapur	5	204	74	283
7	Labour Court, Akola	1	35	62	98
8	Labour Court, Nashik	3	219	28	250
9	Labour Court, Aurangabad	12	5	9	26
Total		148	1,220	520	1,942

Wage Boards

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

6 references were received by the Wage Board for Silk Industry.

(G.C.P) Ra 4075—4081—2—82

Conciliation

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

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

Act 1	Issues relating to pay, allowances and Bonus 2	Employment, leave, hours of work and Miscellaneous causes 3	Total 4
1 Industrial Disputes Act, 1947	385	92	477
2 Bombay Industrial Relations Act, 1946	35	15	50
3 Bombay Industrial Relations (Extensions and Amendment) Act, 1964.	...	...	...
Total	420	107	527

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

Act 1	Pending at the beginning of the month 2	No. of cases received during the month 3	Settled amicably 4	Ended if failure 5	Withdrawn or not pursued by parties 6	Closed 7	Total (4 to 7) 8
I. D. Act, 1947	1,475	477	101	153	64	127	445
B. I. R. Act, 1946	189	50	12	7	21	8	48
B. I. R. (Ext. and Amdt.) Act, 1964.	...	...	...	...	...	...	...
Total	1,664	527	113	160	85	135	493

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

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

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

District-wise analysis is given below :-

Act 1	Bombay 2	Pune 3	Thane 4	Nagpur 5	Nanded 6	Kolhapur 7	Aurangabad 8	Total 9
B. I. R. Act, 1946	25	10	5	5		5		50

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

Registration of Agreements, settlements, Awards etc.,

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

INDUSTRIAL DISPUTES IN MAHARASHTRA STATE DURING JULY 1982

July 1982

No. of Disputes 74 93

No. of Workers involved 1,05,026 34,897

No. of Man-days lost 24,29,197 4,26,495

Industry-wise distribution 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 July 1982	Started during the month i.e. July 1982	Total		
	1	3	4	5	6
Textile			25	4,250	85,895
Engineering ..			5	1,816	39,699
Chemical			8	2,013	49,195
Miscellaneous ..		2			
July 1982 Total ..			75	1,05,026	24,29,197
June 1982 Total ..			18	1,11,374	26,20,067

52 of the disputes arose over questions of 'pay, allowances and bonus issues', 11 related to "Retrenchment and grievances about personnel", while the remaining 12 were due to other causes.

Out of the 8 disputes that terminated during the course of the months 3 were settled either entirely or partially in favour of the workers, and 4 in favour of the employers while result of the remaining 1 disputes was Indefinite.

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

THE FOLLOWING STATEMENT GIVES SET-OUT THE INFORMATION ON IMPORT AND EXPORT OF INDUSTRIAL DISPUTES DURING THE MONTH OF JULY 1982

Name of the concern	Sector	Date of work stoppage		Reason	No. of workers involved	Man-days lost		Remarks
		Began	Ended			During the month	Till the close of the month	
		1	2	3	4	5	6	7
1. Yashwantrao Chavan Textile Mills, Mumbai	Pub	L	2-6-1981	Go-slow	576	12,000	1,83,203	Continued
2. The Bombay Textile Mills, Mumbai	Pub	S	29-7-1981	Others - Retrenchment of 2000 workers and closure of 1000 looms	1,450	39,150	4,81,110	Do.
3. The Maharashtra Textile Mills, Mumbai	Pvt	S	2-10-1981	Others - Demand for 10% Quantum of Demand	5,081	1,14,87	2,38,561	Do.
4. Bombay Textile Mills, Mumbai	Pvt	S	11-12-1981	Others - Calling for holiday work	850	20,992	1,59,180	Do.
5. The Maharashtra Textile Mills, Mumbai	Pvt	S	10-1-1982	Others - Demand for withdrawal of 1000 looms	1,408	27,76	2,22,021	Do.
6. The Maharashtra Textile Mills, Mumbai	Pvt	S	11-1-1982	General Demands - Wages etc.	1,119	77,543	5,11,150	Do.

STATEMENT—contd.

