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LABOUR GAZETTE

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

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LABOUR GAZETTE

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1. All India Average
 2. Bombay
 3. Solapur
 4. Mumbai
 5. Pune
 6. Nagpur
 7. Shri Chhatrapati Shivaji Maharaj Vastu Sangrahalaya

The Month in Brief

1. **Consumer Price Index for Working Class**
 The Bombay, Solapur and Shri Chhatrapati Shivaji Maharaj Vastu Sangrahalaya Consumer Price Index numbers for working class for the month of October 1983, with average price for the year 1983, are as follows: Bombay - 566, Solapur - 589 and Shri Chhatrapati Shivaji Maharaj Vastu Sangrahalaya - 570. The Pune, Nagpur and Mumbai Consumer Price Index Numbers for the month of October 1983, with the average price for the year ended December 1982, are as follows: Pune - 585, Nagpur - 614 and Mumbai - 576 respectively.

2. **All India Average Consumer Price Index Numbers for Industrial Workers**
 The All India Average Consumer Price Index Numbers for Industrial Workers for the month of October 1983 was 556 as compared to 540 in September 1983. The base 1949-50 revised from 1981 base index number is 673 as compared to 673 for September 1983.

3. **Industrial Disputes in Maharashtra State**
 During the month of September 1983, there were 66 disputes involving 514 workmen and time loss of 6,91,234 working days as compared to 54 disputes in August 1983, involving 51,529 workmen and time loss of 6,33,100 working days.

4. **Further particulars of industrial disputes are given in pages 228 to 230 of this issue.**

5. **Unemployment under the Employees State Insurance Scheme**
 During the months of August 1983 to October 1983, 60,154 insured persons were unemployed. The total number of insured persons who were unemployed during the month of August 1983 was 59,232 persons who were insured under the Employees State Insurance Scheme. The total number of insured persons who were unemployed during the month of September 1983 was 60,154 persons. During these months 29,041 persons were employed.

Current Notes

Change Proposed in Child Labour Law

Violation of the laws on employment of Children will be punishable with prison terms, stretching from three months to two years, under a legislation proposed to be introduced by the labour ministry. The changes in the law are sought to be enforced in pursuance of the recommendations of the Gurupadaswamy Committee on child labour, set up in 1979. Meanwhile, the chief Minister of Tamil Nadu has proposed a legislation to prohibit employment of child labour in industries.

(E. F. I. Bulletin dated 1st November 1983)

Separate Judiciary for Labour Courts

The Labour Ministry has suggested to the State Governments to constitute a separate cadre of Judges for manning labour courts and industrial tribunals in their respective areas. At present, the presiding officers of the labour courts and tribunals are drawn from the judicial service. It has come to the notice of the Union Labour Minister that a large number of labour disputes are pending for want of suitable presiding officers. Many States have relaxed the eligibility criteria for appointing presiding officers because of the non-availability of suitable persons with the prescribed qualifications from the judicial service.

(E. F. I. Bulletin, dated 15th November 1983)

Exempted Provident Fund Rules for Housing Liberalised

The Government has liberalised the income-tax rules for the withdrawal of provident fund monies for exempted establishments under the Income Tax Act, 1961, provided these are used for the purpose of building houses. This facility will be available with retrospective effect from October 3, 1981. However, the liberalised rules will apply only to those whose salary does not exceed Rs. 1,600 per month.

(E. F. I. Bulletin, dated 15th November 1983)

Law to improve working conditions of construction workers

Addressing the 24th annual conference of A. P. Shop Employeecs' Federation, the Union Labour Minister, Mr. Veerendra Patil said that the Government had proposed to bring out a legislation to improve the working conditions of the construction labourers, scattered all over the country. The bill in this regard would be introduced in the ensuing winter session of the Parliament, he said.

(E. F. I. Bulletin, dated 15th November 1983)

TB centres planned for beedi workers

The Government has proposed to establish mini TB centres for beedi workers having a concentration ranging between 50,000 and 1,00,000. The centres will be equipped with trained personnel and necessary equipment. In addition to this, specialised TB centres will be set up in each district.

(E. F. I. Bulletin, dated 15th November 1983)

Government keen on ensuring healthy industrial relations

Addressing a leadership programme the Union Labour Minister, Mr. Veerendra Patil said that the Government hoped to give legislative shape to the far reaching recommendations made last year by the Indian National Conference. This would ensure smooth collective bargaining active and constructive and participation of trade unions in the field of industrial relations.

(E. F. I. Bulletin, dated 15th November 1983)

Family Planning Schemes prove fruitful

Family Planning Schemes of the Government of Maharashtra for employees of industrial/business undertakings have proved substantially effective in achieving the desired results in some public sector organisations where trade unions along with the management have taken keen interest. However, according to a survey whenever such schemes are carried out as a departmental activity of the State Government, the outcome has been poor.

(E. F. I. Bulletin, dated 15th November 1983)

New job plan to help 2.5 lakhs

The new self-employment scheme launched recently by the Government is expected to general employment of around 2.5 lakhs by the end of March 1984.

A large number of applications had been received by various District Industries Centres and these were being scrutinised by the task force set up to deal with the applications. Indications are that by the end of March 1984 as many as 2.5 lakh people would be rehabilitated.

This was stated by Shri V. K. Dar, Development Commissioner, Small Scale Industries, Industry Ministry, while inaugurating a week long programme on 'concepts, measurement and policy issues relating to employment and unemployment at state and district levels' organised by the Institute of Applied Manpower Research (IAMR) here recently.

He said banks were expected to extend credit of around Rs. 160 crores towards this scheme and the Government had earmarked a sum of Rs. 50 crores to make this scheme a success.

Emphasising the need to develop the Small Scale Sector, he pointed out there were nearly a million units in this Sector contributed 50 per cent of the total industrial production of the country. Of the total exports nearly 30 per cent came from the Small Scale Sector. This Sector provided employment of 75 lakh people.

He urged that this sector should be rid of any restrictions as it was instrumental in bringing about a balanced growth.

To help the small sector growth Government had reserved as many as 872 items to be manufactured by this sector, he emphasised.

(Indian Worker, dated 14th November 1983)

Labour Minister not in favour of five-day week

The proposal for the introduction of a five-day week and round-the-clock operations in all industries is not being looked upon favourably by the Union Labour Minister, Mr. Veerendra Patil, since it is felt that these two measures will not result in higher productivity. The Minister is reported to be of the view that a blanket decision for a five-day week may become counter productive.

The Minister contends that the Government should continue to play its limited role of setting up a tripartite committee to make an industry-wise, analyses of problems which may crop up by introducing a five-day week and it should be left to the industry to examine the possibility of switching over to a five-day week with no reduction in the present level of output. It has, however, favoured providing legislative support wherever needed to deal with the problems arising out of the switch-over. These suggestions were discussed at an earlier meeting of the tripartite committee on productivity convened by the Labour Minister.

The Minister after having gone into the views of different parties feels that the reduction in work to five days will not by itself improve productivity which is an input-output ratio. According to Mr. Veerendra Patil, such a measure may directly increase labour costs by one-sixth while reducing the output by the same proportion. To maintain the weekly working hours, the period of daily duty will have to be raised from the present eight hours to nine hours which is not technically feasible in industries running three shifts a day.

It is also emphasised that there is large scope for improving the present low level of productivity in organisations and since labour will be the main beneficiary of such a switch-over, both labour and its representative should co-operate in maintaining the present level of production. The advantages of such a change listed by the Minister are more leisure time, reduced pressure on utilities like public transport and power supply and more time for maintenance of equipment. At present, only jute, paper, heavy chemicals, refineries and gold mines have three shift operations. Whether it is feasible to have three shifts depends on various factors, including availability of unutilised capacity, marketing conditions, employment of women labour, availability of skilled manpower, raw materials, credit and infra-structure facilities like power, transport and water.

(E. F. I. Bulletin, dated 15th November 1983)

States frustrate efforts for child labour probe

The State Governments have frustrated the Union Labour Ministry's programme to investigate the employment of children in the carpet industry.

Over a year ago, the Parliamentary Consultative Committee attached to the Ministry had called for a survey of the child labour in the carpet industry.

The Ministry asked its Labour Bureau in Chandigarh to conduct the survey. The Labour Bureau, according to the Ministry sources here, immediately wrote to the State Labour Ministries asking them to furnish lists of registered and unregistered carpet manufacturing units in their respective states.

The Union Labour Ministry was intrigued at the seeming reluctance on the part of the states to part with the information, finally, out of frustration the Labour Bureau sent a circular to the State Governments requesting them to co-operate with its field officers in 'preparation of the lists'.

The terms of senior officers who have been sent for the investigation, found the working conditions in some of the carpeting units in various States 'appalling'.

And perhaps, it is one of the reasons that the State Governments are reluctant to co-operative with the officials to conduct the survey.

In a number of States, it was found out by the Labour Ministry Officials, the carpet weaving units had mushroomed because of the tremendous 'export potential' of the carpet industry. And most of these units had not cared to register themselves with the State inspectorate of factories despite the fact, they generally employed more than 20 people though most of their children, and were using power too.

The labour laws governing the manufacturing units stipulate that if a factory employs 10 or more persons and uses power or if a factory has 20 or more persons in its employment without using power it has compulsorily to register itself with the inspectorate.

Most of the carpet manufacturing units were woefully lacking in facilities meant for the workers and a working shift invariably lasted for more than 12 hours a day.

(Indian Worker, dated 14th November 1983)

10 lakh workers covered under PF Scheme

Over ten lakh workers were brought under the Employees Provident Fund Scheme and more than 32,000 new Establishments were covered, according to the annual report of the working of the Provident Fund for the year 1982-83.

The report reveals that out of the 4.2 lakh claims received for settlement, 3.8 lakh were settled, authorising a sum of Rs. 154 crores. To take the service to door steps of subscribers, the organisation has opened 29 sub-regional offices. Seven more such offices will be opened shortly, according to an official release.

During the year, the scheme generated compulsory savings of the order of Rs. 1,148 crores against Rs. 990 crores in 1981-82 which accounts for 4.1 per cent of the net domestic saving in this country. The organisation issued 94,01 lakh account slips and 84.4 lakh are pending and most of them could not be issued due to employer's fault.

The contributions in arrears amounted to Rs. 41.2 crores as on March 31, 1983, constitute merely 1.1 per cent of the total contributions received. These arrears include non effective arrears of Rs. 16.6 crores for which limited action is open to the organisation as the amount pertains to establishments liquidated, under liquidation or sick mills and technical arrears of Rs. 4.8 crores—the amount held by way of securities and bank deposits by the board of trustees of some exempted establishments whose exemption has been cancelled. Thus, net effective arrears were only Rs. 19.8 crores which constituted only 0.5 per cent of the total contributions realised.

To liquidate the arrears, 5,069 prosecutions were launched against defaulting employers and 634 FIRs were filed with police. Besides, damages amounting to Rs. 3.21 crores were levied on belated transfers of contributions.

During the year, a number of amendments were made in the family pension scheme. The important amendments are : raising of maximum amount from Rs. 150 to Rs. 320 per month, the period of contribution for eligibility has been reduced from two years to one year, the entry age factor has been dispensed with, pension becomes payable from the day immediately following the death of the member, and by incorporating para 28A in the scheme, a new provision has been made for providing supplementary relief to the pensions.

(Indian Worker, dated 7th November 1983)

Rs. 200 more for 35,000 fertilizer workers

Over 35,000 workers employed in the five public sector fertilizer units have secured a hike of Rs. 200 in their total monthly emoluments with retrospective from January this year as a result of a settlement finalised between the recognised unions and the respective managements.

The four-year settlement signed here on October 30 provides for a minimum guaranteed wage revision benefit of Rs. 130 per month to the employees of the Fertilizer Corporation of India, Rashtriya Chemicals and Fertilizers, Hindustan Fertilizers, National Fertilizer and Project Development of India. The minimum wage has been raised from Rs. 637 to Rs. 757 at the all India consumer price index number 485 of January 1983.

Shri Raja Kulkarni, President of the INTUC-led Indian National Chemical Workers' Federation who had played the leading role in the wage negotiations, says in a statement that the agreement provides for a significant improvement in shift allowance, washing allowance, leave travel concession, cycle allowance, etc. Scooter allowance has been hiked to Rs. 20 per month has been introduced for the first time.

(Indian Worker, dated 7th November 1983)

Minimum labour wages raised

The Central Government, by a notification, has effected an upward revision of minimum wages for workers engaged in 29 mining agriculture, construction or maintenance of roads, building operations, stone-breaking and crushing sand and construction and maintenance of runways.

The revision is to the extent of 11.6 per cent over the present rates of minimum wages in these employments for which the Central Government is the appropriate authority.

The revised rates of wages for unskilled, semi-skilled and skilled workers engaged in mining will be Rs. 9.75 Rs. 12.25 and Rs. 15 per day for jobs on ground and Rs. 11.75 Rs., 14.75 and Rs. 18 per day for jobs below ground, respectively.

Under the notification, the rates of daily wages in agriculture, building and construction employments will range between Rs. 7.50 and Rs. 11.25 for unskilled, Rs. 9.50 and Rs. 14 for semi-skilled Rs. 12 and Rs. 17.75 for skilled and Rs. 15.25 and Rs. 22.25 for highly skilled workers.

Employment covered by mines are gypsum, bauxite, manganese, China clay, kyanite copper clay, stone white clay, fire clay, ochre steatite asbestos, chromite, quartzite suartz, silica, mica magnesite, graphite, feispar, redoxide laterite dolomite, iron ore, granic wolfram and magnetite.

The minimum rates of wages for young persons below 18 years of age and disabled shall be 80 per cent and 100 per cent, respectively of the rates payable to adult workers of the appropriate category.

The Centre has also added the employment in the marble and calcite mines to the schedule to the Minimum Wages Act.

In match and fireworks manufactories in Uttar Pradesh there had been revision in minimum wages in agriculture.

The Andhra Pradesh Government has revised the minimum wages in seven employments of khandhari factories, including selling and conveyance, cinemas, hotels, restaurants or eating houses cotton carpet weaving establishments, automobile engineering workshops including service repairs and agriculture.

It has also notified proposals for revision of minimum wages in the employments in metal foundries and general engineering and rice, flour, and dal mills including roller flour mills and handloom weaving establishments.

Himachal Pradesh has proposals to add three employments of textile and hosiery industry, brick kiln industry and cloth and weaving industry to the schedule to the Minimum Wages Act.

The Orissa Government has revised the minimum wages in the employments of construction or maintenance of roads or building operations, stone breaking or stone crushing, construction or maintenance of dams, embankments, irrigation projects, sinking of wells and tanks.

As many as 21 New Bills are going to be presented in the ensuing session. These are in addition to the 15

(Indian Worker, dated 14th November 1983)

Bill to improve lot of construction workers

The Union Labour Minister, Shri Veerendra Patil, informed the Lok Sabha on November 15 that the Government would soon introduce legislation in Parliament to improve the working conditions of construction labourers in the country.

Replying to supplementaries on a question tabled by a member of the House, the minister said the aim of the proposed bill was to help construction workers who were in the unorganised sector. The bill is scheduled to be introduced during the winter session of Parliament.

(Indian Worker, dated 21st November 1983)

Gratuity Act amendment

A decision will be taken at the earliest by the Government on amending the Payment of Gratuity Act to get over the difficulties following a Supreme Court judgement. Shri Veerendra Patil said in the House on November 15.

He said that the Government had received representations stating that if the employers interpreted the provisions of the Payment of Gratuity Act literally in terms of the Supreme Court judgement a vast section of the working class would be denied the benefit.

(Indian Worker, dated 21st November 1983)

Need for long-term wage settlements

The Union Labour Ministry has warned that any delay in arriving at long-term settlements is likely to render the industrial relations situation in the public sector as a whole "unstable".

