

Newspaper
R. N. 11549/57

THE INDUSTRIAL COURT REPORTER

Started in January 1948, the *Industrial Court Reporter*, issued monthly, contains important orders and awards of the Industrial Court and Tribunals in Maharashtra as well as the selected decisions of the High Court and the Supreme Court of India. The *Reporter* serves employers, employees, trade unions and lawyers in finding at one place the case law on industrial and labour matters.

- Annual Subscription : Rs. 15.
- Back Copies : If in stock supplied at Rs. 18 per yearly set.
- Advertisement Rates : Can be had on request.
- All amounts are payable in advance in Bombay, in full, either by M. O. or Cheques/Drafts drawn on Bombay Banks.

All correspondence and remittances should be addressed to—

THE COMMISSIONER OF
LABOUR,

Commerce Centre, Tardio,
Bombay 400 034

Tel. No. 393651

PRESS, BOMBAY.

Regd. No. BYW-10

Licence No. 1
Licensed to Post



सत्यमेव जयते

287

LABOUR GAZETTE

VOL. LXI

No. 11

JULY 1982

SINGLE COPY RS. 1.25

ANNUAL SUBSCRIPTION RS. 11

ISSUED MONTHLY BY
THE COMMISSIONER OF LABOUR
GOVERNMENT OF MAHARASHTRA

22. SEP. 1983 Weltwirtschaft
Kiel

+ 3428

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

Annual subscription for the year Sept. 1981—Aug. 1982 is being accepted at Rs. 12.

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

ALL CORRESPONDENCE AND REMITTANCES SHOULD BE ADDRESSED TO

The Commissioner of Labour,
"Commerce Centre", Torde, Bombay 400 034
Tel. No. 392651

LABOUR GAZETTE

Advertisement Rates

Position	Full Page		Half Page	
	Per one insertion	Per twelve insertions	Per one insertion	Per twelve insertions
	Rs. P.	Rs. P.	Rs. P.	Rs. P.
Inside page	50.00	540.00	30.00	324.00
2nd Cover	65.00	702.00	*	*
3rd Cover	60.00	648.00	*	*
4th Cover	75.00	810.00	*	*

*Advertisements for 1/2 pages in the 3rd, 3rd and 4th covers are not accepted.

Advertisements, which are restricted to commercial and business concerns and services, banking, printing, publishing, etc. are accepted or through recognised advertising agents.

Editorial Board

Editor:

Shri M. V. Nikumbh, M.A., LL.M.,
Deputy Commissioner of Labour,
Maharashtra State, Bombay (*Ex-Officio*).

MEMBERS OF THE EDITORIAL BOARD

1. Shri M. V. Beedkar, B.A., LL.B.,
Registrar, Industrial Court,
Bombay.
2. Shri G. V. Atitkar,
Assistant Commissioner of Labour,
Bombay.
3. Shri S. M. Bhade, B.A.,
Office of the Commissioner of Labour,
Bombay.

LABOUR GAZETTE

The "Labour Gazette" is a journal for the use of all interested in obtaining prompt and accurate information on matters specially affecting labour.

VOL. LXI

JULY 1982

No. 10

CONTENTS

THE MONTH IN BRIEF—

CURRENT NOTES—

	PAGE
Labour Minister's Stress on workers education	1013
India's Labour Force	1014
Intuc's suggestion for higher productivity	1014
5th employment Plan for Jobless	1015
More benefit under family pension	1015
75 Industrial training units by 6th plan end—	1016
Dock workers to get 8.33 p.c. as ex-gratia	1016

ARTICLES, REPORTS, ENQUIRIES ETC.—

Workers based trade union movement by H. D. Majumdar	1019
--	------

LIST OF IMPORTANT NOTIFICATIONS UNDER VARIOUS LABOUR LAWS—

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS IN MAHARASHTRA STATE—

Bombay	1036
Solapur	1037
Nagpur	1038
Pune	1039
Jalgaon	1040
Nanded	1041
Amravati	1042

STATEMENT OF WAGES AND ALLOWANCES, PRICE INDEX, NEWSPAPER FOR WORKING CLASS IN MAHARASHTRA FOR GIVEN QUARTERS IN MAHARASHTRA STATE—

ALL INDIA WAGES COMPARATIVE INDEX NUMBER FOR INDUSTRIAL WORKERS—	1043
--	------

LABOUR INTELLIGENCE—

Industrial Relations in Maharashtra 1981	1045
Industrial Unions in Maharashtra State	1048
Wages under the Employees State Insurance Schemes	1054

The Month in Brief

Consumer Price Index number for Working Class

The Bombay, Solapur and Nagpur Consumer Price Index Numbers for Working Class for the month of May 1982, with average prices for the year ended December 1960 equal to 100 were 479, 493, 478 respectively. The Pune, Jalgaon, Nanded and Aurangabad Consumer Price Index Number for Working Class for the month of May 1982 with the average prices for the year ended December 1961 equal to 100 were 447, 478, 520 and 488 respectively.

All India Average Consumer Price Index Numbers for Industrial Workers

All India Average Consumer Price Index Numbers for Industrial Workers (General) Base 1960-100 for May 1982 was 462 as compared to 459 in April 1982. The Index Numbers for May 1982 on base 1949-100 based Index worked out to 562 as against 558 for April 1982.

Industrial Disputes in Maharashtra State

During the month of April 1982, there were 83 disputes involving 1,01,518 workers and time loss of 27,77,674 working days as compared to 84 disputes in March 1982 involving 91,397 workmen and time loss of 23,49,869 mandays.

Further particulars of Industrial Disputes are given at pages 1048 to 1053 of this issue.

Employees State Insurance Scheme

During the month of May 1982, 17,098 Insured persons received Rs. 14,95,769.33 benefit due to Employment Injuries. This includes 4,023 persons who were in receipt of pension for permanent Disablement Benefit and 2,116 persons who were in receipt of Dependents Benefits as dependants of deceased Insured Persons. During the month 8,424 accidents were reported as against 7,667 during the preceding month.

Current Notes

Labour Minister's stress on Workers Education

The Union Labour Minister, Mr. Bhagwat Jha Azad, addressing the Commonwealth Labour Minister's Conference at Geneva on June 4, 1982 stated that India has underlined the need for workers education for the effective functioning of the trade unions. Schemes of workers education are the means by which the workers can be equipped to effectively participate in the trade unions and appreciate the complexities involved, as they represent the key element in any system of labour administration. According to the Minister under the Indian Workers' Education Scheme, nearly 30 million workers had been educated so far.

(E.F.I. Bulletin, dt. 15-6-82)

India's Labour Force :

According to Mr. Bhagwat Jha Azad, Union Minister of Labour, India has an estimated labour force of about 257 million in 1981 and this is growing at the rate of 2.54 per cent per annum thus adding about six to seven million every year to the employment market.

(E.F.I. Bulletin, dt. 15-6-82)

INTUC's suggestion for higher Productivity—Leadership training : 5 day work week : amend TU Act

The Union Labour Ministry convened a tripartite meeting here on June 15 with a view to improve productivity in industry, which was presided over by Shri B. G. Deshmukh, Union Labour Secretary.

On behalf of central trade unions, the Indian National Trade Union Congress (INTUC), Hind Mazdoor Sabha (HMS-Gupte), National Labour Organisation (NLO), attended the meeting. The National Campaign Committee of Trade Unions boycotted the meeting.

On behalf of the employers, representatives from the Employers Federation of India, All India Manufacturers' Organisation, All India Organisation of Employers and the Standing Committee of Public Enterprises attended.

Officials representing the Planning Commission, Ministry of Industry, State Government and Chairman of the Central Board of Workers' Education (CBWE) participated in the deliberations.

This was the first of a series of meetings planned to ascertain the views of various interests engaged in production which would help in improving productivity and through it improve the industrial relations climate in the country.

The INTUC representative suggested that the Trade Unions Act be amended so that the fundamental obligations of workers, trade unions and employers be clearly be defined on the pattern the Constitution of India, which had been amended to provide for fundamental obligations of citizens.

It was noted that the Central Board of Workers Education has started new programmes for leadership training of workers so that the leadership of the trade unions emerges from the rank and file.

Lastly, the INTUC suggested five-day week for a worker and plant should work round the clock i.e. 24 hours for all the days in the work. This would improve both production and productivity and generate additional employment.

The Labour Secretary asked managements to remove the impediments which comes in the way of improving productivity and reduce the optimum utilisation of capacity of plant.

Emphasising the role of motivation, he further wanted the managements to take the lead by creating a sense of trust among the workers

(Indian Worker, Dated 21st June 1982)

Self-employment plan for jobless

Employment offices in Punjab will soon start helping unemployed persons to become self-employed in various trades.

Self-employment cells will be set up for this purpose in the District Employment offices.

These cells will sponsor applications of unemployed person for banks loans for starting business. They will also be helped to get training in different trades.

(Indian Worker, dated 21st June 1982)

More benefit under family pension scheme

At long last the Government of India has conceded a long pending demand of, INTUC that all workers under the Family Pension Scheme should get full pension regardless of the age entry and this benefit should also be extended to all those who are getting the pension.

The INTUC Treasurer, Shri V. R. Hoshing, has been urging upon the Government of India that all the workers should get full benefit of the minimum family pension, irrespective of their age at the time of entry in the family pension scheme.

Shri Hoshing said that this was unjust and entry age should have no effect on the minimum pension. Shri Hoshing has been fighting for this issue since September, 1980 in his capacity as Trustee on the Board of Trustee for Provident Fund Scheme.

The Family Pension Scheme was introduced in 1971 under the providing Fund Scheme. The amount of minimum pension was depending upon the age of entry in the scheme.

Meanwhile, the Government of India has increased the amount of minimum pension under the Scheme, vide its Notification on April 28, 1982.

The poor helpless widows, who getting a partly amount of Rs. 15 to Rs. 20 as pension, will now get minimum pension of Rs. 60 per month from April 1, 1982.

(*Indian Worker*, dated 21st June 1982.)

75 Industrial Training Units by 6th plan end

The Government of India proposes to modernise 75 Industrial Training Institutes by the end of sixth Plan.

Under phase one, 16 industrial training institutes in various States have already been modernised, an official release said here on June 13.

The Ministry of Labour has also upgraded five Central training institutes at Calcutta, Bombay, Kanpur, Ludhiana and Hyderabad to advance training institutes.

These Institutes will play the role of regional centres of excellence in the field of vocational training.

The upgradation is being carried out under the project undertaken by the Government.

(*Indian Worker*, date 21st June 1982).

Dock workers to get 8.33 p.c. as ex-gratia

About 1,40,000 port and dock workers all over the country will get an ex-gratia payment at the rate of 8.33 per cent of the salary or wages in lieu of bonus for 1981-82.

This was announced by the Government after a decision reached by the Union Cabinet here on June 15.

The ex-gratia payment was being given pending the evolution of the scheme for productivity-linked bonus.

The ex-gratia payment brought within its purview workers and employees of Port Trusts in major ports of Bombay, Cochin, Kandla, Madras, Marmagao, Paradip, Visakhapatnam and New Mangalore.

