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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 indexes, numbers for working class, industrial disputes, industrial relations, cases under labour laws, labour legislation, etc. Special articles on labour etc., are published from time to time.

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The Month in Brief

Consumer Price Index Numbers for Working Class

The Bombay, Solapur and Nagpur Consumer Price Index Numbers for Working Class for the month of June 1982 with average prices for the year ended December 1960 equal to 100 were 488, 500, 482 respectively. The Pune, Jalgaon, Nanded and Aurangabad Consumer Price Index Number for Working Class for the month of June 1982 with the average prices for the year ended December 1961 equal to 100 were 449, 411, 522 and 483.

All India average Consumer Price Index Numbers for Industrial Workers

All India Average Consumer Price Index Numbers for Industrial Workers (General) base 1960—100 for June 1982 was 470 as compared to 462 in May 1982. The Index Numbers for June 1982 on base 1949—100 derived from 1961 based Index worked out to 571 as against 562 for May 1982.

Industrial Disputes in Maharashtra State

During the month of May 1982, there were 77 disputes involving 96,398 workmen and time loss of 23,91,866 working days, as compared to 84 disputes involving 1,07,338 workmen and time loss of 26,99,950 mandays in April 1982.

Further particulars of Industrial disputes are given at Pages 1107 to 110 of this issue.

Benefits under the Employees State Insurance Scheme

During the month of June 1982, 18,046 Insured persons received Rs. 45,17,351.00 Cash Benefit due to Employment Injuries. This includes 3,154 persons who were in receipt of Pension for permanent Disablement Benefit and 2,137 persons who were in receipt of Dependents Benefit as dependents of deceased Insured persons. During the month 8,581 accidents were reported against 8,424 during the preceding month.

Current Notes

Khadi Commission to employ 5 lakhs more by 1984-85

The Khadi and Village Industries Commission (KVIC) has set a target to employ half a million more persons and achieve a production of Rs. 1,200 crores by 1984-85. An outlay of Rs. 1,175 crores, of which Rs. 520 crores will be raised through financial institutions, has been proposed to achieve the target according to Commission chairman A. M. Thomas.

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

Quantum of gratuity for Government employees raised

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

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

ESIC standing committee meeting—Special cells for recovering arrears of ESI contribution

The State Government have been asked to set up "special recovery cells" for recovering Employees' State Insurance Contribution from units which are in arrears.

There will also be a yearly review of the arrears in respect of contributions under the ESI Act. However, as of March 31, 1981 arrears were at Rs. 4,124 lakh.

This was disclosed here on June 28 at the standing Committee meeting of Employees' State Insurance Corporation by the Deputy Minister for Labour, Shri Dharam Vir.

The standing committee recommended that the State Governments must take steps immediately to extend the scheme in non-implemented centres. It was stated that in Gujarat there were 64 areas employing about 1.34 lakh employees where the scheme had not been implemented. In West Bengal too there were 19 areas having 1.68 lakh people who should get the benefit of ESI scheme.

The Minister in his address to the meeting urged the states to extend medical coverage to all. There were at least 9.34 lakh family units who were getting only extended medical care. Uttar Pradesh, he said, had 11,150 family units which were still on the restricted medical care.

The Minister informed the members that about 34,700 additional employees had been brought within the ambit of the ESI scheme. During the first five months of the year, the scheme was extended to 19 areas in Haryana, Punjab, Bihar and Rajasthan.

Three new hospitals were commissioned and an equal number of hospitals would soon be commissioned at Rajkot, Surat and Agra, and they would have 300 beds.

At present, there were 14 hospitals under construction in different states. The work of providing additional beds in the existing ESI hospitals in Mangalore, Kanpur and Hyderabad was in progress.

(Indian Worker, dated 5th July 1982).

Labour housing—Needless hurdles for PF advance for house construction

Shri G. Ramanujam, General Secretary, INTUC, met the Union Minister for Labour, Shri Bhagwat Jha Azad, here last month and conveyed to him the discontentment among the P.F. subscribers over the unnecessary hurdles created by the Employees Provident Fund organisation in the matter of granting non-refundable advance to P. F. subscribers for financing house construction activities.

Shri G. Ramanujam pointed out that since the Government have accepted that the non-refundable advance can be paid to the P. F. subscribers out of the combined contribution of both employees and employers, it is only fair for those employees who have already taken an advance on their contribution must be permitted to draw the balance due to them under the new arrangement from the combined contribution of both employees and employers.

He further urged upon the Minister to amend any rules if they come in the way and ensure the early sanction of the balance amount to such of those P. F. subscribers who might apply for the same.

The Minister had assured that he will consider the request.

(Indian Worker, dated 5th July 1982).

Priority for rural Job plan suggested

The Planning Commission's Expert Group on Programmes for Alleviation of Poverty has recommended that the National Rural Employment Programme (NREP) should receive "very high" priority in the allocation for resource and in the attention given by the State Governments for its efficient implementation.

The Group has also stressed that at least one kilogram of grain should be made available per day for every worker under this programme.

When adequate grains are not available, at least the women workers should be paid in grain to ensure that the children of the workers got food.

In view of the importance attached in the Sixth Plan for alleviation of poverty, the Planning Commission had set up under the chairmanship of Dr. M. S. Swaminathan, then Member of the Commission, an expert Group to go into the various operational issues relating to the effective implementation of development programmes designed to reach that section of the society which has yet to derive benefits of various poverty amelioration programmes.

The Group submitted its report recently.

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(Indian Worker, dated 5th July 1982).

National tripartite panel for textile workers Government's announcement welcomed : Time bound relief measures for textile workers

Labour Minister Bhagwat Jha Azad on July 9 announced in the Lok Sabha certain relief measures towards solving the demands of the textile workers in general and Bombay striking workers in particular. The salient features of the Government's announcement are :

(a) to set up a national tripartite panel to examine the problems of workers, including modernization in the textile industry, It will report *within one year*.

(b) specific problems of Bombay textile *Badli* workers and demands of conveyance allowance and house rent allowance. The Committee is to submit its report *within two months*.

(c) *ad hoc* amount of Rs. 30 per month would be paid to workmen subject to adjustment in respect of house rent and conveyance allowances ;

(d) examine the demand of Bombay textile workers for grant of additional wages. Report on this issue will be submitted *within six months* ;

(e) workers who would resume duty in pursuance of Government's appeal would be granted by the management an amount of Rs. 650 as an advance to be recovered in six equal monthly instalments ;

(f) no workers would be victimised for participating in the strike, except those had indulged in intimidation, violence or against whom criminal cases had been registered.

Shri Bhagwat Jha Azad said that the Government had never stood on prestige and repeatedly made it known to the workers that once normalcy was restored, expeditious steps would be taken to look into their genuine grievances.

Shri M. S. Ramachandran, M. P. President of the Indian National Textile Garment and Leather workers Federation has welcomed the Government's announcement to look into the problems of textile workers of the country in general and to bring about normalcy in the Bombay textile industry in particular

Hoshing's Statement

Shri V. R. Hoshing, President of Rashtria Mill Mazdoor Sangh (RMMS) has issued the following statement here on July 9 while welcoming the Government's announcement in the Parliament regarding the problems of workers in the textile industry :

"The announcement in the Parliament by the Minister for Labour regarding appointment of a National Committee for textile industry to look into the demands of the workers and the problems of textile industry is a welcome relief and a step towards solving the demands of the workers as presented by the Rashtriya Mill Mazdoor Sangh. An *ad-hoc* advance of Rs. 650 p.m. to each worker will also be helpful under the present very difficult situation. The textile workers in Bombay have suffered too much due to misguided leadership. The strike was unnecessary and it was called at a wrong time when the industry was passing through a lean period. This decision of the Government has nipped in the bud the threat of some millowners to close some mills from Bombay.

The Rashtriya Mill Mazdoor Sangh has always stood for a peaceful and constitutional method for settling the grievances. Taking into consideration also the other factor, related to industry and the community, I am glad that the Government has come forward with a positive solution.

We appeal to the textile workers of Bombay to appreciate this helpful step taken by the Central Government and restore normalcy at the earliest possible and not allow the millowners to take undue advantage of the situation."

(*Indian Worker*, dated 12th July 1982)

ITIs to tappot ential.—Self-employment skills to be provided

A programme has been designed in the shape of three modules to provide self-employment skills to motivate the trainees of the Industrial Training Institutes (ITIs) on entrepreneurship by introducing the Industrial Entrepreneurship. Development Programme from August 2.

Certain trades which had sufficient and great potential for self-employment lies in such trades as welding, refrigeration, airconditioning, electrician, motor mechanic, carpenter, sheet metal work and radio and television repair.

This was announced by the Union Minister for Labour, Shri Bhagwat Jha Azad, while presiding over the meeting of the National Council for Vocational Training here on July 7.

Shri Azad said that the success of this programme depended upon the co-operation of the State Governments.

He further said that the extra capacity available in the ITIs was being made use of for the rural training programme under TRYSEM.

The Minister said efforts were being made to seek assistance from international agencies so that the maximum number of ITIs might be revamped.

Shri Azad said that 16 ITIs had already been modernised under the Advanced Vocational Training System and 75 more ITIs would be improved in the second phase.

The revision of syllabi was also under progress in a phased manner, State Governments should also come forward to contribute to the Government's efforts for overall improvement.

He said it had been decided to set up the second Foremen Training Institute at Jamshedpur. There was a proposal to set up one more institute to further boost the output of training materials and aids, he added.

The Minister said a working group was considering labour market surveys and the export potential for manpower to ensure that only properly trained personnel were allowed to go abroad so that they did not impair the country's image in the international market.

(*Indian Worker*, dated 19th July 1982).

Broad consensus reached regarding amendment of labour laws

The Union Minister for Labour, Shri Bhagwat Jha Azad, said here on July 5 that a general agreement has been reached between the Central Government and the Central trade unions on certain broad issues regarding amendments to labour laws.

The Minister told the members of the Consultative Committee of Parliament attached to his Ministry that the Government has carried out a series of discussions with the Central trade unions and others before amending labour laws.

Three bills concerning—industrial disputes, trade unions and hospitals and some other institutions—have recently been introduced in Parliament.

Shri Azad said that where views would differ on the basic aspects of industrial relations like the machinery for resolution of disputes, tripartite meetings would be held for evolving a consensus on the system for recognition and identification of bargaining agents.

However, a general understanding had been achieved on the definition of the terms 'industry', 'workmen' and appropriate government, registration, pre-registration of unions and enhancement of the powers to Labour Courts and Tribunals.

The Minister also informed the members of the Committee that during the 6th Plan period, the Central Training Institute for Instructors at Calcutta would be upgraded alongwith five others in the country.

He further said that Central Government was in full agreement with Maharashtra government that normal legal procedures ought to be taken in solving the textile strike instead of harsh measures.

(Indian Worker, dated 19th July 1982).

8.75 per cent PF interest recommended

The Central Board of Trustees, Employees Provident Fund, have recommended that an interest of 8.75 per cent should be allowed to the subscribers of provident fund during 1982-83.

The rate of interest earned by subscribers during 1981-82 was 8.2 per cent.

The subscribers to the Employees Provident Fund are also allowed an insurance cover up to Rs. 10,000, linked to their deposits. This insurance cover is without cost to the subscribers. Its cost is shared equally by the employees and the Central Government.

(Indian Worker, dated 19th July 1982).

A new Bill soon to protect labour going abroad

The Union Labour Ministry is drafting a new Bill and bring forward soon to protect those labour seeking employment abroad from exploitation and cheating by the sponsors and recruiting agents of Indian workers.

The Bill would provide for verification of their *bonafides*.

The Bill would make it obligatory to register all documents of their employment.

The aim of the Bill will be mainly to protect the interests of the Indian workers seeking employment abroad.

(Indian Worker, dated 19th July 1982).

EPF scheme for all building workers

The Government notification of January 31, 1981, extending the Employees' Provident Fund Scheme (EPF) to construction industry from October 31, 1980 covers all construction workers who earn monthly wages up to Rs. 1,600 and have completed three months of continuous service, Labour Minister Bhagwat Jha Azad informed Lok Sabha on July 10 in a statement.

The Minister was correcting the information he has given to the House on February 26, 1982 that the EPF scheme was applicable only to those who have been working at the construction sites for more than two years.

He made it clear in his amended statement that in terms of the Government notification of January 31, 1981 every worker employed in or connected with the construction industry who has completed three months' continuous service would benefit from the scheme.

(Indian Worker, dated 19th July 1982).

To benefit unemployed youths and sick units

Two new schemes—production-oriented and to aim at improving the productivity of human and material resource for the benefit of self-development and self-employment of unemployed youths and revival of sick units in the tiny and small-scale sectors were introduced by the Industrial Finance Corporation of India (IFCI) here on June 30.

In consonance with the new 20-point economic programme, the IFCI has also decided to give encouragement to the development of biogas and other renewable energy sources.

Under the scheme for self-Development and self-employment of unemployed youths, assistance in the form of a softloan to an unemployed young person within the age group of 21 to 35 years is proposed to be given through TCO or a specified agency to enable him to meet a portion of the margin money required by a bank for financing his small-sector project, provided the youth has undergone course in an entrepreneurship development programme conducted by a TCO or a specified agency and proposes to set up his own project. The soft loan is interest-free for the first year and thereafter will carry concessional rate of interest.

The scheme of assistance for revival of sick units in the tiny and small-scale sectors envisages subsidising the cost of assignment to the extent of 80 per cent

of the fees charged by a TCO for carrying out a diagnostic study or for the implementation of a rehabilitation programme or for the nursing of such a sick unit by either its sponsors or a financial institution.

(Indian Worker, dated 19th July 1982).

M RTP amendment Bill passed

The Law Minister, Shri Jagannath Kaushal, who piloted the Monopolies and Restrictive Trade Practices (Amendment) Bill in the Lok Sabha on July 20, affirmed that the Government was wedded to curbing the growth of monopoly houses.

According to the objects and reasons to the bill, the Minister sought to secure some of the socio-economic objectives in fuller measure in the context of the need for higher productivity and output for encouraging exports.

Shri Kaushal explained that the licensed capacity would be made the test "for determining substantial" expansion of undertakings coming within the purview of the Industries Act while restraining the existing criteria of determining substantial expansion in respect of other undertakings.

He explained that the power sought through the new section to exempt through notification, certain industries, services or undertakings from obtaining prior approval for substantial expansion or for the establishment of any new undertaking would be exercised to achieve increased production of certain items of high national priority and goods meant exclusively for export.

(Indian Worker, dated 26th July 1982).

Labour machinery streamlined

The Government has strengthened the Central Industrial Relations Machinery (CIRM) and streamlined the procedure for the redress of grievances as industrial harmony is an essential ingredient for increase in productivity.

CIRM was able to avert 97 threatened strikes of the 143 reported in the first quarter of the current year.

In addition, it intervened, in 27 strikes and two lock-outs and settled 20 strikes and all the lock-outs.

The strikes cover the Central sphere having coal and non-coal mines, ports and docks, railways, banks, oilfields, defence and others.

(Indian Worker, dated 26th July 1982).

State to consider pension to artists

The proposal to grant pension to artists during their old age had been under consideration of the government of Maharashtra, informed Smt. Rajani Satav, Deputy Minister for Cultural Affairs.

Inaugurating the 8th Tamasha Shibir organised by the state directorate of cultural affairs, here yesterday and presided over by Shri Nandlal, district collector, the Deputy Minister said that the government would also consider introducing a scheme for giving education to the children of artists.

Tamasha being a traditional folk-art should be void of obscenity, she expressed and stressed the need to find out the reasons of the indifference of city people towards this art.

In the shibir which will continue till July 31, the training about the history of tamasha and its tradition, drapery, make-up, presentation etc. will be imparted, informed the director of cultural affairs, Shri Vishvas Mehendale.

On the occasion, the experts participating in the shibir were felicitated at the hands of the Deputy Minister.

Shri Suresh Shinde proposed a vote of thanks.

(Daily note dated 3rd July 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.)