Delay in the revision of wage settlements, coupled with increasing agitational activities often resulting in violence, have introduced an element of "instability" in industrial relations.

According to the latest official review of the wage settlements in Central public undertakings by the Ministry, while wage settlements in a number of public undertakings like the Indian Oil Corporation, Bharat Heavy Electricals Limited, steel and lastly, in the coal sector, have been reached during 1983, negotiations to conclude agreements in other undertakings including Indian Airlines and Air India and the Bangalore based public undertakings like, Hindustan Aeronautics, Bharat Electronics, Bharat Earth Movers Limited, India Telephone Industries and Hindustan Machine Tools are still in progress.

While agitational activities leading to industrial violence is largely attributed to interunion attempts at gaining footholds and enlarging their followings, particularly in the highly industrialised belts and sensitive industrial establishments in different parts of the country, the review attributes this to the steady emergence of unions controlled by individuals or a group of men who have tried to wield and exercise power and control in a manner so as to ensure short cut gains to the workers in their folds.

In the process, it says, emphasis is being laid on coercion and violence in preference to peaceful methods of settling disputes through bilateral discussions and collective bargaining.

Though ideally, it says, disputes should not result in violence, in practical, violent incidents recur as is evident from the registration of 664 such incidents in the country during 1982, 792 in 1981 and 542 in 1980.

The review stressed the urgent need of close and effective co-ordination between law and order authorities and the industrial relations machinery with a view to preventing industrial disputes from escalating into law and order problems.

The Labour Ministry has already requested State Governments to set up a special labour affairs cell consisting of representatives from the Labour and Home Departments.

The main task of the cell is to monitor information relating to such labour actions as are likely to lead to industrial unrest and consequent violence and disruption in production and to take preventive action. Such cells have been set up in Gujarat, Himachal Pradesh, Maharashtra, Punjab, Uttar Pradesh, Arunachal Pradesh, Delhi, Andaman and Nicobar Islands.

(Indian worker, dated 28th November 1983.)

Rate of Special Allowance

The Government of Maharashtra has notified, under the Minimum Wages Act, 1948, the rates of special allowance payable to the employees in the following seven scheduled employments, for the period from October 1 to December 31, 1983.

Zone-wise break-up of rates to be granted per month are: for cloth dyeing and printing Rs. 340 for zone I and zone II respectively; paper and paper board (upto October 15, 1983) Rs. 315 and Rs. 252 for zone I and II; paper and paper board (revised) (from October 16 to December 31)-Rs. 78 for zones I and II; cine exhibition-Rs. 240 for zones I, II and III, and Rs. 156 for zones IV and V; salt pan (from October 1 to September 30, 1984) Rs. 318 and Rs. 278.25 for zones I and II.

Special rates payable per day are engineering-Rs 11.48 for zones I, II, III and IV, and for rubber industry-Rs. 11.25 for the State of Maharashtra.

(Daily note, dated 25th November 83)

Articles, Reports, Enquires, etc.

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

THE PRICE THAT THE WORLDWORKING CLASS HAS TO PAY*

By

N. K. BHATT, M. P.,
President-INTUC

Mankind today is on the threshold of the most exciting, but most fearful and yet most hopeful period in its history. The period is exciting because of the stupendous advance in science and technology that can provide an enriched life if applied to the benefit of mankind and yet it is beset with looming shadows of a devastating nuclear war and a threat to the preservation of human values. It is, therefore, a turning point in the history of human civilization when we can either determine the course of events to be more satisfying or face the consequences of tragic wars that can annihilate the whole of mankind.

Not many years ago, mankind had the harrowing experience of the devastating Second World War imposed by the fascist forces. The war plunged the world into unprecedented agony and suffering. We then took a solemn pledge that there should never be a war again.

Unfortunately, the preparations now going for arms race surpass all imagination. The total explosive power of World War II was about 40 megatonnes and the present stock pile in nuclear arsenal has the potential for some 5,000 World War II. Mankind can be subjected to the horrors of World War II every few minutes by the destructive fire power already developed.

Military expenditure

It is impossible to stretch our imagination sufficiently to envisage the financial implications and horrors of such a nuclear war. Estimates put the cumulative military expenditure in 1982 close to 650 million dollars. It means that the human society has been spending more than 1.7 billion dollars a day, 74 million dollars an hour and more than one million dollars every minute. The direct total cost of the arms race since the World War II has crossed the fabulous figure of 6 trillion dollars. This in practice equals the world's total gross national product in 1975. According to the UN data, the world military expenditure in 1980 equalled the aggregate gross domestic product of Africa and Latin America for the same year and 6 per cent of the overall value of world production of goods and services. Already the mankind has the means to annihilate itself. The blast power of the bombs is more than a million times the destructive power of the bomb dropped on Hiroshima. In the name of guaranteeing greater security, we are increasing the risks for the entire mankind.

The import of weapons and war material by developing countries has been growing by leaps and bounds. At current prices, in 1980, the developing countries imported weapons worth 19.5 billion dollars. According to the FAO it was more than twice the total amount spent on cereal imports by the lowest-income countries during the same year.

Economic growth retarded

Another irony of the situation is that with greater arms import, the economic growth process in developing countries has been retarded. For each dollar spent on arms, the domestic investment in developing countries has been reduced by 25 cents. In 1978, arms imports accounted for almost 50 per cent of the deficits in the third world as a whole. Such imports have worsened the balance of payment and increased deficits for the developing countries.

The working class all over the world has to pay the price for this huge expenditure on arms. It has become the most obstructing phenomenon in the development of human society. In the world today almost a thousand million people suffer from hunger and mal-nutrition. Forty million die of hunger every year. Over a thousand million people are deprived of drinking water and elementary medical care. 350 million children cannot go to school; 450 million adults are fully or partially unemployed. Even in developed countries like USA, free kitchens are now crowded with people, who once had jobs now cannot afford to feed their families. A day care teacher recently explained to a hunger action group in Los Angeles, "Now at lunch time I see the children running out to the parking lot—they are fighting over food out of the garbage cans". The conditions of working people have considerably worsened. They are the first to be affected by growing unemployment and poverty caused by the arms race. The trade unions, therefore, have to realise that the struggle for peace and higher living standards is in contrariness to the war phobia. We from the trade unions, therefore, have a moral duty to the working people everywhere to prepare them to rise against arms race and fight for peace.

Workers everywhere are interested in peace, which has been the mankind's age-long cherished dream. Experts now have exploded the theory that limited war is just not possible. A single submarine with nuclear warheads has greater destructive power than all the weapons used during the fully well that the entire world and the humanity would be destroyed by one single event.

Science to the benefit of mankind

In the global scenario, workers must be educated about the devastating implications of arms race and preparations for war. Just imagine if we can eliminate only 0.5 per cent of the total world military expenditure, we can provide the countries in which people are starving with credits needed to develop their agriculture to become self-sufficient in food by 1990. Unemployment which is now rising with 10 per cent in developed countries and in some developing countries, 40 per cent are still below the poverty line. With just a fraction of money being spent on arms manufacture, we can turn the corner from suffering and misery to peace and progress. The peace movement has to become an important programme for trade unions all over the world.

Our greatest challenge is social tolerance which implies the application of scientific discoveries to the benefit of mankind. Despite wide gap between technology and culture, there exists a bridge which can re-build the relationship with science, politics, social change, economics and the arts and humanities. The cultures all over the world have imbibed knowledge, beliefs, laws, customs and many other capabilities as against technology which has confined itself to the satisfaction of wants as against needs by bringing about alterations in the material world.

Technological advances have unleashed immense opportunities which can liberate man from desperate poverty levels. However, what we have witnessed is that extra doses of technology ignoring the cultural social growth process have enslaved man, making him less of an individual and just one of a mass of people tied to the strings which manoeuvre technology to serve their interests. We as champions of working class rights and privileges have to ensure that in the wake of social evaluation which is fast taking place, the freedom loving nations evolve social strategies for tackling new dimensions with reverence for basic principles of freedom and human dignity. A new dimension to scientific discoveries which abound in the race of armaments has to be given to the study of relationship of human race to the changes in its environment caused by demands of our civilisation.

Envy of Gods

Many years ago, India's first Prime Minister and our great leader, Jawaharlal Nehru said, "Preservation of peace forms the central aim of India's policy. It is in pursuit of this policy that we in India have chosen the path of non-alignment." In his view "peace and co-operation and well-being for all the peoples of the world were within our grasp, but the Gods perhaps envied the lot of man and drove him mad". He rightly cautioned in the UN General Assembly in 1961 that "the world has made tremendous progress in many ways, progress which manifestly can cure the material ills of the world. What shall it profit the world if it conquers the material ills and then commits suicide because it has not controlled its own mind?"

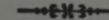
Years later, his daughter and our Prime Minister, Smt. Indira Gandhi in her inaugural speech at the 7th Conference for non-aligned countries held recently in New Delhi said, "more recently the notion has been propagated that tactical nuclear weapons are usable in limited wars. Powerful states propagate the untenable doctrine of deterrence". She categorically stated, "humankind is balancing on the brink of the collapse of the world economic system and annihilation through nuclear war. Should these tragedies occur, can anyone of us large or small, rich or poor, from North or South, West or East hope to escape?"

In such a grim situation, organised working class and the trade union movement has to play a more dominant role. We have to unite together to stall the race of nuclear weapons. We have to work together to promote fruitful development of cultural, scientific, technical and economic relations between East and West, North and South to achieve the establishment of a just international economic order.

Before I conclude, I should like to requote our Prime Minister, Smt. Indira Gandhi who cautioned by stating "the hood of the cobra is spread. Mankind watches in forzen fear, hoping against hope that it will not strike. Never before has the earth faced so much death and danger. The destructive power contained in nuclear stockpiles can kill human life, indeed all life, many times over and might well prevent its reappearance for ages to come."

* Based on the speech delivered at the international meeting for a Dialogue on Peace and Trade Unions organised by the Central Council of Bulgarian Trade Unions at Sofia held from October 25-27, 1983.

(Indian worker, dated 14 November 83.)



Gist of Notifications under Various Labour Laws

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

(A) *Declaration of relief undertakings under the Act.*—(1) In exercise of the powers conferred by Section 3 and sub-clause (iv) of clause (a) of sub-section (1) of Section 4 of the said Act, the Government of Maharashtra has declared that the industrial undertaking called 'The Tata Mills Limited, Bombay shall, for a period of one year commencing from 12th day of August 1983 be conducted to serve as a measure of unemployment relief subject to the conditions as specified in the said Notification (Notification No. BRU/1083(9561)/IND-10, dated 12th August 1983, published in *M.G.G.* Part I-L, dated 27th October 1983, Page No. 6883-84).

(2) In exercise of the powers conferred by Sections 3 and 4 of the said Act, the Government of Maharashtra has declared that the relief undertaking shall for a further period of the year commencing on the 24th day of August 1983 and ending on the 23rd day of August, 1984 (both days inclusive) be conducted to serve as a measure of unemployment relief, subject to the conditions mentioned in the said Notification.

(Notification No. BRU/1083 (9496)/IND-10, dated 18th August 1983, Published in *M.G.G.* Part I-L, dated 27th October 1983, Page No. 6886-87).

II. BOMBAY SHOPS AND ESTABLISHMENTS ACT, 1948

(A) *Notification under the Act.*—(1) In exercise of the powers conferred by sub-section (4) of section 1 of the said Act, the Government of Maharashtra has directed that all the provisions of the said Act shall come into force in the Yawal Municipal area in Jalgaon District with effect from the 1st day of October, 1983.

(Notification No. BSE/2181/CR-166/Lab-9, dated 13th September 1983, published in *M.G.G.* Part I-L, dated 27th October 1983, Page No. 6916).

(B) *Appointments under the Act.*—(1) In exercise of the powers conferred by sub-section (2) of Section 48 of the said Act, as delegated to the Commissioner of Labour vide Government Notification, Industries, Energy & Labour Department, No. BSE/1169/1199404/Lab-III, dated 6th August, 1969 in accordance with sub-section (3) of the said Section 48 of the said Act, the Commissioner of Labour, Bombay, appointed the persons mentioned in column No. 1 of the Schedule hereto (they having the necessary qualifications prescribed under Rule 17 of the Maharashtra Shops and Establishments Rules, 1961) as Inspectors for the purpose of implementation of the provisions of the said Act in the local areas mentioned in Column No. 2 of the Schedule.

SCHEDULE

Column No. 1	Column No. 2
(1) Shri H. S. Bande	Nagpur Local Area (Nagpur District).
(2) Shri S. N. Shinde	Latur Local Area (Latur District).

(Notification No. CL/BSE/1283(a) Insp./H.O. XII, dated 12th September 1983, published in *M.G.G.* Part I-L, dated 27th October, 1983, Page No. 6917).

III. BONDED LABOUR WELFARE FUND ACT, 1953.

(A) *Notification under the Act.*—(1) In exercise of the powers conferred by Sub-Section (1) of Section 4 of the said Act, read with Rule 10 of the Bombay Labour Welfare Fund Rules,

1953, the Government of Maharashtra has amended Government Notification, Industries, Energy and Labour Department No. LMW/1180/1883/Lab-11, dated 24th March 1981 as under :

Under the heading : "A Representatives of Employers" for the words, letters and figures appearing against Serial No. 1, the following words, letters and figures shall be inserted —

Shri R. G. Shetye, Secretary (Personnel and Industrial Relations), Bombay Millowner's Association, Elphinstone Building, 10, Veer Nariman Road, Post Box No. 95, Bombay 400 023.

(Notification No. MLW/1183/4093/Lab-11, dated 31st August 1983, published in *M.G.G.*, Part I-L, dated 27th October 1983, page No. 6773).

(2) In exercise of the powers conferred by Sub-Section (1) of Section 4 of the said Act, read with rule 10 of the Bombay Labour Welfare Fund Rules, 1953, the Government of Maharashtra amended Government Notification, Industries, Energy and Labour Department No. MLW/1180/1883/Lab-11, dated 24th March, 1981 as under:

Under the heading : "A Members representing women", for the words letters and figures appearing against Serial No. 5, the following words, letters and figures shall be inserted —

Smt. Smita Sengupta, (Ex-President, Nagar Parishad), Kamptee, District Nagpur.

(Notification No. MLW/1183/4039/Lab-II, dated 7th September 1983, published in *M.G.G.* Part I-L, dated 27th October 1983 Page No. 6773).

(3) In exercise of the powers conferred by Sub-section (1) Section 4 of the said Act, read with Rule 10 of the Bombay Labour Welfare Fund Rules, 1953,. The Government of Maharashtra has amended the Government Notification, Industries, Energy and Labour Department No. MLW/1180/1883/Lab-11, dated 24th March 1981 as under :

Under the heading : "D Members representing women" for the words, letters and figures appearing against Serial No. 1, the following words, letters and figures shall be inserted —

Dr. Lekha Pathak, Consultant Cardiologist, 596, Rajmayur, 19th Road, Khar, Bombay 400 052.

(Notification No. MLW/1183/3972/Lab-11, dated 6th July 1983, published in *M.G.G.*, Part I-L, dated 27th October 1983, page No. 6773/74).

IV. EMPLOYEES STATE INSURANCE ACT, 1948.

(A) *Exemptions under the Act.*—(1) In exercise of the powers conferred by Section 87 read with Section 91A of the said Act, the Government of Maharashtra has exempted the Indian Coffee Workers Co-operative Society Limited, 'A' Nagpur from the operation of the said Act, except Chapter V-A thereof retrospectively from 1st October 1982 till the date of issue of this notification and prospectively upto and inclusive of 30th September 1983.

(Notification No. SIA/1783/3976/Lab-11, dated 29th September 1983, published in *M.G.G.*, Part I-L, dated 20th October 1983, Page 67841).