Dock workers registered or listed under the Dock Workers (Regulation of Employment) Act, 1948 and the employees of the Dock Labour Boards and Administrative Boards in the ports of Bombay, Calcutta, Cochin, Kandla, Madras, Marmagao, and Visakhapatnam will also receive the ex-gratia payment.

The ex-gratia payment as per the Cabinet decision conforms to the Bonus Act because it (the payment) will be restricted to those drawing salaries or wages up to Rs. 1,600 per month.

In the case of those getting more than Rs. 750 as their pay per month, the amount of ex-gratia payment will be as if the employee draws an overall salary of that order.

handling workers at Paradip port will also be entitled to ex-gratia payment.

An official spokesman said it was the Government's endeavour to give a 'push' to developmental schemes enunciated in the new 20-point economic programme for the betterment of the weaker sections.

(*Indian Worker*, dated 21st June 1982).

Fresh guidelines for bonded labour to be issued

It appears that state government need to be told afresh what is bonded labour and how to go about identifying it.

An inter-departmental committee, which has noted that far more needs to be done on this question by state Governments, has come to the conclusion that fresh guidelines should be issued to ensure that there is some uniformity in the states' understanding of the problem.

It might be recalled that the work of identifying and rehabilitating bonded labour was first taken up under the 20-point programme soon after emergency was imposed in June 1975. The Sixth Plan has provided for Rs. 25 crores for scheme on bonded labour. Much of the yearly allocations, however, have remained unutilised.

The committee, which met on May 21, also recommended that revisions of minimum wages for rural employments should be carried out through the notification method in order to save time.

The present practice of setting up a committee to recommend changes in minimum wages takes several months, at times as long as two years.

The view was expressed at the meeting that state governments should pay greater attention on issues relating to the enforcement of minimum wages in rural occupations, organisation of the rural poor and the rehabilitation should be intensified specially in areas which had a large concentration of Schedule castes and Tribes population.

It was pointed out that the states tended to depend too much on Central assistance under programmes like IRD and NREP. There should be a machinery at the state level to provide a comprehensive linkage for rural development programmes.

(*Indian Worker*, dated 14th June 1982).

Gratuity ceiling raised

The Government of India has issued formal orders last week 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 31st. Other relevant pension rules remain unchanged.

(*Indian Worker*, dated 14th June 1982).

States asked to locate bonded labour soon

The Government of India is understood to have asked the State Governments to launch household surveys to locate bonded labour and to take prompt and integrated measures to free and rehabilitate them in a time-bound programme.

In a communication to various Chief Ministers, the Union Labour Minister Shri Bhagwat Jha Azad, said that the Centre felt that there was need for undertaking fresh efforts for identification of bonded labour.

He has asked the States to launch separate programmes for allotment of and housesites for bonded labour immediately after they are released.

This, he said, would help in identifying the actual number of bonded labour rehabilitated.

The Minister has suggested that the identification may be done through household survey by the Revenue Department with the help of available field agencies like the Directorate of Economics and Statistics, zonal directorate, backward classes, welfare, rural research bureau and such other agencies.

He also wanted the States to keep in view the identification of bonded labour undertaken by the Government of Orissa through the household surveys as for economic rehabilitation of the rural poor.

The Minister has also asked the State Governments to undertake intensive studies and surveys in respect of stone quarries and brick-kilns to locate bonded labour.

He emphasised that the process of identification of bonded labour through household surveys should be completed within a time-bound programme.

He also wanted the States to take due cognizance of news-paper reports highlighting the existence and problems of bonded labour.

The Labour Minister has further urged that the activities of the vigilance committees at the district and sub-divisional levels are monitored, coordinated and evaluated at the state level by a standing committee on bonded labour under the chairmanship of the Minister in charge.

Since correct identification of bonded labour required massive efforts, he has suggested involvement of various agencies such as government officials, non-officials, voluntary agencies individual institutions dedicated to the cause of labour and individuals of commitment and reputation.

He hopes the State Governments will select the right agency for this purpose.

(Indian Worker, dated 14th June 1982)

Articles, Reports, Enquires, etc.

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

WORKER-BASED TRADE UNION MOVEMENT

(A New Direction of Workers Education)

By

(H. D. MAJUMADR, Education Officer, Workers' Education Centre, Asansol)

Some intellectual people involved in trade union movement may raise their eyebrows as to the question of worker-based trade union movement. According to them trade union is essentially worker-based. Yes, there is no doubt about it. But, as a matter of fact, trade union has to play different role in different context. During the pre-independence period trade union basically had to combat with two gigantic enemies: employer and the British Imperialists, "Our trade union movement is still largely leader-based and not worker-based and the leader is often an outsider. This position might have been justifiable some two or three decades ago. But now this position can no longer be justified". The reasons of this proposition is well understood.

What is Trade Union; Sidney and Betrice Webb's Definition is almost common in this respect. "Trade union is a continuous association of wage earners, for the purpose of maintaining or improving the conditions of their working lives".

KARL MARX'S VIEW

"But with the development of industry, the proletariat not only increases in number, it becomes concentrated in greater masses, its strength grows and it feels that strength is more. The collisions between individual workmen and individual bourgeois take more and more the character of collisions between two classes. Thereupon the workers begin to form combinations (trade unions) against the bourgeois: they club together in order to keep up the rate of wages. Now and then the workers are victorious, but only for a time. The real fruit of their battles lies not in the immediate result, but in the ever expanding union of workers. This organisation of the proletariat into a class and consequently into a political party is continually being upset again by the competition among themselves. But it rises up again, stronger, far more and mightier". Therefore, according to Marxian theory, the trade unions are reaction to bourgeois exploitation of the working class Unionism is a useful weapon in the class war of the workers against the bourgeois.

MAHATMA GANDHI'S VIEW

Mahatma Gandhi opined that the trade union is a co-trustee with the employers of the society. We can also quote G. D. H. Cole, one eminent

author commented that the Webb's definition is narrow as it excludes the powerful association of the salaried workers. "Maintaining or improving the conditions of their working lives is not only the goal of a trade union. Trade Unions are becoming more and more interested in the workers as a member of the society."

Union should represent the close interests of workers and maintain a steady economic pressure on the employers for improved benefits and nationalisation of industries.

According to the legal definition of a trade union in India, even the employer's organisation can be registered as trade union. It is a paradox to some veteran trade unionists.

Therefore, we find that various ideologies have influenced the growth of trade union. Social, economic and political movement have also exercised its influence in one way or the other. However, taking all the definitions mentioned before, into consideration, we can define it "As the association of all types for workers which primarily is interested for the benefit of its members by way of bipartite or tripartite negotiations and in case of failure of negotiations by strikes etc."

"If the democratic State is to attain its fuller and finest development, it is essential that the actual needs and desires of human agents concerned should be the main consideration, in determining the conditions of employment."

The objectives of the trade union movement in modern times may be stated as hereunder:—

- (a) Defending or improving the wages and conditions of labour.
- (b) Raising the status of the worker as a citizen of industry and of society.
- (c) Extending the area of social control of nation's economic life and participating in that control.

Purpose of Trade Union: The basic tenets of trade union movement are to protect and promote the interests of the workers. But along with this, a trade union, as one of the best social agencies, must have to extend its function beyond its territorial limit. Organisational, educational, economical and financial, solving grievances, safe guarding rights, social uplift, cultural and moral uplift, political and influencing the enactment of laws are some of the major functions of a trade union.

Leadership—A basic question: The question of leadership comes up frequently before us in respect of which we cannot remain silent spectators. This is a very vital question as the leader plays a pivotal role in trade union movement. So, we cannot be blind to this question. This question did not come in the forefront during the days of freedom movement and more often than not the trade union movement was looked at as an integral part of freedom movement against the British imperialists and its lackies.

We have achieved political freedom and we are to strong then it more and more by coupling it with what is called economic self-reliance or arthic swaraj, which can never be materialised without optimum production. The struggle

for economic emancipation undoubtedly requires more sacrifices and unremitting struggle against the forces of status quo or vested interests which a leader in the changed circumstances, should realise in depth. Therefore, in the ultimate analysis question of leadership is of paramount importance to us in the changed circumstances.

Role of outsiders before Independence: While discussing as to the question of leadership, we should invariably highlight on the role of outsiders before attained our political freedom. Although it is said that trade union is the child of industrialisation in India, but trade union movement had to take at least 40 years for its birth. In 1851, first Cotton Mill was established in Bombay and in 1854 first Jute Mill was set up in Bengal and with these we witnessed the dawn of industrialisation in India. N. M. Lokhande formed the Bombay Mill-Hands Association in 1890. Sohrabji Sapruji Bengali made a sincere endeavour for the welfare of the workers. "During the latter half of the Nineteenth Century, the tales of human woes, sufferings and miseries of the mass of labour in the plantations of Assam reached in Calcutta, the centre of recruitment and import of Coolie Labour. Here was one Dwarkanath Gango-padhyaya, a missionary of Brahma Samaj, who disguised himself as a Coolie, worked in tea gardens, and felt what life there was. On return to Calcutta he gave publicity to his personal experience in the columns of Sanjivani and the Bengali, an English weekly, whose Editor was Surendranath Banarjee". Bankim Chandra Chattopadhyaya, the famous author of Anandamath and Bande-Mataram, wrote Samya, which was the reflection of revolt of conscience against economic inequality, which arose out of early industrialisation in Bengal. "No student of Indian labour can forget such names as B. P. Wadia, Mahatma Gandhi, Hariharnath Shastri, N. M. Joshi, R. S. Ruikar, Somnath P. Dave, Jawaharlal Nehru, Netaji Subhas Chandra Bose, C. R. Das, V. V. Giri, who may be rightly called the pioneers of Indian trade union movement. J. M. Sengupta, C. F. Andrews, J. L. Banerjee, J. Choudhary, Mohasim, Padmaraj Jain, Hardwal Nag, S. A. Dange, Souqat Osmani, Nalini Dasgupta Musafar Ahmed, Singara Velu, Kazi Nazrul Islam, Samsudd'im Hussain, Atul Gupta, Abdul Halim, Dharani Gosawami, Gopan Chakraborty, Saumen Thakur, Dewan Chamanlal, Pandit Madanmohan Malaviva are some of the noted labour leaders of trade union movement in India during the alien rule. Hence, we can at ease conclude that the trade union movement of the pre-independent period, was so intermingled with freedom movement that it could not be separated from each other, and in that particular context it was highly relevant and outsider's role was justifiable as it has served the basic cause of the nation.

Role of trade union movement in post-independent period: Our Prime Minister, Smt. Indira Gandhi in her May Day message said "Through the labour of their hands, the worker in the field and the worker in the factory create the nation's wealth. Industrial workers have always been the vanguard of change. Today, when we are on the threshold of a new phase of national development much depends on the workers readiness to place country above group to consider the welfare of others to be as important as their own. This is true of every citizen, but workers have the advantage of being organised and therefore more is expected from them."