Deployment of manpower in developing countries a dilemma

BY
JALE TOKI

The concept of manpower planning for a developing country is not a new area that the ILO and the trade union movement has entered into. About ten years back an Asian Manpower Plan was formulated and this was the basis for Asian Government to embark upon scientific manpower planning activities. One of the important points raised in the working paper prepared for the meeting concerning this subject that was incidentally held in Tokyo, was that no manpower plan could be put into effective implementation unless there is a political will to do so from among the Governments who may adopt such a system.

Looking at this statement from a cursory point of view, it may sound fairly straight forward and simple. But on the contrary political will is an indispensable element within the overall contest of deploying manpower to the best advantage possible.

It is, however, a reality that, particularly in developing countries, that politics play a highly important role in the way that manpower is actually put in use.

It so happens that due to a multiplicity of reasons, the most competent man or woman is not slotted into the appropriate job. As I said earlier this is a reality of life and must be taken into account.

On account of historical reasons, whereby certain communities within countries had been at an advantageous situation, generally rooted at the system of Colonial Administration, certain communities remained at the periphery of national life, especially in the field of employment. Their disadvantageous position stemmed from a variety of reasons, which are too well known to need elaboration here.

Anomaly

Suffice it to say that employment opportunities brought about through education was not available to such communities. It is, therefore, natural that post-independent Governments should try to rectify this anomalous situation. In so doing, however, we are presented with the spectacle of manpower deployment not being made on the basis of its optimum utilization. This is a dilemma that must be grappled with not only by Governments but also manpower planners as well. In other words, with the expertise available in the field of manpower planning it would not be difficult to formulate an appropriate manpower plan, given also the availability of relevant indices, particularly in a country like Fiji. But the difficulty is to implement such a plan in the context of the constraints I have adumbrated above. Therefore,

one wonders whether it would be possible to evolve a manpower plan taking into account the realities of the prevailing socio-political situation in almost all the countries in the developing world.

Contribution

As far as the Fiji Trades Union Congress (FTUC) is concerned we are in total agreement with any plan that may open up avenues of employment to the steady stream of entrants into the job market. Our own contribution in this respect has been the entering into of a partnership platform with the Government and the employers to create a National Tripartite Forum, which has made steady progress over the last four years in diffusing conflict situation and bringing about a climate of industrial peace.

It must, however, be emphasised that our involvement in the Tripartite Forum is subordinate to our declared principle of being first and foremost the champion of the cause of the workers and the promotion of collective bargaining. We have in Fiji exploded the myth that is perpetuated that the trade union movement is exclusively an agitational syndrome. We have shown that with a sense of commitment to broader interest, the social partners can combine effectively and meaningfully to the task of nation building.

Income distribution

Putting words into action, we have set up a number of tripartite bodies the least of which is the Economic Development Board, which has been set up to promote and advise on the attraction and investment of both local and foreign capital in the country. We have through a system of National Wage Guidelines aimed to introduce a more equitable distribution of incomes. Accordingly, the wage guidelines in 1981/1982 were based on tiered structure, whereby the lowest paid workers obtained the higher percentage of wage increases.

It is, however, a sad reflection that on account of extra 'budgetary' increases in the prices of goods and services, there has been a tendency to erode the benefit of wage guideline in real terms. However, we believe that through the medium of the Tripartite Forum, the trade union movement is playing an important role in national development and we believe that we are also making a contribution towards balanced development. Cognizance, however, must be taken of the fact that the system in Fiji has been possible only due to responsible and enlightened leadership from all the sides concerned.

Balanced development

When we are talking of balanced development, we are in fact talking also of enhancing the quality of life of the rural people and making that sector attractive as a job creating area. Towards achieving this objective the Fiji Trades Union Congress has launched an organisation of rural workers called that National Farmers Union, which is doing good work in indentifying project orientated activities arising out of an impactful workers' education programme mounted through the Fiji Trades Union Congress and the International trade union movement.

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Income distribution

Putting words into action, we have set up a number of tripartite bodies the least of which is the Economic Development Board, which has been set up to promote and advise on the attraction and investment of both local and foreign capital in the country. We have through a system of National Wage Guidelines aimed to introduce a more equitable distribution of incomes. Accordingly, the wage guidelines in 1981/1982 were based on tiered structure, whereby the lowest paid workers obtained the higher percentage of wage increases.

It is, however, a sad reflection that on account of extra 'budgetary' increases in the prices of goods and services, there has been a tendency to erode the benefit of wage guideline in real terms. However, we believe that through the medium of the Tripartite Forum, the trade union movement is playing an important role in national development and we believe that we are also making a contribution towards balanced development. Cognizance, however, must be taken of the fact that the system in Fiji has been possible only due to responsible and enlightened leadership from all the sides concerned.

Balanced development

When we are talking of balanced development, we are in fact talking also of enhancing the quality of life of the rural people and making that sector attractive as a job creating area. Towards achieving this objective the Fiji Trades Union Congress has launched an organisation of rural workers called that National Farmers Union, which is doing good work in identifying project orientated activities arising out of an impactful workers' education programme mounted through the Fiji Trades Union Congress and the International trade union movement.

Co-op Movement

We have also taken decisive steps to strengthen the co-operative movement in Fiji and we are active associates of the Fiji Co-operatives Association

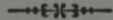
which is the apex body of co-operatives in the country. In addition to being one of the two major shareholders in the Fiji Co-operatives Association, our National Secretary Mr. James Raman, is also the Chairman of its Board of Directors.

We have also undertaken to assist our affiliates to set up various co-operative ventures and have successfully tapped friendly trade union organisations abroad with expert advice by way of feasibility studies etc.

Jobs.

In this way, the trade union movement in Fiji is deeply committed to the task of employment creation and income distribution and I voice the hope that the conclusion of this workshop would go some way towards easing the problem of unemployment through human resource planning.

(*Indian Worker, dated 19th July 1982*).



Gist of Important Notifications on Labour Laws

I. BOMBAY INDUSTRIAL RELATIONS ACT, 1946

Appointments under the Act.

(a) Government of Maharashtra in exercise of the powers conferred by section 9 of the Act appointed with effect from the date of taking over charge the persons mentioned in column 2 of the Schedule 1 hereto to be the Presiding Officers of the Labour Courts respectively for the areas shown against them in column 1 of the said Schedule 1 constituted as amended from time to time and for that purpose amended with effect from the date each of them took over charge as Presiding Officer of the Labour Court to which he has appointed, as indicated in schedule 2 hereto.

Schedule 1	
Labour Courts	Persons
1. Second Labour Court, Thane	Shri S. V. R. Naidu, Civil Judge (Senior Division), Yavatmal.
2. First Labour Court, Kolhapur	Shri D. A. Kirloskar, Presiding Officer, 2nd Labour Court, Kolhapur.
3. Second Labour Court, Kolhapur	Shri P. V. Dunang, Presiding Officer, 1st Labour Court, Kolhapur.

Schedule-2

In the Schedule to the Government Notification, Industries, Energy and Labour Department No. BIR. 1081/5203/Lab-9, dated the 16th January 1981 as amended from time to time, in column 3 for the existing words and letters in column 1 below the words and letters respectively shown against them in column 2 below shall be substituted.

Column 1	Column 2
1. Shri P. L. Muzumdar	Shri S. V. R. Naidu.
2. Shri P. V. Dunang	Shri D. A. Kirloskar.
3. Shri D. A. Kirloskar	Shri P. V. Dunang.

(Notification No. BIR/1182/6195/Lab-9, dated 12th April 1982, published in *M. G. G.*, Part I-L, dated 17th June 1982, page No. 3870-71).

(b) Government of Maharashtra, in exercise of the powers conferred by section 10 of the Act, appointed Shri S. D. Rane, Judge, Labour Court, Bombay, as a Member of the Court of Industrial Arbitration in place of Shri A. K. Thorat from the date of taking over charge,

(Notification No. BIR/1082/6172/Lab-9 dated 13th April 1982, published in *M. G. G.*, Part I-L, dated 17th June 1982, page No. 3879).

(c) Government of Maharashtra in exercise of the powers conferred by section 9 of the Act appointed Shri S. V. Kotnis, Judge, 2nd Labour Court, Bombay as a Presiding Officer, First Labour Court, Bombay.

(Notification No. BIR/1182/6229/Lab-9, dated 11th May 1982, published in *M. G. G.*, Part I-L, dated 17th June 1982, page No. 3896).

II. BOMBAY RELIEF UNDERTAKINGS (SPECIAL PROVISIONS) ACT, 1958

Declaration of Relief Undertaking.—(a) Government of Maharashtra, in exercise of the powers conferred by sections 3 and 4 of the said Act, declared the relief undertaking called M/s. Centron Industrial Alliance Ltd., Aurangabad for a further period of six months commencing on the 1st day of April 1982 and ending on 30th day of September 1982 (both days inclusive) be conducted to serve as a measure of unemployment relief subject to the directions given in the notification.

(Notification No. BRU/1081/8444) IND-10, dated 29th March 1982, published in *M.G.G.*, Part I-L, dated 10th June 1982, page Nos. 3858-60).

(b) 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 relief undertaking called M/s. Swastik Rubber Products Ltd., Kirkee, Pune-411 001 for a period of one year commencing from 20th April 1982, be conducted to serve as a measure of unemployment relief subject to the directions given in the notification.

(Notification No. BRU/1082/8179/IND-10, dated 20th April 1982, published in *M. G. G.*, Part I-L dated 17th June 1982, page No. 3881-82).

(c) Government of Maharashtra in exercise of the powers conferred by section 3 and 4 of the said Act, declared the relief Undertaking called the Phoenix Mills Ltd., Bombay for a further period of two months commencing on the 4th May 1982 and ending on the 3rd July 1982 (both days inclusive) be conducted to serve as a measure of unemployment relief, subject to the directions given in the notification.

(Notification No. BRU/1082/8623/IND-10, dated 3rd May 1982, published in *M. G. G.*, Part I-L, dated 17th June 1982, page No. 3886-88).

(d) Government of Maharashtra in exercise of the powers conferred by sections 3 and 4 of the said Act, declared the relief under taking called M/s. Bradbury Mills Ltd., Bombay for a further period of six months commencing on 8th May 1982 and ending on 7th November 1982 (both days inclusive) be conducted to serve as a measure of unemployment relief, subject to the directions given in the notification.

(Notification No. BRU/1181/129845/8025/IND-10, dated 6th May 1982, published in *M. G. G.*, Part I-L, dated 17th June 1982, page Nos. 3891-93).

(e) Government of Maharashtra in exercise of the powers conferred by section 3 of sub-clause (iv) of clause (a) of sub-section (1) of section 4 of the Act, declared the industrial undertaking called M/s. Shree Sitaram Mill Ltd., Bombay shall for a period of one year commencing from 25th May 1982, to be conducted to serve as a measure of unemployment relief, subject to the directions given in the notification.

(Notification No. BRU/1082/8694/IND-10, dated 25th May 1982, published in *M. G. G.*, Part I-L, dated 17th June 1982, page Nos. 3909-10).

III. BOMBAY SHOPS AND ESTABLISHMENTS ACT, 1948

(a) *Appointments under the Act.*—The Commissioner of Labour, in exercise of the powers conferred under sub-section (3) of the section 48 of the said Act appointed Shri R. D. Hasurkar, Government Labour Officer, Pune as a Inspector under rule 17 of the Maharashtra Shops and Establishments Rules, 1961 in place of Shri J. D. Bhandalkar.

((Notification No. CL/BSE/APT/1280/Appointment/Desk-H.O.XII, dated 12th February 1982, published in *M. G. G.* Part-IL, dated 17th June 1982 Page No. 3855)

(b) The Commissioner of Labour, in exercise of the powers conferred under sub-section(3) of the said section 48 of the said Act, appointed Shri R. D. Hasurkar, Government Labour Officer, as Inspector under rule 17 of the Maharashtra Shops and Establishments Rules, 1961, for the purpose of supervision over the enforcement of the said Act by the local authorities in Pune Division in place of Shri J. D. Bhandalkar.

(Notification No. CL/BSE/APT/1280(a)/Appointment/Desk-H.O. VII dated 12th February 1982, published in *M. G. G.* part-IL dated 17th June 1982, page No. 3855).

(c) The Commissioner of Labour, in exercise of the powers conferred under sub-section (3) of the section 48 of the said Act, appointed Shri K. G. Bargaje, Government Labour Officer, Solapur as a Inspector, under rule 17 of the Maharashtra Shops and Establishments Rules, 1961, for the purpose of implementation of the provisions of the said Act, in the local area of Dudhani Municipal Council in Solapur District in place of Shri M. A. Shaikh.

(Notification No. CL/BSE/APT/1282/Appointment/Desk-H.O.XII, dated 12th February 1982, published in *M. G. G.*, Part-IL, dated 17th June 1982, Page No. 3856).

(d) The Commissioner of Labour, in exercise of the powers conferred under sub-section (3) of the section 48 of the said Act, appointed Shri D. B. Gajbhiye, Government Labour Officer, Nanded, Inspector under rule 17 of the Maharashtra Shops and Establishments Rules, 1961 for the purpose of implementation of the provisions of the said Act, in the local area of Dudhani Municipal Council in Nanded District in place of Shri B. T. Patil.

(Notification No. CL/BSE/APT/2961/Desk-XII, dated 12th February 1982, published in *M. G. G.*, Part-IL, dated 17th June 1982, Page No. 3856).

(e) The Commissioner of Labour, in exercise of the powers conferred by sub-section (3) of the section 48 of the said Act, appointed Shri M. N. Thorat, as a Inspector, under rule 17 of the Maharashtra, Shops and Estts. Rules, 1961, for the purpose of implementation of the provisions of the said Act, in the local areas of Aurangabad, Parbhani, Nanded, Beed and Osmanabad District.

(Notification No. CL/BSE/APT/1282/42/Desk-H.O. XII, dated 12th February 1982 published in *M.G.G.*, Part I-L, dated 17th June 1982, Page No. 3857).

Suspension of work under the Act.

(f) Government of Maharashtra in exercise of the powers conferred by section 6 of the Act, suspended the operation of section 18 of the said Act on the 19th May 1982, in the areas of 113—Modshi Assembly constituency and 212—Omerga Assembly constituency, subject to the conditions that no deduction shall be made from the wages of any employee in any shop or commercial establishment on account of its closure on the said day in the said area.

(Notification No. P-7382/CR-8066(i) Lab-5, dated 14th May 1982, published in *M.G.G.*, Part I-L, dated 17th June 1982, Page No. 3898).

(g) Government of Maharashtra in exercise of the powers conferred by section 6 of the Act, suspended the operation of section 18 of the said Act on the 19th May 1982 in the area Thane Belapur, Ulhasnager, Ambernath, Kalyan and Murabad, Assembly constituency, subject to the condition that no deduction shall be made from the wages of any employee in any shop or commercial establishment on account of its closure on the said day in the said area.

(Notification No. P-7382/CR-8066/Lab-5, dated 14th May 1982, published in *M.G.G.*, Part I-L, dated 17th June 1982, page No. 3899).

(h) Government of Maharashtra, in exercise of the powers conferred by the proviso to section 4 of the Act, amended Schedule II to the said Act, as follows, namely :—

In the said Schedule II to the said Act, after entry No. 273, the following entry shall be added, namely —

"274. Citi Bank N.A., 293, Dr. D. N. Road, Bombay 400 001— Section 13, subject to the condition that—

(i) Work beyond 8-30 p.m. should be taken from the employees by rotation, the duration of each spell being not more than one month.

(ii) Work should not be taken from the employees beyond 12-00 mid-night.

(iii) Overtime in accordance with the law should be paid.

(2) 12 employees from the Accounts, Book Keeping, Ledgers, Management Information Systems Departments of the aforesaid Bank.

- (iv) If female employees are work beyond 8-30 p.m. be provided with free escort up to their residence.
- (i) The exemption is availed on the last day of every month.
- (ii) Work beyond 8-30 p.m. would be taken from the employees by rotation the duration of each spell being not more than one month.
- (iii) Work should not be taken from the employees beyond 12-00 mid-night.
- (iv) Overtime in accordance with law should be paid.
- (iv) If female employees are made to work beyond 8-30 p.m. they should be provided with free transport with escort up to their residence."