V. INDIAN BOILERS ACT, 1923

(A) *Exemptions under the Act.*— 1) In exercise of the powers conferred by sub-section (2) of Section 34 of the said Act, the Government of Maharashtra has exempted the boiler bearing No. MR-10608 belonging to the Hindustan Organic Chemicals Limited, Rasayani, District Raigad from the operation of Clause (C) of Section 6 of the said Act, for the period of one year from the 30th July, 1983 to 29th July 1984 (both days inclusive).

(Notification IBA-1083/24308/CR-625/Lab-9, dated 8th August 1984, Published in *M.G.G.*, Part I-L, dated 20th October, 1983, Page No. 6729).

(2) In exercise of the powers conferred by the first proviso to rule 68 of the Maharashtra Boilers Rules, 1962, the Government of Maharashtra has exempted the boiler No. MR-10608, belonging to the Hindustan Organic Chemicals Limited, Rasayani, District Raigad from the operation of Rule 68 of the said Rules.

(Notification No. IBA/1083/24309/CR-626/Lab-9, dated 23rd August 1983, Published in *M.G.G.*, Part I-L, dated 20th October 1983 Page No. 6838).

(3) In exercise of the powers conferred by sub-section (3) of Section 34 of the said Act, the Government of Maharashtra has exempted Fine Gas Waste Heat Boiler Sr. No. ASME-25793/Manufactured by Messrs Henry Vogt Machine Company, U.S.A. under the supervision of the Inspection Agency, Messrs Hartford Steam Boiler Inspection and Insurance Company and installed at Messrs Deepak Fertilizers and Petrochemicals Corporation Limited Plot No. K-1, MIDC Industrial Area, Taloja, A-V, 410208, District Raigad, from the operation of all the provisions of the said Act subject to the following conditions and restrictions:

(1) The steam boiler shall be inspected by the Inspector of Steam Boilers and Smoke Nuisances, Bombay once in a period of twelve months or such lesser period as may be decided by the Chief Inspector and on payment of fees ordinarily payable for this class of boilers. The boiler shall be worked only after obtaining permission in writing from the Chief Inspector of Steam Boilers and Smoke Nuisances, Bombay. The boiler shall not be worked at higher pressure than permitted by the Chief Inspector. Effective measures shall be taken by the user party to prevent the pressure of steam from exceeding the pressure permitted by the Chief Inspector.

(2) All accidents and break-downs, if any, in the boiler shall be reported immediately to the Chief Inspector. The permission granted to work the boiler shall cease to be valid if any accident occurs to the boiler or any repairs, alterations or additions are carried out to the boiler without obtaining prior permission from the Chief Inspector.

(3) Steam and feed pipes shall be offered for inspection and hydraulic test before erection according to the plan approved by the Chief Inspector.

No alterations, additions or repairs to the steam pipes and connected fittings shall be carried out except with the previous permission of the Chief Inspector.

(4) The permission granted by the Chief Inspector may be withdrawn at any time, if found necessary.

(5) This exemption can be withdrawn or modified, if considered necessary by Government.

(6) The boiler shall be in the charge of engineers who thoroughly know the working of type of boilers.

(Notification No. IBA/1083/3065/CR-509/Lab-9, dated 23rd August, 1983, Published in M.G.G. Part I-L, dated 20th October, 1983, Page No. 6738-39).

(4) In exercise of the powers conferred by Sub-section (2) of Section 34 of the said Act, the Government of Maharashtra has exempted the boilers bearing No. MR-9237 and MR-9238 belonging to the Maharashtra State Electricity Board, Thermal Power Station, Bhusawal, from the operation of Clause (c) of Section 6 of the said Act, for the period of six months from the 8th October 1983 to 7th April 1984 (both days inclusive).

(Notification No. IBA/1083/76432/682/Lab-9, dated 1st October 1983, Published in M.G.G. Part I-L, dated 20th October 1983 Page No. 6740).

(5) In exercise of the powers conferred by Sub-section (2) of Section 34 of the said Act, the Government of Maharashtra has exempted the boiler bearing No. MR-8588 belonging to the MSEB Kharakheda Power Station, from the operation of clause (c) of Section 6 of the said Act, for the period of three months from the 1st October, 1983 to 31st December, 1983 (both days inclusive).

(Notification No. IBA-1083/29409/690/Lab-9, dated 28th September 1983, Published in M.G.G., Part I-L dated 20th October 1983, Page No. 6740).

(6) In exercise of the powers conferred by sub-section (2) of Section 34 of the said Act, the Government of Maharashtra has exempted the boiler bearing No. MR-9627/belonging to the Maharashtra State Electricity Board, Parlivaijanath Thermal Power Station from the operation of clause (1) of Section 6 for six months from the 28th September 1983 to 27th March, 1984 (both days inclusive).

(Notification No. IBA/1083/2869/689/Lab-9, dated 27th September 1983, Published in Part-I-L, dated 20th October, 1983, Page No. 6740).

(1) In exercise of the power conferred by Sub-section (2) of Section 34 of the said Act, the Government of Maharashtra has exempted the boiler bearing No. MR-10573, belonging to the Government of Maharashtra, Bombay 400 174 from the operation of Clause (c) of Section 6 of the said Act for the period of eight weeks from the 6th September, 1983 to 24th October, 1983 (both days inclusive).

(Notification No. IBA-1083/27454/667/Lab-9, dated 27th September, 1984, Published in Part I-L, dated 20th October, 1983, Page No. 6741).

VI INDUSTRIAL DISPUTES ACT, 1947

(A) *Notifications under the Act.*—(1) In exercise of the powers conferred by sub-section (2) of Section 33-C of the said Act and partial modifications of Government Notification, Industries, Energy and Labour Department, No. IDA/1176/57064(2)/Lab-9, dated 17th August, 1983, as amended from time to time, the Government of Maharashtra has specified for the purposes of the said sub-section (2) namely—

(1) The Tenth Labour Court, Bombay, in the areas within (1) Greater Bombay, (2) Nishik, (3) Jalgaon, (4) Dhule, (5) Thane, (6) Raigad, (7) Pune, (8) Ahmadnagar, (9) Aurangabad, (10) Latur, (11) Kolhapur, (12) Solnagi, (13) Satara, (14) Ratnagiri, (15) Sindhudurg, (16) Solapur, (17) Beed, (18) Osmanabad, (19) Nanded and (20) Parbhani districts.

(2) The Labour Court, Dhule, in the areas within (1) Jalgaon and (2) Dhule districts, with effect from the dates these respective Labour Courts have been constituted.

(Notification No. IDA/1183/6926/Lab-9, dated 22nd August 1983, published in M.G.G., Part I-L, dated 27th October, 1983, Page No. 6337-38).

(2) In exercise of the powers conferred by proviso to sub-clause (vi) of clause (n) of section 2 of the said Act, the Government of Maharashtra has declared the industry specified in the schedule hereto annexed to be a public utility service for the purposes of the said Act, for a period of six months from 9th September, 1983.

Schedule

Dairies employing 20 or more workmen including activities of an connected with production collection, processing, transport and distribution of milk.

(Notification No. IDA/1483/2994/Lab-2, dated 8th September, 1983, published in M.G.G. Part I-L, dated 27th October, 1983, Page No. 6913).

(3) In exercise of the powers conferred by proviso to sub-clause (vi) of clause (n) of Section 2 of the said act the Government of Maharashtra has declared the Industries specified in the schedule hereto annexed to be a public utility service for the purposes of the said Act, for a period of six months commencing from the 16th September, 1983.

Schedule

Concerns manufacturing bread and biscuits and employing 20 or more workmen.

(Notification No. IDA/1483/2998/Lab-2, dated 15th September, 1983, published in M.G.G. Part I-L, dated 27th October, 1983, Page No. 6917).

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

(1) *Corrigendum.*—In Government Notification, Industries, Energy and Labour Department No. UWA. 1482/CR-8006/Lab-5, dated 6th December 1983, published in the *Maharashtra Government Gazette*, Part I-L, Extra-ordinary, dated 6th December 1982, at pages 308-310,—

(i) in the Scheme for the words "the said Scheme" wherever they occur, read the words "the principal Scheme".

(ii) in clause 3, sub-clause (iii),—

- (1) for "Schedule employment" read "Scheduled employments".
- (2) in item (c), for "remaining clause" read "remaining clause".

(Notification No. UWA. 1482/CR-8006/Lab-5, dated 6th August 1983, published in M.G.G. Part I-L, dated 27th October 1983, Page No. 6879).

(B) *Appointments under the Act.*—(1) In exercise of the powers conferred by Section 11 read with sub-section (3) and (6) of the said Act, the Government of Maharashtra has nominated Shri Haribhau Appaji Thombre, 4-A, Devi Galli, Baburao Bobade Marg, Lokhandi Jatha, Bombay 400 009, to fill in the said vacancy and for that purpose amended the said notification as follows namely :—

In the said notification,—

(i) in clause (a) under the heading "members representing unprotected workers" for entry (3) the following shall be substituted, namely :—

"(3) Shri Haribhau Appaji Thombre, 4A, Devigalli, Baburao Bobade Marg, Lokhandi Jatha, Bombay 400 009."

(ii) in clause (c), for entry (9), the following shall be substituted, namely :—

"(9) Shri Haribhau Appaji Thombre.

(Notification No. UWA. 1383/10289/Lab-5, dated 2nd September 1983, published in M.G.G. Part I-L, dated 27th October 1983, Page No. 6888).

(2) In exercise of the powers conferred by sub-sections (3), (5) and (6) of section 6 of the said Act, the Government of Maharashtra has,—

(a) nominates or re-nominates, as the case may be, the following persons to be the members of the said Board representing the employers, unprotected workers or, as the case may be, the State Government, as follows, namely :—

(A) *Members Representing Employers—*

- (1) Shri J. P. Patel, C/o. M/s. J. P. and Sons, 38, Bombay Timber Market, Reay Road, Bombay 400 010.
- (2) Shri Balwant Yeshwant Mane, C/o. Laghu Udyog Khoka Vyapari Association 8, Popatlal Wadi, Kalbadevi, Bombay 400 002.
- (3) Shri Nivruti Krishnaji Botre, C/o. Laghu Udyog Khoka Vyapari Association 8, Popatlal Wadi, Kalbadevi, Bombay 400 002.
- (4) Shri Rasiklal Manilal Lakdawalla, Lakdi Bunder, Darukhana, Bombay 400 010.
- (5) Shri P. A. Hameed, 3/8, Patel Building, Chamber Lane, Byculla, Bombay 400 027
- (6) Shri Mulraj Nansey Thakkar, C/o. Endeavour Enterprises, Amarbhavan, 4th Floor French Bridge, Bombay 400 007.
- (7) Shri Dinkar Bhanaji Rane, C/o. M/s. B. D. Rane and Sons, Marol Pipe Line Post, J. B. Nagar, Near Kadam Wadi, Bombay 400 059.

(B) *Members Representing Unprotected Workers—*

- | | |
|---|---|
| (1) Shri Kashinath Pandharinath Valvaikar, Joint General Secretary. | } C/o. Maharashtra Rajya Mathadi, Transport Kamgar Union, Kalyan, Street, Bombay 400 009. |
| (2) Shri Bala Laxman Lavand | |
| (3) Shri Yeshwant Chavan, Secretary | |
| (4) Shri Baburao Hari Ramishte, Organising Secretary. | |
| (5) Shri Khasaba Chandra Chorge | |
| (6) Shri Balwant Sonappa Pawar | |
| (7) Shri Yeshwant Maruti Nikante | |

(C) *Members representing the State Government—*

- (1) Shri A. N. Saxena, Assistant, Commissioner of Labour, Bombay.
 - (2) Shri B. B. Haldavnekar, Assistant Commissioner of Labour, Bombay.
- (b) nominates Shri A. N. Saxena, Assistant Commissioner of Labour to be the Chairman of the said Board, and

(c) publishes the names of the members of the said Board including the Chairman, as follows, namely

- (1) Shri J. P. Patel,
- (2) Shri Balwant Yeshwant Mane,
- (3) Shri Nivruti Krishnaji Botre,
- (4) Shri Rasiklal Manilal Lakdawalla,
- (5) Shri P. A. Hameed,
- (6) Shri Mulraj Nansey Thakkar,
- (7) Shri Dinkar Bhanaji Rane,
- (8) Shri Kashunath Pandharinath Valvaikar,
- (9) Shri Bala Laxman Lavand,
- (10) Shri Yeshwant Chavan,
- (11) Shri Baburao Hari Ramishte,
- (12) Shri Khasaba Chandra Chorge,
- (13) Shri Balwant Sonappa Pawar,
- (14) Shri Yeshwant Maruti Nikante,
- (15) Shri A. N. Saxena,
- (16) Shri B. B. Haldavnekar.

(Notification No. UWA. 1381/15670/CR-3931(a)/Lab-5, dated 6th September 1983, published in M.G.G. Part I-L, dated 27th October 1983, Page No. 6900-6901).

(3) In exercise of the powers conferred by sub-sections (3), (5) and (6) of Section 6 of the said Act, the Government of Maharashtra has hereby.

(a) nominates or re-nominates, as the case may be, the following persons to be the members of the said Board representing the employers, unprotected workers or, as the case may be, the State Government, as follows, namely

(A) *Members Representing Employers—*

- (1) Shri Premji Bhanji Bheda, Honorary Secretary, Grain, Rice and Oil Seeds Merchants' Association, Bombay 400 003.
- (2) Shri Gulabrai Dhanjibhai Bhuta, Managing Committee Member, Bombay Kairane Colour and Chemical Meherli Road, Bombay 400 003.
- (3) Shri VasANJI Lakhamsi, C/o. Bombay Oil Seeds, and Oil Exchange Limited Janabai Building, Yusuf Meherli Road, Bombay 400 003.
- (4) Shri D. J. Khimasia, C/o. Bombay Mudi Bazar, Kirana Merchants, Association Bombay 400 003.

(B) *Members Representing Unprotected Workers—*

- (1) Shri Kashinath Pandharinath Valvaikar, Advocate, General Secretary,
- (2) Shri Shivajirao Annasaheb Patil, Secretary,
- (3) Shri Chandrakant Gunda Bhise,
- (4) Shri Shankarrao Bala Mahadik,

C/o. Maharashtra Rajya Mathadi Transport and General Kamgar Union, Jiv. raji Bhanj Shah Market, 3rd Floor, Near Masjid Station, Bombay 400 009.

(C) *Members Representing the State Government—*

(1) Shri C. G. Patil, Assistant Commissioner of Labour, Bombay.

(2) Shri B. B. Haldavnekar, Assistant Commissioner of Labour, Bombay.

(b) nominates Shri C. G. Patil, Assistant Commissioner of Labour, Bombay to be the Chairman of the said Board, and

(c) publishes the names of the members of the said Board including the Chairman, as follows, namely :—

- (1) Shri premji Bhanji Bheda,
- (2) Shri Gulabrai Dhanjibhai Bhuta,
- (3) Shri VasANJI Lakhamsi,
- (4) Shri D. J. Khimasia,
- (5) Shri Kashinath Pandharinath Valvaikar,
- (6) Shri Shivajirao Annasaheb Patil,
- (7) Shri Chandrakant Gunda Bhise,
- (8) Shri Shankarrao Bala Mahadik,
- (9) Shri C. G. Patil,
- (10) Shri B. B. Haldavnekar.

(Notification No. UWA. 1381/CR-6075/Lab-5, dated 6th September 1983, published in M.G.G. Part I-L, dated 27th October 1983, Page No. 6901 to 6902).

(4) In exercise of the powers conferred by sub-sections (3), (5) and (6) of section 6 of the said Act, the Government of Maharashtra as hereby—

(a) Nominates or re-nominates, as the case may be, the following persons to be the members of the said Board representing the employers, unprotected workers as the case may be, the State Government, as follows, namely :—

(A) *Members Representing Employers—*

(1) Shri Surendrabhai N. Parikh, Messrs, Bombay Metal Depot, 88/90, 3rd Bhoiwada Bhuleshwar, Bombay 400 002.