THE NATION'S FIRST APPROACH

"Our country has a large work force, but majority of the workers are in rural and unorganised sector. They are illiterate and are easy to exploit. The improvement of the lot of the rural workers present major challenge to the planners and to all those responsible for the implementation of development schemes. Equally important is the challenge of the integration of rural workers into the national development effort by creating the most favourable conditions for enlisting popular motivation and securing their active participation in the development process. To achieve these two goals, it is essential that there exist a strong independent and representative organisation of rural workers together with the necessary machinery to associate effectively these organisations at all levels and at all stages of development process. The recognition of the important role of rural workers' organisation and the safeguarding of their freedom to function and growth is an essential means of overcoming the resistance offered by the vested interests, and of bringing about the changes, which are the prerequisites for the success of development."

Trade unions should develop positive attitude of workers towards the development of the wealth of nation and for raising the standard of masses. Workers should be well acquainted with the broad picture of national economy so that a national approach is developed and implemented.

PARTICIPATIVE MANAGEMENT

Workers' participation in management or in industry, whatsoever it is, is another area which should receive priority in the labour policy of the government. "It would enable the representatives of both labour and management to come closer and share responsibility on equal footing. For this labour will have to be given special training to participate effectively in the management of the industry."

Population education is another important subject in regard to which the labour should be well educated.

PRODUCTIVITY IS A MUST FOR US

Productivity movement is another important phenomenon in the present context of our economy. Labour should be more intimately involved in the productivity movement. The worker should know what productivity is. He should also realise the paramount importance of productivity ought to be inculcated in the minds of the workers by their respective trade unions.

"Labour should do the house keeping for the nation. Labour is like the housewife, who cooks for the entire family. She feeds all the members of the family first and takes her turn at the last. Labour too should serve the community first. Even if this expectation would be utopian now, let labour at least try to being with to share the fruits of labour along with the entire community."¹²

TRADE UNION, A POWERFUL SOCIAL ORGANISATION

Trade union which is a powerful social stimulus, shall have to play social role. Now trade union is for the workers and surprisingly not of the workers and by the workers. The leaders are outsiders. These outsiders are mostly elites of the political parties. They want to encash political output out of trade union movement. This often gives birth to multiplicity of trade unions and these unions are fighting with each other for their narrow sectional interests, setting aside the interest of the community. For this reason, the workers and the community both suffer. Here lies the social role of a trade union, which it can play but, in fact, it remains out of its obligation and it is due to lack of work ethics.

Who is the outsider : Under Trade Union Act, 1926 any person not actually engaged or employed in the industry concerned, is deemed to be an outsider. Section 22 of the said Act requires that ordinarily not less than half of the office bearers of a registered union, shall be actively engaged or employed in an industry, to which the union relates.

According to Whitely Commission "the members of the union should take an active part in its work. We consider that two-thirds would be suitable minimum for insiders."

Union's common view is that any one who has devoted his life to union work and has been a full time union worker whether he had ever worked as an employee in any industry or not, should not be treated as an outsider.

For an employer in many cases the objection to an outsider is in essence an objection to particular individual e.g. dismissed employees or politicians.

Multiple unions are mainly the result of political outsiders, wanting to establish unions of their own, with a view to increasing their political influence.

The employee, office bearers cannot be prevented from being interested in and connected with political parties or from seeking the assistance of one political group or the other, when such assistance is needed.

ILO Convention No. 87 is highly relevant, in this context. It provides that workers and employers' organisations shall have the right to draw their constitution and rule and public authorities to refrain from any interference which would restrict the right or impede the lawful exercise thereof.

National Commission on Labour felt "We are of the view that outsiders in trade union should be made redundant by forces from within rather than by legal ban".

Hence we see that in the changed circumstances arising out of political independence trade unions had to play key role in development process, but till now it could not do so and it is because of the leader-based trade union movement. Most of the trade unions did not adopt 'nation first' approach. Therefore, leader-based trade union movement should be done away with by means of education, so that entry of outsiders in trade unions is made redundant by forces from within.

THE HINDRANCES

Through the loop-holes of the Act, the outsiders who are staunch political elements enter into the political movement. Workers are not well educated and often attracted with catchy slogans. Workers are ignorant as to his country, as to the socio-economic situations prevailing in the country. Workers do not know well that he is not only wage earner, over and above he is head of the family, citizen of his country and worker in the industry he works and he is quite in dark regarding his different roles in different social contracts.

“Man in worker” is sleeping, he is to be stimulated through education.

What is to be done “To develop leadership from among the rank and file of the workers themselves”. This can only be done by well planned educational programme. The education will bring about a new culture and an attitudinal change by virtue of which the workers will realise the need and importance of productivity, importance of one union in one industry and importance of harmonious industrial relations and importance of trade union in national development and need of population control.

Worker-based trade union movement.—Herein worker based trade union movement means trade union movement will be led by workers themselves. It will be possible only when man in worker will come out by virtue of requisite educational programme. Only the light of education can remove darkness of ignorance of the workers and develop the man in worker.

Workers' Education a pivotal role.—The workers' education can play historic and pivotal role for attitudinal changes. The creative energy of the masses of work force could be channelised for the good to the society through a well thought out workers' education programme. More broad-based vigorous and systematic educational programme can be thought out which would suit to the challenging needs of national uplift. The Education Officers as well as Workers Teachers are to play significant role in this great task of nation building. Education Officers are to work with missionary zeal, and should be dedicated for the greater cause of workers' education.

The Education Officers are the vanguards of national reconstruction. They cannot play their due role, unless they are patriots in the strict sense of the term. They should love the country. This gigantic task of new culture and bringing about attitudinal changes cannot be realised unless they take this culture, in themselves first. Education Officers are, therefore, to be oriented with this new dimension and new direction of workers' education, as propounded by our Chairman, Shri G. Ramanujan.

References

1. Vide page 7 of Workers' Education—new vistas by G. Ramanujam.
2. Vide page 55 and 56 of the Manifesto of the Communist Party—by Karl Marx.
3. Vide page 7 of Indian Working Class Movement—by Mathur & Mathur.

4. Mathur's view.
5. Vide page 821 of the Industrial Democracy and Clegg—page 192.
6. Vide System of Industrial Relations in Great Britain—by Flander and Clegg—page 192.
7. Vide page 66—Labour Movement in India—by G. K. Sharma.
8. Vide page 60—Labour Movement in India—by G. K. Sharma
9. Bangla Sramik Andolaner Itihas—by Dr. P. Saha.
10. Quoted from Workers' Education in Today's Social Milieu.
11. Vide page 2 Workers' Education in Today's Social Milieu.
12. Vide page 4 Workers Education in Today's Social Milieu.
13. Vide page 15 of New Dimensions of Workers' Education—by G. Ramanujan.
14. Vide report of the Royal Commission on Labour, 1926.
15. Vide Objectives of Workers' Education Scheme.

(Indian Worker, dated 28th June 1982)

Gist of Important Notifications under Various Labour Laws

I. BOMBAY SHOPS AND ESTABLISHMENTS ACT, 1948

(a) Government of Maharashtra in exercise of the powers conferred by section 6 of the said Act suspended the operation of the provisions of Section 28 of the said Act, in respect of the employees employed in the Divisional and Branch offices of the Life Insurance Corporation of India in the State of Maharashtra on the 18th April, 1982, subject to granting of compensatory holiday and overtime wages to the employees as specified in the Notification.

(Notification No. P-7382/8041/Lab-5, dated 17th April 1982, published in *M.G.G.*, Part I-L, dated 27th May, 1982, page No. 3224).

(b) Government of Maharashtra in exercise of the powers conferred by section 6 of the said Act suspended the operation of the provisions of section 14 and 18 of the said Act in respect of the employees employed in the U. P. Handlooms, Indian Mercantile Mansion, Opp. Regal Cinema, Bombay 400 039 for week ending Sunday the 21st February 1982, 28th February 1982 and 7th March 1982 subject to granting of compensatory holiday and overtime wages to the employees as specified in the notification.

(Notification No. P-7382/CR-7061/Lab-5, dated 20th February 1982, published in *M.G.G.*, Part I-L, dated 27th May, 1982, page No. 3234).

(c) Government of Maharashtra in exercise of the powers conferred by section 6 of the said Act, suspended the operation of the provisions of Section 18 of the said Act in respect of the retail grain dealers in Greater Bombay subject to granting of compensatory holiday and overtime wages to the employees as specified in the Notification.

(Notification No. P-7382/7050/Lab-5, dated 18th April 1982, published in *M.G.G.*, Part I-L, dated the 27th May 1982, page No. 3252-53.)

(d) Government of Maharashtra in exercise of the powers conferred by Section 6 of the said Act, suspended the operation of the provisions of section 18 of the said Act in respect of the employees employed in the Zonal, Divisional and Branch Office of the Life Insurance Corporation of India in the State of Maharashtra on 4th April and 11th April 1982, subject to granting of compensatory holidays to the employees as specified in the notification.

(Notification No. P-7382/CR-7095/Lab-5, dated 30th March 1982, published in *M. G. G.* Part I-L, dated 27th May 1982, page No. 3253.)

II. EMPLOYEES PROVIDENT FUND ACT, 1952

(a) The Government of India, Ministry of Labour Notification No. S-70012/7/81/PL-II, dated 28th January, 1982 is republished as under.—

GOVERNMENT OF INDIA/BHARAT SARKAR

MINISTRY OF LABOUR/SHRAM MANTRALAYA

New Delhi, dated the 28th January 1982

NOTIFICATION

G.S.R.—In exercise of the powers conferred by section 5, read with sub-section (1) of section 7 of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 (19 of 1952), the Central Government hereby makes the following Scheme further to amend the Employees' Provident Funds Scheme, 1952, namely—

1. (1) This Scheme may be called the Employees' Provident Funds (First Amendment) Scheme, 1982.

(2) It shall come into force on the date of its publication in the *Official Gazette*.

2. In the Employees' Provident Funds Scheme, 1952, for the existing sub-paragraph (5) of paragraph 72, the following sub-paragraph shall be substituted:—

(a) Every employer shall, at the time when a member of the Fund leaves the service be required to get the claim application, for payment of provident fund in cases specified in clauses (a) to (dd) of sub-paragraph (1), and clause (a) of sub-paragraph (2) of paragraph 69, duly filled in and attested, and to forward the said application to the Commissioner or any other officer authorised by him in this behalf.

(b) Every employer shall, at the time when a member of the Fund leaves the service be required to get the claim application, for payment of provident fund in cases specified in clause (a) of sub-paragraph (1), and in clause (b) of sub-paragraph (2), of paragraph 69, duly filled in and attested and to give the said application to the member, for submission, on completion of the period specified in clause (b) of sub-paragraph (2) of paragraph 69, to the Commissioner or any other officer authorised by him in this behalf.

(c) Every employer shall, on the death of the member and on receipt of an application for receiving the amount standing to the credit of such member, forward forthwith the said application to the Commissioner or any other officer authorised by him in this behalf.

(d) If the applicant is unable to send the claim application through the employer or duly authorised by him for any reason whatsoever, he may forward it to the Commissioner or any other officer authorised by him in this behalf, and wherever necessary, the Commissioner or any other officer authorised by him in this behalf, may forward such application to the employer and the employer shall be required to return it within five days of its receipt.