(Notification No. BSE/1481/CR-4065/Lab-5, dated 5th April 1982, published in M.G.G. Part I-L, dated 24th June 1982, page No. 3955).

IV. EMPLOYEES STATE INSURANCE ACT, 1948

(a) Government of Maharashtra in exercise of the powers conferred by section 88 read with section 91A of the Act, exempted such medical representatives of Messrs. Searle (India) Bombay (Code No. 31-10758-A-34, attached to their Bombay Regional Office) as remain on tour from 1st October 1981 to 30th September 1982 subject to the conditions mentioned in the notification.

(Notification No. SIA/1581/3433/Lab-11, dated 26th February 1982, published in M.G.G. Part I-L, dated 24th June 1982 Page No. 3953-54).

(b) Government of Maharashtra in exercise of the powers conferred by section 74 of the Act appointed Shri P. L. Muzumdar as a Judge of the Employees Insurance Court, Thane in place of Shri G. R. Sapre.

(Notification No. SIA/2481/3388/Lab-11, dated 20th March 1982, published in M.G.G. Part I-L, dated 24th June 1982 Page No. 3954).

(c) Government of Maharashtra in exercise of the powers conferred by section 74 of the Act, appointed Shri P. L. Muzumdar, as a Judge of the Employees Insurance Court, Thane

(Notification No. SIA/2481/3388/Lab-11, dated 20th March 1982, published in M.G.G., Part I-L, dated 24th June 1982, Page No. 3954).

(d) Government of Maharashtra in exercise of the powers conferred by section 88 read with section 91A of the Act, exempted such employees of Messrs. Model Mills Ltd., Nagpur as are employed in area, where the provisions of chapters IV and V are not in force on any work connected with the purchase of raw materials or the distribution or sale of products of the above Mill/Factory which is situated in one area where the provisions of Chapters IV and V of the Act, are in force from the operation of the said Act for a period of one year with effect from 25th March 1981 upto and inclusive of 24th March 1982 or till the enforcement of the provisions of Chapter IV and V of the said Act, whichever is earlier subject to the conditions as specified in the notification.

(Notification No. SIA/1781/3414/Lab-11, dated 25th February 1982, published in M.G.G. Part I-L, dated 24th June 1982, Pages 3963-64).

Government of Maharashtra in exercise of the powers conferred by section 88 of the Act exempted such Travelling Medical Representatives of Messrs. U. S. Vitamin and Pharmaceutical Corporation (India) Ltd., Bombay, as are away from their Head Quarters for more than 210 days in a year from the operation of said Act retrospectively from the 1st September 1982. Subject to the conditions as specified in the notification.

Notification No. SIA 1580/1960/Lab-11, dated 25th February 1982, published in M.G.G., dated 24th June 1982, Page No. 3964-65).

V. EMPLOYEES PROVIDENT FUNDS AND MISCELLANEOUS PROVISIONS ACT, 1952.

The Government of India, Ministry of Labour, Notification No. S-35016/2/79, P.F.1, 19th February 1982, is republished.

GOVERNMENT OF INDIA/BHARAT SARKAR

MINISTRY OF LABOUR/SHRAM MANTRALAYA

New Delhi, dated the 19th February 1982.

NOTIFICATION

S.O.—In exercise of the powers conferred by clause (b) of sub-section (3) of section 1 of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 (19 of 1952), the Central Government hereby specifies the following classes of establishments in each of which twenty or more persons are employed, as establishments to which the said Act shall apply, namely—

- (i) any University ;
- (ii) any college, whether or not affiliated to a University;
- (iii) any school, whether or not recognised or aided by the Central or a State Government;
- (iv) any scientific institution ;
- (v) any institution in which research in respect of any matter is carried on;
- (vi) any other Institution in which the activity of imparting knowledge or training systematically carried on.

(Notification No. EPF/1082/8460/Lab-4, dated 24th March 1982, published in M.G.G., Part I-L, dated 24th June 1982, Page No. 3956).

VI. EMPLOYEES STATE INSURANCE ACT, 1948

1. Government of Maharashtra in exercise of the powers conferred by section 74 of the Act, appointed Shri B. V. Chavan, Member, Industrial Court, Bombay as a Judge of the said Employees State Insurance Court, Bombay in place of Shri S. R. Shinde.

(Notification No. SIA/2482/3502/Lab-11 dated 29th April 1982, published in M.G.G. Part-I-L, dt. 17th June 1982, Page No.3883)

VII. FACTORIES ACT, 1948.

Publication of the Rules.

FACTORIES ACT, 1948.

The following draft rules further to amend the Maharashtra Factories Rules, 1963, which the Government of Maharashtra proposes to make in exercise of the powers conferred by sections 87 and 112 of the Factories Act, 1948 (LXIII of 1948), and of all other powers enabling it in that behalf, is published as required by section 115 of the said Act, for the information of all persons likely to be affected thereby; and notice is hereby given that the said draft will be taken into consideration by the Government of Maharashtra after the 1st July 1982.

2. Any objections or suggestions which may be received by the Commissioner of Labour Factory Department, Commerce Centre, 5th Floor, Tardeo, Bombay 400 034, from any person with respect to the said draft before the date, aforesaid will be considered by Government.

DRAFT RULES

1. These rules may be called the Maharashtra Factories (Amendment) Rules, 1982
2. In rule 114 of the Maharashtra Factories Rules, 1963,—
 - (a) in sub-rule (1), after entry 21, the following entry shall be added, namely —
“22. Manufacture or manipulation of Carcinogenic Dye Intermediates.”
 - (b) after Schedule XXI, the following Schedule shall be added, namely —

“ SCHEDULE XXII ”

Manufacture or Manipulation of Carcinogenic Dye Intermediates

1. *Application.*—This Schedule shall apply in respect of all factories or any part thereof where processes in which the prohibited substances and controlled substances mentioned in paragraphs 3 and 4 respectively, are used, handled, manufactured, formed or dried, and the processes incidental thereto in the course of which these substances are formed, are carried on. The processes indicated in this paragraph shall hereinafter be referred to as “the said processes”, and such a reference shall mean any or all the process described in this paragraph.

2. *Definitions.*—For the purposes of this Schedule unless the context otherwise requires,—

(a) “Controlled Substances” means chemical substances mentioned in paragraph 4 of this Schedule ;

(b) “Efficient Exhaust Draught” means localised ventilation effected by mechanical means for the removal of gas, vapour, dust or fume so as to prevent them from escapings into the air of any place in which work is carried on. No draught shall be deemed to be efficient which fails to remove smoke generated at the point where such gas, vapour, fume or dust originate ;

(c) “First Employment” means first employment in the said processes and also re-employment in such processes following any cessation of employment for a continuous period exceeding three calendar months ;

(d) “Prohibited Substances” means chemical substances mentioned in paragraph 3 of this Schedule.

3. *Prohibited Substances.*—For the purpose of this Schedule, the following chemicals substances shall be classified as “prohibited substances” except when these substance are present or are formed as a by-product of a chemical reaction in a total concentration not exceeding one per cent —

- (a) Beta-naphthylamine and its salts ;
- (b) Benzidine and its salts ;
- (c) 4-amine diphenyl and its salts ;
- (d) 4-nitro diphenyl and its salts ; and
- (e) any substance containing any of these compounds.

4. *Controlled substances.*—For the purpose of this Schedule, the following chemical substances shall be classified as “controlled substances”, namely —

- (a) Alpha-naphthylamine or alphanaphthylamine containing not more than one per cent of beta-naphthylamine either as a by-product of chemical reaction or otherwise, and its salts ;
- (b) Ortho-tolidine and its salts ;
- (c) Dianisidine and its salts ;
- (d) Dichlorobenzidine and its salts ;
- (e) Auramine ;
- (f) Magenta.

5. *Prohibition of employment.*—No person shall be employed in the said processes in any factory in which any prohibited substance is used, handled, manufactured, processed or formed unless the process is duly certified and exempted by the Chief Inspector under paragraph 26.

6. *Requirements for processing or handling controlled substances.*—(1) Wherever any of the controlled substances are formed, manufactured, processed, handled or used, all necessary steps shall be taken to prevent inhalation, ingestion or absorption of the said controlled substances by the workers while engaged in processing that substance, and its storage or transport within the plant, or in cleaning or maintenance of the concerned equipment, plant, machinery and storage areas.

(2) All operations shall be carried out in a totally enclosed system. Wherever such enclosure is not possible, efficient exhaust draught shall be applied at the point where the controlled substances are likely to escape into the atmosphere during the process.

(3) The controlled substances shall be received in the factory in tightly closed containers and shall be so kept except when these substances are used, handled or manipulated. The controlled substances shall leave the factory only in tightly closed containers approved by the Inspector to be safe for carrying the controlled substances. All the containers shall be clearly labelled to indicate the contents.

7. *Efficient exhaust Draught.*—Unless the manufacturing process is completely enclosed so as not to give rise to dust or fume it shall be carried on without the use of an efficient exhaust draught when any controlled substance—

- (a) is introduced into a tank, hopper, machine or container or filled into cartridge ;
- or
- (b) is ground, crushed, mixed, sieved or blended.

8. *Personal protective equipment.*—(1) The following items of personal protective equipment shall be provided and issued to every worker employed in the said processes, namely :—

- (a) Long trousers and shirts or overalls with full sleeves and head coverings. The shirt or overall shall cover the neck completely.
- (b) Rubber gum-boots.

(2) The following items of personal protective equipment shall be provided in sufficient numbers for use by workers employed in the said processes, namely —

- (a) Rubber hand-gloves,
- (b) Rubber aprons,
- (c) Airline respirators or other equivalent respiratory protective equipment.

(3) It shall be the responsibility of the manager to maintain all items of personal protective equipment in a clean and hygienic condition and in good state of repair.

9. *Prohibition relating to employment of women and young persons.*—No woman or young persons shall be employed or permitted to work in any room in which the said processes are carried on.

10. *Floors of work room.*—The floor of every work room in which the said processes are carried on shall be—

- (a) smooth and impervious to water without using asphalt or tar in the composition of the floor,
- (b) maintained in a good state of repair,
- (c) with a suitable slope for easy draining and provided with gutters, and
- (d) thoroughly washed daily with the drain water being led into a sewer through a closed channel.

11. *Disposal of empty container.*—Empty containers used for holding or storing controlled substances shall be thoroughly cleaned of their contents and treated with an inactivating agent before being discarded.

- (2) Empty non-metallic containers used for holding controlled substances shall be burnt.

12. *Manual handling.*—Controlled substances shall not be allowed to be mixed, filled, emptied or handled except by means of a scoop with a handle. Such scoop shall be thoroughly cleaned daily.

13. *Instructions regarding risk.*—Every worker on his first employment in the said processes shall be fully instructed on the properties of the toxic chemicals to which he is likely to be exposed and of the dangers involved and the precautions to be taken. Workers shall also be instructed on the measures to be taken to deal with an emergency.

14. *Cautionary placards.*—Cautionary placards in the form specified in the Appendix to this Schedule and printed in the language of the majority of the workers employed in the said processes shall be affixed in prominent places frequented by them in the factory, where the placards can be easily and conveniently read. Arrangements shall be made by the manager to instruct periodically all such workers regarding the precautions contained in the cautionary placards.

15. *Medical examinations.*—(1) Every worker employed in the said processes shall be examined by a Medical Inspector of Factories or a Certifying Surgeon within 14 days of his first employment. Such examination shall include tests which the Medical Inspector of Factories or Certifying Surgeon may consider appropriate and shall include exfoliative cytology of the urine. No worker shall be allowed to work after 14 days of his first employment in the factory unless certified fit for such employment by the Medical Inspector of Factories or Certifying Surgeon.

(2) Every worker employed in the said processes shall be re-examined by a Medical Inspector of Factories or Certifying Surgeon at least once in every six calendar months. Such examination shall include tests which the Medical Inspector of Factories or Certifying Surgeon may consider appropriate but shall include exfoliative cytology of the urine.

(3) A person medically examined under sub-paragraph (1) shall be granted by the Medical Inspector of Factories or Certifying Surgeon a certificate of fitness in Form No. 23. Record of each re-examination carried out under sub-paragraph (2) shall be entered in the certificate. The certificates shall be kept in the custody of the manager of the factory.

(4) The record of each examination carried out as referred to in sub-paragraphs (1) and (2) including the nature and the results of the tests shall be entered by the Medical Inspector of Factories or Certifying Surgeon in a health register in Form No. 7.

(5) The certificates of fitness and the health register shall be kept readily available for inspection by any Inspector.

(6) If at any time the Medical Inspector of Factories or Certifying Surgeon is of the opinion that a person is no longer fit for employment in the said processes or in any other work on the ground that continuance therein would involve damage to his health, he shall make a record of his findings in the said certificate and the health register. The entry of his findings in these documents shall also include the period for which he considers that the said person is unfit for work in the said processes or in any other work, as the case may be.

(7) No person who has been found unfit to work as said in sub-paragraph (6) shall be re-employed or permitted to work unless the Medical Inspector of Factories or Certifying Surgeon, after further examination, again certifies him to be fit for employment.

(8) No worker shall be required to pay the charges or fees for the medical examination, re-examination or tests required to be done under this paragraph. Such charges or fees shall be paid by the occupier of the factory.

16. *Medical facilities.*—(1) The occupier of the factory shall appoint a qualified medical practitioner whose appointment shall be subject to confirmation by the Chief Inspector. The qualified medical practitioner so appointed shall be known as the appointed doctor.

(2) The occupier shall provide—

(a) for the purpose of medical examination which the appointed doctor wishes to conduct at the factory premises for his exclusive use, a room which shall be properly cleaned, adequately ventilated, lighted and furnished with a screen, a table (with writing material), chairs and facilities and instruments for such examination, and

(b) a gas cylinder with qualified personnel for its administration.

(3) A record of medical examinations and appropriate tests carried out by the appointed doctor shall be maintained in a form approved by the Chief Inspector.

(4) No person shall be employed in the said process unless he has been examined by using tests and found fit for the said process by the appointed doctor.

(5) Persons examined in compliance with sub-paragraph (4) shall be re-examined by the appointed doctor at intervals of not more than 3 months or at such other intervals as may be specified in writing by the Chief Inspector and records of such examination shall be entered in the register provided under sub-paragraph (3).

(6) If at any time, the appointed doctor is of opinion that any person is no longer fit for employment in the said process on the ground that continuance there at would involve special health, he shall make a record of his findings in the said register and intimate the manager in writing that the said person is unfit to work in the said process.

(7) A person so found unfit by the appointed doctor shall be sent by the manager to the Medical Inspector of Factories or the Certifying Surgeon with a report from the appointed doctor. The Medical Inspector of Factories or Certifying Surgeon after examination may suspend the said person from work in the said process.

(8) No worker shall be required to pay the charges or fees for the medical examination, re-examination or tests required to be done under this paragraph. Such charges or fees shall be paid by the occupier of the factory.

17. *Obligations of the workers.*—It shall be the duty of the persons employed in the said processes to submit themselves for the medical examination including exfoliative cytology to the Medical Inspector of Factories or Certifying Surgeon or the appointed doctor as provided for under these rules.

18. *Washing and bathing facilities.*—(1) The following washing and bathing facilities shall be provided and maintained in a clean state and in good repair for the use of all workers employed in the said processes, namely—

(a) A wash place under cover having constant supply of water and provided with clean towels, soap and nail brush and with at least one stand pipe for every five such workers.

(b) 50 per cent of the stand pipes provided under clause (a) shall be located in bathrooms where both hot and cold water shall be made available during the working hours of the factory and for one hour thereafter.

(c) The washing and bathing facilities shall be in close proximity of the area housing the said processes but the same shall not be at a distance longer than 15 meters. Before the end of each shift one hour shall be allowed for bathing for each worker who is employed in the said processes, and at least 10 minutes shall be allowed for washing before each meal in addition to the regular time allowed for meals.

(d) Clean towels shall be provided individually to each worker.