Sl. No.	Name of the concern	Sector	S/M	Date of work-stoppages		Reason	No. of workers involved	Man-days lost	
				Began	Ended			During the month	Till the close of the month
	2	3	4	5	6	7	7	9	10
	<i>Bombay—</i>					<i>General Demands—</i>			
	Piramal Spg. & Wvg. Mills, G. K. Marg, Bombay-13	Pvt.	S	18-1-1982		Wages etc	2,714	61,436	4,13,525
	<i>Bombay—</i>					<i>General Demands—</i>			
	Bombay Dyeing & Mfg. Co. Ltd., Textile Mills, (Prabhadevi), Bombay-25.	Pvt.	S	16-1-1982		Wages etc.	7,937	1,42,398	11,29,003
	<i>Bombay—</i>					<i>General Demands—</i>			
	Swadeshi Mills Ltd., Lower Parel, Bombay-13.	Pvt.	S	18-1-1982		Wages	3,897	1,05,300	6,55,482
	<i>Bombay—</i>					<i>General Demands—</i>			
	Karnala Mills Ltd., Senapati Bapat Marg, Bombay-13.	Pvt.	S	18-1-1982		Higher Wages	4,602	1,24,254	7,48,534
	<i>Bombay—</i>					<i>General Demands—</i>			
	Western India Spg. & Mfg. Mills, Kala-chowki, Bombay-33.	Pub.	S	18-1-1982	8-7-1982	Wages	2,828	19,796	4,21,372
	<i>Bombay—</i>					<i>General Demands—</i>			
	The podar Mills Ltd., Chinchpokli, Bombay-11.	Pvt.	S	18-1-1982		Increase in wages etc.	3,555	86,986	5,75,924
	<i>Bombay—</i>					<i>General Demands—</i>			
	Apollo Textile Mills, Chinchpokli, Bombay-11.	Pub.	S	18-1-1982		Wages etc.	2,268	57,969	3,71,209
	<i>Bombay—</i>					<i>General Demands—</i>			
	Swan Mills Ltd. (Process House), Seweree, Bombay-15.	Pvt.	S	18-1-1982		Wages etc.	34,405	2,55,529	Do.
	<i>Bombay—</i>					<i>General Demands—</i>			
	The Mafatlal Fine Spg. & Mfg. Co. Ltd., (Unit No. 3) Bombay-13.	Pvt.	S	18-1-1982		Wages etc.	1,642	38,647	2,64,112
	<i>Bombay—</i>					<i>General Demands—</i>			
	The Victoria Mills Ltd., N. M. Joshi Marg, Bombay-13.	Pvt.	S	18-1-1982		Wages etc.	3,269	77,270	5,31,680
	<i>Bombay—</i>					<i>General Demands—</i>			
	The New City of Bombay Mfg. Co. Ltd., Bombay-33.	Pvt.	S	18-1-1982		Wages etc.	2,160	55,637	3,54,633
	<i>Bombay—</i>					<i>General Demands—</i>			
	The Phoenix Mills Ltd., Bombay-13.	S		18-1-1982		Wages etc.	4,006	1,03,894	6,58,711
	<i>Bombay—</i>					<i>General Demands—</i>			
	The Dawn Mills Co. Ltd., G. K. Marg, Lower Parel, Bombay-13.	Pvt.	S	18-1-1982		Wages etc.	1,907	51,091	3,18,063
	<i>Bombay—</i>					<i>General Demands—</i>			
	The Shreeniwas Cotton Mills Ltd., 402, Senapati Bapat Marg, Bombay-13.	S		20-10-1981	20 per cent Bonus	7,570	2,02,791	15,57,635	Do.
	<i>Bombay—</i>					<i>General Demands—</i>			
	Prakash Cotton Pvt. Ltd., Lower Parel, Bombay-13.	Pvt.	S	20-10-1981	H. Bonus	3,980	1,07,460	9,71,120	Do.

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STATEMENT—contd.