(e) The payment may be made at the option of the person to whom payment is to be made (i) by postal money order at the cost of the payee, or (ii) by deposit in the payee's Joint Bank account in any Scheduled Bank or any Post Office, or (iii) through the employer.

(Notification No. EPF/1082/8405/Lab-4, dated 9th March 1982, published in *M.G.G.* Part I-L, dated 20th May, 1982, page No. 3147-48).

3. Government of India, Ministry of Labour, Notification No. G.S.R./549(E), dated 3rd and 24th October 1981 is republished as under.—

GOVERNMENT OF INDIA/BHARAT SARKAR

MINISTRY OF LABOUR/SHRAM MANTRALAYA

New Delhi, dated the 3rd/24th October 1981

NOTIFICATION

G.S.R. 549(E).—In exercise of the powers conferred by section 5, read with sub-section (1) of section 7 of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 (19 of 1952), the Central Government hereby makes the following Scheme further to amend the Employees' Provident Funds Scheme, 1952, namely—

1. (1) This Scheme may be called the Employees' Provident Funds (Fifth Amendment) Scheme, 1981.

(2) It shall come into force on the date of its publication in the *Official Gazette*.

2. In the Employees' Provident Funds Scheme, 1952—

(1) for the existing paragraph 68-B, the following paragraph shall be substituted—

“68-B. Advance from the Fund for the purchase of a dwelling house/flat or for the construction of a dwelling house including the acquisition of a suitable site for the purpose.

or where so authorised by the Commissioner, any officer subordinate to him, may on an application from a member in such form as may be prescribed

and subject to the conditions prescribed in this paragraph, sanction from the amount standing to the credit of the member in the Fund, an advance—

(a) for purchasing a dwelling house/flat, including a flat in a building owned jointly with others (out-right or on hire-purchase basis), or for constructing a dwelling house including the acquisition of a suitable site for the purpose from the Central Government, the State Government, a co-operative society, an institution, a trust, a local body or a housing finance corporation (hereinafter referred to as the agency/agencies),

OR

(b) for purchasing a dwelling site for the purpose of construction of a dwelling house or a ready-built dwelling house/flat from any individual, provided the said house/flat to be purchased is new and un-lived one ;

OR

(c) for the construction of a dwelling house on a site owned by the member or the spouse of the member or jointly by the member and the spouse, or for completing/continuing the construction of a dwelling house already commenced by the member or the spouse, on such site.

Explanation 1.— In this paragraph, the expression, 'co-operative society' means a society registered or deemed to be registered under the Co-operative Societies Act, 1912 (2 of 1912) or under any other law for the time being in force in any State relating to co-operative societies.

(b) where the advance is for the construction of a dwelling house, it may be sanctioned in such number of instalments as the Commissioner, or where so authorised by the Commissioner, any officer subordinate to him, thinks fit ;

(c) where the advance is for the acquisition of a dwelling site for the purpose of construction of a dwelling house thereon from any individual or any agency, the amount shall be paid in not less than two equal instalments, the first instalment at the time of the acquisition of the dwelling site and the remaining at his request at the time of the construction of a dwelling house on such dwelling site.

(5) Where an advance is sanctioned for the construction of a dwelling house, the construction shall commence within six months of the withdrawal of the first instalment and shall be completed within twelve months of the withdrawal of the final instalment. Where the advance is sanctioned for the purchase of a dwelling house/flat or for the acquisition of a dwelling site, the purchase or acquisition, as the case may be, shall be completed within six months of the withdrawal of the amount :

Provided that this provision shall not be applicable in case of purchase of a dwelling house/flat on hire-purchase basis and in cases where a dwelling site is to be acquired or houses are to be constructed by a co-operative society on behalf of its members with a view to their allotment to the members.

(6) Except in the cases specified in sub-paragraph (7), no further advance shall be admissible to a member under this paragraph.

(7) An additional advance up to six months' basic wages and dearness allowance or the member's own share of contributions with interest thereon, in the amount standing to his credit in the Fund, whichever is less, may be granted once and in one instalment only, for additions, substantial alterations or improvements necessary to the dwelling house owned by the member or by the spouse or jointly by the member and the spouse :

Provided that the advance shall be admissible only after a period of five years from the date of completion of the dwelling house.

(8) The member shall produce the title-deed and such other documents as may be required for inspection which shall be returned to the member after the grant of advance.

(9) (a) If the advance granted under this paragraph exceeds the amount actually spent for the purpose for which it was sanctioned, the excess amount shall be refunded by the member to the Fund in one lump sum within thirty days of the finalisation of the purchase or the

completion of the construction of or necessary additions, alterations or improvements to a dwelling house, as the case may be. The amount so refunded shall be credited to the employer's share of contributions in the member's account in the Fund, to the extent of advance granted out of the said share and the balance, if any, shall be credited to the member's share contributions in his account.

(b) In the event of the member not having been allotted a dwelling site/dwelling house/flat, or in the event of the cancellation of an allotment made to the member and of the refund of the amount by the agency, referred to in clause (a) of sub-paragraph (1), or in the event of the member not being able to acquire the dwelling site or to purchase the dwelling house/flat from any individual or to construct the dwelling house, the member shall be liable to refund to the Fund in one lump sum and in such manner as may be specified by the Commissioner, or where, so authorised by the Commissioner, any officer subordinate to him, the amount of advance remitted under this paragraph to him or, as the case may be, to the agency referred to in clause (a) of sub-paragraph (1).

The amount so refunded shall be credited to the employer's share of contributions in the member's account in the Fund, to the extent of advance granted out of the said share, and the balance, if any, shall be credited to the member's own share of contributions in his account.

(10) If the Commissioner, or where so authorised by the Commissioner, any officer subordinate to him, is satisfied that the advance granted under this paragraph has been utilised for a purpose other than that for which it was granted or that the member refused to accept an allotment or to acquire a dwelling site or that the conditions of advances have not been fulfilled or that there is reasonable apprehension that they will not be fulfilled, wholly or partly, or that the excess amount will not be refunded in terms of clause (a) of sub-paragraph (9) or that the amount remitted back to the member by any agency referred to in clause (a) of sub-paragraph (1), will not be refunded in terms of clause (b) sub-paragraph (9), the Commissioner, or where so authorised by the Commissioner, any officer subordinate to him, shall forthwith take steps to recover the amount due, with penal interest thereon at the rate of two per cent per annum, from the wages of the member in such number of instalments as the Commissioner, or where so authorised by the Commissioner, any officer subordinate to him, may determine. For the purpose of such recovery, the Commissioner, or where so authorised by the Commissioner any officer subordinate to him, may direct the employer to deduct such instalment from the wages of the member and, on receipt of such direction, the employer shall deduct accordingly. The amount so deducted shall be remitted by the employer to the Commissioner, or where so authorised by the Commissioner, any officer subordinate to him, with such time and in such manner as may be specified in the direction. The amount so refunded, excluding the penal interest, shall be credited to the employer's share of contributions in the member's account in the Fund, to the extent of advance granted out of the said share, and to the balance, if any, shall be credited to the member's own share of contributions in his account. The amount of penal interest shall, however, be credited to the Interest Suspense Account.

(11) Where any advance granted under this paragraph has been misused by the member, no further advance shall be granted to him under this paragraph within a period of three years from the date of grant of the said advance or till the full recovery of the amount of the said advance, with penal interest thereon, whichever is later.

(2) the existing paragraph 68-C shall be deleted ;

(3) for the existing paragraph 68-D, the following paragraph shall be substituted :—

"68-D.—*Advance from the Fund to be non-refundable.*—Except as otherwise provided, the advances given under paragraph 68-B and 68-BB shall be non-refundable" ;

(4) for the existing paragraph 68-E, the following paragraph shall be substituted :—

"68-E.—*Computation of period of membership.*—In computing the period of membership of the Fund of a member under paragraphs 68-B, 68-BB and 68-K, his total service exclusive of periods of breaks under the same employer or factory/establishment before this Scheme applied to him, as well as the periods of his membership, whether of the Fund or

of private Provident Fund of exempted factories/establishments or as an employee exempted under paragraph 27 or 27 A, as the case may be, immediately preceding the current membership of the Fund shall be included :

Provided that the member has not severed his membership by withdrawal of his provident fund during such period " ;

(5) The existing paragraphs 68-F to 68-GG shall be deleted.

(Notification No. EPF/1081/8311/Lab-4, dated 2nd December 1981 ; published in *M.G.G.* Part I-L, dated 27th May 1982, page No. 3229-3233).

III. EMPLOYEES STATE INSURANCE ACT, 1947

EXEMPTIONS UNDER THE ACT

(a) Government of Maharashtra in exercise of the powers conferred under section 88 of the said Act and in continuation of the Government Notification, I. B. & L. D., No. SIA/1281/3166/Lab-11, dated 30th July 1982, exempted from the operation of the said Act, all manual workers engaged in connection with loading, unloading, stacking, carrying, weighing, measuring, filling, stitching, sorting, cleaning of such other work including work preparatory or incidental thereto in the employments specified in the schedule to the Maharashtra Mathadi, and other Manual Workers (Regulation of Employment and Welfare) Act, 1969 and registered in the Boards set up under section 6 of the said Act, for a period of one year with effect from 7th May, 1982 to 6th May 1983 subject to the conditions as specified in the Notification.

(Notification No. SIA/1282/3559/Lab-11, dated 19th April 1982, published in *M.G.G.* Part I-L, dated 27th May 1982, page Nos. 3223-24.)

(b) Government of Maharashtra in exercise of the powers conferred by section 87 read with section 91A, of the Act, exempted the India Coffee Workers Co-operative Society Ltd., & A. Nagpur from the operation of the said Act, except chapter V-A, thereof retrospectively for a period of one year ending on the date of issue of the said Notification.

(Notification No. SIA/1781/3278/Lab-II, dated 20th February 1982, published in *M.G.G.* Part I-L, dated 27th May, 1982 page No. 3228).

(c) Government of Maharashtra in exercise of the powers conferred by section 87 of the said Act, exempted the Brick Kilns in Maharashtra from the operation of the said Act retrospectively for a period of one year ending on the date of issue of said notification.

(Notification No. SIA/1781/3405/Lab-II, dated 25th February 1982, published in *M.G.G.*, Part I-L, dated 27th May 1982, page No. 3235).

(d) Government of Maharashtra in exercise of the powers conferred by section 87 read with section 91A of the said Act, exempted Messrs. Indira Community Kitchen Society, 558, Rasta Path, Pune 411 011 from the operation of the said Act for a period of one year from 1st April 1981 to 31st March 1982.

(Notification No. SIA/1581/3431/Lab-II, dated 25th February 1982, published in *M.G.G.*, Part I-L, dated 27th May 1982, page No. 3235).

IV. INDIAN BOILERS ACT, 1923.

(a) Government of Maharashtra in exercise of the powers conferred by sub-section (2) of the section 34 of the said Act, exempted the boiler bearing No. MR-10035 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 2nd March 1982 to 1st September 1982 (both days inclusive).