(e) In addition to the taps mentioned under clause (a), one stand pipe, in which warm water is made available, shall be provided on each floor.

(2) Arrangement shall be made to wash factory uniforms and other work clothes every day.

19. *Food, drinks, etc. prohibited in work-room.*—No worker shall consume food, drink, pan, supari or tobacco or shall smoke on any premises in which the said processes are carried on and no worker shall remain in any such room during intervals for meals or rest.

20. *Cloak room.*—There shall be provided and maintained in a clean state and in good repair for the use of the workers employed in the said processes—

(a) a cloak room with lockers having two compartments—one for street clothes and the other for work clothes, and

(b) a place separate from the locker room and the mess room, for the storage of protective equipment provided under paragraph 7. The accommodation so provided shall be under the care of a responsible person and shall be kept clean.

21. *Mess Room.*—There shall be provided and maintained for the use of workers employed in the said processes who remain on the premises during the meal intervals, a mess room which shall be furnished with tables and benches and provided with suitable means for warming food. Mess room shall be placed under the charge of a responsible person and shall be kept clean.

22. *Drying oven or stoves.*—(1) Every drying stove shall be efficiently ventilated to the outside air in such manner that hot air from the stove shall not be drawn into any work-room.

(2) No person shall enter stove to remove the contents until a free current of air has been passed through it by mechanical means.

23. *Restrictions on age of persons employed.*—No worker under the age of 40 years shall be engaged in the factory in the said processes for the first time after the date on which the Schedule comes into force.

24. *Separation of processes.*—The said process shall be carried on in a room or rooms which shall not directly communicate with any other room or rooms not having the said process except through a passage open entirely to outside atmosphere.

25. *Testing of atmosphere etc.*—The prohibited substances in the atmosphere of the work-room where the manufacturing process is carried on shall be estimated once in every week and records of results of such estimations shall be made available when required by the Inspector.

26. *Exemptions.*—(1) The Chief Inspector may by a certificate in writing (which he may at his discretion revoke at any time) and subject to such conditions, if any, as may be specified therein, exempt any process in the course of which any of the prohibited substances is formed, processed, manufactured, handled, or used, from the provisions of paragraph 5 if he is satisfied that the process is carried out in a totally enclosed and hermetically sealed system in such a manner that the prohibited substance is not removed from the system except in quantities no greater than that required for the purposes of control of the process or such purposes as is necessary to ensure that the product is free from any of the prohibited substances.

(2) The Chief Inspector may allow the manufacture, handling or use of benzidine hydrochloride, if he is satisfied that all the processes in connection with it are carried out in a totally enclosed system in such a manner that no prohibited substance other than benzidine hydrochloride is removed therefrom except in quantities no greater than that required for the purposes of control of the processes or such purposes as is necessary to ensure that the product is free from prohibited substances and that adequate steps are taken to ensure that benzidine hydrochloride is, except while not in a totally enclosed system, kept wet with not less than one part of water to two parts of benzidine hydrochloride at all time.

27. *Exemptions—General.*—If in respect of any factory, the Chief Inspector is satisfied that owing to the exceptional circumstances or infrequency of the processes or for any other reason, all or any of the provisions of this Schedule are not necessary for the protection of the workers in the factory, the Chief Inspector may, by a certificate in writing (which he may at his discretion revoke at any time), exempt such factory from all or any of such provision subject to such conditions, if any, as he may specify therein.

APPENDIX

Cautionary Placard/Notice

1. Dye intermediates which are nitro or amino derivatives or aromatic hydrocarbons are toxic. You have to handle these chemicals frequently in this factory.
2. Use the various items of protective wear to safeguard your health.
3. Maintain scrupulous cleanliness at all times. Thoroughly wash hands and feet before taking meals. It is essential to take a bath before leaving the factory.

4. Wash off any chemical falling on your body with soap and water. If splashed with any of the chemical remove the contaminated clothing immediately. These chemicals are absorbed through skin and are known to produce cyanosis. Contact the medical officer or appointed doctor immediately and get his advice.

5. Handle the dye intermediates only with long handled scoops, never with bare hands.

6. Alcoholic drinks should be avoided as they enhance the risk of poisoning by the chemicals.

7. Keep your food and drinks away from the place of work. Consuming food, drinks or tobacco in any form at the place of work is prohibited.

8. Serious effects from work with toxic chemicals may follow after many years. Great care must be taken to maintain absolute cleanliness of body, clothes, machinery and equipment.

(Notification No. FAC/1180/6563/Lab-4, dated 31st March 1982, published in *M.G.G.*, I-L, dated 17th June 1982. Page Nos. 3861/3867).

(b) In exercise of the powers conferred by sub-section (1) of section 112 read with sub-section (2) of section 40-B, of the Factories Act, 1948 (63 of 1948) and of all other powers enabling it in this behalf, the Government of Maharashtra hereby makes the following rules, the same having been previously published as required by section 115, namely:—

1. *Short title and extent.*—(1) These Rules may be called the Maharashtra Safety Officers (Duties, Qualifications and Conditions of Service) Rules, 1982.

(2) They extend to the whole of the State of Maharashtra.

2. *Definitions.*—In these rules unless the context requires otherwise,—

- (1) "appointed day" means the date of coming into force of these rules;
- (2) "degree" means a degree of a statutory university;
- (3) "diploma" means a diploma awarded by a recognised institution;
- (4) "Form" means a form appended to these rules;
- (5) "Government" or "State Government" means the Government of Maharashtra;
- (6) "recognised institution" means an Institution recognised by Government;
- (7) "Safety Officer" means a Safety Officer, and includes an Additional Safety Officer appointed in accordance with the provisions of these rules.

3. *Qualifications and disqualifications for being appointed as Safety Officer.*—(1) A person shall not be eligible for appointment as a Safety Officer unless he—

- (a) possesses a degree in any branch of engineering or technology, and practical experience of working in any factory in a supervisory capacity for a period of not less than two years, or experience of not less than five years in training education, consultancy or research in accident prevention in any industry; or
- (b) Possess,—
 - (i) a degree in physics or chemistry or a diploma in any branch of engineering or technology; and
 - (ii) practical experience of working in any factory in a supervisory capacity for a period of not less than five years; and
- (c) possesses adequate knowledge of Marathi language.

(2) No person shall be continued as a Safety Officer unless he possesses any of the requisite qualifications prescribed in sub-rule (1) and a diploma in industrial safety, or obtains such qualifications or a diploma within the period of not more than three years from the appointed day or within such period thereafter as the State Government may by notification in the *Gazette* fix from time to time:

Provided that the State Government may, subject to such conditions as it may specify, relax all or any of the requisite qualifications mentioned in sub-rules (1) and (2) in favour of

any person who has been working as a Safety Officer in any factory for a period of not less than five years on the appointed day and who, in the opinion of the State Government, has such practical experience as may be sufficient for his serving as a Safety Officer.

(3) No person, who is directly or indirectly interested in any factory or in any machinery connected with it shall be appointed as a Safety Officer or shall be allowed to hold such office after he becomes so interested.

Explanation.—For the purposes of this sub-rule, any person holding less than one per cent of the shares of a company owning the factory shall not be deemed to be directly or indirectly interested.

4. *Appointment of Safety Officer.*—Every occupier, when required by the State Government by notification in the *Official Gazette* issued under sub-section (1) of section 40B of the Factories Act, 1948, shall, within a period of six months from the date of publication of the notification, appoint the requisite number of safety Officers as specified in that notification.

Provided that the Chief Inspector of Factories may, on an application in writing made by an occupier, extend the period by not more than six months for making such appointment.

5. *Recruitment of a Safety Officer.*—(1) The post of Safety Officer to be filled in any factory shall be advertised in at least two newspapers circulating in the region in which the factory is situated, out of which one newspaper shall be in English language.

(2) The selection shall be made from amongst candidates applying for the post, by a committee of persons appointed by the occupier of the factory.

(3) The appointment when made, shall be notified by the occupier to the Chief Inspector of Factories or such other Officer as he may specify for the purpose, giving full details of the qualifications of the person appointed and the conditions of the service applicable to him.

6. *Filling of Vacancy.*—Every vacancy in the post of safety officer caused by death, dismissal or discharge of the person holding such post or by any other cause, shall be forthwith notified by the occupier to the Chief Inspector of Factories or such other officer as he may specify for the purpose, and shall be filled up within three months of the occurrence of the vacancy.

Provided that the Chief Inspector of Factories may, on an application in writing made by the occupier, extend the period by not more than three months for filling up such vacancy.

7. *Conditions of Service.*—(1) Where the number of Safety Officers to be appointed in a factory as required by the notification under sub-section (1) of section 40B of the Factories Act, 1948, published in the *Official Gazette*, exceeds one, the senior most amongst them shall be designated as Safety Officer and, for administrative purposes, the remaining others shall be called as Additional Safety Officers who shall work under the control of the Safety Officer, and all of them together shall be in overall control of safety functions specified in rule 8.

(2) The Safety Officer shall be given the status of the Head of Department and he shall work directly under the control of the Chief executive of the factory; and the Additional Safety Officers shall be equated with and given appropriate status to enable them to discharge their functions effectively.

(3) The scale of pay and the allowances to be granted to the Safety Officer including the Additional Safety Officers, and the other conditions of their service shall be the same as those of the other officers of corresponding status in the factory.

(4) The Safety Officer shall be provided with adequate technical and secretarial staff and equipment, to enable him to function efficiently.

(5) Whenever any occupier intends to dismiss or terminate the Services of any Safety Officer, he shall communicate in advance his intention to do so and the reasons for such dismissal or termination of services to the Chief Inspector of Factories. The occupier shall not take any action for such dismissal or termination of service before the expiry of 30 days from the date of receipt of the communication by the Chief Inspector of Factories and without taking into consideration any advice rendered by him within the said period.

Duties of Safety Officers.—(1) The duties of a Safety Officer shall be to advise and assist the factory management in the fulfillment of its obligations, statutory or otherwise, concerning the prevention of personal injuries and maintaining a safe working environment. These duties shall include the following namely—

- (i) to advise the concerned departments in planning and organising measures necessary for the effective control of personal injuries;
- (ii) to advise on safety aspects in all job studies and to carry out detailed job safety studies of selected jobs;
- (iii) to check and evaluate the effectiveness of action taken or proposed to be taken to prevent personal injuries;
- (iv) to advise the purchasing and stores departments in ensuring high quality and availability of personal protective equipments;
- (v) to advise on matters related to carrying out plant safety inspections;
- (vi) to carry out plant safety inspections in order to observe the physical conditions of work and the work practices and procedures followed by workers and to render advice on measures to be adopted for removing the unsafe physical conditions and preventing unsafe actions by workers;
- (vii) to render advice on matters related to reporting and investigation of industrial accidents and diseases;
- (viii) to investigate selected accidents;
- (ix) to investigate the dangerous occurrences reportable under rule 115 of the Maharashtra Factories Rules, 1963 and the cases of Industrial diseases contracted by any of the workers employed in the factory reportable under rule 116 of the (said rules);
- (x) to advise on the maintenance of such records as are necessary relating to accidents, dangerous occurrences and industrial diseases;
- (xi) to promote setting up of safety committees and act as adviser to such committees;
- (xii) to organise in association with the concerned departments, campaigns, competitions, contests and other activities, which will develop and maintain the interest of the workers in establishing and maintaining safe conditions of work and procedures; and
- (xiii) to design and conduct either independently or in collaboration with the training department, suitable training and educational programmes for the prevention of personal injuries.

(2) No Safety Officer shall be required or permitted to do any work which is inconsistent with or detrimental to the performance of the duties mentioned in sub-rule (1).

(Notification No. FAC/1077/5724/Lab-4, dated 13th April 1982, published in *M.G.G.*, Part I-L, dated 17th June 1982, page Nos. 3875-78).

(c) The following draft of rules further to amend the Maharashtra Factories Rules, 1963, which the Government of Maharashtra proposes to make in exercise of the powers conferred by section 112 of the Factories Act, 1948 (LXII of 1948), (hereinafter referred to as "the said Act") and of all other powers enabling it in that behalf, is hereby published as required by section 115 of the said Act for the information of all persons likely to be affected thereby; and notice is hereby given that the said draft will be taken into consideration by the Government of Maharashtra after the 25th day of August 1982.

2. Any objections or suggestions which may be received by Chief Inspector of Factories, Commerce Centre, 5th floor, Tardeo, Bombay 400 034, from any person with respect to the said draft before the aforesaid date will be considered by Government.

DRAFT RULES

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

2. In the Maharashtra Factories Rules, 1963, for the existing rule 4 the following shall substituted, namely—

"4. Use of premises as a factory.—No occupier shall use any premises as a unless—

(1) The plans are not approved from the Chief Inspector of Factories or the Deputy Chief Inspector of Factories as the case may be, in respect the following items, namely

- (a) site on which the factory is to be situated ;
- (b) buildings and extension used for the purposes of manufacturing process ;
- (c) the layout of plant and machinery ;
- (d) any changes total or partial in manufacturing processes.

(2) The factory building, extensions, processes and machinery layout are in conformity with the approved plans ;

(3) The conditions subject to which plans are approved are complied with ;

(4) A licence is obtained under rule 6 from the Chief Inspector of Factories or renewed under rule 8 by The Deputy Chief Inspector of Factories and the said licence is valid at the relevant time ;

Explanation.—For the purposes of this sub-rule a licence shall be deemed to be valid only, if,—

- (a) the fees including additional fees, if necessary, are paid ;
- (b) the employment of workers for which licence is granted is not exceeded ;
- (c) the limit of the installed power for which licence is granted is not exceeded.

(5) The conditions subject to which the licence is granted or renewed as the case may be are complied with. "

(Notification No. FAC/1181/7035/Lab-4, dated 4th May 1982, published in *M.G.G.* Part I-L, dated 17th June 1982, page Nos. 3889-90).

VIII. INDUSTRIAL DISPUTES ACT, 1947.

Corrigendum

(a) In para 3 of Government Order, Industries, Energy and Labour Department, No. ADS 1182/1988/Lab.-2, dated the 23rd February 1982 for the words and figures appearing therein

" The Tribunal consisting of Shri H. H. Kantharia constituted under Government Notification, Industries, Energy and Labour Department, No. IDA. 1182/6041/Lab-9, dated the 28th January 1982

The following words and figures should be substituted namely :—

" The Tribunal consisting of Shri R. N. Gavande constituted under Government Notification, Labour and Social Welfare Department, No. IDA. 1157(F), dated the 12th March 1957 as amended from time to time and last amended by Government Notification, No. IDA. 1182/6014/Lab-9, dated the 20th January 1982 "

(Notification No. ADS/1182/1988/Lab-2, dated 9th March 1982, published in *M.G.G.*, Part I-L, dated 10th June 1982, page No. 3576).

(b) In this office order of even No. dated 24th December 1981, on page one in paragraph 4 for the words

" The Second Labour Court at Thane, consisting of Shri P. L. Muzumdar, constituted under Government Notification, Industries, Energy and Labour Department, No. IDA. 1180/4967/Lab-9, dated 28th October 1980. "

substitute the words —

The First Labour Court at Thane, consisting of Shri P. L. Muzumdar, constituted under Government Notification, Industries, Energy and Labour Department, No. IDA. 1176/1964(Lab-9), dated 17th August 1976, as amended by Government Notification, Industries, Energy and Labour Department, No. IDA. 1181/5869/Lab-9, dated 12th October 1981.

Notification No. CL/IDE/AJD/2A/R-947(81), dated 1st February 1982 published in *M.G.G.* Part I-L, dated 17th June 1982, page No. 3857).

Exemptions under the Act.—(a) Government of Maharashtra in exercise of the powers conferred by section 8 of the said Act, appointed Shri S. U. R. Naidu, Civil Judge (Senior Yavatmal) to be the Presiding Officer of the Second Labour Court, Thane, in place of Shri P. L. Muzumdar with effect from the date of taking over charge.

(Notification No. IDA/1182/6196/Lab-9, dated 12th April 1982, published in *M.G.G.*, Part I-L, dated 17th June 1982, page Nos. 3871-72).