(2) Shri Jitendra S. Shah, Messrs, Shambhulal A. Shah and Company, Podar Chambers Room No. 43, 2nd floor, 109, Parsee Bazar Street, Fort, Bombay 400 001.

(3) Shri Rasiklal B. Parikh, Messrs, Rajesh Paper Corporation, 64, Sutar Chawl, Bombay 400 002.

(4) Shri Vilas Haridas Doshi, Messrs, National Paper Prints Products, C/o. Vaishali Enterprises, 12, Bell Building, Sir P. M. Road, Fort, Bombay 400 001.

(5) Shri Pravinchandra K. Shah, Messrs, Pravinchandra D. Brothers, Kika Street Bombay 400 004.

(6) Shri Bhaishankar N. Rawal, Messrs. Surgical Metal Industries, 2nd Panjarpol Bombay 400 003.

(7) Dattanand Sheregar, Messrs. Bombay, Safe Manufacturing Company, 307-9, Kalbadevi Road, Bombay 400 002.

(8) Deputy Divisional Manager, Minerals and Metals Trading Corporation of India Limited E. Ebrahim and Sons' Godown, Opp. Ordinance Depot, Signal Hill Avenue Sewree, Bombay 400 015.

(B) *Members Representing Workers—*

- | | |
|--------------------------------------|--|
| (1) Shri Pandurang Bandoba Lawale, | } C/o. Metal Bazar Kamgar Sangh,
19, 2nd Bhoiwada, Thambakantha,
Bombay 400 002. |
| (2) Shri Vishvasrao Vamanrao Dhumal, | |
| (3) Shri Laxman Kondiba Pawar, | |
| (4) Shri Laxman Shripati Sawant, | |
| (5) Shri Tanaji Jaisingh Bhosale, | |

(6) Shri Kashinath Pandurang Valvaikar, Joint Secretary, Maharashtra Rajya Mathadi Transport and General Kamgar Union, Jivraj Bhanji Market, Near Masjeed Station, Bombay 400 009.

(7) Shri Genubhau Babarao Bhor, Borudachi Chawl No. 161, Room No 4, Ghodapdeo Cross Road No. 2, Rambhau Bhogale Marg, Ghatkopar East Bombay 400 003.

(8) Shri Vijay Laxman Parale, 184/5026-Pant Nagar, Ghatkopar East, Bombay 400 077

(C) *Members Representing the State Government—*

(1) Shri S. J. Salvi, Assistant Commissioner of Labour, Bombay.

(2) Shri P. K. Bangale, Assistant Commissioner of Labour, Bombay.

(b) nominates Shri S. G. Salvi, Assistant Commissioner of Labour, Bombay to be the Chairman of the said Board, and

(c) publishes the names of the members of the said Board including the Chairman, as follows, namely :—

- (1) Shri Surendrabhai N. Parikh,
- (2) Shri Jitendra S. Shah,
- (3) Shri Rasiklal B. Parikh,
- (4) Shri Vilas Haridas Doshi,
- (5) Shri Pravinchandra K. Shah,
- (6) Shri Bhaishankar N. Rawal,
- (7) Shri Dattanand Sheregar,
- (8) Deputy Divisional Manager, Mineral and Metals Trading Corporation of India Limited,
- (9) Shri Pandurang Bandoba Lavale,
- (10) Shri Vishvasrao Vamanrao Dhumal,
- (11) Shri Laxman Kondiba Pawar,
- (12) Shri Laxman Shripati Sawant,
- (13) Shri Tanaji Jaisingh Bhosale,
- (14) Shri Kashinath Pandurang Valvaikar,
- (15) Shri Ganubhau Baburao Bhor,
- (16) Shri Vijay Laxman Parate,
- (17) Shri S. J. Salvi,
- (18) Shri P. K. Bangale.

(Notification No. UWA. 1382/CR-10206/Lab-5, dated 7th September 1983, published in M.G.G., Part I-L, dated 27th October 1983, Page Nos. 6910-11).

(5) In exercise of the powers conferred by sub-sections (3), (5) and (6) of section 6 of the said Act, the Government of Maharashtra has hereby—

(a) Nominates or re-nominates, as the case may be, the following persons to be the member of the said Board representing the employers, unprotected workers, as the case may be, the State Government, as follows, namely :—

(A) *Members Representing Employers—*

(1) Shri K. C. Modgekar, Maha Transport Company, Goawala Building, 73, Janjekar Street, Bombay 400 003.

(2) Shri S. P. Arya, Economic Transport Organisation, Economic House, 1st Flank Road, Chinchbunder, Bombay 400 009.

(3) Shri I. D. Chauhan, Bombay Andhra Transport Company, 113, Bhandam Street, Bombay 400 003.

(B) Members Representing Workers—

- | | |
|---|---|
| (1) Shri K. P. Valvaikar, General Secretary | } C/o. Maharashtra Rajya Mathadi
Transport and General Kamgar
Union, Jivraj Bhanji Shah Market,
3rd Floor, Near Masjid Station,
Bombay 400 009. |
| (2) Shri B. S. Pawar, Secretary | |
| (3) Shri D. B. Gujar, Active worker. | |

(C) Members Representing the State Government—

- (1) Shri K. P. Medbalmi, Assistant Commissioner of Labour, Bombay.
(2) Shri P. K. Bangale, Assistant Commissioner of Labour, Bombay.

(b) nominates Shri K. P. Medbalmi, Assistant Commissioner of Labour to be the Chairman of the said Board, and

(c) publishes the names of the members of the said Board including the Chairman as follows namely

- (1) Shri K. C. Modgekar,
- (2) Shri S. P. Arya,
- (3) Shri G. D. Chauhan,
- (4) Shri K. P. Valvaikar,
- (5) Shri B. S. Pawar,
- (6) Shri D. B. Gujar,
- (7) Shri K. P. Medbalmi,
- (8) Shri P. K. Bangale.

(Notification No. UWA. 1383/CR-10279/L2 b-5, dated 7th September 1983, published in M.G.G. Part I-L, dated 27th October 1983, Page No. 6912).

VIII. MINIMUM WAGES ACT

(A) Notifications Under the Act.—(1) In exercise of the powers conferred by Clause (i) of sub-sections (1) and (2) of Section 4 of the said Act, the Government of Maharashtra has directed that so long as the said notification remains in force—

(a) the Competent Authority shall after the expiry of every six months commencing on the 1st day of July 1983 calculate the average or the cost of living index numbers applicable to the employee in the areas specified in column 2 of the said Schedule for those six months and ascertain the rise of such average over the index numbers mentioned against them in column 4 of the said Schedule. For every such rise of the number of points specified in column 5 of the said Schedule, the special allowance (hereinafter referred to as "the cost of living allowance"), payable in addition to the basic rates of wages for each of the six months immediately following the six months in respect of which such average has been calculated as aforesaid to the employees in the said Scheduled employment in the areas specified in column 2 of the said Schedule shall be at the rates shown against them in column 6 of the said Schedule;

(b) the Competent Authority shall then compute the cost of living allowance in accordance with the direction made under clause (a);

(c) the cost of living allowance computed as aforesaid shall be declared by the competent authority by a notification in the *Official Gazette* in the last week of January when such allowance is payable for each of the months of January to June, and in the last week of July, when such allowance is payable for each of the months of July to December.

SCHEDULE

Serial No.		Consumer Price Index Numbers for Working Class (New Series)	Index number	Point	Rs.
	2	3	4	5	6
1	Areas within the limits of Municipal Corporation of Greater Bombay.	Bombay City Index Number	259	1	1.20
2	Areas within the limits of the Thane Municipal Council and areas within a distance of eight Kilometres from the periphery of such limits of Thane Municipal Council, excluding the areas falling within the limits of Municipal Corporation of Greater Bombay.	Do.	259	1	1.00
3	Areas within the limits of Municipal Councils of Kalyan, Bhiwandi, Nizampur, Dombivali, Ambernath, Ulhasnagar, Nashik, Malegaon, Nashik Road, Deolali.	Bombay City	259	1	0.75
4	All other areas in Bombay Revenue Division except those specified at Serial Nos. 1, 2 and 3 and areas in Jalgaon and Dhule Districts.	Do.	259	1	0.50
5	Areas within the limits of Municipal Councils of Dhule, Nandurbar, Jalgaon, Bhusawal and Amalner.	Bombay City	279	1	0.75
6	All other areas in Jalgaon and Dhule Districts, except those specified at Serial No. 5 above.	Do.	279	1	0.50
7	Areas within the limits of the Municipal Corporation of Pune and the areas within a distance of ten kilometres from the periphery of such limits.	Pune	249	1	1.00
8	Areas within the limits of Municipal Council of Ahmadnagar.	Do.	249	1	0.75
9	Areas within the limits of the Cantonments of Pune and Kirkee.	Do.	249	1	0.75
10	All areas in Pune and Ahmadnagar Districts except those specified at Serial Nos. 7, 8 and 9.	Do.	249	1	0.50

1	2	3	4	5	6
11	Areas within the limits of the Municipal Corporation of Kolhapur and the areas within a distance of ten kilometres from the periphery of such limits.	Solapur	288	1	0.67
12	Areas within the limits of the Solapur Municipal Corporation and the areas within a distance of ten kilometres from the periphery of limits.	Do.	288	1	0.67
13	Areas within the limits of the Municipal Councils of Satara City, Sangli, Miraj, Barshi, Pandharpur and Ichalkaranji.	Do.	288	1	0.50
14	All other areas in pune Revenue Division except areas in Pune and Ahmadnagar Districts and those specified at Serial Nos. 11, 12 and 13 above.	Do.	288	1	0.34
15	Areas within the limits of Municipal Corporation of Nagpur and the areas within a distance of ten kilometres from the periphery of such limits.	Nagpur	277	1	1.00
16	Areas within the limits of the Municipal Councils of Khamsaon Akola, Amravati, Yavatmal, Wardha, Kamptee, Gondia and Chandrapur.	Do.	277	1	0.75
17	All other areas in the Nagpur Revenue Division except those specified at Serial Nos. 15 and 16 above	Nagpur	277	1	0.50
18	Areas within the limits of the Municipal Councils of Aurangabad, Jalna and Latur.	Aurangabad.	285	2	0.75
19	Areas within the limits of the Aurangabad Cantonment.	Do.	285	2	0.75
20	All other areas in Aurangabad, Beed and Osmanabad Districts except those specified at Serial Nos. 18 and 19 above.	Do.	285	2	0.50
21	Areas within the limits of the Municipal Councils of Parbhani and Nanded,	Nanded	304	2	0.75
22	All other areas in the Nanded and Parbhani Districts except those specified at Serial No. 21 above.	Do.	304	2	0.50

(Notification No. MWA. 1483/5374/Lab-7, dated 12th August 1983, published in M.G.G., Part I-L, dated 12th August 1983, published in M.G.G., Part I-L, dated 27th October 1983, page Nos. 6880-6883).

following draft of a notification which it is proposed to issue under clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), in its application to the State of Maharashtra (hereinafter referred to as "the said Act"), containing proposals for revising the minimum rates of wages payable to employees employed in the employment in any tobacco (including bidi making) manufactory (hereinafter referred to as the "said scheduled employment") is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act for information of all persons likely to be affected thereby and it is hereby given that the said draft will be taken into consideration by the Government of Maharashtra after the expiry of two months from the date of publication of this notification in the *Maharashtra Government Gazette*.

2 Any representations which may be received by the Commissioner of Labour (Commerce Centre, Tardeo), Bombay 400 034 from any person in respect of the said draft before the expiry of the aforesaid period will be taken into consideration by Government

DRAFT NOTIFICATION

No. MWA. 1583/65770/C -5632/Lab -7.— Whereas by Government Notification, Industries, Energy and Labour Department, No. MWA. 1581/4374/Lab-7, dated the 14th January 1982, the Government of Maharashtra has revised the minimum rates of wages payable to the employees employed in the tobacco (including bidi making) manufactory (hereinafter referred to as the "said scheduled employment") in the State of Maharashtra;

And whereas the Government of Maharashtra, having reviewed the minimum rates of wages as so revised, considers it necessary to revise them further;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with sub-section (2) of section 5 of the said Act, the Government of Maharashtra, after considering all representations received in respect of the proposals published in Government Notification, Industries, Energy and Labour Department, No. MWA. 1583/65770, CR-5632/Lab-7, dated the 5th September 1983 and after considering the advice of the Advisory Board, hereby revises, with effect from 2 1983, the minimum rates of wages payable to the employees employed in the said scheduled employment and revises them as set out in column 3 of the Schedule hereto as the rates of wages payable to the classes of employees mentioned against them in column 2 of that Schedule.

Schedule

256

Serial No.	Class of Employees	Rates		
		Zone I	Zone II	Zone III
1	2		3	
1	All employees engaged in rolling bidies (including labour involved in cutting bidi leaves).	Rs. 12.00 per 1,000 bidies provided that where the employees earning according to this rate is less than Rs. 5.70 on any day, he shall be paid at least Rs. 5.70 for that day subject to the conditions specified in the Annexure hereto.	Rs. 9.60 per 1,000 bidies provided that where the employees earning according to this rate is less than Rs. 5.70 on any day, he shall be paid at least Rs. 5.70 for that day subject to the conditions specified in the Annexure hereto.	Rs. 9.00 per 1,000 bidies provided that where the employees earning according to this rate is less than Rs. 5.70 on any day, he shall be paid at least Rs. 5.70 for that day subject to the conditions specified in the Annexure hereto.
<i>Explanation.</i> —Bidi leaves shall be supplied by employees in all Zones.				
2	All employees employed in wrapping, labelling and packing operations.	(i) Rs. 6.84 per 1,000 bundles are wrapped, packed and labelled with one label or when bundles are simply labelled with two labels without being wrapped. (ii) Rs. 8.28 per 1,000 bundles when bundles are wrapped, packed and labelled with two labels	(i) Rs. 5.59 per 1,000 bundles are wrapped, packed and labelled with one label or when bundles are simply labelled with two labels without being wrapped. (ii) Rs. 6.72 per 1,000 bundles when bundles are wrapped, packed and labelled with two labels.	(i) Rs. 5.22 per 1,000 bundles when bundles are wrapped, packed and labelled with one label or when bundles are simply labelled with two labels without being wrapped. (ii) Rs. 6.30 per 1,000 bundles when bundles are wrapped, packed and labelled with two labels.
<i>Explanation.</i> —For the purpose of these rates— (i) Bundles shall be counted irrespective of the number of bidies contained therein. (ii) "Label" means square label, Goltikli (round label) or Adi or Khadi Patti or like label.				
3	All employees employed in ring pasting operations.	(i) Rs. 1.20 per 1,000 bidies when they are not required also to do the work of paste preparing, basket carrying and katta (bundle) rolling, marking and stocking work in godown. (ii) Rs. 1.26 per 1,000 bidies when they are required to do the work of paste preparing, basket carrying and katta (bundle) rolling, marking and stocking work in godown.	(i) Rs. 0.96 per 1,000 bidies when they are not required also to do the work of paste preparing, basket carrying and katta (bundle) rolling, marking and stocking work in godown. (ii) Rs. 1.04 per 1,000 bidies when they are not required to do the work of paste preparing, basket carrying and katta (bundle) rolling, marking and stocking work in godown.	(i) Rs. 0.90 per 1,000 bidies when they are not required also to do the work of paste preparing basket carrying and katta (bundle) rolling, marking and stocking work in godown. (ii) Rs. 0.96 per 1,000 bidies when they are required to do the work of paste preparing basket carrying and katta (bundle) rolling, marking and stocking work in godown.
4	All employees employed in bag filling operation, i.e. for filling, sewing and arranging bags and for carrying out similar operations in a tobacco manufactory.	Rs. 1.20 per bag weighing up to 50 kgs.	Rs. 0.96 per bag weighing up to 50 kgs.	Rs. 0.90 per bag weighing up to 50 kgs.
5	All employees employed as—			
	(i) Taraiwalas	Rs. 382.80 per month	Rs. 303.60 per month	Rs. 285.60 per month
	(ii) Bidi Sorters	Rs. 382.80 per month	Rs. 303.60 per month	Rs. 285.60 per month
	(iii) Bidi checkers or bidi counters.	Rs. 382.80 per month	Rs. 303.60 per month	Rs. 285.60 per month
	(iv) Bhattiwallas	Rs. 382.80 per month	Rs. 303.60 per month	Rs. 285.60 per month
	(v) Tobacco mixers	Rs. 382.80 per month	Rs. 303.60 per month	Rs. 285.60 per month
	(vi) Bidi leaves or tobacco distributors or both	Rs. 382.80 per month	Rs. 303.60 per month	Rs. 285.60 per month
	(vii) All other employees in operations not specified in any of the above entries.	Rs. 382.80 per month	Rs. 303.60 per month	Rs. 285.60 per month