(Notification No. IBA/1082/CR-7052/Lab-5, dated 15th February 1982 published in *M.G.G.*, Part I-L, dated 27th May 1982, page No. 3228).

(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-8612 and belonging to the Central Dairy, Aarey, Bombay 400 066 from the operation of clause (c) of section 6 of the said Act for the period of two months from the 4th April 1982 to 3rd June 1982 (both days inclusive).

(Notification No. IBA/1082/CR-7099/Lab-5, dated 1st April 1982, published in *M.G.G.*, Part I-L, dated 27th May 1982, page No. 3249).

(c) Government of Maharashtra in exercise of the powers conferred by sub-section (2) of section 34 of the said Act, exempted the boiler bearing No. MR-8613 and belonging to the Hindustan Spinning and Weaving Mills Ltd., Yadav Patil Lane, Veer Savarkar Marg, Bombay 400 025, from the operation of clause (c) of section 6 of the said Act, for the period of two months from the 13th April 1982 to 12th June 1982 (both days inclusive).

(Notification No. IBA/1082/R-7098/Lab-5, dated 1st April 1982, published in *M.G.G.*, Part I-L, dated 27th May 1982, page No. 3250).

(d) Government of Maharashtra in exercise of the powers conferred by sub-section (2) of section 34 of the said Act, exempted the boiler bearing No. MR-9111 (Waste Heat) and belonging to the National Rayon Corporation Ltd., Mohane, Kalyan from the operation of clause (c) of section 6 of the said Act, for the period of twelve months from the 11th March 1982 to 10th March 1982 (both days inclusive).

(Notification No. IBA-1082/R-7078/Lab-5, dated 8th March 1982, published in *M.G.G.* Part I-L, dated 27th May 1982, page No. 3251).

(e) Government of Maharashtra in exercise of the powers conferred by sub-section (2) of the section 34 of the said Act exempted the boiler bearing No. MR-9627 and belonging to the Maharashtra State Electricity Board, Thermal Power Station, Parli Vaijanath, from the operation of clause (c) of section 6 of the said Act, for the period of six months from the 15th March 1982 to 14th September 1982 (both days inclusive).

(Notification No. IBA/1082/CR-7079/Lab-5, dated 8th March 1982, published in *M.G.G.*, Part I-L, dated 27th May 1982, page No. 3252).

(f) Government of Maharashtra in exercise of the powers conferred by sub-section (2) of section 34 of the said Act exempted the boiler bearing No. MR-8515 and belonging to Anil Hard Boards Ltd., Kanjur Marg, Bhandup, Bombay 400 078 from the operation of clause (c) of Section 6 of the said Act, for the period of 19 days from the 13th March 1982 to 31st March 1982 (both days inclusive).

(Notification No. IBA-1082/CR-7080/Lab-5, dated 8th March 1982, published in *M.G.G.*, Part I-L, dated 27th May 1982, page No. 3252).

V. INDUSTRIAL DISPUTES ACT, 1947

(a) Government of Maharashtra in exercise of the powers conferred by sub-clause (vi) of clause (4) of section 2 of the said Act declared the industry engaged in the production, supply and distributed portroleum and Petroleum Products to be a public utility service for the purpose of the said Act, for a further period of six months from 23rd May 1982.

(Notification No. IDA/1480/2229/Lab-2, dated 14th May 1982 published in *M.G.G.*, Part I-L, dated 20th May 1982 page No. 3146).

(b) *Corrigendum*.—In para. 3 of the Government Order, Industries, Energy and Labour Department, No. ADU. 1082/1991/Lab-2, dated the 24th February 1982 for the words and figures appearing therein viz. Tribunal, consisting of Shri H. H. Kantharia, constituted under Government Notification, Industries, Energy and Labour Department, No. IDA. 1182/6041/Lab-9, dated the 20th January 1982 substitute the words and figures as follows viz., "Tribunal consisting of Shri R. N. Gawande constituted under Government Notification, Labour and Social Welfare Department, No. IDA. 1157/(F), dated the 12th March 1957 and as amended from time to time and last amended by Government Notification, Industries, Energy and Labour Department, No. IDA. 1182/6014/Lab-9, dated the 20th January 1982"

(Notification No. ADV/1082/1991/Lab-2, dated 23rd March 1982, published in *M.G.G.*, Part I-L, dated 27th May 1982, page Nos. 3253-54).

VI. IRON ORE MINES AND MANGANESE ORE MINES LABOUR WELFARE FUND ACT, 1976.

(a) The Notification issued by Government of India Ministry of Labour, New Delhi, No. U-23017/7180/M-IV, dated the 2nd February 1982 is republished as under:—

GOVERNMENT OF INDIA, BHARAT SARKAR

MINISTRY OF LABOUR/SHRAM MANTRALAYA

Dated, New Delhi, the 2nd February 1982

S.O.—In exercise of the powers conferred by section 5 of the Iron Ore Mines and Manganese Ore Mine Labour Welfare Fund Act, 1976 (61 of 1976) read with sub-rule (2) of rule 3 of the Iron Ore Mines and Manganese Ore Mines Labour Welfare Fund Rules, 1978 and in supersession of the notification of the Government of India in the Ministry of Labour, No. S. O. 810, dated the 6th February 1976, the Central Government hereby constitutes an Advisory Committee for the State of Maharashtra consisting of the following members, namely —

- | | |
|--|---|
| 1. Ministry of Industries, Energy and Labour, State of Maharashtra. | Chairman. |
| 2. Welfare Commissioner, Iron Ore and Manganese Ore Mines, Labour Welfare Organisation, Goa and Maharashtra. | Vice-Chairman |
| 3. Regional Labour Commissioner (Central), Ministry of Labour, Government of India Bombay. | Member <i>Ex-officio</i> . |
| 4. Shri S. S. Bhosale, M.L.A. at post Sawantwadi, District Ratnagiri. | Member. |
| 5. Shri A. B. Gogte, Partner, Minerals Private Ltd., Redi, District Ratnagiri. | |
| 6. Shri K. N. Tripathi, Senior Industrial Relations Officer, Manganese Ore India Limited, Mount Road, Extension Sadar, Nagpur. | Representatives of iron ore and manganese ore mine owners. |
| 7. Shri G. M. Khode, Vice-President Indian National Trade Union Congress, Maharashtra Branch, Ward No. 28, Itwari, Nagpur. | Workers' representatives of Iron Ore Mines and Manganese Ore Mines. |
| 8. Shri B. K. Ghandary, General Secretary, W. Coal, Field Koyla Shramik Federation, 116, Sulbha Niwas, Sidhi Khanna, Ganeshpeth, Nagpur. | Workers' representatives of Iron Ore Mines and Manganese Ore Mines. |
| 9. Smt. Nirmalatai Thokal, Ex-M.L.A., Solapur, 96-6, Gold Finch Peth, Solapur. | Woman representative, Member. |
| 10. Welfare Administrator, Iron Ore Mines and Manganese Ore Mines Labour Welfare Organisation, Goa. | Secretary. |

2. In pursuance of rule 16 of the Iron Ore Mines and Manganese Ore Mines Labour Welfare Fund Rules, 1978, the Central Government hereby fixed Panaji, Goa to be the Headquarters of the said Advisory Committee.

(Notification No. MNA/1080/CR-3023/Lab-II, dated 20th February 1982, published in MGG, Part I-L, dated 27th May, 1982 page Nos. 2333 and 3234).

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

(a) In Government Notification No. UWA/1280/CR-3660/Lab-5, dated 5th August 1981, published at page 283 to 285 in the MGG., Part I-L, Extraordinary, dated the 5th August, 1981, in—

(1) clauses (a) and (d) under the heading "Members representing employers" for "Shri Hiralal Motiram Chikhale" read "Hiraji Motiram Chikhale";

(2) under the heading "Members representing workers"—

(i) for "Shri Shamrao Khante, General Secretary, Rashtriya Mathadi Kamgar Sangh, Nagpur" read "Shri Shanrao Khante, Rashtriya Lakud Kamgar Sangh, Opp. Lakudgar, Police Station, Bhandara Road, Nagpur No. 8" and

(ii) for "Shri Dinkar Laxman Jadhav, President, Mathadi Transport Va. General Kamgar Union, Kolhapur" read "Shri Dinkar Laxman Jadhav, President Mathadi Transport and General Kamgar Union, Shukrawar Peth, House No. 2219, Near Jain Math, Kolhapur."

(Notification No. UWA/1282/CR-7030/Lab-5, dated 16th February 1982 published in MGG., Part I-L, dated 27th May 1982, page No. 3236).

VIII. MAHARASHTRA RECOGNITION OF TRADE UNION AND PREVENTION OF UNFAIR LABOUR PRACTICES ACT, 1971

(a) Government of Maharashtra in exercise of the powers conferred by the proviso to clause (15) of Section 3 of the said Act, notified all concerns owned by the Maharashtra Tourism Development Corporation Ltd., Bombay throughout the State of Maharashtra to be one undertaking for the purpose of Chapter III of the said Act.

(Notification No. ULP/1180/4616/Lab-9, dated 3rd March 1982, published in MGG., Part I-L, dated 20th May 1982, page No. 3148).

(b) Government of Maharashtra in exercise of the powers conferred by the proviso to clause (15) of section 3 of the said Act notified the factories of the Tata Engineering and Locomotive Co. Ltd., Pune at Pimpri and Chinchwad to be one undertaking for the purpose of Chapter III of the said Act.

(Notification No. ULP/1082/5960/Lab-9, dated 23rd February 1982, published in MGG., Part I-L, dated 27th May 1982, page No. 3235).

IX. MINIMUM WAGES ACT, 1948

DECLARATION OF SPECIAL ALLOWANCE

(a) Paper and Paper Board Manufactory.—The Deputy Commissioner of Labour (Rural Wing and Enforcement) Bombay in exercise of the powers conferred on him has declared the special Allowance (Cost of Living allowance) payable in addition to the basic rate of wages to the employees employed in the said Scheduled employment in the areas mentioned in Column (2) of Schedule III appended hereto in relation to three months commencing on the 1st day of April 1982 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zones	Amount of special Allowance (cost of living allowance payable)
1	2	3
1	I	Rs. 218.00 per month.
2	II	Rs. 174.40 per month.

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

(Notification No. MWA/SPL/Paper and Paper Board Manufactory dated 29th April 1982 published in MGG., Part I-L, dated 20th May 1982, page No. 3149-51).

(b) *Cloth Dyeing and Cloth Printing.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement) Bombay in exercise of the powers conferred on him has declared the Special Allowance (Cost of Living Allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III, appended hereto in relation to three months commencing on the 1st day of April 1982 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Zones	Amount of Special Allowance (cost of living allowance payable)
1	1	3
1	I	Rs. 242.00 per month
	II	Rs. 242.00 per month

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

(Notification No. MWA/SPL/Cloth Dyeing and Cloth Printing dated 29th April 1982, published in M.G.G., Part I-L dated 20th May 1982 page Nos. 3152-54).