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Serial No.	Name of the concern	Sector	S/L	Date of work-stoppages		Reason	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
22	Bombay— The Hindustan Spg. & Wvg. Mills Ltd., Veer Savarkar Marg, Bombay-25.	Pvt.	S	21-10-1981	....	Bonus	2,050	30,388	4,56,332	Continued
23	Bombay— Shree Ram Mills Ltd., G. K. Marg, Bombay-13.	Pvt.	S	18-1-1982	....	Wages	6,000	1,52,275	9,92,275	Do.
24	Bombay— The Raghuvanshi Mills Ltd., Senapati Bapat Marg, Bombay-13.	Pvt.	S	18-1-1982		General Demands— Wages etc.	1,694	25,515	2,44,631	Do.
25	Bombay— Messrs. Matulya Mills Ltd., Senapati Bapat Marg, Lower Parel, Bombay-13.	Pvt.	S	18-1-1982	....	General Demands— Wages etc.	3,891	77,100	5,85,122	Do.
26	Bombay— Bharat Textile Mills, G. K. Marg, Parel, Bombay-13.	Pub.	S	18-1-1982	....	General Demands— Wages etc.	2,260	56,352	3,69,282	Do.
27	Bombay— The Century Spg. & Mfg. Co. Ltd., P. B. Marg, Bombay-25.	Pvt.	S	18-1-1982	....	General Demands— Wages etc.	13,731	3,09,718	21,40,762	Do.
28	Bombay— India United Mills, Veer Savarkar Marg, Bombay-28.	Pub.	S	19-1-1982		General Demands— Wages etc.	1,485	39,987	2,44,713	Do.
29	Bombay— Paragoan Fabrics Dying & Printing Pvt. Ltd., P.B.Marg, Bombay-13.	Pvt.	S	20-2-1982		General Demands— Recognition of the union & Charter of Demands.	470	12,220	65,330	Do.
30	Thane— Swastik Household and Industrial Products, Ambernath, Thane.	Pvt.	S	2-3-1982		Others— Persuasion of their demands like wages etc.	1,346	30,645	1,53,749	Do.
31	Bombay— Messrs. Kinetic Engg. Ltd., Ahmadnagar.	Pub.	S	22-3-1982		Wages	596	16,092	67,348	Do.
32	Thane— Tekson Ltd., Kolshet Road, Thane.	Pvt.	S	20-4-1981		Reinstatement.	459	11,726	1,76,128	Do.
33	Bombay— Indo-French Time Industries Ltd., Goregaon.	Pvt.	S	6-7-1982	General Demands— Wages, D. A. etc.	593	13,046	13,046	Do.

LABOUR GAZETTE—OCTOBER 1982

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EMPLOYEES' STATE INSURANCE CORPORATION MAHARASHTRA
REGION

Pressnote showing the progress during the month of August 1982

The Employees' State Insurance Scheme applies to 30 centres in the State of Maharashtra and provides protections to 18,44,209 workers in the event of Employment Injuries, Sickness and Maternity. This protection is made available in two ways namely by provision of Medical care and Cash Benefits when needed. During the month of August 1982; 18,270 Insured persons received Rs. 38,93,014.85 Cash Benefit due to Employment Injuries. This includes 4,925 persons who were in receipt of pension for Permanent Disablement Benefit and 2,323 persons who were in receipt of Dependants Benefit as dependants of deceased Insured Persons. During the month 9,345 accidents were reported against 9,042 during the preceding month.

Comparatively fewer persons need the employment injury benefits but a fairly large number need cash benefits in the event of Sickness. During August 1982; 63,260 claims were received and an amount of Rs. 60,57,492.65 was paid as Sickness Benefit. During the preceding month 70,636 claims were received and an amount of Rs. 68,51,162.75 was disbursed as Sickness Benefit.

Some Insured Persons suffering from T. B., Mental, Malignant and other long term diseases require more attention and they are being paid additional Benefit called Extended sickness Benefit. During the month an amount of Rs. 9,48,845.45 was paid towards this Benefit.

During the month 291 Insured Women claimed Rs. 4,22,189.45 by way of Maternity Benefit.

The attendance at the dispensaries as per certificates received was 2,09,522 during the month.

During the month Funeral Benefit in 105 cases amounting to Rs. 10,500.00 was paid.

During the month Confinement Charges in respect of wives of Insured Persons amounting to Rs. 42,120 was paid.

During the month an amount of Rs. 11,455.50 was paid as Enhanced Sickness Benefit to 85 Insured Persons who had undergone Sterilisation Operation for family planning.

For recovery arrears of contribution under the Scheme, Legal proceedings were initiated in 41 cases against defaulting Employers.

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