1 2 3

5—contd

(viii) Munshus or clerks	Rs. 342.00 per month	Rs. 342.00 per month	Rs. 342.00 per month
(ix) Accountants (maintaining all accounts including those used for purpose of income tax or other taxes)	Rs. 535.20 per month	Rs. 535.20 per month	Rs. 535.20 per month
(x) Truck or lorry drivers.	Rs. 535.20 per month plus Rs. 10.08 daily allowance when on tour or journey exceeding 80.5 kms.	Rs. 535.20 per month plus Rs. 10.08 daily allowance when on tour or journey exceeding 80.5 kms.	Rs. 535.20 per month plus Rs. 10.08 daily allowance when on tour or journey exceeding 80.5 kms.
(xi) Motor Drivers (car or station wagon).	Rs. 426.00 per month plus Rs. 10.08 daily allowance when on tour or journey exceeding 80.5 kms.	Rs. 426.00 per month plus Rs. 10.08 daily allowance when on tour or journey exceeding 80.5 kms.	Rs. 426.00 per month plus Rs. 10.08 daily allowance when on tour or journey exceeding 80.5 kms.
(xii) Cleaners engaged in lorry or truck.	Rs. 267.60 per month plus Rs. 6.72 daily allowance when on tour or journey exceeding 80.5 kms.	Rs. 267.60 per month plus Rs. 6.72 daily allowance when on tour or journey exceeding 80.5 kms.	Rs. 267.60 per month plus Rs. 6.72 daily allowance when on tour or journey exceeding 80.5 kms.
(xiii) Watchman or chowkidars.	Rs. 312.00 per month	Rs. 312.00 per month	Rs. 312.00 per month

6 All employees employed in snuff-making establishment for carrying on the operation by hand of—

(i) Packing of snuff	Rs. 1.68 per kg.	Rs. 1.26 per kg.	Rs. 1.20 per kg.
(ii) stocking of snuff	Rs. 0.78 per kg.	Rs. 0.60 per kg.	Rs. 0.54 per kg.

(iii) mixing and grinding of tobacco and operations of like nature.	Rs. 1.68 per kg.	Rs. 1.26 per g.	Rs. 1k.20 per kg
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Ra 4660-3

7 All employees by whatever name called doing unskilled work	Rs. 10.50 per day	Rs. 8.40 per day	Rs. 7 per day
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Explanation.—For the purposes of this Notification—

- (1) Zone I shall comprise of the areas classified as Greater Bombay, Thane Standard Urban Area for the purpose of the Census of India 1971.
- (2) Zone II shall comprise of all the areas of Marathwada and the remaining areas of the State of Maharashtra excluding the areas of Zones I and III.
- (3) Zone III shall comprise of all the areas of Vidarbha.
- (4) In the case of an employee employed on daily wages, the minimum wages in respect of who have been fixed by the month the minimum rates of daily wages shall be computed by dividing the minimum rates of monthly wages fixed for the class employees to which he belongs by 25, the quotient being stepped up to the nearest paisa.
- (5) The minimum rates of wages shall consist of an all inclusive rate allowing for the basic rate, the cost of living allowance and the cash value of concessions, if any.
- (6) The minimum rates of wages shall be inclusive of payment of remuneration in respect of the weekly day of rest.

Annexure

1. The employee shall be entitled to get at least Rs. 170 per day (hereinafter referred to as the guaranteed wage) only when the employer fails to supply sufficient quantity of raw material including cotton for the full 800 biddies per day.
 2. The guaranteed wage shall be in lieu of the wages for any day accrued by the employee in respect of biddies actually called by him with the material, the employee shall be entitled to get the full guaranteed wages if he earns less than the amount of guaranteed wages on any day on account of his unwillingness to work for the full 800 biddies per day.
 3. Where no raw material is supplied by the employer to the employee and the employee is willing to work and reports for duty or for collecting the raw material, the employee shall be entitled to get the full guaranteed wages if he fails to make to the employer a written statement.
 4. The Employee shall not be entitled to get the guaranteed wages if he fails to make to the employer a written statement.
 5. The Employee shall not be entitled to get the guaranteed wages if he fails to make to the employer a written statement.
 6. The employee who works for more than one employer shall not be entitled to get the guaranteed wages from any one of these employers.
 7. The employee shall not be entitled to get the guaranteed wages if the failure of the employer to supply raw material is due to fire, earthquake, epidemics, civil commotion or other similar causes which are beyond his control.
- (Notification No. MWA/1583/65770/CR-5632/Lab-7, dated 30th September 1983, Publishing in Maharashtra Government Gazette Part-I-L dated 27th October 1983, page No. 6533-4991)
- (3) In exercise of the powers conferred by Clause (b) of sub-section (3) of Section 3 read with sub-section (2) of Section 5 of the said Act, the Government of Maharashtra after consulting the views of the said Committee raised further the minimum rates of wages payable to persons in the categories of employees in the said employment mentioned in column 2 of the schedule annexed in respect of permanent workers and persons in column 3 and 4 of the said schedule.

Ra 4660—3a

SCHEDULE

Serial	Categories of Employees	Permanent Employees					Touring talks on Mobile Theatres Rs. per month
		Zone I Rs. per month	Zone II Rs. per month	Zone III Rs. per month	Zone IV Rs. per month	Zone V Rs. per month	
1	1	450	305	235	215	200	200
2	2	360	250	190	170	155	155
3	3	315	215	160	145	125	125

Category I
 (1) Manager
 (2) Assistant Manager
 (3) Employees by whatever name called but doing work of the nature done by persons falling under this Category.

Category II
 (1) Assistant Manager
 (2) Head Operator/Chief Operator/First Operator
 (3) Head Air-Conditioning Operator
 (4) Supervisor
 (5) Stenographer
 (6) Employees by whatever name called but doing work of the nature done by persons falling under this category.

Category III
 (1) Assistant Operator
 (2) Assistant Air-Conditioning Operator
 (3) Wireman
 (4) Booking Clerk (in Zones I and II)
 (5) Carpenter (Smithy/Upolsterery)
 (6) Clerk/Accounts Clerk/Publicity Assit.
 (7) Typist
 (8) Oil Engine Driver
 (9) Telephone Operator
 (10) Electrician
 (11) Conductor or Van Driver
 (12) Leading plant in charge
 (13) Employees by whatever name called but doing work of the nature done by persons falling under this category.

1	2	3	4				
4	Category IV (1) Booking Clerk (Zones III, IV and V) (2) Painter/Artist (3) Winder, Rewinder, Cabinboy. (4) Assistant Electrician (5) Assistant Wireman (6) Assistant Carpenter (7) Store-keeper (8) Fireman (9) Assistant cooling plant incharge (10) Tent Master (11) Employees by whatever name called but doing work of the nature done by persons falling under this category.	270	200	145	125	115	115
5	Category V Door-Keeper/Usherman/Caretaker/Reliever (1) House Checker. (2) Liftman. (3) Watchman Chowkidar (4) Head Hamal/Mukadam (5) Oilman (6) Employees by whatever name called but doing work of the nature done by persons falling under this category.	245	180	125	100	110	110
6	Category VI— (1) Matron/Aya/Reja (2) Hamal/Helper/B utteryboy/Begari (3) Sweeper/Mother/Cleaner (4) Trolley Workers (5) Cartman/Posterman/Rickshaw Driver (6) Mai Gardner/Cook (7) Peon/Office boy/Hand bill-boy Attendant/House-boy/Cycle stand boy/Messenger.	220	155	115	110	105	105

(8) Announcer/Polishwala

(9) Employees by whatever name called but doing work of the nature done by persons falling under this category.

Employees below the age of 18 years employed in any of the category of employment mentioned above in this column. Eighty (80) per cent of the rate fixed for adults (not apprentices) in respect of the same category of employment in which he is employed.

Part-time Employees.—

1	Part-time employees employed in any of the categories of employment mentioned above and who are required to work for more than four hours but not exceeding five hours daily, provided their hours of work are not split in to more than two period of work.	75 per cent of the rate fixed for the Zone and for the categories to which the part-time employees belong.	75 per cent of the rate fixed for the Zone and for the categories to which the part-time employees belong.	75 per cent of the rate fixed for the Zone and for the categories to which the part-time employees belong.	75 per cent of the rate fixed for the Zone and for the categories to which the part-time employees belong.	75 per cent of the rate fixed for the Zone and for the categories to which the part-time employees belong.
2	Part-time employees employed in any of the categories of employment mentioned above and who are required to work for four hours for less, daily, provided their hours of work are not split into more than two period of work.	60 per cent of the rate fixed for the Zone and for the categories to which the part-time employees belong.	60 per cent of the rate fixed for the Zone and for the categories to which the part-time employees belong.	60 per cent of the rate fixed for the Zone and for the categories to which the part-time employees belong.	60 per cent of the rate fixed for the Zone and for the categories to which the part-time employees belong.	60 per cent of the rate fixed for the Zone and for the categories to which the part-time employees belong.

Annexure

1. The employee shall be entitled to get at least Rs. 5.70 per day (hereinafter referred to as "the guaranteed wages") only where the employer fails to supply sufficient quantity of good raw material including tobacco leaves to roll 800 bides per day.

2. The guaranteed wage shall be inclusive of the wages for any day earned by the employee in respect of bides actually rolled by him with the quantity of raw material supplied to him by the employer.

3. Where no raw material is supplied by the employer to the employee and the employee is willing to work and reports for duty or for collecting the raw material, the employee shall be entitled to get the full guaranteed wages.

4. The employee shall not be entitled to get guaranteed wages if he earns less than the amount of guaranteed wages on any day on account of his unwillingness to work for any reason whatsoever.

5. The Employee shall not be entitled to get the guaranteed wages if he fails to make full use of the raw material supplied to him even if the raw material so supplied is not sufficient for rolling 800 bides per day.

6. The employee who works for more than one employer shall not be entitled to get the guaranteed wages from any one of these employers.

7. The employees shall not be entitled to get the guaranteed wages if the failure of the employer to supply raw material is due to fire, catastrophe, epidemics, civil commotion or other similar causes which are beyond his control.

(Notification No. MWA/1583/65770/CR-5632/Lab-7, dated 5th September 1983, Published in Maharashtra Government Gazette Part-I-L dated 27th October 1983, page No. 6889-6893)

(3) In exercise of the powers conferred by Clause (b) of sub-section(2) of Section 3 read with sub-section (2) of Section 5 of the said Act, the Government of Maharashtra after considering the advice of the said Committee raised further the minimum rates of wages payable in each zone to the categories of employees in the said employment mentioned in column 2 of the schedule hereto, in respect of permanent theatres and fabrics as set out respectively in column 3 and 4 of the said schedule.

SCHEDULE

Serial	Categories of Employees	Permanent Theatres				Touring theatres on Mobile Theatres Rs. per month
		Zone I Rs. per month	Zone II Rs. per month	Zone III Rs. per month	Zone IV Rs. per month	
1	2	450	305	235	215	200
1	Category I (1) Manager (2) Publicity Officer/Manager (3) Employees by whatever name called but doing work of the nature done by persons falling under this Category.	..	..	..	..	200
2	Category II (1) Assistant Manager (2) Head Operator/Chief Operator/First Operator. (3) Head Air-Conditioning Operator, (4) Supervisor (5) Stenographer (6) Employees by whatever name called but doing work of the nature done by persons falling under this category.	..	..	..	..	155
3	Category III (1) Assistant Operator (2) Assistant Air-Conditioning Operator (3) Wireman (4) Booking Clerk (in Zones I and II) (5) Carpenter (Tinsmith/Upholsterer). (6) Clerk/Accounts Clerk/Publicity Assitt. (7) Typist (8) Oil Engine Driver (9) Telephone Operator (10) Electrician (11) Car or Van Driver (12) Cooling plant in charge (13) Employees by whatever name called but doing work of the nature done by persons falling under this category.	..	..	..	..	125

	1	2	3	4	5	6
4 Category IV	270	200	145	125	115	115
(1) Booking Clerk (Zones III, IV and V)						
(2) Painter/Artist						
(3) Winder, Rewinder, Cabinboy.						
(4) Assistant Electrician						
(5) Assistant Wireman						
(6) Assistant Carpenter						
(7) Store-keeper						
(8) Fireman						
(9) Assistant cooling plant incharge						
(10) Tent Master						
(11) Employees by whatever name called but doing work of the nature done by persons falling under this category.						
5 Category V	245	175	125	115	110	110
Door-Keeper/Usherman/Caretaker/Reliever						
(1) House Checker.						
(2) Liftman.						
(3) Watchman Chowkidar						
(4) Head Hamal/Mukadam						
(5) Oilman						
(6) Employees by whatever name called but doing work of the nature done by persons falling under this category.						
6 Category VI—	220	155	115	110	105	105
(1) Matron/Aya/Reja						
(2) Hamal/Helper/Batteryboy/Bogari						
(3) Sweeper/Methar/Cleaner						
(4) Trolley Workers						
(5) Cartman/Posterman/Rickshaw Driver						
(6) Mai Gardner/Cook						
(7) Peon/Office boy/Hand bill-boy Attendant/House-boy/Cycle stand boy/Messenger.						

(8) Announcer/Polishwala.

Employees by whatever name called but doing work of the nature done by persons falling under this category.

Employees below the age of 18 years employed in any of the category of employment mentioned above in this column. Eighty (80) per cent of the rate fixed for adults (not apprentices) in respect of the same category of employment in which he is employed.

Part-time Employees.—

1 Part-time employees employed in any of the categories of employment mentioned above and who are required to work for more than four hours but not exceeding five hours daily, provided their hours of work are not split into more than two period of work.	75 per cent of the rate fixed for the Zone and for the categories to which the part-time employees belong.	75 per cent of the rate fixed for the Zone and for the categories to which the part-time employees belong.	75 per cent of the rate fixed for the Zone and for the categories to which the part-time employees belong.	75 per cent of the rate fixed for the Zone and for the categories to which the part-time employees belong.	75 per cent of the rate fixed for the Zone and for the categories to which the part-time employees belong.
2 Part-time employees employed in any of the categories of employment mentioned above and who are required to work for four hours or less, daily, provided their hours of work are not split into more than two period of work.	60 per cent of the rate fixed for the Zone and for the categories to which the part-time employees belong.	60 per cent of the rate fixed for the Zone and for the categories to which the part-time employees belong.	60 per cent of the rate fixed for the Zone and for the categories to which the part-time employees belong.	60 per cent of the rate fixed for the Zone and for the categories to which the part-time employees belong.	60 per cent of the rate fixed for the Zone and for the categories to which the part-time employees belong.

Explanation.—For the purpose of this Notification

(a) Zone I shall comprise of the areas with the limits of the Municipal Corporations of Greater Bombay and Thane;

(b) Zone II shall comprise of the area for the time being included within the limits of any municipal corporation constituted under any law for the time being in force; excluding the area falling in Zone I.