(c) *Rubber Manufacturing Industry.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement) Bombay in exercise of the powers conferred on him has declared special Allowance (Cost of Living Allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the area mentioned in column (1) of schedule III, appended hereto in relation to three months commencing on the 1st day of April 1982 at the rates mentioned in column (2) of the said Schedule III.

SCHEDULE III

Area	Amount of Special Allowance (cost of living allowance payable)
1	2
State of Maharashtra	Rs. 8.34 per day.

(Notification No. MWA/SPL Rubber Manufacturing Industry dated 29th April 1982, published in M.G.G., Part I-L, dated 20th May 1982, page Nos. 3155-57.)

(d) *Engineering Industry.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement) Bombay in exercise of the powers conferred on him has declared Special Allowance payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of schedule III appended hereto in relation to three months commencing on the 1st day April 1982 at the rates mentioned in column (3) of the said schedule III.

SCHEDULE III

Serial No.	Zones	Amount of special allowance (Cost of living allowance payable)
1	2	3
1	I	Rs. 7.80 per day.
2	II	Rs. 7.80 per day.
3	III	Rs. 7.80 per day.
4	IV	Rs. 7.80 per day.

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

(Notification No. MWA/SPL/Engineering dated 29th April 1982, published in M.G.G., Part I-L, dated 20th May 1982, page Nos. 3158-3160).

X. PLANTATION ACT, 1981.

The Government of India, Ministry of Labour, Notification No. S-26012/1/82/Fac, dated 23rd January, 1982 is republished as under:—

GOVERNMENT OF INDIA/BHARAT SARKAR
MINISTRY OF LABOUR/SHRAM MANTRALAYA,
New Delhi, dated 23rd January 1982.

NOTIFICATION

S.O.—In exercise of the powers conferred by sub-section (2) of section 1 of the Plantations (Amendment) Act, 1981 (58 of 1981), the Central Government hereby appoints the 26th day of January, 1982 as the date on which the said Act shall come into force.

(Notification No. MSC/1082/8381/Lab-4, dated 17th March 1982, published in M.G.G., Part I-L, dated 20th May 1982 page No. 3148).

XI. INDUSTRIES, ENERGY AND LABOUR DEPARTMENT

Mantralaya, Bombay 400 032, dated 14th April 1982.

No. MCR. 1877/127039/(1534)/IND-9.—In exercise of the powers conferred by sub-section (2), of section 26 of the Mines and Minerals (Regulation and Development) Act, 1957, the Government of Maharashtra is pleased to direct that the powers exercisable under section 21(4) of the Mines and Minerals (Regulation and Development) Act, 1957 for purpose of Seizure of minerals toll, equipment, vehicle or any other thing connected with illegal mining shall be exercised by the District Magistrates of the Districts.

Published in M.G.G., Part IV, dated 6th May 1982, Page No. 337).

Consumer Price Index Numbers for Working Class for May 1982

BOMBAY*

479—A rise of 6 points

In May 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 479 being 6 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at the Bombay Centre.

The index number for the food group increased by 7 points to 521 due to a rise in the average prices of fish fresh, eggs, milk-pure, curd, bhajia, tea-readymade cold drink and vegetables & fruits.

The index number for the pan, supari, tobacco etc. group increased by 8 points to 518 due to a rise in the average prices of pan leaf, supari and katha.

The index number for the fuel and light group increased by 15 points to 606 due to a rise in the average prices of fire wood 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 1 point to 479 to a rise in the average price of trousers' cloth, bush-shirt, full pant, shoes gents and chappal.

The index number for the miscellaneous group increased by 2 points to 387 due to a rise in the average prices of cinema show, hair oil, umbrella, durrie and laundry charges.

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

(Average prices for the calendar year 1960 = 100)

Group	Weight proportional to the total expenditure.	Group Index Numbers	
		April 1982	May 1982
I-A. Food	57.1	514	521
I-B. Pan, Supari, Tobacco, etc.	4.9	510	518
II. Fuel and Light	5.0	591	606
III. Housing	4.6	159	159
IV. Clothing, Bedding and Foot-Wear	9.4	478	479
V. Miscellaneous	19.0	385	387
Total	100.0	..	..
Consumer Price Index Number ..	....	473	479

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

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

SOLAPUR

493—A rise of 1 point

In May 1982 the Consumer Price Index Number for Working Class (1960 series) for Solapur Centre with base year January to December 1960 equal to 100 was 493 being 1 point higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey in Solapur City.

The index number for the food group increased by 1 point to 518 due to a rise in the average prices of jowar, arhar dal, groundnut oil, vegetables and fruits.

The index number for the pan supari and tobacco etc. group increased by 11 points to 448 due to a rise in the average price of bidi only.

The index number for the fuel and light group increased by 4 points to 635 due to a rise in the average price of firewood only.

The index number for housing remained steady at 227 being a six monthly item.

The index number for the clothing, bedding and footwear and the miscellaneous groups remained steady at 509 and 398 respectively.

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

(Average prices for the calendar year 1960 = 100)

Groups	Weight proportional to the total expenditure	Group Index Numbers	
		April 1982	May 1982
I-A. Food	63.0	517	518
I-B. Pan, Supari, Tobacco etc.	3.4	437	448
II. Fuel and Light	7.1	631	635
III. Housing	5.2	227	227
IV. Clothing, Bedding and Footwear ..	9.0	509	509
V. Miscellaneous	12.3	398	398
Total ..	100.0		
Consumer Price Index Number		492	493

*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

478—A rise of 2 points

In May 1982 the Consumer Price Index Number for Working Class (1960 series) for Nagpur centre with base year January to December 1960 equal to 100 was 478 being 2 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey in Nagpur city.

The index number for the food group remained steady at 493.

The index number for the pan supari, tobacco etc. group increased by points to 476 due to a fall in the average price of pan leaf only.

The index number for the fuel and light group increased by 27 points to 708 due to a rise in the average prices of firewood, coke and coal.

The index number for housing remained steady at 224 being a six monthly item.

The index number for the clothing bedding and footwear group increased by 6 points to 569 due to a rise in the average prices of dhoti, shirting, trouser cloth, long cloth, pajama, ganji, shirt, bedsheet, gents shoes and ladies sandals.

The index number for the miscellaneous group remained steady at 384.

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	
		April 1982	May 1982
I-A. Food	57.2	493	493
I-B. Pan, Supari, Tobacco, etc.	3.8	450	476
II. Fuel and Light	5.7	681	708
III. Housing	6.6	224	224
IV. Clothing, Bedding and Footwear	10.9	563	569
V. Miscellaneous	15.8	384	384
Total	100.0		
Consumer Price Index Number		476	478

*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 *vide* 5.22.

PUNE

447—A rise of 9 points.

In May 1982, the Consumer Price Index Number for Working Class (New Series) for the Pune Centre, with base year January to December 1961, equal to 100 was 447 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 Pune Centre.

The index number for the food group increased by 10 points to 491 due to a rise in the average prices of rice, wheat, bajri, turdal, dry chillies, dry fish, fresh fish, vegetables and tea.

The index number for the fuel and light group increased by 14 points to 504 due to a rise in the average prices of charcoal big and patti,

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

The index number for the clothing and footwear group increased by 2 points to 520 due to a rise in the price of saree only.

The index number for the miscellaneous group increased by 9 points to 371 due to a rise in the average prices of pan leaf, laundry charges, and daily sakal.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR PUNE CENTRE

(Average price for the calendar year 1961 = 100)

Groups	Weight proportional to total expenditure	Group Index Numbers	
		April 1982	May 1982
I. Food	55.85	481	491
II. Fuel and Light	6.89	490	504
III. Housing	6.65	138	138
IV. Clothing and Footwear	10.31	518	520
V. Miscellaneous	20.30	362	371
Total	100.00	....	....
Consumer Price Index Number	....	438	447

* 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 thereon, see page 217 of September 1965 issue.

JALGAON

478—A fall of 2 points

In May 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 2 points lower than that in the preceding month. The index relates to the Standard of life ascertained during the year 1958-59 family living survey of Jalgaon Centre.

The index number for the food group decreased by 4 points due to a fall in the average prices of wheat, jowar, turdal, groundnut oil, vegetable and gur.

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

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

The index number for clothing and footwear group has remained steady at 479.

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	
		April 1982	May 1982
I. Food	60.79	518	514
II. Fuel and Light	7.20	656	656
III. Housing	6.11	178	178
IV. Clothing and Footwear	10.29	479	479
V. Miscellaneous	15.61	370	370
Total ..	100.00		
Consumer Price Index Number		480	478

*Details regarding the method 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

520—A fall of 9 points

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

The index number for the food group decreased by 16 points to 564 due to a fall in the average price of rice, turdal, gramdal, moongdal, uridal, masurdal and groundnut oil.

The index number for fuel and light group increased by 30 points due to a rise in the average price of firewood only.

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

The index number for clothing and footwear decreased by 1 point due to a fall in the average prices of Dhoti, Saree and coloured fabrics.

The index number for miscellaneous group increased by 2 points due to rise in the average prices of pan leaf 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	
		April 1982	May 1982
I. Food	61.46	580	564
II. Fuel and Light	5.88	637	667
III. Housing	4.62	285	285
IV. Clothing and Footwear	12.22	476	475
V. Miscellaneous	15.82	399	401
Total ..	100.00		
Consumer Price Index Number ..	....	529	520

*Details regarding the method and method of compilation of the index will be found on pages 1107 to 1112 of the March 1965 issue of *Labour Gazette*.

Note.—To obtain the equivalent old index number on base August 1939 = 100 the new index number of page 1961 = 100 should be multiplied by the linking factor viz. 2.45.

AURANGABAD*

488—A fall of 6 points

In May 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 488 being 6 points lower than that in the preceding month. The index relates to the standard life ascertained during the year 1961 family living survey at Aurangabad Centre.

The index number for the food group decreased by 10 points to 524 due to a fall in the average prices of rice, wheat, jowar, gram and masur 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 monthly item.

The index number for the clothing and footwear group increased by 6 points to 494 due to a rise in the prices of dhoti and long cloth.

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	
		April 1982	May 1982
I. Food	60.72	534	524
II. Fuel and Light	7.50	546	546
III. Housing	8.87	316	316
IV. Clothing and Footwear	9.29	488	494
V. Miscellaneous	13.62	408	408
Total ..	100.00		
Consumer price Index Number ..		494	488

*The monthly index number for the working class of the index will be found on pages 1130-1131 of the Labour Gazette at Aurangabad.

Note.—For arriving at 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 2.22.