(b) Government of Maharashtra, in exercise of the powers conferred by section 8 of the said Act, appointed Shri P. V. Dunag, Presiding Officer, First Labour Court, Kolhapur, to be the Presiding Officer of the second Labour Court, Kolhapur, in place of Shri D. A. Kirloskar.

(Notification No. IDA/1182/6197/Lab-9, dated 12th April 1982, published in *M.G.G.*, Part I-L, dated 17th June 1982, page No. 3872).

(c) Government of Maharashtra, in exercise of the powers conferred by section 8 of the said Act, appointed Shri D. A. Kirloskar, as a Presiding Officer of the First Labour Court, Kolhapur in place of Shri P. V. Dunag.

(Notification No. IDA/1182/6198/Lab-9, dated 12th April 1982, published in *M.G.G.*, Part I-L, dated 17th June 1982, Page No. 3873).

(d) Government of Maharashtra in exercise of the powers conferred by section 8 of the said Act, appointed Shri S. D. Rane, Labour Court, Bombay as a Presiding Officer of the Industrial Tribunal, Bombay in place of Shri A. K. Thorat.

(Notification No. IDA/1182/6174/Lab-9, dated 13th April 1982, published in *M.G.G.*, Part I-L, dated 17th June 1982, page No. 3879).

(e) Government of Maharashtra in exercise of the powers conferred by section 8 of the said Act, appointed Shri S. V. Kotnis, Presiding Officer, Second Labour Court, Bombay as Presiding Officer of the first Labour Court, Bombay in place of Shri S. D. Rane.

(Notification No. IDA/1182/6228/Lab-9, dated 11th May 1982, published in *M.G.G.*, Part I-L, dated 17th June 1982, page No. 3896).

(f) *Public utility service.*—(f) Government of Maharashtra in exercise of the powers conferred by proviso of sub-clause (vi) of clause (n) of section 2 of the Act, declared oxygen and acetylene industry to be a public utility service for a period of six months commencing from the 12th May 1982.

(Notification No. IDA/1480/910/Lab-2, dated 12th May 1982, published in *M.G.G.*, Part I-L, dated 17th June 1982, page No. 3897).

IX. INDIAN BOILERS ACT, 1923.

Exemptions under the Act.—(a) Government of Maharashtra, in exercise of the powers conferred by sub-section (2) of section 34 of the Act, exempted the boiler bearing No. MR. 8727 (Waste Heat) and belonging to the Century Rayon, P. O. Box 22, Murbad Road, Shahad-421103 (Thane) from the operation of clause (c) of section 6 of the said Act, for the period of three months from the 25th March 1982 to 24th June 1982 (both days inclusive).

(Notification No. IBA/1082/CR-7082/Lab-5, dated 19th March 1982, published in *M.G.G.*, Part I-L, dated 10th June 1982, page No. 3574).

(b) Government of Maharashtra in exercise of the powers conferred by sub-section (2) of section 34 of the Act, exempted the boiler bearing No. MR-7779 and MR-7781 and belonging to the Bharat Petroleum Corporation, 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 22nd March 1982, to 21st May 1982 and 31st March 1982 to 30th May 1982 (both days inclusive) respectively.

(Notification No. IBA/1082/CR-7089/Lab-5, dated 20th March 1982, published in *M.G.G.* Part I-L, dated 10th June 1982, page No. 3574).

(c) Government of Maharashtra, in exercise of the powers conferred by sub-section (2) of section 34 of the Act, exempted the boiler bearing No. MR-10562 and belonging to the High Explosives Factory, Kirkee, Pune 3, from the operation of clause (1) of section 6 of the said Act, for the period of three months from the 25th March 1982 to 24th June 1982 (both days inclusive).

(Notification No. IBA/1082/CR-7085/Lab-5, dated 16th March 1982, published in *M.G.G.*, Part I-L, dated 10th June 1982, page No. 3574).

(d) Government of Maharashtra, in exercise of the powers conferred by sub-section (2) of section 34 of the Act, exempted the boiler bearing No. MR-9915 and belonging to the Maharashtra State Electricity Board, Koradi, Thermal Power Station, Koradi, Nagpur from the operation of clause (c) of section 6 of the said Act, for the period of six months from the 31st March 1982 to 30th September 1982 (both days inclusive).

(Notification No. IBA/1082/CR-7075/Lab-5, dated 12th March 1982, published in *M.G.G.*, Part I-L, dated 10th June 1982, page No. 3575).

(e) Government of Maharashtra, in exercise of the powers conferred by Section (2) of section 34 of the Act, exempted the boilers bearing No. MR-19960 and belonging to the New Era Fabrics Pvt. Ltd., Mogal Lane, Matunga, Bombay 400 016, from the operation of clause (c) of Section 6 of the said Act, for the period of eight days from the 2nd March 1982 to 9th March 1982 (both days inclusive).

(Notification No. IBA/1082/CR-7071/Lab-5, dated 26th February 1982, published in *M. G. G.*, Part-I-L, dated 10th June 1982 Page No. 3575).

(f) Government of Maharashtra, in exercise of the powers conferred by Section (2) of section 34 of the Act, exempted the boiler bearing No. MR-8934 and belonging to the Maharashtra State Electricity Board, Thermal Power Station, Khaparkheda from the operation of clause (c) of section 6 of the said Act, for the period of three months from the 6th March 1982 to 5th May, 1982 (both days inclusive).

Notification No. IBA/1082/CR-7072 dated Lab-5, dated 2nd March 1982, Published in *M. G. G.*, Part I-L, dated 10th June 1982, Page No. 3575).

(g) Government of Maharashtra, in exercise of the powers conferred by sub-section (2) of section 34 of the Act, exempted the boiler bearing No. MR-10433, and belonging to the Maharashtra State Electricity Board, Nashik Thermal Power Station, P. O. Eklahare, Pin 421 105 (via Nashik Road) from the operation of clause (c) of section 6 of the said Act, for the period of six months from the 23rd April 1982 to 22nd October 1982 (both days inclusive).

(Notification No. IBA/1082/CR-1038-Lab-5, dated 15th April 1982 Published in *M.G.G.*, Part I-L, dated 24th June 1982, Page No. 3943).

(h) Government of Maharashtra, in exercise of the powers conferred by Sub-section (2) of Section 34 of the Act, exempted the boiler bearing No. MR-7663, and belonging to the Standard Mills Co., Ltd., (New China Mills) Sewree, Bombay 400 015 from the operation of clause (c) of Section 6 of the said Act, for the period of one month from the 20th April 1982 to 19th May 1982 (Both days inclusive).

(Notification No. IBA-11082/CR-80421/Lab-5, dated 10th April 1982, published in *M.G.G.*, Part I-L, dated 24th June 1982, Page No. 3943).

(i) Government of Maharashtra, in exercise of the powers conferred by sub-section (2) of section 34 of the Act, exempted the boiler bearing No. MR-9251 and MR-9252 and belonging to the Rashtriya Chemicals and Fertilisers Ltd., Chembur, Bombay 400 074 from the operation of Section 6 of the said Act, for the period of twelve months from the 18th April 1983 to 17th April 1984 (both days inclusive).

(Notification No. IBA/1082/CR-8039/Lab-5, dated 16th April 1982, published in *M.G.G.*, Part I-L, dated 24th June 1982, page No. 3944).

(j) Government of Maharashtra, in exercise of the powers conferred by sub-section (2) of section 34 of the Act, exempted the boiler bearing No. MR-EX-4, and MR/EX-6 and belonging to the Rashtriya Chemicals and Fertilisers Ltd., Chembur, Bombay 400 074, from the operation of clause (c) of section 6 of the said Act, for the period of the year from the 1st April 1982 to 17th April 1983 (both days inclusive).

(Notification No. IBA/1082/CR-8036/Lab-5, dated 16th April 1982, published in *M.G.G.*, Part I-L, dated 24th June 1982 page No. 3944).

(k) Government of Maharashtra in exercise of the powers conferred by sub-section (2) of section 34 of the Act, exempted the boiler bearing No. MR-10325 and belonging to the Maharashtra State Electricity Board, Koradi Thermal Power Station, Koradi, District, Nagpur from the operation of clause (c) of section 6 of the said Act, for the period of six months from the 26th April 1982 to 25th October 1982 (both days inclusive).

(Notification No. IBA/1082/CR-8037/Lab-5, dated 16th April 1982, published in *M.G.G.*, Part I-L, dated 24th June 1982, page No. 3994).

(l) Government of Maharashtra, in exercise of the powers conferred by sub-section (2) of section 34 of the Act exempted the boiler bearing No. MR-8598, and belonging to the Maharashtra State Electricity Board, Thermal Power Station Paras, District Akola from the operation of clause (c) of section 6 of the said Act, for the period of three months from the 19th March 1982 to 18th June 1982 (both days inclusive).

(Notification No. IBA/1082/CR-7077/Lab-5, dated 5th March 1982, published in *M.G.G.*, Part I-L, dated 24th June 1982, page No. 3953).

MAHARASHTRA MATHADI HAMAL AND OTHER MANUAL WORKERS (REGULATION OF EMPLOYMENT AND WELFARE ACT, 1969).

(a) Government of Maharashtra in exercise of the powers conferred by section 22 of the said Act has exempted M/s. Godrej and Boyce Manufacturing Co. Pvt. Ltd., Vikhroli, Bombay-400 from the operation of all the provisions of the said Act, and the said scheme, for a period of one year commencing from the date of publication of the notification.

(Notification No. UWA/1482/CR-8003, Lab-5, dated 12th April 1982, published in *M.G.G.*, Part I-L, dated 19th June 1982, Page No. 3868-69).

(b) Government of Maharashtra in exercise of the powers conferred by sub-section (2) of section 14 of the Act, appointed Shri Ram A. Mahadik, M. L. A., as a Member of the said Advisory Committee of the Act in place of Shri Annasaheb P. Patil.

(Notification No. UWA, 1282, CR-7092/Lab-5, dated 29th April 1982, published in *M.G.G.*, Part I-L, dated 17th June 1982, Page No. 3884-85).

CORRIGENDUM

(c) In Government Notification, Industries, Energy and Labour Department No. UWA 1478 CR-2441/Lab-5, dated 30th January 1981, published at pages 35 to 37 in the *Maharashtra Government Gazette*, Extraordinary, Part I-L, dated the 30th January 1981, in—

(i) clause 2, in sub-clause (b) for "other commercial packing" read "other commercial packing".

(ii) in clause 3, in sub-clause (2), for "(b)" read "(b)".

(Notification No. UWA/1081 CR-1025 Lab-5, dated 24th May 1982, published in *M.G.G.*, Part I-L, dated 17th June 1982, Page No. 3908)

XI. MAHARASHTRA PRIVATE SECURITY GUARDS (REGULATION OF EMPLOYMENT AND WELFARE) ACT, 1981.

CORRIGENDUM

(a) In Government Notification, Industries, Energy and Labour Department, No. SGN/1081/CR-15/LAB-13, dated the 31st August 1981, published at pages 324-338 in the Maharashtra Government Gazette, Extraordinary, Part I-L, dated the 31st August 1981

(i) in clause 4, in sub-clause (k), for "Register Private Security Guard" read "Registered Private Security Guard".

(ii) in clause 8, in sub-clause (a), for "Registerers" read "Registers";

(iii) in clause 8 in sub-clause (l) for "resisted" read "registered";

(iv) in clause 9 in sub-clause (f) (iii) for "Guards" read "Guard";

(v) in clause 11 in sub-clause (1) for "employers reister" read "employers registered".

(Notification No. SGS/1082/CR-65/Lab-13, dated 10th May 1982, published in M. G. G., Part I-L, dated 17th June 1982, Page No. 3894).

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

(a) Government of Maharashtra, in exercise of the powers conferred by Section 6 of the Act, appointed Shri D. A. Kirloskar, in place of Shri P. V. Dunang to preside over as a Presiding Officer, of the first Labour Court, Kolhapur, Constituted under the Government Notification.

(Notification No. ULP/1082/6176/Lab-9, dated 12th April 1982, Published in M. G. G., Part-I-L, dated 17th June 1982, page No. 3871)

(b) Government of Maharashtra, in exercise of the powers conferred by section 6 of the said Act, appointed Shri P. V. Dunang, as a Presiding Officer of the Second Labour Court, Kolhapur in place of Shri D. A. Kirloskar.

(Notification No. ULP/1082/6194/Lab-9, dated 12th April 1982, Published in M. G. G., Part-I-L, dated 17th June 1982, page No. 3873).

(c) Government of Maharashtra, in exercise of the powers conferred by section 6 of the said Act, appointed Shri S. V. R. Naidu as a Presiding Officer, of the Second Labour Court, Thane in place of Shri P. L. Mazumdar).

(Notification No. ULP/1082/6193/Lab-9, dated 12th April 1982, Published in M. G. G., Part-I-L, dated 17th June 1982, page No. 3874).

(d) Government of Maharashtra in exercise of the powers conferred by section 4 of the Act, appointed Shri S. D. Rano, Judge, Labour Court, Bombay, as a Member of the Industrial Court in place of Shri A. K. Thorat.

(Notification No. ULP/1082/6173/Lab-9, dated 13th April 1982, Published in M. G. G., Part-I-L, dated 17th June 1982, page No. 3880).

(e) Government of Maharashtra in exercise of the powers conferred by Section 6 of the said Act, appointed Shri S. V. Koinis, Judge, 2nd Labour Court, Bombay as a Presiding Officer of the First Labour Court, Bombay in place of Shri S. D. Rane.

(Notification No. ULP/1082/6230/Lab-9, dated 11th May 1982, Published in M. G. G., Part-I-L, dated 17th June 1982, page No. 3895).

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

(a) Government of Maharashtra, in exercise of the powers conferred by clause (e) of section 2 of the Act, specified the period commencing on the 1st January 1982 and ending on 30th June 1982 to be the temporary period for the whole of the state.

(Notification No. IDA/1382/4445/Lab-7, dated 17th May 1982, published in M. G. G., Part-I-L, dated 17th June 1982, page No. 3904).

MINIMUM WAGES ACT, 1948

of Maharashtra in exercise of the powers conferred by sub-section (1) of the Act, appointed the officers specified in column 1 of the schedule hereto for the purposes of the said Act in respect of the Schedule employments areas specified against them in column 2 of the said schedule to be the local areas which they shall exercise their functions.

SCHEDULE

Officers	Areas
The Deputy Commissioner of Labour (enforcement), Bombay.	Within the limits of Greater Bombay, Thane, Raigad, Ratnagiri and Sindhudurg Districts.
The Assistant Commissioner of Labour, Bombay.	
The Deputy Commissioner of Labour, Thane.	
The Assistant Commissioner of Labour, Thane.	
The Assistant Commissioner of Labour, Raigad.	
The Government Labour Officer, Bombay.	
The Government Labour Officer, Thane.	
The Government Labour Officer, Bhiwandi.	
The Government Labour Officer, Kalyan.	
The Government Labour Officer, Raigad.	
The Government Labour Officer, Ratnagiri.	
The Assistant Commissioner of Labour, Nashik.	Within the limits of Nashik, Dhule, Jalgaon and Ahmadnagar Districts.
The Assistant Commissioner of Labour, Jalgaon.	
The Assistant Commissioner of Labour, Ahmadnagar.	
The Government Labour Officer, Nashik.	
The Government Labour Officer, Malegaon.	
The Government Labour Officer, Jalgaon.	
The Government Labour Officer, Dhule.	
The Government Labour Officer, Ahmadnagar.	
The Deputy Commissioner of Labour, (Pune Division), Pune.	Within the limits of Pune, Satara, Sangli, Solapur and Kolhapur Districts.
The Deputy Commissioner of Labour, Pune District, Pune.	Within the limits of Pune, Satara, Sangli, Solapur and Kolhapur Districts.
The Assistant Commissioner of Labour, Pune Division, Pune.	
The Assistant Commissioner of Labour, Pune District, Pune.	
The Assistant Commissioner of Labour, Solapur.	
The Assistant Commissioner of Labour, Sangli.	
The Assistant Commissioner of Labour, Kolhapur.	
The Government Labour Officer, Pune.	
The Government Labour Officer, Sangli.	
The Government Labour Officer, Satara.	
The Government Labour Officer, Solapur.	
The Government Labour Officer, Kolhapur.	
The Government Labour Officer, Chalkaranji.	