(c) Zone III shall comprise of all A-Class Municipalities;

(d) Zone IV shall comprise of all B-Class Municipalities; and

(e) Zone V shall comprise of the areas not covered in Zone I, II, III and IV above.

(f) In the case of an employee employed on daily wages, the minimum rate of daily wages payable to him shall be computed by dividing the minimum rate of monthly wages fixed for the category of employees to which he belongs, by 26 the quotient being stepped upto nearest paise;

(ii) An employee in a touring talkies or a mobile cinema theatre, who moves from place to place with the touring talkies or mobile cinema theatre shall not be deemed to be a part-time employee;

(iii) The minimum rate shall consist of basic rate as set out in the Schedule and a special allowance to be adjusted at such intervals and in the manner as indicated in the Appendix hereto and inclusive of the money value of any other facility.

Appendix

1. The Consumer Price Index Number for Working Class (New Series) for Bombay City shall be the cost of living index numbers applicable to the employees. The Competent Authority appointed by the Government of Maharashtra shall after expiry of every three months in a year the period of first three months commencing from 1st day of January, April July and October calculate the average of index numbers applicable to the employees for those three months and ascertain the rise or the said average over 325 for every rise of point the special allowance (hereinafter referred to as "the cost of living allowance") payable (in addition to the basic rate of wages) due to employees for each of the three months in respect of which such average has been calculated as aforesaid in Zone I, II, III, IV and V shall be as follows:—

(1) Areas falling in Zone I	}	Re. 1 per month
(2) Areas falling in Zone II		
(3) Areas falling in Zone III		
(4) Areas falling in Zone IV	}	Re. 0.65 paise per month.
(5) Areas falling in Zone V		

2. The Competent Authority shall declare the cost of living allowance in accordance with the directions made under paragraph 1.

3. The cost of living allowance as aforesaid shall be declared by the Competent Authority by Notification in the *Official Gazette* in the last week of January, April, July and October when such allowance is payable to each of the months from January to March, April to June July to September and October to December;

Provided that, the Competent Authority shall declare the cost of living allowance payable in respect of the period from the date of revision of the rate of minimum wages to the end of September 1983 immediately after the said with effect from which the minimum rates of wages are fixed thereafter;

(Notification No. MWA 2683 5448/Lab-7 dated, 5th August 1983, published in *Maharashtra Government Gazette Part-I-L*, dated, 27th October 1983, Page No. 6894-6899).

(4) In exercise of the powers conferred by Clause (b) of sub-section (1) of Section 3 read with sub-section (2) of Section 5 of the said Act, the Government of Maharashtra after considering the advice of the Committee hereby with effect from 8th September 1983 supersede the Government Notification, J. E. & L. Department No. MWA/6573/177156/Lab-III-A dated the 27th July 1983 and revised the minimum rates of wages in respect of the employees

employed in the said Scheduled Employment, as set out in column 3 of schedule hereto in respect of each zone specified in the same column as the rates of the minimum wages payable by the month in such zone to the class of employees mentioned against them in column 2 thereof.

SCHEDULE

Serial No. (1)	Class of Employees (2)	Rate		
		Zone I	Zone II (3)	Zone III
		Rs.	Rs.	Rs.
I	Skilled Adult Employees ..	479	381	360
	(1) Carpenters			
	(2) Lacquer Polishers			
	(3) Wax Polishers doing Glossay finishing			
	(4) Design Cane Weavers			
	(5) Upholsterymen doing Foam-rubber work and spring work.			
	(6) All other employees by whatever name called doing the work of the nature done by the foregoing type of employees.			
II	Semi-Skilled 'A' Adult Employees ..	409	331	305
	(1) Second Sandpaper men			
	(2) Ordinary Polisher			
	(3) Ordinary Cane Weaver			
	(4) Ordinary Upholsterymen			
	(5) All other employees by whatever name called doing the work of the nature done by the foregoing type of employees.			
III	Semi-skilled 'B' Adult employees	379	301	275
	(1) Helper Carpenter assisting him in planing wood pieces and articles.			
	(2) First Sandpaper men			
	(3) Helper to a Polisher			
	(4) Helper to Cane Weaver			
	(5) Helper to a Upholsterymen			
	(6) All other employees by whatever name called doing the work of the nature done by the foregoing type of employees.			
IV	Un-skilled Adult Employees doing the work of lifting saw-dust, waste sawn-wood, carrying storing, dumping, etc. All other employees by whatever name called doing the work of the nature done by the foregoing type of employees.	364	286	260
V	Office Staff, Adult Employees—			
	(1) Peon, Watchmen, etc.	364	286	260
	(2) Junior Clerk, Typists, etc.	379	301	275
	(3) Senior Clerk, Head Clerk, Accountant, Steno-typist etc.	409	331	305
VI	Employees below age of 18 years employed in any of the categories of employment mentioned above at Serial Nos. I to V.			80 per cent of the fixed for the adults (not apprentices) in respect of same category of the Employment in which he is employed.

Explanation.—For the purpose of this notification,—

(a) Zone-I shall comprise of the areas within the limits of Municipal Corporation of Greater Bombay.

(b) Zone-II shall comprise of the area for the time being included within the limits of any Municipal Corporation constituted under any law for the time being in force; excluding the area falling in Zone I ;

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

(d) the minimum rate of daily wages payable to any employee employed in any category on daily wages shall be computed by dividing the minimum rate of monthly wages fixed for the class of employees to which belongs by 26, quotient being stepped upto the nearest paisa ;

(e) the minimum rates of wages in respect of an apprentice shall be at the following percentage of wages fixed for the category of the employees to which he is appointed as shown below against each category of employees :—

Category of Employees	Wages during	
	1st year	2nd year
	per cent	per cent
Skilled employees	60	80
Semi-skilled 'A'	60	80
Semi-skilled 'B'	60	80

(f) the minimum rates shall consist of basic rates as set out in the schedule and special allowance is to be adjusted at such intervals and in the manner as indicated in the Appendix hereto and inclusive of money value of any other facility.

Appendix

The Consumer Price Index for working class (new series) for Bombay City shall be cost of living index number applicable to the employees. The Competent Authority appointed by the Government of Maharashtra shall after expiry of every 6 months commencing on the 1st day of January and 1st day of July calculate the average of index number applicable to the employees for those 6 months and ascertain the rise of the said average over 450. For such rise of every point the special allowance (hereinafter referred to as "the Cost of Living Allowance") payable (in addition to the basic rates of wages) due to employees for each of the 6 months immediately following 6 months in respect of which such average has been calculated as aforesaid in Zone I, II and III shall be as follows :—

- | | | |
|---------------------------------|-------|--------------------|
| (1) Areas following in Zone I | .. .. | 3 paise per day. |
| (2) Areas following in Zone II | .. .. | 2 paise per day. |
| (3) Areas following in Zone III | .. .. | 1.5 paise per day. |

The Competent Authority shall declare the cost of living allowance in accordance with the directions made under para 1.

The cost of living allowance as aforesaid shall be declared by the Competent Authority by notification in the *Official Gazette*, in the last week of the July when such allowance is payable to each of the months from July to December and in the last week of the January when such allowance is payable for each of the months from January to June.

Provided that, the Competent Authority shall declare the cost of living allowance payable in respect of the period from the date of revision of the rate of minimum wages to the end of December 1983 immediately after the said date with effect from which the minimum rates are revised.

Notification No. MWA. 6583/9895/(5546-CR) Lab-7, dated 7th September 1983, published in *M.G.G. Part I-L*, dated 27th October 1983, Page No. 6903-6905).

(5) In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with sub-section (2) of section 3 read with sub-section (2) of section 5 of the said Act, and in supersession of Government Notification, I. E. and L. Department No. MWA./6673/188950/Lab-III-A, dated 18th September 1983, the Government of Maharashtra, after considering the advice of the said Committee with effect from the 8th September 1983, revised the minimum rates of wages in respect of the employees employed in the said scheduled employment, as set out in column 3 of the schedule appended hereto in respect of each zone specified in the same column as the minimum rates payable by the month, in such zone to the classes or employees mentioned against them in column 2 thereof—

SCHEDULE

Serial No.	Classes of Employees	Rates		
		Zone I	Zone II	Zone III
1	2	Rs.	Rs.	Rs.
		per month per month per month		
I	Skilled	586	482	394
	(1) Supervisors			
	(2) Head Mistrys			
	(3) Employees by whatever name called doing work of the nature done by persons falling under any of the foregoing classes of employees.			
II	Semi-skilled 'A'	506	427	339
	(1) Cutters on saw-machines			
	(2) Mistrys in Carpenter Section			
	(3) White Polishers			
	(4) Marblewallas			
	(5) Plasters			
	(6) Design Ornaments			
	(7) Employees by whatever name called doing work of the nature done by persons falling under any one of the foregoing classes of employees.			
III	Semi-skilled 'B'	491	412	324
	(1) Randhawallas			
	(2) Plainers			
	(3) Shapers			
	(4) Polishers of Black and Brown frames			
	(5) Employees by whatever name called doing work of the nature done by persons falling under any one of the foregoing classes of employees.			
IV	Semi-skilled 'C'	476	397	309
	(1) Grooving machine feeders			
	(2) Helpers in Packing Department			
	(3) Warpers			
	(4) Packers			
	(5) Employees by whatever name called doing work of the nature done by persons falling under any one of the foregoing classes of employees.			

SCHEDULE—Contd.

	1	2	3
	Rs. per month	Rs. per month	Rs. per month
V Un-skilled Heavy	461	382	294
(1) Employees engaged in—			
(i) Piling of wooden planks			
(ii) Lifting heavy packages			
(iii) Loading and unloading			
(iv) Hand sowing (called 'Bach')			
(2) Pullers on grooving machines			
(3) Employees by whatever name called doing work of the nature done by persons falling under any one of the foregoing classes of employees.			
VI Un-skilled Light	446	367	279
(1) Employees engaged in—			
(i) Collecting sawn cut-sized frame sticks			
(ii) Carrying them to Departments			
(iii) Collecting and carrying processed frame sticks to Polishing sections.			
(iv) Collecting and carrying polished sticks to Store-rooms.			
(2) Employees by whatever name called doing work of the nature done by persons falling under any one of the foregoing classes of employees.			
VII Office Staff 'A'	586	482	394
(1) Munimji			
(2) Manager			
(3) Diwanji			
(4) Head Clerk			
(5) Mehtaji			
(6) Employees by whatever name called doing work of the nature done by persons falling under any one of the foregoing classes of employees.			
VIII Office Staff 'B'	506	427	339
(1) Accounts Clerks			
(2) Typists			
(3) Clerks			
(4) Employees by whatever name called doing work of the nature done by persons falling under any one of the foregoing classes of employees.			

SCHEDULE

	1	2	3
	Rs. per month	Rs. per month	Rs. per month
IX Office Staff 'C'	461	382	294
(1) Sepoys			
(2) Peons			
(3) Office boys			
(4) Chowkidars			
(5) Employees by whatever name called doing work of the nature done by persons falling under any one of the foregoing classes of employees.			
X Employees below the age of 18 years employed in any of the categories of employment mentioned in this column at Serial Nos. 1 to IX.		80 per cent of the rates fixed for adults (not being apprentices) in respect of same category of the employment.	

Explanation.—For the purpose of this notification—

(1) Zone I.—Shall comprise of the areas within the limits of the Municipal Corporation or the Municipal Council's, as the case may be, of Greater Bombay, Thane, Kalyan, Ulhasnagar Ambarnath and Dombivali ;

(2) Zone II.—Shall comprise of the area for the time being included within the limits of any Municipal Corporation constituted under any law for the time being in force; excluding the area falling within the limits of the Municipal Corporations mentioned in Zone I ;

(3) Zone III.—Shall comprise all the areas in the Maharashtra State not falling under in Zones I and II above ;

(4) The minimum rate of daily wages payable to any employee employed in any category on daily wage shall be computed by dividing the minimum rate of monthly wages fixed for the class of employees to which he belongs, by 26, the quotient being stepped up to the nearest *paisa*.

(5) The minimum rate of wages in respect of an apprentice shall be at the following percentage of wages fixed for the category of employees to which he is appointed as shown below against each category of employees :—

Category of employees	Wages during the 1st year
Skilled employees . .	.. 70 per cent
Semi-skilled 'A' . .	.. 70 per cent
Semi-skilled 'B' . .	.. 70 per cent
Semi-skilled 'C' . .	.. 70 per cent

(6) The minimum rate shall consist of basic rate as set out in the Schedule and special allowance to be adjusted at such intervals and in the manner as indicated in the Appendix hereto and inclusive of money value of any other facility.

APPENDIX

1. The Consumer Price Index Numbers for working class (new series) for Bombay City shall be the cost of living index numbers applicable to the employees. The Competent Authority, appointed by Government of Maharashtra shall, after expiry of every six months commencing on the first day of January and first day of July calculate the average of index numbers applicable to the employees for those six months and ascertain the rise of the said average over 474. For such rise of every points the special allowance (hereinafter referred to as "the cost of living allowance") payable (in addition to the basic rate of wages) due to employees for each of the six months immediately following the six months in respect of which such average has been calculated as aforesaid in Zones I, II and III shall be as follows:—

(1) Areas falling in Zone I	..	..	Rs. 2.00 per month.
(2) Areas falling in Zone II	..	..	Rs. 1.50 per month.
(3) Areas falling in Zone III	..	..	Rs. 1.00 per month.

2. The Competent Authority shall declare the cost of living allowance in accordance with the directions made under Paragraph 1.

3. The cost of living allowance as aforesaid shall be declared by the Competent Authority by notification in the *Official Gazette* in the last week of July when such allowance is payable for each of the months July to December and last week of January when such allowance is payable for each of the months of January to June.

Provided that, the Competent Authority shall declare the cost of living allowance payable in respect of the period from the date of revision of the rate of minimum wages to the end of December 1983 immediately after the said date with effect from which the minimum rates of wages are revised.

(Notification No. MWA. 6683/5281/Lab-7, dated 7th September 1983, published in *M.G.G.* Part I-L, dated 27th October 1983, Page No. 6906-6909).

(6) In exercise of the powers conferred by Clause (b) of sub-section (1) of Section 3 read with sub-section (2) of section 5 of the said Act, the Government of Maharashtra, after considering the advice of the said Committee further revised the minimum rates of wages revised by the said Government Notification in respect of employees employed in the said scheduled employment and fixed the minimum rates of wages consisting of—

(i) the basic rate of wages as set out in column 3 of the schedule hereto, in respect of each Zone specified in column 2 as the basic rates payable by the month in such Zone to the classes of employees mentioned against them in column 1 thereof;

(ii) A Special allowance at a rate to be specified separately.

2. The basic rates of minimum wages shall come into force from 15th September 1983 and the special allowance shall come into force as provided in clause (8) of the Explanation to this Notification—

Schedule

Serial No.	Class of employees	Basic Minimum Rates of Wages per month.			
		Zone I	Zone II	Zone III	Zone IV
1	2	3			
1	Skilled	250	225	220	215
2	Semi-skilled	200	175	170	165
3	Un-skilled	150	130	125	120

Explanation.—(1) For the purpose of this notification—

(a) Zone-I shall comprise of all areas within the limits of Municipal Corporation of Greater Bombay, Thane, Pune, Nagpur, Municipal Councils of Kalyan-Ulhasnagar, Dombivali-Ambarnath, New Bombay and Bhiwandi-Nijampur; and Cantonments of Pune and Kirkee.