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

Centre	1	2	3	4	5	6	7	8	9	10	11	12
Bombay	..	1960=100	521	518	606	159	479	387	479	2127	473	2100
Solapur	..	1960=100	518	448	635	227	493	398	493	1883	492	1879
Nagpur	..	1960=100	493	476	708	224	478	384	478	2495	476	2485
Pune	..	1961=100	491	504	138	447	371	447	438
Jalgaon	..	1961=100	514	656	178	478	370	478	2529	480	2539
Nanded	..	1961=100	564	667	285	520	401	520	1274	529	1296
Aurangabad..	..	1961=100	524	546	316	478	408	488	1083	494	1097

Note.—For arriving at the equivalent old index number the new index numbers may be multiplied by the linking factors mentioned against the respective centres as follows :—
BOMBAY : 4.44, SOLAPUR : 3.82, NAGPUR : 5.22,
JALGAON : 5.29, NANDED : 2.45, AURANGABAD : 2.22

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

The statistics for the Last 12 calendar months from June 1981 to May 1982 are given in the following table:—

TABLE

Month 1	Base 1960=100 2	* Base 1949=100 3
June 1981	439	534
July 1981	447	543
August 1981	454	552
September 1981	456	554
October 1981	460	559
November 1981	462	562
December 1981	460	559
January 1982	459	558
February 1982	458	557
March 1982	457	555
April 1982	459	558
May 1982	462	562

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

Labour Intelligence

INDUSTRIAL RELATIONS IN MAHARASHTRA REVIEW FOR THE MONTH OF APRIL 1982

Industrial Courts, Tribunals and Labour Courts

In all 2632 applications were received by the Industrial Courts, Tribunals and Labour Court during the month. Their break-up are as under:—

Serial	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		3	4	5	6
I. Industrial Court/Tribunals—					
1	Industrial Court, Bombay ..	25		88	113
2	Industrial Tribunal, Bombay ..		43		43
3	Industrial Court, Nagpur ..	29		174	203
4	Industrial Tribunal, Nagpur ..		2		2
5	Industrial Court, Pune ..	16		130	146
6	Industrial Tribunal, Pune ..		21		21
7	Industrial Court, Thane ..	31		44	75
8	Industrial Tribunal, Thane ..		5		5
Total ..		101	71	436	608

II. Labour Courts—

1	Labour Court, Bmbay ..	62	329	540	931
2	Labour Court, Puone ..	8	77	36	121
3	Labour Court, Nagpur ..	94	175	128	397
4	Labour Court, Thane ..		70	56	126
5	Labour Court, Kolhapur ..	5	6	38	49
6	Labour Court, Solapur ..	4	10	62	76
7	Labour Court, Akola ..		17	26	43
8	Labour Court, Nashik ..	2	214	27	243
9	Labour Court, Aurangabad ..	3	18	17	38
Total ..		176	916	930	2024

BOARDS—

7 references were received by the Wage Board for Cotton Textile Industry during the month under review.

Conciliation

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

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

Act 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	564	130	694
(2) Bombay Industrial Relations Act, 1946	15	9	24
(3) Bombay Industrial Relations (Extensions and Amendment) Act, 1964.			
Total	579	139	718

(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	With-drawn 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	1653	694	193	293	228	229	943	1404
B. I. R. Act, 1946	234	24	4	30	7	30	57	204
B.I.R. (Ext. and Amdt.) Act, 1964.	..	..	..	..	..	..	..	..
Total	1887	718	197	323	235	259	1200	1608

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

Act 1	Cotton Textile 2	Silk Textile 3	Chemical 4	Textile Processing 5	Hosiery 6	Banking 7	Sugar 8	Misc. 9	Transport 10	Total 11
B. I. R. Act, 1946	12	4	..	2	4	..	..	2	..	24

Act 1	Textile Industry 2	Paper Industry 3	Chemical Industry 4	Press Industry 5	Electricity 6	Banking 7	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	Kolhapur 7	Auranga-bad 8	Total 9
B. I. R. Act, 1946	10	5	2	1		2	4	24

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

	March 1982	April 1982	April 1982
No. of Disputes*	84	83	35
No. of Workers involved	91,397	1,01,518	12,576
No. of Man-days lost	23,49,869	27,77,678	61,233

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 April 1982	Started during the month i.e. April 1982	Total		
1	2	3	4	5	6
Textile ..	35	1	36	89,959	25,31,306
Engineering ..	12	7	19	3,780	81,338
Chemical ..	6	1	7	1,701	35,593
Miscellaneous ..	18	3	21	6,078	1,29,437
April 1982 Total ..	71	12	83	1,01,518	27,77,678
March 1982 Total ..	70	14	84	91,397	23,49,869

Forty five of the disputes arose over questions of "pay, allowances and bonus issues", 15 related to "Retrenchment and grievances about personnel". No dispute on "leave and hours of work" while the remaining 23 were due to other causes.

Out of the 13 disputes that terminated during the course of the month 4 were settled either entirely or partially in favour of the workers, and 9 in favour of the employers.

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

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

Serial No.	Name of the Concern	Sector	S/L	Reason	Date of work-stoppage		No. of Workers Involved	Man-days lost		Result
					Began	Ended		During the month	Till the close of the month	
1	2	3	4	5	6	7	8	9	10	11
1	Bombay— Oxley Silk Mills (Pvt.) Ltd., Kurla-Audhleri Road, Sakinaka, Bombay 400 072.	Pvt.	S	Others— Regarding work system.	5-12-1981	30-4-1982	550	13,750	68,750	Unsuccessful.
2	Thane— Telcon Ltd., Kolshet Road, Thane.	Pvt.	S	Reinstatement	20-4-1981	....	459	10,824	1,40,950	Continued.
3	Thane— Voltas Ltd., Off 2nd Pokhran Road, Thane.	Pvt.	L	Go slow	2-7-1981	....	576	14,274	1,41,744	Do.
4	Bombay— The Bombay Gas Co. Ltd., Lalbaug, Bombay 400 012.	Pvt.	S	Others— Resistance for Samant and Charter of demands.	29-7-1981	....	1,450	37,700	3,42,650	Do.
5	Bombay— The Shree Niwas Cotton Mills Ltd., 402, Senapati Bapat Marg, Bombay 400-013	Pvt.	S	20 per cent Bonus.	20-10-1981	....	7,570	1,96,820	9,61,276	Do.
6	Bombay— Hindustan Spg. & Wvg. Mills Ltd., Jadhavpatti Road, West Savarkar Marg, Bombay 23.	Pvt.	S	Bonus	21-10-1981	....	2,050	50,426	3,33,876	Do.

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

1050

Serial No.	Name of the Concern	Sector	S/L	Reason	Date of work-stoppage		No. of Workers Involved	Man-days lost		Result
					Began	Ended		During the month	Till the close of the month	
1	2	3	4	5	6	7	8	9	10	11
7	<i>Bombay—</i> The Standard Mill Co. Ltd., Bombay.	Pvt.	S	Demand for Bonus.	21-10-1981	.....	5,083	1,32,158	8,43,778	Do.
8	<i>Bombay—</i> Podar Process, B. K. Marg., Lower Patel, Bombay 13.	Pub.	S	<i>Others—</i> Calling for holiday working.	23-12-1981		850	22,100	94,350	Do.
9	<i>Bombay—</i> The Ruby Mills Ltd., Lady Jamshedji Road, Dadar, Bombay 28.	Pvt.	S	<i>Others—</i> Demand for withdrawal of circular.	10-1-1982		1,408	34,949	1,31,555	Do.
10	<i>Bombay—</i> Bombay Dying & Mfg. Co. Ltd., Textile Mills, Prabhadevi, Bombay 25.	Pvt.	S	<i>General demand—</i> Wages ..	16-1-1982		7,937	1,98,425	7,06,393	Do.
11	<i>Bombay—</i> Swan Mills Ltd., T. J. Road, Sewree, Bombay 15.	Pvt.	S	<i>General demand</i> Wages ..	17-1-1982		3,11,98,10,994		2,72,156	Do.
12	<i>Bombay—</i> Bombay Dying & Mfg. Co. Ltd., (Spring Mill) Bombay 14.	Pvt.	S	<i>General demand</i> Wages ..	18-1-1982		7,875	2,04,750	7,48,125	Do.
13	<i>Bombay—</i> Bharat Textile Mill. Ganpatrao Kadam Marg., Lower Parel, Bombay 13.	Pub.	S	<i>General demand</i> Wages	10-1-1982		2,260	55,364	95,863	Do.
14	<i>Bombay—</i> Swan Mills Ltd., (Process house) T. J. Road, Sewree, Bombay 15.	Pvt.	S	<i>General demand</i> Wages	18-1-1982		1,618	42,068	1,42,384	Do.
15	<i>Bombay—</i> The New City of Bombay Mfg. Co. Ltd., 63, Tukaram B. Kadam Marg, Bombay 33.	Pvt.	S	<i>General demand—</i> Wages ..	18-1-1982		2,160	55,888	1,89,495	Continued.
16	<i>Bombay—</i> Century Spg. & Mfg. Co., Ltd., Pandurang Budhkar Marg, Bombay 25.	Pvt.	S	<i>General demand—</i> Wages ..	18-1-1982		8,734	3,44,838	11,99,700	Do.
17	<i>Bombay—</i> Digvijay Textile, Mills Lalbaug, Bombay 33.	Pub.	S	<i>General demand—</i> Wages ..	18-1-1982		2,341	60,866	2,08,349	Do.
18	<i>Bombay—</i> Morarji Spg. & Wvg. Co. Ltd., Unit No. 2, Lower Parel, Bombay 12.	Pvt.	S	<i>General demand—</i> Wages ..	18-1-1982		3,539	87,824	3,10,301	Do.
19	<i>Bombay—</i> Bharat Petroleum Corporation, Post Box No. 1725, Bombay 1.	Pub.	S	<i>General demand—</i> Wages, D. A. etc.	14-1-1982		1,455	37,830	1,33,860	Do.

LABOUR GAZETTE - JULY 1982

LABOUR GAZETTE - JULY 1982

1011

	Sreeram Mills Ltd., G. K. Marg, Bom- bay 13.	Pvt.	S	wages	18-1-1982	6,000	1,56,000	5,28,000	Do.
21	<i>Bombay—</i> The Dawn Mills Co. Pvt. Ltd., Ganpatrao Kadam Marg, Lower Parel, Bombay 13.	Pvt.	S	Wages, D.A. etc.	18-1-1982	1,907	49,582	1,67,816	Do.
22	<i>Bombay—</i> Piramal Spg. & Wvg. Mills Ltd., Piramal Bhavan, Bombay 13.	Pvt.	S	<i>General Demand—</i> Wages G.	18-1-1982	2,714	61,817	2,29,537	Do
23	<i>Bombay—</i> Khatav Makhanji Spg. and Wvg. Co. Ltd., B. J. Marg, Byculla, Bombay 27.	Pvt.	S	Wages, D. A. etc.	18-1-1982	6,700	1,74,200	5,96,300	Do.
24	<i>Bombay—</i> Kamla Mills Ltd., Senapati Bapat Marg, Lower Parel, Bombay 13.	Pvt.	S	Higher wages	18-1-1982	4,602	1,19,652	4,04,976	Do.
25	<i>Bombay—</i> Paragon Febrics Dy- ing & Pvt. Ltd., P. Budhkar Marg, Bombay 13.	Pvt.	S	<i>General demand—</i> Wages	20-2-1982	470	11,750	28,200	Do
26	<i>Pune—</i> Elpro International Ltd., Chinchwad- gaon, Pune 411 033.	Pvt.	S	Bonus	24-2-1982	400	17,075	31,596	Do.
27	<i>Bombay—</i> Knetic Engg., Ltd., Nagar Daund Road, Ahmadnagar, Dist. Ahmadnagar.	Pub.	S	Wages	22-3-1982	596	13,496	20,234	continued
28	<i>Thane—</i> Swastik House hold and Industrial Pro- ducts, Ambarnath, Dist Thane.	Pvt.	S	<i>Other—</i> Persuative and appeal.	2-3-1982 . .	1,346	29,510	64,084	
29	<i>Bombay—</i> Mumbai Textile Mills, Senapati Bapat Marg, Bombay 13.	Pub.	S	<i>General demands</i> Wages etc., . .	18-1-1982	3,300	84,132	2,88,192	
30	<i>Bombay—</i> Western India Spg. & Mfg, Mills, Datta- ram Lad Path, Kala- chowki, Bombay 13.	Pub	S	<i>General demands</i> Wages, etc., . .	18-1-1982	2,828	73,528	2,51,000	
31	<i>Bombay—</i> Jupiter Textile Mills, P. Budhkar Marg Bombay 13.	Pub.	S	<i>General demands</i> Wages, etc., . .	18-1-1982	3,133	1,02,418	3,40,000	