Officers	Areas
33. The Deputy Commissioner of Labour, Nagpur Division, Nagpur.	Within the limits of Nagpur, Bhandara and Nagpur Districts.
34. The Assistant Commissioner of Labour, Nagpur Division, Nagpur.	
35. The Assistant Commissioner of Labour, Nagpur District, Nagpur.	
36. The Assistant Commissioner of Labour, Gondia.	
37. The Government Labour Officer, Nagpur District, Nagpur.	
38. The Government Labour Officer, Wardha.	
39. The Government Labour Officer, Chandrapur.	
40. The Government Labour Officer, Bhandara.	
41. The Government Labour Officer, Gondia.	
42. The Government Labour Officer, Tumsar.	
43. The Government Labour Officer, Tirora.	
44. The Assistant Commissioner of Labour, Amravati.	Within the limits of Amravati, Buldana, Akola and Yavatmal Districts.
45. The Assistant Commissioner of Labour, Akola.	
46. The Government Labour Officer, Amravati.	
47. The Government Labour Officer, Akola.	
48. The Government Labour Officer, Buldana.	
49. The Government Labour Officer, Yavatmal.	
50. The Deputy Commissioner of Labour, Aurangabad Division, Aurangabad.	Within the limits of Aurangabad, Jalna, Parbhani, Beed, Nanded and Osmanabad Districts.
51. The Assistant Commissioner of Labour, Aurangabad Division, Aurangabad.	
52. The Assistant Commissioner of Labour, Aurangabad District, Aurangabad.	
53. The Assistant Commissioner of Labour, Nanded.	
54. The Government Labour Officer, Aurangabad.	
55. The Government Labour Officer, Parbhani.	
56. The Government Labour Officer, Beed.	
57. The Government Labour Officer, Nanded.	
58. The Government Labour Officer, Latur, Osmanabad.	

(Notification No. MWA/5280/25781/Lab-7, dated 17th May 1982, published in M. G. G. Part I-L, dated 17th June 1982, Page Nos. 3905-3907).

(b) Government of Maharashtra in exercise of the powers conferred by sub-section (2) of section 26 of the Act, directed that for a period ending 31st December 1982, the provisions of clause (b) of sub-section (1) of section 13, so far as they relate to the payment on remuneration in respect of days of rest, shall not apply to the employees employed in the employment in the engineering industry (not being an employment falling under Entry 26 of the Schedule) Minimum rates of wages in respect of whom have been fixed by Government Notification Industries, Energy and Labour Department No. MWA/5274/198006/Lab-III (A), dated 15th November 1974.

(Notification No. MWA/5282/4535/Lab-7, dated 27th May 1982 published in M. G. G. Part-I-L, dated 27th May 1982, Page No. 3911).

of Maharashtra in exercise of the powers conferred by section 27 of the notice of its intention so to do as required by the said section added to Part-I of the said Act, the following employment in respect of which it is the opinion wages should be fixed under the said notification namely

Employment in manufactory of eatable tobacco (not being an employment falling in Part-I of the Schedule).

Station No. MWA/1581/3059/Lab-7, dated 27th May 1982, Published in Part-I-L, dated 17th June 1982, Page No. 3912)

OF GRATUITY ACT, 1972

Government of Maharashtra in exercise of the powers conferred by sub-section (1) of section 15 of the Act, made the following rules further to amend the Payment of Gratuity Rules, 1972 namely.

in exercise of the powers conferred by sub-section (1) of section 15 of the Payment of Gratuity Act, 1972 (39 of 1972), the Government of Maharashtra hereby makes the following rules to amend the Payment of Gratuity (Maharashtra) Rules, 1972 namely:—

Rules may be called the Payment of Gratuity (Maharashtra) (Amendment) Rules,

In rule 10 of the Payment of Gratuity (Maharashtra) Rules, 1972 (hereinafter referred to as "the principal rules") in sub-rule (2), for the words "and other documents relevant to the application" the following shall be substituted, namely:—

"accompanied by all relevant documents, if any, together with a list in Form NI".

After rule 10 of the principal rules, the following rule shall be inserted, namely:—

10A. Preliminary action on application.—(1) On receipt of an application under rule 10 of the principal rules, the controlling authority shall examine it or cause it to be examined on the following matters, namely

- whether it is in proper form and is properly signed;
- whether it is barred by limitation;
- whether it is accompanied by the documents on which reliance is placed along with a list and copies thereof and whether the documents are in proper condition.

(2) Where upon an application being examined, it is found to be in order, it shall be registered and the clerk or officer concerned shall make an endorsement thereon "examined and registered" with a date and his signature.

(3) The application shall then be entered in the register in Form 'Q'.

(4) Where an application is found to be defective in any material particular, the controlling authority may direct the applicant to rectify the defect within a specific period or such further period as may be allowed by the controlling authority and on compliance with the direction of the applicant, the application shall likewise be entered in the register, in Form 'Q'.

(5) If the applicant fails to comply with the direction issued under sub-rule (4) it shall be competent for the controlling authority to dismiss the application".

4. In rule 11 of the principal rules,—

(a) for sub-rule (1), the following shall be substituted, namely:—

"(1) If the application is not dismissed under sub-rule (5) of the rule 10A and is registered in the register in Form 'Q', the controlling authority shall by issuing a notice in Form 'O', call upon the applicant as well as the employer to appear before him on a specified date, time and place, either by himself or through his authorised representative together with all relevant documents, if any, and a list thereof in Form 'NI' and also witnesses, if any."

(b) after sub-rule (3), the following sub-rule shall be inserted, namely:—

"(3a) Any relevant document or documents other than those appended to the application under sub-rule (1) or produced in response to the notice in Form 'O', which any party desires to tender in evidence, shall be produced on or before the first date fixed for hearing

along with a list thereof in Form 'U' and with as many copies thereof as there are opposite parties.

(3b) Except when a document is being produced for the purpose of cross-examining a witness or handed to a witness to refresh his memory at the time of hearing a party shall not be allowed to rely on any documents other than the documents produced under sub-rule (2) of rule 10, or as the case may be, sub-rule (1) and (3a) of this rule, unless an application showing good cause for not producing the same earlier is made by the party for permission to do so and such permission is granted by the controlling authority.

(3c) If any document is written in pencil or defaced, torn or in any way damaged, or where its condition or appearance requires special notice, a clear note to that effect shall be made in the list and any such document shall be brought to the notice of the controlling authority by the clerk whose duty is to receive it and the controlling authority, may, if he deems it desirable, ask the party concerned to produce a photostat copy or true copy thereof either hand written or typed, for placing it on the record alongwith the document.

(3d) The documents which are admitted by the other party, or which are not admitted but are proved and admitted in evidence shall be immediately marked for identification and shall be detached from the list and shall be assigned the proper exhibit numbers and any reference to any of such documents in the deposition, proceeding or order shall be made with its respective exhibit number.”;

(c) after sub-rule (5), the following sub-rule shall be added, namely —

“(5a) Every finding and order, unless dictated in the presence of parties or their representatives, shall be pronounced by the controlling authority on the day fixed for that purpose.

(5b) Every finding and order shall be signed and dated by the controlling authority on the day of its pronouncement and thereafter no addition or alteration other than correction of clerical or arithmetical mistake arising from any accidental slip or omission shall be made thereto.”

5. After rule 13 of the principal rules, the following rule shall be added, namely —

13A. (1) An affidavit required to be filed before the controlling authority or the appellate authority shall ordinarily be drawn up in Marathi or Hindi or English. If the deponent is unable to read and understand the contents of the affidavit, the same shall be explained to him in the language known to him and endorsement to that effect shall be made on the affidavit by a person identifying the deponent and known to the officer before whom the affidavit is sworn.

(2) The identification of the deponent shall be endorsed on the affidavit by the officer in the following form ;

Solemnly affirmed before me by Shri/Smt. whom I personally know/who is identified before me by Shri whom I personally know.

Signature of the Officer.

(3) If the affidavit is drawn up in a language other than Marathi, Hindi or English it shall be accompanied by an accurate translation of the said affidavit in English.

(4) The affidavit shall be sworn before an officer duly authorised in this behalf by the controlling authority or the appellate authority.

(5) Every deponent shall pay a swearing fee of Re. 1 for having the affidavit sworn and verified before the officer authorised for the purpose.

(6) Swearing fee shall be paid in the form of Court fee stamps affixed to the affidavit.

6. After rule 15 of the principal rules, the following rule shall be inserted, namely —

“15A. Maintenance of Roznama.—(1) The controlling authority shall maintain a Roznama of the proceedings of every application.

(2) The Roznama shall clearly show the course of the proceedings from the beginning to the end datewise in chronological order. It shall show in concise form day to day of the proceeding. The reasons for every adjournment shall also be stated therein. The Roznama shall be faithful, complete and shall state the concise history of the case and the orders taken in it. It shall contain a correct list and description of the exhibits, the date of delivery of the order, the date of signing of the order and the date or dates of application for review or for amendment of the order. It shall show in chronological order all proceedings subsequent to passing of the order, if any, and also contain a note of all proceedings, if any, such as report of the Commissioner for examination of witnesses.

(3) The Roznama shall be kept from day to day as an original document by the clerk of the authority. Entries other than those made at the time of institution of the proceedings shall normally be signed by the controlling authority.

(4) Every document admitted in evidence and exhibited shall be mentioned in the Roznama in chronological order. The description of the documents and the dates of documents shall also be mentioned in the Roznama. At the end of the Roznama of each day the clerk concerned shall make a note that all stamps have been punched and shall be signed.

After rule 18 of the principal rules, the following rule shall be inserted, namely —

18A. Procedure for obtaining certified copies.—(1) Any person desiring to obtain certified copies of any records including certified copies of an order or decision of a controlling authority or the appellate authority may make an application in writing to the controlling authority or the appellate authority.

(2) On receipt of such application and on payment of fees for copying a document at the rate of fifty paise per hundred words or fraction thereof, a copy of the document shall be supplied by the controlling authority or appellate authority.

(3) Certified copies of the document may be supplied on urgent basis on payment of one and half times the fees payable under sub-rule (2).

(4) No copy of any notes, recorded by the controlling authority, or as the case may be, the appellate authority for its own use of any exhibit or document which the controlling authority, or as the case may be, the appellate authority, may consider to be confidential shall be supplied.”

8. After Form 'N' appended to the principal rules, the following Form shall be inserted, namely

“ FORM 'N1' ”

[See rules 10(2) and 11(1)]

List of documents produced by Applicant/Opposite party.

(Title) e.g. Description, subject, name of the controlling authority, etc.

Serial No.	Description of documents	Date, if any, which the documents bear	Signature of party or any authorised representative
1	2	3	4

Note.—Documents shall be entered in the list datewise serially and the serial number of the documents in the list shall be mentioned in the respective document.”

9. In Form 'O' appended to the principal rules,—

(a) the words “and the documents upon which” shall be deleted ;

(b) after the words " you intend to rely in support of your allegation/defence ", the following shall be inserted, namely :—

" You may, if you so desire, file at least three days before the date of hearing a written statement to the application along with the documents referred to therein accompanied by a list thereof in Form ' N 1 ' and also supply copies thereof to the applicant and obtain receipt thereof and file it alongwith the written statement. "

(Notification No. PGA/1077/1439/Lab-7, dated 14th May 1982, published in M.G.G Part I-L, dated 17th June 1982, page Nos. 3900-3903).

XVI. THE GOVERNMENT OF INDIA, MINISTRY OF LABOUR, NOTIFICATION No. Y-11012/281-RW, DATED 6TH JANUARY 1982 IS HEREBY REPUBLISHED.

The following Notification by the Government of India, Ministry of Labour, No. Y-11012/281-RW, dated the 6th January 1982 is hereby republished :—

GOVERNMENT OF INDIA

MINISTRY OF LABOUR.

Dated New Delhi, the 6th January 1982.

RESOLUTION

No. Y-11012/281-RW.—Government had set up a Central Standing Committee on Rural Unorganised Labour on 28th September 1978. Vide Resolution No. H-14011/4/78-A1, dated the 28th September 1978, to advise Government, on matters relating to improving the living and working conditions of Rural Unorganised Labour and promoting their organisation. The Committee was thereafter enlarged vide Resolution No. M-14011/4/78-A1, dated the 24th January 1979. It has since been decided to reconstitute the Central Standing Committee on Rural Unorganised Labour and the composition of the Committee will be as follows :—

Minister for Labour	..	Chairman.
Deputy Labour Ministers		Vice-Chairman.

Members of Parliament

1. (i) Prof. N. G. Ranga (Lok Sabha), 37, North Avenue, New Delhi 110 001.
(ii) Bharatidevi, 9, Turu Quarters, Prakasam Nagar, Tirupati-2 (Andhra Pradesh).
2. (i) Shri Chintamani Panigrahi (Lok Sabha), 10, Dr. Bishambar Das Marg, New Delhi 110 001.
(ii) Santrapur, Bhubaneswar-2, District Puri (Orissa).
3. (i) Shri Ram Nagina Mishra (Lok Sabha), 154, South Avenue, New Delhi 110 001.
(ii) Village and Post Office Sikata, District Deoria (Uttar Pradesh).
4. (i) Prof. Nirjala Kumari Shekhawat (Lok Sabha), 164, South Avenue, New Delhi 110 001.
(ii) Village and Post Office Ochhadi, via Senth, Teh. and District Chittorgarh, (Rajasthan).
5. (i) Shri K. Ramamurthy, (Lok Sabha), 93, North Avenue, New Delhi 110 001.
(ii) 69, Dr. Subramanya Road, Salem (Tamil Nadu).
6. (i) Shri Ramanand Yadav (Rajya Sabha), 07, South Avenue, New Delhi 110 001.
(ii) Kanakbag Colony, quarter, No. A/39, Patna (Bihar).
7. (i) Dr. Rafiqus Zakaria (Rajya Sabha), 11, Dr. Bishambar Das Marg, New Delhi 110 001.
(ii) N. H. No. 41, Sealand, Colaba, Bombay.

Trade Union Organisations

8. Shri V. V. David (Indian National Rural Labour Federation), Shram Shibir, Devi Ahalya Marg, Indoor (Madhya Pradesh).

9. Shri Chhimabhai Mehta, (Indian National Trade Union Congress), E-2, Firdaus Flats, Khanpur, Ahmedabad (Gujarat).
10. Shri G. M. Khode, (Vice-President, National Trade Union Congress, Ward No. 28, Itwari, Nagpur (Maharashtra).
11. Shri P. K. Kodyan, M.P., (All Indian Trade Union Congress), Communist Party Office, Adoor, Kerala.
12. Shri B. N. Rajhans (Hind Mazdoor Sabha), 8/85, Lokmanyanaagat, Pune (Maharashtra).
13. Shri Nrisingha Chakrabatty (Centre of Indian Trade Unions), 109, North Avenue, New Delhi 110 001.
14. Shri M. G. Dngre, Genral Secretary (Bhattiya Mazdoor Sangh), Buldana, Maharashtra.
15. Shri Ravi Dutt (Young Farmers Association), 16, North End Complex, R K. Ashram Marg, New Delhi.
16. Dr. D. A. Bholay, Secretary General, (Bharat Krishak Samaj), A-1, Nizamuddin West, New Delhi 110 013.
17. Shri Sudhan Chakraborti (Indian Confederation of Agriculture Labour), 2nd Jawaharlal Nehru Road, (1st and 2nd Floor), Calcutta 700 013 (West Bengal).