(b) Zone-II shall comprise of all areas within the limits of Municipal Corporation or Municipal Councils, as the case may be, of Solapur, Kolhapur, Nashik, Amraoti, Aurangabad (including Aurangabad Cantonment), Pimpri-Chinchwad, Malegaon, Sangli and Miraj;

(c) Zone-III shall comprise of all areas within the limits of Municipal Council or Village Panchayat, as the case may be, of Ahmednagar, Akola, Dhule, Nanded, Jalgaon, Bhusaval, Jalna, Ichalkaranji, Chandrapur, Latur, Parbhani, Gondia, Mahabaleshwar, Matheran, Panchgani, Panhala, Chikhalthana, Khuldabad, Khandala and Lonawala;

(d) Zone IV shall comprise of all other areas in the State of Maharashtra not included in Zone numbers, I, II and III.

(2) The minimum rates of wages in respect of an apprentice shall be 75 per cent. of the wages fixed for the class in which he is employed.

(3) The minimum rates of wages in respect of an employee below the age of 18 years shall be 80 per cent. of the wages fixed for the class of employees to which he belongs and for part-time worker 60 per cent. for work upto 4 hours and thereafter to be increased proportionately.

(4) In case of an employee employed on daily wages, the minimum rate of daily wages payable to him shall be computed by dividing the minimum rate of monthly wages fixed for class of employees to which he belongs, by twenty-six, the quotient being stepped up its nearest paise.

(5) *Skilled*.—A skilled employee is one who is capable of working efficiently, of exercising considerable independent judgement and of discharging his duties responsibly. He must possess a thorough and comprehensive knowledge of the trade, craft or industry in which he is employed.

(6) *Semi-skilled*.—A semi-skilled employee is one who does work generally of a well defined routine nature, wherein the major requirement is not so much of the judgement, skill and dexterity, but of proper discharge of duties assigned to him for a relatively narrow job and where important decisions are made by others. His work is thus limited to the performance or routine operations of limited scope.

(7) *Un-skilled*.—An un-skilled employee is one, who does operations that involve the performance of simple duties which require the exercise of little or no independent judgement or previous experience although a familiarity with the occupational environments is necessary. His work may thus require in addition to physical exertion familiarity with a variety of articles or goods.

(8) The minimum rates of wages shall consist of basic rate only and a special allowance will be determined in accordance with the provisions of clause (1) of sub-section (1) of section 4 of the said Act, and the special allowance so determined shall be payable to the employees, along with the basic wages, in respect of the month of September 1983 and thereafter, in the manner as indicated in the Appendix hereto.

APPENDIX

1. The competent authority shall after the expiry of every six months commencing on and from the 1st day of July 1983 calculate the average of averages of the Consumer Price Index Numbers in respect of the seven centres in Maharashtra for which the Consumer Price Index Numbers are worked out for those six months and ascertain the rise of such average of averages over the index number 180 being the average of the average of the Consumer Price

Index Numbers for the seven centres of Maharashtra as mentioned in column 1 of the schedule to Government Notification, Industries, Energy and Labour Department No. MWA-4268 Lab-III, dated 27th July 1971 and for every per point rise over the number of points so ascertained a special allowance (hereinafter referred to as the Cost of Living Allowance) payable in addition to the basic rates of wages for each of the six months immediately following the six months in respect of which such average of averages has been calculated as aforesaid to the employees employed in the said schedule employment in the areas specified in column 1 of the Table below, shall be at the rates shown against them in column 2 of the said Table.

TABLE

Serial No.	Area	Rs.
I	Areas within the limits of Zone-I	0.90
II	Areas within the limits of Zone-II	0.75
III	Areas within the limits of Zone III	0.70
IV	Areas within the limits of Zone-IV	0.60

2. The competent authority shall declare the cost of living allowance in accordance with the directions made under paragraph 1 of the appendix.

3. The cost of living allowance as aforesaid shall be declared by the competent authority by notification in the *Official Gazette* in the last week of July when such allowance is payable for each of the months July to December and the last week of January when such allowance is payable for each of the months of January to June.

Provided that the competent authority shall declare the cost of living allowance payable in respect of the period from the date of revision of the rate of minimum wages to the end of December 1983 immediately after said date with effect from which the minimum rates of wages are revised.

(Notification No. MWA/4283/5584/Lab-7, dated 12th September 1983, published in *M.G.G.*, Part I-L, dated 27th October 1983, Page No. 6913-6916).

(B) *Appointments under the Act.*—(1) In exercise of the powers conferred by sub-section (1) section 19 of the said Act, the Government of Maharashtra has appointed the officers specified in column 1 of the schedule hereto, to be the Inspectors for the purposes of the said Act in respect of the scheduled employments in relation to which the State Government is the appropriate Government and defined the areas specified against them in column 2 of the said Schedule to be the local limits within which they shall exercise other functions; and for that purpose amends Government Notification, Industries, Energy and Labour Department, No. MWA. 5280/2578 LAB-7, dated the 17th May 1982 (hereinafter referred to as "the said notification") as follows, namely :—

In the Schedule to the said notification, for entries 1 to 11, the following entries shall be substituted, namely

1. The Deputy Commissioner of Labour Whole of the State of Maharashtra. (Enforcement), Bombay.
2. The Assistant Commissioner of Labour, Bombay.
3. The Deputy Commissioner of Labour, Thane.

4. The Assistant Commissioner of Labour, Thane.
5. The Assistant Commissioner of Labour, Raigad.
6. The Government Labour Officer, Bombay. Within the limits of Greater Bombay, Thane, Raigad, Ratnagiri and Sindhurdurg Districts.
7. The Government Labour Officer, Thane.
8. The Government Labour Officer, Bhiwandi.
9. The Government Labour Officer, Kalyan.
10. The Government Labour Officer, Raigad.
11. The Government Labour Officer, Ratnagiri.

Schedule

Officer 1	Areas 2
1. The Deputy Commissioner of Labour (Enforcement), Bombay.	Whole of the State of Maharashtra.
2. The Assistant Commissioner of Labour, Bombay.	
3. The Deputy Commissioner of Labour, Thane.	
4. The Assistant Commissioner of Labour, Thane.	
5. The Assistant Commissioner of Labour, Raigad.	
6. The Government Labour Officer, Bombay.	Within the limits of Greater Bombay, Thane, Raigad, Ratnagiri and Sindhurdurg Districts.
7. The Government Labour Officer, Thane.	
8. The Government Labour Officer, Bhiwandi.	
9. The Government Labour Officer, Kalyan.	
10. The Government Labour Officer, Raigad.	
11. The Government Labour Officer Ratnagiri.	

(Notification No. MWA/5282/4775/Lab-7, dated 16th August 1983, published in *M.G.G.*, Part I-L, dated 27th October 1983, Page No. 6884-85).

(C)

(1) CORRIGENDUM

In Government Notification, Industries, Energy and Labour Department, No. MWA. 5283/5337/Lab-7, dated the 20th June 1983, published in the *Maharashtra Government Gazette*, Part I-L, dated the 20th June 1983, at pages 190-195,—

(a) in the SECOND SCHEDULE, in column 4,—

- (i) at serial No. 7, for "62.00" read "70.00";
- (ii) at serial No. 11, for "2.10" read "2.00".

(b) in the THIRD SCHEDULE, in column 6, at serial No. 2, for "2.00" read "1.75".

(c) in Explanation, in clause (1), for "No MWA. 2661/80868/Lab-III, dated the 16th January 1965" read "No. MWA/5280/2579/Lab-7, dated the 27th March 1980;"

(Notification No. MWA/5283/5337/Lab-7, dated 11th August 1983, published in *M.G.G.*, Part I-L, dated 27th October 1983, page No. 6879-80).

MINIMUM WAGES ACT, 1948

Declaration of Special Allowance under the—

(1) *Rice Flour or Dal* —The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the powers conferred on it, has declared the Special allowance (cost of living allowance) Payable in addition to the basic rate of wages to the employees employed in the said schedule employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of July 1983 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Area	Amount of special allowances (cost of living allowance) payable per month
1	2	3
		Rs.
1	Areas within the limits of Municipal Corporation of Greater Bombay	295.20
2	Areas within the limits of the Thane Municipal Council and areas within a distance of eight Kilometres from the periphery of such limits of Thane Municipal Council, excluding the areas falling within the limits of Municipal Corporation of Greater Bombay.	246.00
3	Areas within the limits of Municipal Councils of Kalyan, Bhiwandi, Nizampur, Dombivali, Ambarnath, Ulhasnagar, Nashik, Malegaon, Nashik Road, Deolali.	184.50
4	All other areas in Bombay Revenue Division except those specified at Serial Nos. 1, 2 and 3 areas in Jalgaon and Dhule Districts.	123.00
5	Areas within the limits of Municipal Councils of Dhule, Nandurbar, Jalgaon, Bhusawal and Amalner.	163.50
6	All other areas in Jalgaon and Dhule Districts except those specified at Serial No. 5 above.	109.00
7	Areas within the limits of the Municipal Corporation of Pune and the areas within a distance of ten Kilometres from the periphery of such limits.	229.00
8	Areas within the limits of Municipal Council of Ahmadnagar	107.25
9	Areas within the limits of the Cantonments of Pune and Kirkee	111.00
10	All areas in Pune and Ahmadnagar Districts except those specified at Serial Nos. 7, 8 and 9.	114.50
11	Areas within the limits of the Municipal Corporation of Kolhapur and the areas within a distance of ten kilometres from the periphery of such limits.	101.40
12	Areas within the limits of the Municipal Corporation of Solapur and the areas within a distance of ten kilometres from the periphery of such limits.	152.15
13	Areas within the limits of the Municipal Councils of Satara City, Sangli, Miraj, Barshi, Pandharpur and Ichalkaranji.	117.50

1	2	3
		Rs.
14	All other areas in the Pune Revenue Division except areas, in Pune and Ahmadnagar Districts and those specified at Serial Nos. 11, 12 and 13 above.	77.50
15	Areas within the limits of Municipal Corporation of Nagpur and areas within a distance of ten kilometres from the periphery of such limits.	238.00
16	Areas within the limits of the Municipal Councils of Khamsgaon, Akola, Amravati, Yavatmal, Wardha, Kamptee, Gondia and Chandrapur.	178.50
17	All other areas in the Nagpur Revenue Division except those specified at Serial Nos. 15 and 16 above.	119.00
18	Areas within the limits of the Municipal Councils of Aurangabad, Jalna and Latur.	87.75
19	Areas within the limits of the Aurangabad Cantonment	87.75
20	All other areas in Aurangabad, Beed and Osmanabad Districts except those specified at Serial Nos. 18 and 19 above.	58.50
21	Areas within the limits of the Municipal Councils of Parbhani and Nanded	94.50
22	All other areas in the Nanded and Parbhani Districts except those specified at Serial No. 21 above.	63.00

(Notification No. MWA/SPL/R/EDM/ dated 6th September 1983, published in *M. G. G.*, Part I-L, dated 13th October 1983, page 6636 to 6639.

(2) *Rice, Flour or Dal Mills.*—The Deputy Commissioner of Labour (Rural Wing & Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said schedule employment in the areas mentioned in column (2) of schedule III appended hereto in relation to six months commencing on the 1st day of July 1983 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No.	Area	Amount of special allowances (cost of living allowance) payable per month
1	2	3
		Rs.
1	Areas within the limits of Municipal Corporation of Greater Bombay.	327.60
2	Areas within the limits of the Thane Municipal Council and areas within a distance of eight kilometres from the periphery of such limits of Thane Municipal Council, excluding the areas falling within the limits of Municipal Corporation of Greater Bombay.	273.00
3	Area within the limits of Municipal Councils of Kalyan, Bhiwandi, Bhiwandi, Nizampur, Dombivali, Ambarnath, Ulhasnagar, Nashik Malegaon, Nashik Road Deolali.	204.75

(5) *Wooden Photo.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said schedule employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of July 1983 at the rates mentioned in column (3) of the said Schedule I.I.

SCHEDULE III

Serial No.	Zones	Amount of Special Allowance (cost of living allowance payable).
1	2	3
1	I	Rs. 58.00 per month.
2	II	Rs. 43.50 per month.
3	III	Rs. 29.00 per month.

Explanation.—For the purpose of this notification, Zones I, II and III shall respectively mean Zones I, II and III formed for the purpose and shown in the Notification, Industries Energy and Labour Department, No. MWA. 6683/5281/Lab-7, dated 7th September 1983.

(Notification No. MWA. SPL/Wooden Photo, dated 22nd September 1983, published in *M.G.G.*, Part I-L, dated 13th October 1983, page Nos. 6653-6655)

(6) *Cine Exhibition.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said schedule employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of July 1983 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. 221.00 per month.
2	II	Rs. 221.00 per month.
3	III	Rs. 221.00 per month.
4	IV	Rs. 143.65 per month.
5	V	Rs. 143.65 per month.

Explanation.—For the purpose of this notification, Zones I, II, III, IV, and V shall respectively mean Zones I, II, III, IV and V formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA. 2683,5448/Lab-7, dated 5th September 1983.

(Notification No. MWA/SPL/Cine Exhibition, dated 22nd September 1983, published in *M.G.G.*, Part I-L, dated 13th October 1983, page 6656 to 6658)

(7) *Shops.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said schedule employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to six months commencing on the 1st day of July 1983 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. 311.40 per month.
2	II	Rs. 259.50 per month.
3	III	Rs. 242.20 per month.
4	IV	Rs. 207.60 per month.

Explanation.—For the purpose of this notification, Zones I, II, III and IV shall respectively mean Zones I, II, III and IV formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA 4283/5534/Lab-7, dated 12th September 1983.

(Notification No. MWA/SPL/Shops., dated 22nd September 1983, published in *M.G.G.* Part I-L, dated 13th October 1983 page 6658 to 6661).

Consumer Price Index Numbers for working class for October 1983

BOMBAY*

566—Index remained steady

In October 1983 the Consumer Price Index Number for Working Class (New Series) for Bombay Centre with base January to December 1960 equal to 566 was 566 being remained steady that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Bombay Centre.

The index number for the food group decreased by 1 point to 631 due to a fall in the average prices of arbandal, moongdal, uriddal, vanaspeti lose, edibles oil, milk, curd and onion.

The index number for the Pan, Supari and Tobacco etc., group decreased by 5 points to 567 due to a fall in the average price of pan leaf only.

The index number for the fuel and light group increased by 4 points to 708 due to a rise in the average prices of fire wood and charcoal.

The index number for housing remained steady at 252 being a six month item.

The index number for clothing, bedding, and footwear group increased by 1 point to 567 due to a rise in the average prices of saree, long cloth and shoe gonts.

The index number for the miscellaneous group increased by 4 points to 445 due to a rise in the average prices of doctor's fee, cinema show, hair oil, toilet soap, tooth powder, bucket, laundry charges and tailoring charges.

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

(Average prices for the calendar year 1960=100)

	Weight proportional to the total expenditure	Group Index Numbers	
		September 1983	October 1983
I-A. Food	57.1	632	631
I-B. Pan, Supari, Tobacco, etc.	4.9	567	567
II. Fuel and Light	5.0	708	708
III. Housing	4.6	163	163
IV. Clothing, Bedding and Foot-Wear	9.4	553	554
V. Miscellaneous	19.0	430	434
Total	100.0	566	566
Consumer Price Index Number	566	566	566

*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.

SOLAPUR*

589—A rise of 1 Point

In October 1983 the Consumer Price Index Number for Working Class (New Series) for Solapur Centre with base January to December 1960 equal to 100 was 589 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 at Solapur Centre.

The index number for the food group increased by 2 points to 642 due to a rise in the average prices of rice, wheat, arhaldal, gramdal, oils and fats, goatmeat and dry fish.

The index number for the pan, supari and tobacco etc., group decreased by 1 point to 470 due to a fall in the average prices of pan leaf only.

The index number for the fuel light group remained steady at 708.

The index number for housing remained steady at 252 being six monthly item.

The index number for clothing, bedding and footwear group remained steady at 567.

The index number for the miscellaneous group increased by 2 points to 445 due to a rise in the average prices of ex. book barbar charges and durrie.