**EMPLOYEES' STATE INSURANCE CORPORATION
MAHARASHTRA REGION**

Press note showing the progress during the month of May 1982

The Employees' State Insurance Scheme applies to 30 centres in the State of Maharashtra and provides protection to 19,45,508 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 May, 1982; 17,098 Insured Persons received Rs. 34,95,769.35 Cash Benefits due to Employment Injuries. This includes 4,623 persons who were in receipt of pension for permanent Disablement Benefit and 2,116 persons who were in receipt of Dependents Benefit as dependents of deceased Insured Persons. During the month 8,424 accidents were reported against 7,667 during the preceding month.

Comparatively fewer persons need the employment injury benefits, but a fairly large number need Cash Benefit in the event of Sickness. During May 1982, 94,516 Claims were received and an amount of Rs. 76,11,402.40 was paid as Sickness Benefit. During the preceding month 83,43 Claims were received and an amount of Rs. 71,33,422.50 was disbursed as Sickness Benefit.

Some Insured Persons suffering from T. B., Mental, Malignant and other long term diseases require more attention and they are being paid additional Benefit called Extended Sickness Benefit. During the month an amount of Rs. 9,82,173.35 was paid towards this benefit.

During the month 267 Insured Women claimed Rs. 3,87,304.06 by way of Maternity Benefit.

The attendance at the dispensaries as per certificates received was 2,14,173 during the month.

During the month Funeral Benefit in 114 cases amounting to Rs. 11,400.00 was paid.

During the month confinement charges in respect of wives of Insured Persons amounting to Rs. 33,150.00 was paid.

During the month an amount of Rs. 9,806.00 was paid as Enhanced Sickness Benefit to 49 Insured Persons who had undergone sterilisation operation for family planning.

For recovery arrears of contribution under the Scheme, Legal proceedings were initiated in 44 cases against defaulting Employers.

INDIAN LAW REPORTS

INDIAN LAW REPORTS, BOMBAY SERIES 1980

The subscription rates of Indian Law Reports, Bombay Series for the year 1980 have been fixed as given below -

		Rs.
Annual subscription for Twelve monthly issues and one index issue.	{ Without postage	42.00 per set.
	{ Without Inland postage	45.00 per set.
	{ With foreign postage	60.00 per set.
	{ Single issue (without postage)	3.00 per copy.
	{ Single issue (inclusive of postage)	3.20 per copy.

As limited number of copies are printed, those who wish to subscribe themselves are requested to send in their remittances without delay.

A few complete sets of 13 issues of Indian Law Reports, Bombay Series are also available for sale at the following prices -

1974 ..	Rs. 42.00 each set with postage.
1975 ..	Rs. 45.00 each set with postage.
1976 ..	Rs. 45.00 each set with postage.
1977 ..	Rs. 45.00 each set with postage.
1978 ..	Rs. 45.00 each set with postage.
1979 ..	Rs. 45.00 each set with postage.

Please send your orders to
The Manager, Yeravada Prison Press, Pune 411 006.

INDUSTRIAL CHEMICAL LABORATORY

**BOMBAY AND PUNE
GOVERNMENT OF MAHARASHTRA
CHEMICAL ANALYSIS OF**

Minerals and Ores * Nonferrous Alloys * Inorganic Chemicals
Oils and Soaps * Paint and Varnishes * Water * Inks * Carbon
Papers and Allied Products and Several other Products

Accurate analysis of the above and other Similar Products is undertaken on behalf of private parties. Test Reports and Certificates are issued.

For further details and schedule of charges please contract-

**INDUSTRIAL CHEMICAL
LABORATORY
V. N. PURVE MARG
BEHIND MEHTA MANSION
CHUNABHATTI
BOMBAY 400 022**

**INDUSTRIAL CHEMICAL
LABORATORY
UNIVERSITY CAMPUS
GANESH KHIND
Pune 411 007**

Telephone No. 521 717

Leading Marathi Monthly Magazine
ON ALL TYPES OF CENTRAL AND STATE TAXATION LAWS

VYAPARI-MITRA

Started in 1950

- Thirty Years of ceaseless service.
- Subscribers over eighteen thousand throughout Maharashtra, Karnataka & Goa
- Supplies useful information on all taxation laws including Income-tax, Wealth tax, Gift-tax, Estate duty, Central Sales-tax, State Sales-tax and more than 50 other laws, and regulations concerning Trade and Industry.
- Most lucrative medium of advertising for traders and industrialists.

Annual Subscriptions:
Rs. 20 (including postage).

Administrative Office
106/99, Parashuram Kuti, Erandawana, PUNE 411 004
Telephone No. 55637, 27200

Editorial Office
393, Mangalwar Peth, Pune-11.

MAHARASHTRA QUARTERLY BULLETIN OF ECONOMICS AND STATISTICS

PUBLISHED BY THE DIRECTORATE OF ECONOMICS AND STATISTICS,
D. D. BUILDING, OLD CUSTOM HOUSE, BOMBAY-400 023.

The Bulletin publishes the results of Socio Economic Surveys and researches of Statistical or Socio-economic interest, carried out by the Directorate or any other Maharashtra Government Departments. It also gives a digest of State Statistics and miscellaneous Statistical Statements of current interest like monthly receipts and expenditure of the State Government, Prices, Index Numbers, Vital Statistics.

Obtainable from the Maharashtra Government Publications, Sales Branch of the Government Book Depot, Charni Road Gardens, Bombay 400 004 (for orders from the mofussil) or through the High Commissioner for India, India House, Aldwych, London W. C. 2 or through any recognised book-seller.

Annual subscription Rs. 13.00

Single copy Rs. 3.50

Postage free (in India)

TAMILNADU LABOUR JOURNAL

The "Tamilnadu Labour Journal" is a monthly publication aiming to give a brief review of the progress made by the State in the field of industrial relations. It caters to the needs of the employers as well as Labour by supplying statistical and other information on work stoppages, industrial disputes, trade unions, consumer price index number for working class (cost of living index number). Summaries of awards of Industrial Tribunals and Labour Courts, agreements, etc. The publication also includes articles from specialists in the various subjects relating to industrial relations.

ANNUAL SUBSCRIPTION

Inland	Rs. 15 00	Foreign	Rs. 25 00
--------	-----------	---------	-----------

SINGLE COPY

Inland	Rs. 1 50	Foreign	Rs. 3 00
--------	----------	---------	----------

The Editor, Tamilnadu Labour Journal, Commissioner of Labour Teymampet, Madras-6.

Year Book of Labour Statistics, 1979 Thirty-ninth issue

1979 XXVII+711 pp. Trilingual E, F, S,
ISBN 92-2-00 2250-8 (hard cover)
Price Rs. 418.00

Since its first appearance in 1935-36, the *Year Book of Labour Statistics* has established itself as the world's foremost statistical reference work for labour questions, bringing together in a systematic and comparable form a mass of data from a vast network of authoritative sources of information in some 180 countries.

The 39th issue incorporates the results of a full year of research, updating and checking by a team of experienced ILO labour statisticians working in co-operation with national statistical offices throughout the world. It presents data for the past ten years and in many cases data are given up to the middle of 1979.

The collection (1935-36 to 1978, 38 volumes) is also available in microfiche form A6 (105 mm x 148 mm; 20 x reduction).

Publications may be obtained through major booksellers, from ILO Publications, International Labour Office, CH-1211 Geneva, 22 Switzerland or from ILO Area Office, 7 Sardar Patel Marg, New Delhi 21.

PATRONISE
HARYANA LABOUR JOURNAL
(Issued quarterly in January, April, July and October)

By
Subscribing and Advertising Liberally
Subscription Rate

Single copy : Rs. 6.25

Annual subscription: Rs. 25

Special concession for workers—Annual subscription : Rs. 5

Rates of Advertisements can be had on requests

Size of paper $18'' \times 23''$
4

- (i) The block may be sent alongwith the Advertisement.
- (ii) The subscription and Bank Draft for advertisement may be sent in favour of—

LABOUR COMMISSIONER, HARYANA
30, Bays Building, Sector 17, Chandigarh 160017

**DIGEST OF CURRENT
INDUSTRIAL AND LABOUR LAW**

This is a monthly publication and deals with Industrial and Labour Law. This periodical contains —

- 1 Digest of all the cases decided by Supreme Court and High Courts of all the States and selected cases of the Tribunals and Labour Courts.
- 2 Articles on complicated points of law.
- 3 Articles on labour problems, such as wage structure, etc.
- 4 Price Index.
- 5 Enactments, Ordinances, Regulations and Notifications of both Central and the States.
- 6 "Your Problem"
- 7 Annual Digest : At the end of the year, consolidated annual digest of all the cases decided by High Courts and Supreme Court (already given in monthly issues) will be supplied free to the subscribers.

Annual Subscription : Rs. 60.

Mail Your Order to :

CURRENT LAW PUBLISHERS
2646, Balliwaran
Post Box No. 1268, G. P. O., DELHI-6

LABOUR BULLETIN
MONTHLY PUBLICATION OF THE LABOUR DEPARTMENT
UTTAR PRADESH, INDIA

Special features of the Bulletin : (1) Publication of up-to-date Statistical and other information pertaining to Labour ; (2) Special Articles on Labour problems ; (3) Reports on the administration of Labour Acts ; (4) Reports on statistical enquiries conducted by the Department ; (5) Important Decisions of High Court and Supreme Court, State Industrial Tribunal, Adjudications and Conciliation Boards.

Rates of Subscription

Annual	{	Inland	Rs. 24.00	Single Copy : Rs. 2.00
		Foreign	Rs.	

Copies can be had from the Superintendent, Printing and Stationery U. P., Allahabad, India.

Advertisements : For rates please apply to the Editor, Labour Bulletin, P. O. Box No. 220, Kanpur, India.

THOZHIL RANGAM

PUBLISHED MONTHLY

BY

THE LABOUR COMMISSIONER

GOVERNMENT OF KERALA

TRIVANDRUM

Annual Subscription : Rs. 5.00

Single Copy : Re. 0.50