GOVERNMENT

General

18. Shri B. G. Deshmukh (Labour Secretary).
19. Shri S. P. Mukerjee, Secretary, Ministry of Agriculture, Department of Agriculture and Co operation Krishi Bhavan, New Delhi 110 001.
20. Shri M. Subramanian, Additional Secretary, Ministry of Rural Reconstruction, Krishi Bhavan, New Delhi 110 001.
21. Shri P. S. Krishnan, Joint Secretary (S. C. Development), Ministry of Home Affairs, New Delhi.
22. Shri Bhupinder Singh, Joint Secretary (Tribal Development Division), Ministry of Home Affairs, New Delhi.
23. Shri L. M. Manzas, Joint Secretary (Housing and Urban Deveopment), Ministry of Works and Housing, Nirman Bhavan, New Delhi.
24. Shri S. Venkataramani, Director General (Labour Welfare), Ministry of Labour (Member-Secretary).
25. Shri A. V. R. Char, Adviser (Labour and Manpower), Planning Commission, Yojana Bhavan, New Delhi 110 001.

State

26. Secretary, Government of Uttar Pradesh, Labour Department, Lucknow.
27. Secretary, Government of Kerala, Department of Labour, Trivendram.
28. Secretary, Government of Madhya Pradesh, Labour Department, Bhopal.
29. Secretary, Government of Andhra Pradesh, Labour Department, Secretariat Building, Hyderabad.
30. Secretary, Government of Tamil Nadu, Department of Labour and Housing, Madras.
31. Secretary, Government of West Bengal, Labour Department, Calcutta.
32. Secretary, Government of Bihar, Labour and Employment Department, Patna.
33. Secretary, Government of Maharashtra, Industries, Energy and Labour Department, Bombay.

34. Secretary, Government of Gujarat, Labour and Education Department, Ahmedabad Gandhi Nagar.
35. Secretary, Government of Punjab, Labour Department, Chandigarh.

Individuals/Social Workers/Institutions

36. Mrs. Zeenath Shariffuddin, No. 44, Azeez, Nagar, 2nd Street, Kodambalur Madras 600 024.
37. Prof. Madhurendra Kumar Singh, President, Riga Mill Workers' Unions, Post Rusa District Sitamarhi (Bihar).
38. Smt. Panna Laskar, Shillongpatry, Silchar, Cachar (Assam).
39. Shrimati Nirmala Sharma, 19, Mail Avenue, Lucknow (Uttar Pradesh).
40. Shri Arun Kumar Sinha, Amita Niwas, Shailabal Roy Road, Deogar, Santhal Parganas (Bihar).
41. Prof. Digvijay Pratap Singh, Johran Chapra Mahraji, Road No. 3, Muzffarpur (Bihar).
42. Shri V. P. Marakkar, President, Indian National Trade Union Congress, Chochin-24, Kerala.
43. Shri Indrjit Malhotra, Ward No. 5, Kathu (Jammu and Kashmir).
44. Shri R. V. Ramana Murty, 3-6-467/B, Hardikarbagh, Himayatnagar, Hyderabad 500 029, (Andhra Pradesh).
45. Shri M. V. Rajasekharan, 7-A, Rathnavilasa Road, Basavanand, Bangalore 560 004
46. Shri Ghulam Nabi Azad, M.P., I, Rajaji Marg, New Delhi.
47. Dean, National Labour Institute, AB-6, Safdarjang Inelave, New Delhi.
48. Shri M. T. Shukla, Agricultural Labour Association, Gandhi Majoor Sevalaya, Bhadra, Ahmedabad-1.
49. Kumari Lilaben Gaurishankar Trivedi, M.L.A., Vandafali near Pancheshwar Towar, Jamnagar Gujarat.
50. Shri Rajendra Bahadur Singh, 'Ram Prabha', Khandubbahi Desai Road, Vile Parle (West), Bombay 400 056.
51. Shri Motilal Sonkar, House No. 471, Bhartipur, Jabalpur, Madhya Pradesh.
52. Dr. Rakesh Chaturvedi, Ex-M.L.A., C/o Dr. (Smt.) Usha Mishra, 120/1051, Lajpat Nagar, Kanpur (Uttar Pradesh).
53. Shri Naren Sen, Indian Confederation of Agricultural Labour, 31, Ezra Mansion, 10-A, Government Place East, Calcutta 700 069.
54. Shri Bishnu Prasad, Chairman, Assam Financial Corporation, Gauhati, Assam.
55. Mrs. Jogesh, Kohli, President Tribal Welfare Organisation, C/o Mr. Kohli, General Manager, Fertilizer Corporation of India, Sindri (Bihar).
56. Shri Chandrakant Dave, Dawaji Saraiha's Street, Sankadi Seri, Ahmedabad 380 001
57. Shri Jagannath Chaudhry, President, Zilla Khetihar Mazdoor Sangh, Sitamarhi, Bihar.
58. Development Commissioner for Handloom Board, All India Handloom Board, Udyog Bhavan, New Delhi.
59. Development Commissioner for Handicrafts Board, All India Handicrafts Board, West Block-VII, Rama Krishna Puram, New Delhi.
60. Director, General Board for Workers Education, 1400, West High Court Road, Gopalpath, Nagpur 440 010.

(Signed) S. VENKATARAMANI,

Joint Secretary to the Government of India.

Order

that a copy of the Resolution be communicated to all Ministries/Departments of the Government of India, State Government/Union Territory Administration and others

also that the Resolution be published in the *Gazette of India* for general information.

Notification No. MSC/1082/200882/269/Lab-12, dated 24th March 1982, published in dated 24th June 1982, Page Nos. 3956-3959).

MINERAL CONCESSION RULES, 1960

Government of Maharashtra in exercise of the powers conferred by Rules 58 of the Rules, 1960 pleased to direct that the following arrears in Chandrapur District may be reserved with immediate effect for exploitation of iron ore by Maharashtra State Mining Corporation, State Government Undertaking.

District	Tahsil	Villages covered
	Warora	Pipalgaon (Wagal Path).
	Gadchiroli	Dewalgaon Fuser
	Sironcha	Surjagad, Damkod-Meta-I, Damkod-Meta-II, Wadir Meta, Matwarsi Meta Kutcha Mill, Chhota Wadim Vadaikoli Deposit Mesmeta kakadguda Meta Gurnunjur Meta, Tarmaka Meta, Karaujer Meta, Mohandi Meta, Kumdue Meta, Kapohs Meta, Hitadad Meta.

(Notification No. MNG/1080/120039/2777/IND-9, dated 15th June 1982, published in M. G. G., Part IV (a), dated 24th June 1982, page No. 436).

Consumer Price Index Numbers for Working Class for June 1982

BOMBAY

488 A rise of 9 points

In June 1982, the Consumer Price Index Number for working Class (New Series) for the Bombay Centre with base January to December 1960 equal to 100 was 488 being 9 points higher than that in the Preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at the Bombay Centre.

The index number for the food group increased by 11 points to 532 due to a rise in the average prices of arhardal, gramdal, moongdal, uriddal, oils, fresh fish, ghee, dry chillies, onions, zeera, jalabi, vegetables and fruits.

The index number for the Pan, supari, tobacco etc. group decreased by 7 points to 511 due to a fall in the average prices of Pan leaf, supari and chewing tobacco.

The index number for the fuel and light group increased by 27 points to 633 due to a rise in the average prices of firewood and coal.

The index number for the housing remained steady at 159 being a six monthly item.

The index number for the clothing bedding and footwear group increased by 12 points to 491 due to a rise in the average prices of dhoti, saree, shirting, long cloth, trouser cloth, mulmul, markin shirt, full pant and vest.

The index number for the miscellaneous group increased by 3 points to 390 due to a rise in the average prices of cinema show, hair oil, barbar charges umbrella, trunk, bucket and washing soap.

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

(Average price for the calendar year 1960=100)

Group	Weight proportional to the total expenditure	Group Index Numbers	
		May 1982	June 1982
I-A. Food	57.1	521	532
I-B. Pan, Supari, Tobacco, etc.	4.9	518	511
II. Fuel and Light	5.0	606	633
III. Housing	4.6	159	159
IV. Clothing Bedding and Foot-wear.	9.4	479	491
V. Miscellaneous	19.0	387	390
Total	100.0	479	488
Consumer Price Index Number			

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

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

A rise of 7 points
In June 1982 for the Nagpur Centre, with base January to December 1960 equal to 500 being 7 points higher than that in the Preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at the Nagpur Centre.

Consumer Price Index Number for Working Class (New Series) for the Nagpur Centre, with base January to December 1960 equal to 500 being 7 points higher than that in the Preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at the Nagpur Centre.

The index number for the food group increased by 12 points to 530 due to a rise in the average prices of jowar, arhardal, masurdal, oils, dry chilies, vegetables and fruits.

The index number for the Pan, supari, tobacco etc. group decreased by 7 points to 511 due to a fall in the average prices of Pan leaf only.

The index number for the fuel and light group increased by 1 point to 633 due to a rise in the average prices of coal only.

The index number for the clothing, bedding and footwear group decreased by 12 points to 491 due to a fall in the average prices of shirting and ladies chappal.

The index number for the miscellaneous group and housing remained steady at 390 and 159 respectively.

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

(Average prices for the calendar year 1960 = 100)

Groups	Weight proportional to the total expenditure	Group Index Numbers	
		May 1982	June 1982
Food	63.0	518	530
Pan, Supari, Tobacco, etc.	3.4	448	441
Fuel and Light	7.1	635	636
Housing	5.2	227	227
Clothing, Bedding and Footwear	9.0	509	508
Miscellaneous	12.3	398	398
Total	100.00		
Consumer Price Index Number		493	500

*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

482 A rise of 4 points

In June 1982, the Consumer Price Index Number for Working Class (New Series) for the Nagpur Centre, with base January to December 1960 equal to 100 was 482 being 4 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Nagpur Centre.

The index number for the food group increased by 6 points to 499 due to a rise in the average prices of rice, arhar dal, moong dal, gingelli oil, groundnut oil, linseed oil, vanaspati, eggs, milk, turmeric, onions, ginger, vegetables and fruits, sugar and gur.

The index number for the Pan supari, tobacco etc. group increased by 4 points to 481 due to a rise in the average prices of supari and katha.

The index number for the fuel and light group increased by 19 points to 727 due to a rise in the average prices of firewood and coke.

The index number for the clothing, bedding and footwear group the miscellaneous group and the housing remained steady at 569, 384 and 224.

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	
		May 1982	June 1982
I-A. Food	57.2	493	499
II-B. Pan, Supari, Tobacco, etc.	3.8	476	480
III. Fuel and Light	5.7	708	727
IV. Housing	6.6	224	224
V. Clothing, Bedding and Footwear	10.9	569	569
VI. Miscellaneous	15.8	384	384
Total	100.0		
Consumer Price Index Number		478	482

*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

A rise of 2 points

In June 1982, the Consumer Price Number for Working Class (New Series) for the Pune Centre with base year January to December 1961 equal to 100 was 447 being 2 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Pune Centre.

The index number for the food group decreased by 1 point to 490 due to a rise in the average prices of wheat, jowar, and dry chillies.

The index number for the fuel and light group increased by 28 points to 532 due to rise in the average prices of firewood and charcoal.

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

The index number for the clothing and footwear group remained steady at 520.

The index number for the miscellaneous group increased by 2 points to 373 due to rise in the average price of pan-leaf.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR PUNE CENTRE

(Average prices for the calendar year 1961 = 100)

Groups	Weight proportional to total expenditure	Group Index Numbers	
		May 1982	June 1982
I. Food	55.85	491	490
II. Fuel and light	6.89	504	532
III. Housing	6.65	138	138
IV. Clothing and Footwear	10.31	520	520
V. Miscellaneous	20.30	371	373
Total	100.00		
Consumer Price Index Number	....	447	449

*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

481—A rise of 3 points

In June 1982, the Consumer Price Index Number for Working Class (New Series) for Jalgaon Centre, with base year January to December 1961 equal to 100 was being 3 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 Jalgaon Centre.

The index number for the food group increased by 6 points to 520 due to a rise in the average prices of rice, wheat, turdal, gramdal, uriddal, groundnut oil, palm oil, fish, fruits and sugar.

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

The index number for housing group has remained steady at 178 being a six monthly item.

The index number for clothing and footwear group decreased by 1 point to 478 due to a fall in the average price of Dhoti only.

The index number for miscellaneous group has remained steady at 370.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR
JALGAON CENTRE

(Average prices for the calendar year 1961 = 100)

Groups	Weight proportional to total expenditure	Group Index Numbers	
		May 1982	June 1982
I. Food	60.79	514	520
II. Fuel and Light	7.20	656	656
III. Housing	6.11	178	178
IV. Clothing and Footwear	10.29	479	478
V. Miscellaneous	15.61	370	370
Total ..	100.00		
Consumer Price Index Number ..		478	481

*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

482—A rise of 2 points

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

The index number for the food group decreased by 1 point to 563 due to a fall in the average prices of wheat, mutton, fish and eggs.

The index number for fuel and light group increased by 20 points to 687 due to a rise in the average price of firewood only.

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

The index number for clothing and footwear group increased by 1 point to 476 due to a rise in the average price of longcloth only.

The index number for miscellaneous group increased by 2 points to 403 due to a rise in the average price of washing soap only.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR
NANDED CITY

(Average prices for the calendar year 1961 = 100)

Groups	Weight proportional to total expenditure	Group Index Numbers	
		May 1982	June 1982
I. Food	61.46	564	563
II. Fuel and Light	5.88	667	687
III. Housing	4.62	285	285
IV. Clothing and Footwear	12.22	475	476
V. Miscellaneous	15.82	401	403
Total ..	100.00	...	....
Consumer Price Index Number ..		520	522

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

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

AURANGABAD

483—A fall of 5 points

In June 1982, the Consumer Price Index Number for Working Class (New Series) for Aurangabad Centre with base year January to December 1961 equal to 100 was 483 being 5 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 Aurangabad Centre.

The index number for the food group decreased by 9 points to 515 due to a fall in the average prices of rice, jowar, masurdal, tamarind and gur

The index number for the fuel and light group remained steady at 546

The index number for housing remained steady at 316 being a six months

The index number for the clothing and footwear group remained steady at 494

The index number for the miscellaneous group remained steady at 408.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR AURANGABAD CENTRE

(Average prices for the calendar year 1961 = 100)

Groups	Weight proportional to total expenditure	Group Index Number	
		May 1982	June 1982
I. Food	60.72	524	515
II. Fuel and Light	7.50	546	546
III. Housing	8.87	316	316
IV. Clothing and Footwear	9.29	494	494
V. Miscellaneous	13.62	408	408
Total	100.00	488	483
Consumer Price Index Number		488	483

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

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

THE STATEMENT SHOWING THE CONSUMER PRICE INDEX NUMBER FOR WORKING CLASS IN MAHARASHTRA STATE FOR THE MONTHS OF JUNE 1982

Centre	Total	Food	Fuel and Light	Housing	Clothing, Footwear and Miscellaneous	Miscellaneous	Consumption Index Number June 1982	Equivalent Old Index Number June 1982	Consumption Price Index Number May 1982	Equivalent Old Index Number May 1982
Bombay	1000=100	511	633	159	491	316	488	2167	479	2127
Pune	1000=100	544	636	227	508	398	500	1910	491	1883
Nagpur	1000=100	481	727	211	569	381	482	2516	478	2495
Mumbai	1000=100	510	532	138	570	373	449	2544	478	2529
Amravati	1000=100	520	656	118	478	370	481	1279	520	1274
Shri Chhatrapati	1000=100	563	681	285	476	403	521	1072	488	1083
Aurangabad	1000=100	515	546	316	494	408	483	1072	488	1083

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

BOMBAY 4.44, SOLAPUR 3.42, NAGPUR 5.31, AURANGABAD 2.45, AURANGABAD 2.22.

ALL INDIA AVERAGE CONSUMER PRICE INDEX NUMBERS FOR INDUSTRIAL WORKERS

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

TABLE

Month 1	Base	
	1960=100 2	1947=100 3
July 1981	..	..
August 1981	..	..
September 1981	..	..
October 1981	..	..
November 1981	..	..
December 1981	..	..
January 1982	..	..
February 1982	..	..
March 1982	..	..
April 1982	..	..
May 1982	..	..
June 1982	..	..
	447	543
	454	552
	456	554
	460	559
	462	562
	460	559
	459	558
	458	557
	457	555
	459	558
	462	562
	470	571

*Index numbers under this column are derived from the 1950 based index.

Labour Intelligence

INDUSTRIAL RELATIONS IN MAHARASHTRA REVIEW FOR THE MONTH OF MAY 1982

Industrial Courts, Tribunals and Labour Courts

In all 1,526 applications 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 Courts/Tribunals—					
1	Industrial Court, Bombay ..	8	..	49	57
2	Industrial Tribunal, Bombay ..	..	35	..	35
3	Industrial Court, Nagpur ..	..	..	10	10
4	Industrial Tribunal, Nagpur ..	..	..	..	..
5	Industrial Court, Pune ..	6	..	72	78
6	Industrial Tribunal, Pune ..	..	24	..	24
7	Industrial Court, Thane ..	..	11	21	32
8	Industrial Tribunal, Thane ..	..	..	..	..
	Total ..	14	70	152	236

II. Labour Courts—

1	Labour Court, Bombay ..	27	133	104	264
2	Labour Court, Pune ..	3	166	32	207
3	Labour Court, Nagpur ..	64	100	73	237
4	Labour Court, Thane ..	1	39	30	70
5	Labour Court, Kolhapur ..	13	6	329	348
6	Labour Court, Solapur ..	3	59	43	105
7	Labour Court, Akola ..	2	17	25	44
8	Labour Court, Nashik ..	2	9	8	19
9	Labour Court, Aurangabad ..	..	..	2	2
	Total ..	115	529	646	1290

Wage Boards—12 references were received by the wage Board for silk textile industry during the month under review.

(G.C.P.) Ra 4308—5 (635—1-83)

An analysis of disputes handled by the Conciliation machinery in the State during October 1961 under various Acts is 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 ..	390	250	640
2 Bombay Industrial Relations Act, 1946 ..	45	25	70
3 Bombay Industrial Relations (Extensions and Amendment) Act, 1964 ..	..	..	..
Total	435	275	710

(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 in failure 5	Withdrawn or not pursued by parties 6	Closed 7	Total (4 to 7) 8	Pending at the end of the month 9
I. D. Act, 1947	1,404	640	134	181	70	157	531	1,513
B. I. R. Act, 1946	201	70	4	23	23	7	57	214
B. I. R. (Ext. and Amdt.) Act, 1964.	..	..	..	..	..	..	..	..
Total ..	1,605	710	138	204	93	164	588	1,727

Industry-wise and District-wise analysis of the cases received during the month under Bombay Industrial Relations Act, 1947 and Bombay Industrial Relations (Extension and Amendment) Act, 1964 are given below :—

Act 1	Cotton Textile 2	Wool Textile 3	Chemical 4	Textile Processing 5	Hosiery 6	Banking 7	Sugar 8	Misc. 9	Transport 10	Total 11
B. I. R. Act, 1946	35	10	..	5	2	..	5	13	..	70

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	Total 11
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	Auranga-bad 7	Ahamad-nagar 8	T 9
B. I. R. Act, 1946	40	20	5	3	..	1	1	..

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

Registration of Agreements, settlements, Awards etc.,

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

RA 4308—5/a

INDUSTRIAL DISPUTES IN MAHARASHTRA STATE
DURING MAY 1982

	April 1982	May 1982	May 1981
No. of Disputes*	84	77	44
No. of Workers involved	1,07,338	96,398	7,168
No. of Man-days lost	26,99,950	23,91,866	1,03,007

Industry-wise classification is given below:

Name of the Industry Group	Number of disputes in progress			Number of work people involved in all disputes	Aggregate man-days lost in
	Started before beginning of the month i.e. before May 1982	Started during the month i.e. May 1982	Total		
Textile	33		33	84,772	21,37,447
Engineering	21	6	27	5,970	1,28,231
Chemical	5		5	1,682	34,798
Miscellaneous	11	1	12	3,974	91,390
May 1982 Total ..	70	7	77	96,398	23,91,866
April 1982 Total ..	72	12	84	1,07,338	26,99,950

Forty four of the disputes arose over questions of "pay, allowances and bonus issues" 11 related to "Retrenchment and grievances about personnel", while the remaining 22 were due to other causes.

Of the 13 disputes that terminated during the course of the month, 5 were settled either entirely or partially in favour of the workers, 8 in favour of employers while the result of the remaining disputes was Indefinite.

Figures given in the above Table are based on returns received under the collection of statistics of industrial disputes during the month of May 1982. In compiling statistics of the industrial disputes, however, disputes involving persons are included.

THE FOLLOWING STATEMENT GIVES THE DETAILED INFORMATION OF IMPORTANT INDUSTRIAL DISPUTES CAUSING MORE THAN 10,000 MAN-DAYS LOST DURING THE MONTH OF MAY 1982

Serial No.	Name of the Concern	Sector	Strike Lockout	Reason	Date when stoppages		Workers involved	Man-days lost		Results
					Began	Ended		During the month	Till the close of the month	
1	Pune— Elpro International Ltd., Pune-33.	Pvt.	S	Bonus	24th February 1982	24th February 1982	690	18,441	50,037	Continued.
2	Thane— Swastik Household Industrial Products, Thane.	Pvt.	S	G.D.— Persuasion of their demands like wages etc.	23rd March 1982	23rd March 1982	1,346	29,510	93,594	Do.
3	Bombay— Messrs. Knetic Engg. Ltd., Ahmadnagar.	Pub.	S	Wages	22-3-1982	22-3-1982	596	16,092	36,756	Do.
4	Thane— Voltas Ltd., Thane	Pvt.	L	Go-slow	2-7-1981	2-7-1981	576	14,261	1,56,005	Do.
5	Bombay— The Bombay Gas Co., Ltd., Bombay 12.	Pvt.	S	Others— Re-arrest of Dr. Samant and Charter of Demand— D.A., allowances, Bonus, etc.	29-7-1981	29-7-1981	1,450	39,150	3,81,800	Do.

INDUSTRIAL DISPUTES IN MAHARASHTRA STATE DURING MAY 1982

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No. of Disputes*	84	77	44
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Name of the Industry Group	Number of disputes in progress			Number of work people involved in all disputes	Man-days lost in
	Started before beginning of the month i.e. before May 1982	Started during the month i.e. May 1982	Total		
1	2	3	4	5	6
Textile	33	..	33	84,772	21,37,447
Engineering	21	6	27	5,970	1,28,231
Chemical	5	..	5	1,682	34,798
Miscellaneous	11	1	12	3,974	91,390
May 1982 Total	70	7	77	96,398	23,91,866
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Forty four of the disputes arose over questions of "pay, allowances and bonus issues", 11 related to "Retrenchment and grievances about personnel", while the remaining 22 were due to other causes.

Out of the 13 disputes that terminated during the course of the month, 5 were settled either entirely or partially in favour of the workers, 8 in favour of the employers while the result of the remaining disputes was Indefinite.

* The figures given in the above Table are based on returns received under the collection of statistics Act, 1951. In compiling statistics of the industrial disputes, however, disputes in which 10 or more persons are involved are included.

THE FOLLOWING STATEMENT GIVES THE DETAILED INFORMATION OF IMPORTANT INDUSTRIAL DISPUTES CAUSING MORE THAN 10,000 MAN-DAYS LOST DURING THE MONTH OF MAY 1982

Serial No.	Name of the Concern	Sector	Strike Lockout	Reason	Date when stoppages		Workers involved	Man-days lost		Results
					Began	Ended		During the month	Till the close of the month	
1	2	3	4	5	6	7	8	9	10	11
1	Pune— Elpro International Ltd., Pune-33.	Pvt.	S	Bonus	..	2	690	18,441	50,037	Continued.
2	Thane— Swastik Household Indus- trial Products, Thane.	Pvt.	S	G.D.— Persuasion of their demands like wage etc.	..	2-3-1982	1,346	29,510	93,594	Do.
3	Bombay— Messrs Knetic Engg. Ltd., Ahmadnagar.	Pub.	S	Wages	..	22-3-1982	596	16,092	36,356	Do.
4	Thane— Voltas Ltd., Thane	Pvt.	L	Go-slow	..	2-7-1981	576	14,261	1,56,005	Do.
5	Bombay— The Bombay Gas Co., Ltd., Bombay 12.	Pvt.	S	Re-arrest of Dr. Samant and Charter of Demand— D.A. allowances, Bonus, etc.	..	29-7-1981	1,450	39,150	3,81,800	Do.

THE FOLLOWING STATEMENT GIVES THE DETAILED INFORMATION OF IMPORTANT INDUSTRIAL DISPUTES CAUSING MORE THAN 10,000 MAN-DAYS LOST DURING THE MONTH OF MAY 1982

1	2	3	4	5	6	7	8	9	10	11
6	Bombay— The Shreeniwas Cotton Mills Ltd., Senapati Bapat Marg, Bombay-13.	Pvt.	S	20% Bonus	20-10-1981		7,570	1,96,820	11,58,096	Do.
7	Bombay— The Hindustan Spg. Wvg Mills Ltd., Bombay-25.	Pvt.	S	Bonus	21-10-1981		2,050	47,930	3,81,756	Do.
8	Thane— Teksons Ltd., Thane	..	Pvt.	S	Reinstatement.	20-4-1981	459	11,275	1,52,225	Do.
9	Bombay— The Standard Mills Co. Ltd., Bombay-25.	Pvt.	S	Bonus— Demand for higher quantum of Bonus.	21-10-1981		5,083	1,35,621	9,79,399	Do.
10	Bombay— Podar Process, Lower Parel, Bombay-13.	Lower Pub.	S	Others— Calling for holiday working.	23-12-1981	...	850	22,950	1,17,300	Do.
11	Bombay— The Ruby Mills Ltd., Dadar, Bombay-28.	Pvt.	S	Others— Demand for withdrawal of circulars.	10-1-1982	....	1,408	32,920	1,64,475	Do.
12	Bombay— Swan Mills Ltd., Bombay-15.	Pvt.	S	Gen. Demands— Wages	17-1-1982		3,119	84,213	1,01,000	Do.
13	Bombay— Bharat Textile Mills, Lower Parel, Bombay-13.	Pub.	S	Gen. Demand— Wages etc	18-1-1982		2,400	59,371	2,55,214	Do.
14	The New City of Mfg. Co. Ltd., Bombay-13	Pvt.	S	Wages etc	18-1-1982		2,100	53,000	2,42,000	Do.
15	The Century Spg and Mfg Co. Ltd., Bombay-25	Pvt.	S	Gen. Demand— Wages etc	18-1-1982		13,731	1,11,111	1,11,111	Do.
16	Bombay— Digvijay Textile Mills, Lalbaug, Bombay-33.	Pub.	S	Gen. Demand— Wages etc	18-1-1982		2,341	48,000	1,02,111	Continued
17	Bombay— Bharat Petroleum Corpn. Post Box No. 1725, Sector Bombay-1.	(State)	S	Gen. Demand— Wages, D.A. etc	14-1-1982		1,455	37,627	1,71,487	Do.
18	Bombay— Pargaoon Fabrics and Printing Pvt. Ltd., Bombay-13.	Dyg. Pvt.	S	Gen. Demand— Recognition of the union and charter of Demands	20-2-1982		470	12,640	40,890	Do.
19	Bombay— Shree Ram Mills Ltd., Bombay 13.	Pvt.	S	Wages	.. 18-1-1982		6,000	1,56,000	6,84,000	Do.
20	Bombay— Messrs The Dawn Mills Ltd., Bombay-13.	Pvt.	S	Wages, D.A. etc.	18-1-82		1,907	51,489	2,19,305	Do.
21	Bombay— Piramal Spg. & Wvg Mills Ltd., Bombay-13.	Pvt.	S	Gen. Demand— Wages etc. ..	18-1-1982		2,714	61,140	2,90,677	Do.
22	Bombay— Western India Spg. & Mfg. Mill., Bombay-33.	Pub.	S	Gen. Demand— Wages	18-1-1982		2,828	73,528	3,25,220	Do.
23	Bombay— Jupiter Textile Mills, Parel, Bombay-13.	Pub.	S	Gen. Demand— Demanding wages and better Services condition including many more demands.	18-1-1982		3,133	86,182	4,35,662	Do.

THE FOLLOWING STATEMENT GIVES THE DETAILED INFORMATION OF IMPORTANT INDUSTRIAL DISPUTES CAUSING MORE THAN 10,000 MAN-DAYS LOST DURING THE MONTH OF MARCH 1982

	1	2	3	4	5	6	7	8	9	10	11
24	Bombay— Kanania Mills Ltd., Lower Parcel, Bombay 13.	Lower Parcel, Bom- bay-13.	Pvt.	S	Higher wages	18-1-1982	....	4,602	1,24,254	5,29,230	Do.
25	Bombay— Messrs Matulba Mills, Lid., Senapati Bapat Marg., Lower Parcel, Bombay 13.	Lower Parcel, Bombay-13.	Pvt.	S	Gen. Demand— Rise in Basic wages etc.	18-1-1982	....	3,891	91,700	4,20,380	Do.
26	Bombay— The Phoenix Mills Ltd., Lower Parcel, Bom- bay-13.	Lower Parcel, Bombay-13.	Pvt.	S	Gen. Demand— Higher wages etc.	18-1-1982	....	4,006	1,01,706	4,53,762	Do.
27	Bombay— The Mafatal Fine Spg. and Mfg. Co. Ltd., (Unit No. 3), Lower Parcel, Bombay-13.	Lower Parcel, Bombay-13.	Pvt.	S	Gen. Demand— Wages etc.	18-1-1982	....	1,642	41,207	1,85,703	Do.
28	Bombay— The Victoria Mills Ltd., Budhkar Marg, N. M., Joshi Marg, Parcel, Bombay-13.	Lower Parcel, Bombay-13.	Pvt.	S	Gen. Demand— Higher wages etc.	18-1-1982	....	3,269	83,036	3,77,037	Do.
29	Bombay— The Podar Mills Ltd., N. M., Joshi Marg, Chinchpokli, Bom- bay-11.	Lower Parcel, Bombay-11.	Pvt.	S	Gen. Demand— Increase in wages etc.	18-1-1982	....	3,555	89,893	3,99,787	Do.
30	Bombay— Indian United Mills, Dye Works N. T. C. (MM) Ltd., A unit of Government of India undertaking, Veer Savarkar Marg, Dadar, Bombay-28.	Lower Parcel, Bombay-28.	Pub.	S	Gen. Demand— Wages and others benefits.	19-1-1982	....	1,485	37,025	1,66,270	Do.

EMPLOYEES' STATE INSURANCE CORPORATION, MAHARASHTRA REGION

Press-note showing the progress during the month of June 1982.

The Employees' State Insurance Scheme applies to 30 centres in the State of Maharashtra and provides protection to 18,76,110 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 June 1982; 18,046 Insured Persons received Rs. 45,17,351.00 as cash benefits due to Employment injuries. This includes 124 persons who were in receipt of pension for Permanent Disablement benefits and 2,137 persons who were in receipt of Dependents' Benefit as dependance of deceased Insured Persons. During the month 8,551 accidents were reported against 7,424 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 June 1982, 19,519 claims were received and an amount of Rs. 74,19,880.27 was paid as Sickness Benefit. During the preceding month, 94,516 claims were received and an amount of Rs. 76,11,402.40 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. 10,77,632.25 was paid towards this Benefit.

During the month, 237 Insured Women claimed Rs. 4,42,872.00 by way of Maternity Benefit.

The attendance at the dispensaries as per certificates received was 2,08,759 during the month.

During the month, Funeral Benefit in 116 cases amounting to Rs. 11,600.00 was paid.

During the month, Confinement Charges in respect of wives of Insured persons amounting to Rs. 41,520 was paid.

During the month, an amount of Rs. 34,038.00 was paid as Enhanced Sickness Benefit to 165 Insured Persons who had undergone Sterilisation Operation for family planning.

For recovery arrears of contribution under the Scheme, Legal proceedings were initiated in 29 cases against defaulting Employers.

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