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

(Average prices for the calendar year 1960=100)

Groups	Weight proportional to the total expenditure	Group Index Numbers	
		September 1983	October 1983
IA. Food	63.0	640	642
IB. Pan, Supari, Tobacco, etc. . .	3.4	471	470
II. Fuel and Light . .	7.1	708	708
III. Housing	5.2	252	252
IV. Clothing, Bedding and Footwear	9.0	567	567
V. Miscellaneous	12.3	443	445
Total	100.00	588	589
Consumer Price Index Number		588	589

*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*

A fall of 2 points

In October, 1983 the Consumer Price Index Number for Working Class (New Series) for Nagpur Centre with base January to December 1960 equal to 100 was 576 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 at Nagpur Centre.

The index number for the food group decreased by 3 points to 630 due to a fall in the average prices of groundnut oil, linseed oil, ghee, chillies dry, onions, vegetable and fruits and sugar.

The index number for the pan, supari and tobacco etc., group decreased by 2 points to 548 due to a fall in the average price of pan leaf only.

The index number for the fuel and light group remained steady at 774.

The index number for housing remained steady at 278 being a six monthly item.

The index number for clothing, bedding and footwear group remained steady at 599.

The index number for the miscellaneous group increased by 1 point to 424 due to a rise in the average prices of toilet soap and laundry charges.

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

(Average prices for the calendar year 1960=100)

Groups	Weights proportional to the total expenditure	Group Index Numbers	
		September 1983	October 1983
I A Food	57.2	633	630
I B Pan, Supari, Tobacco, etc.	3.8	550	548
II Fuel and Light	5.7	774	774
III Housing	6.6	278	278
IV Clothing, Bedding and Footwear	10.9	599	599
V Miscellaneous	15.8	423	424
Total ..	100.0		
Consumer Price Index Number ..		578	576

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

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

PUNE*

549—A fall of 4 points

In October 1983 the consumer Price Index Number for Working class (New Series) for Pune centre with base year 1961 equal to 100 was 549 being 4 points lower than that in preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Pune Centre.

The index number for the food group decreased by 10 points to 621 due to a fall in the average prices of jowar, turdal, gramdal, moongdal, oils and fats, fish, eggs, vegetables, fruits, sugar and gur.

The index number for the fuel and light group increased by 2 points to 677 due to a rise in the average prices of firewood (raywal) and charcoal.

The index number for housing remains steady at 143 being a six monthly item.

The index number for clothing and footwear group decreased by 7 points to 513 due to a fall in the prices of cloth for trouser, long cloth and coloured poplin.

The index numbers for the miscellaneous group increased by 7 points to 458 due to a rise in the average price of poona masala only.

CONSUMER PRICE INDEX NUMBERS FOR WORKING
CLASS FOR PUNE CENTRE

(Average prices for the calendar year 1961=100)

Groups	Weight proportional to the total expenditure	Group Index Numbers	
		September 1983	October 1983
I. Food	55.85	631	621
II. Fuel and light	6.89	675	677
III. Housing	6.65	143	143
IV. Clothing and Footwear	10.31	520	513
V. Miscellaneous	20.30	451	458
Total ..	100.00	....	....
Consumer Price Index Number ..	....	553	549

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

JALGAON

556—A fall of 14 points

In October 1983 the Consumer Price Index Number for Working Class (New Series) for Jalgaon centre with base year 1961 equal to 100 was 556 being 14 points lower than that in preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Jalgaon centre.

The index number for the food group decreased by 21 points to 613 due to a rise/fall in the average price of wheat, jawar, uriddal, gramdal, oil group milk, turmaric chillies dry, corriander zeera, other vegetables banana, sugar.

The index number for the fuel and light due to a remained steady at 710.

The index number for housing remains steady at 183 being a six monthly item.

The index number for clotng and footwear decreased by 7 points to 502 due to a fall in the average prices of Dhoti, Saree, Cloth for trouser coloured fabrics.

The index numbers for the miscellaneous group due to a remained at 448.

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

(Average prices for the calendar year 1961=100)

Groups	Weight, proportional to total expenditure	Group Index Numbers	
		September 1983	October 1983
I. Food	60.79	634	613
II. Fuel and Light	7.20	710	710
III. Housing	6.11	183	183
IV. Clothing and Footwear.	10.29	509	502
V. Miscellaneous.	15.61	448	448
Total	100.00	....	....
Consumer Price Index Number		570	556

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

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

NANDED

615—A rise of 7 points

In October 1983 the Consumer Price Index Number for Working Class (New Series) for Nanded centre with base year 1961 equal to 100 was 615 being 7 points higher than that in preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Nanded centre.

The index number for the food group increased by 11 points to 693 due to a rise in the average price of rice, wheat, turdal, uriddal, Masurdal, Mutton (Beaf) fish, ghee, chillies dry, g.r.

The index number for the fuel and light due to a remained steady at 680.

The index number for housing remains steady at 310 being a six monthly item.

The index number for clothing and footwear decrease by 10 points to 518 due to a fall in the average prices of Dhoti, cloth for trouser, long cloth, coloured fabrics.

The index numbers for the miscellaneous group increased by 8 points to 452 due to a rise in the average prices of panleaf, supari.

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	
		September 1983	October 1983
I. Food	61.46	682	693
II. Fuel and Light	5.88	680	680
III. Housing	4.62	310	310
IV. Clothing and Footwear	12.22	528	518
V. Miscellaneous	15.82	444	452
Total	100.00	....	....
Consumer Price Index Number		608	615

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

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

AURANGABAD

576—A rise of 4 points

In October 1983 the consumer Price Index Number for Working Class (New Series) for Aurangabad centre with base year 1961 equal to 100 was 576 being 4 points higher than that in preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Aurangabad centre.

The index number for the food group increased by 7 points to 628 due to a rise in the average prices of rice, groundnut oil, karad oil, mutton, turmeric, tamarind, garam masala, jeera, onions, tomatoes and garlic.

The index number for the fuel and light group increased by 4 points to 771 due to a rise in the average price of match box only.

The index number for housing remains steady at 316 being a six monthly tem.

The index number for clothing and footwear group increased by 2 points to 522 due to a rise in the price of saree only.

The index numbers for the miscellaneous group increased by 3 points to 447 due to a rise in the average price of Poona masala only.

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	
		September 1983	October 1983
I. Food	60.72	621	628
II. Fuel and Light	7.50	767	771
III. Housing	8.87	316	316
IV. Clothing and Footwear	9.29	520	522
V. Miscellaneous	13.62	444	447
Total	100.00		...
Consumer Price Index Number		572	576

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

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

ALL INDIA AVERAGE CONSUMER PRICE INDEX NUMBERS
FOR INDUSTRIAL WORKERS

The statistics for the Last 12 calendar months from November 1982 to October 1983 are given in the following table :—

TABLE

Month	Base 1960=100	*Base 1949=100
	2	3
November 1982 ..	496	603
December 1982 ..	497	604
January 1983 ..	495	603
February 1983 ..	500	608
March 1983 ..	502	610
April 1983 ..	508	617
May 1983 ..	521	633
June 1983 ..	533	648
July 1983 ..	541	658
August 1983 ..	549	667
September 1983 ..	554	673
October 1983 ..	558	678

* Index numbers under this column are derived from the 1980 base 4 index

THE STATEMENT SHOWING THE CONSUMER PRICE INDEX NUMBER (C.P.I. WORKING CLASS (Industrial Works) GROUPS FOR SEVEN CENTRES OF MAHARASHTRA STATE FOR THE MONTH OF October, 1983.

Centre	1	Base		3	4	5	6	7	8	9	10	11	12
		2	2										
Bombay	..	1960=100	631	567	727	163	554	434	566	2513	566	2513	2513
Solapur	..	1960=100	642	470	708	252	567	445	589	2250	588	2246	2246
Nagpur	..	1960=100	630	548	774	278	599	424	576	3007	578	3017	3017
Pune	..	1961=100	621	....	677	143	513	458	549	....	553	....	....
Jalgaon	..	1961=100	613	....	710	183	502	448	556	2941	570	3015	3015
Nanded	..	1961=100	693	....	680	310	518	452	615	1507	608	1490	1490
Aurangabad..	..	1961=100	628	....	771	316	522	447	576	1279	572	1270	1270

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

LABOUR GAZETTE—DECEMBER 1983

Labour Intelligence

INDUSTRIAL RELATIONS IN MAHARASHTRA REVIEW FOR THE MONTH OF SEPTEMBER 1983

Industrial Courts, Tribunals and Labour Courts

In all 1,829 applications were received by the Industrial Courts, Tribunals and Labour Court during the month. Their break-up are as under :—

Serial No.	Name of the Industrial Court/Tribunal and Labour Court	No. of applications, etc. received during the month under the—			Total
		B.I.R. Act, 1946	I.D. Act, 1947	Other Acts.	
1	2	3	4	5	6
I. Industrial Court/Tribunals—					
1	Industrial Court, Bombay	10	....	116	126
2	Industrial Tribunal, Bombay	....	18	....	18
3	Industrial Court, Nagpur	15	....	58	73
4	Industrial Tribunal, Nagpur	....	....	....	....
5	Industrial Court, Pune	7	....	70	77
6	Industrial Tribunal, Pune	....	8	....	8
7	Industrial Court, Thane	6	....	73	79
8	Industrial Tribunal, Thane	....	18	....	18
Total ..		38	44	317	399
II. Labour Courts—					
1	Labour Court, Bombay	59	148	209	416
2	Labour Court, Pune	85	38	34	157
3	Labour Court, Nagpur	7	81	78	166
4	Labour Court, Thane	9	51	72	132
5	Labour Court, Kolhapur	4	40	30	74
6	Labour Court, Solapur	2	24	84	110
7	Labour Court, Akola	2	28	51	81
8	Labour Court, Nashik	....	3	26	29
9	Labour Court, Aurangabad	2	207	27	236
10	Labour Court Thane	2	13	14	29
Total ..		171	633	625	1,430

Wage Boards—

One reference was received by the Wage Board for silk textile industry during the month under review.

Conciliation

An analysis of disputes handled by the Conciliation machinery in the State during March 1983 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	255	347	502
(2) Bombay Industrial Relations Act, 1946	35	9	44
(3) Bombay Industrial Relations (Extensions and Amendment) Act, 1964.			
Total	290	356	546

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

Act 1	Pending at the beginning of the month 2	No. of cases received during the month 3	Settled amicably 4	Ended in failure 5	Withdrawn or not pursued by parties 6	Closed 7	Total (4 to 7) 8	Pending at the end of the month 9
I. D. Act, 1947	1,280	502	107	124	55	85	371	1,411
B. I. R. Act, 1946	201	44	2	13	2	7	24	221
B.I.R. (Ext. and Amdt.) Act, 1964.	..	..	..	..	..	..	..	..
Total	1,481	546	109	137	57	93	395	1,632

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	17	4	2	7	2	4	2	3	3	44

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

District-wise analysis is given below :-

Act 1	Bombay 2	Pune 3	Thane 4	Nagpur 5	Nanded 6	Auranga- bad 7	Ahamad- nagar 8	Total 9
B. I. R. Act, 1946	25	12	2	1	1	2	1	44

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

INDUSTRIAL DISPUTES IN MAHARASHTRA STATE DURING SEPTEMBER 1983

	September 1983	August 1983	September 1982
No. of Disputes	66	66	83
No. of Workers involved	63,514	51,529	1,13,311
No. of Man-days lost	6,95,284	6,97,251	20,20,748

Industry-wise classification is given below :—

Name of the Industry Group	Number of disputes in progress			Number of work people involved in all disputes	Average man-days lost in
	Started before beginning of the month i.e. before September 1983	Started during the month i.e. September 1983	Total		
1	2	3	4	5	6
Textile	18	4	22	52,884	5,07,803
Engineering ..	12	4	16	5,164	1,02,041
Chemical	2	1	3	725	9,443
Miscellaneous	18	7	25	4,741	75,997
September 1983 Total ..	50	16	66	63,514	6,95,284
August 1983 Total ..	51	15	66	51,529	6,97,251

Thirty Six of the disputes arose over questions of "pay, allowances and bonus issues", 9 related to "Retrenchment and grievances about personnel", while the remaining 21 were due to other causes.

Out of the 15 disputes that terminated during the course of the month, 7 were settled either entirely or partially in favour of the workers, in favour of the employers. while the result of the remaining One dispute was Indefinite.

1.No. of works involved and No. of Mondays lost in September 1982 have been recorded

THE FOLLOWING STATEMENT GIVES THE DETAILED INFORMATION OF IMPORTANT INDUSTRIAL DISPUTES CAUSING MORE THAN 10,000 MAN DAYS LOST DURING THE MONTH OF SEPTEMBER 1983

Serial No.	Name of the Concern	Sector	S/L	Reason	Date of work-stoppages			No. of workers involved	Mandays lost		Result
					Began	Ended			During the month	While the month	
1	2	3	4	5	6	7	8	9	10	11	
1	Thane— Teksons Ltd., Kolshet Road, Thane.	Pvt.	S	Reinstatement	20-4-1981	....	459	11,250	3,39,028	Continued*
2	Bombay— The Shrinivas Cotton Mills Ltd., 402, Senapati Inayat Marg, Bombay 400 013.	Pvt.	S	20 percent Bonus.	20-10-1981	....	6,909	55,546	30,74,155	Do.
3	Bombay— The Standard Mills Co. Ltd., Waghalevi Road, Bombay 400 025.	Pvt.	S	Bonus	21-10-1981	....	4,080	31,616	19,61,687	Do.
4	Bombay— M/s. Koinoor Mills Co. Ltd. (Unit 1, 2), Mary Dadar, Bombay 400 014.	Pvt.	S	G. D.— Wages, D.A. etc	18-1-1982	....	4,598	1,08,368	23,55,142	Do.
5	Bombay— The Kohinoor Mills Co. Ltd. No. 3, 523, L. J. Road, Dadar, Bombay 400 128.	Pvt.	S	Do.	18-1-1982	....	747	19,422	3,94,074	Do.

THE FOLLOWING STATEMENT GIVES THE DETAILED INFORMATION OF IMPORTANT INDUSTRIAL DISPUTES CAUSING MORE THAN 10,000 MAN DAYS LOST DURING THE MONTH OF SEPTEMBER 1983

Serial No.	Name of the Concern	Sector	S/L	Reason	Date of work-stoppages		No. of workers involve	Mandays lost		Result
					Began	Ended		During the month	Till the close of the month	
1	2	3	4	5	6	7	8	9	10	11
6	<i>Bombay—</i> The Morarjee Gokuldas Spg. & Wvg. Co. Ltd., Unit No. 2, Lower Parel, Bombay 400 012.	Pvt.	S	<i>G. D.—</i> Wages, D.A. etc.	18-1-1982	...	3,153	25,337	11,25,735	Continued.
7	<i>Bombay—</i> The Tata Mills Ltd., Dr. B. A. Road, Dadar, Bombay 400 014.	Pvt.	S	Do.	18-1-1982	...	5,119	1,22,736	26,39,694	Do.
8	<i>Bombay—</i> The Podar Mills Ltd., N. M. Joshi Marg, Chinchpokli, Bombay 400 011.	Pvt.	S	Do.	18-1-1982	...	2,609	35,836	10,50,863	Do.
9	<i>Bombay—</i> The Simplex Mills Co. Ltd., 30, Keshavrao Khade Marg, Sant Gadge Maharaj Chowk, Bombay 400 011.	Pvt.	S	Do.	18-1-1982	....	3,200	29,348	11,76,050	Do.
10	<i>Bombay—</i> The Gold Mohur Mills Dadasaheb Phalke Road, Dadar, Bombay 400 014.	Pvt.	S	Do.	18-1-1982	....	1,764	38,296	6,74,162	Do.
11	<i>Pune—</i> Swastik Rubber Ltd., Khadki, Pune 411 003.	Prod.	L	Labour trouble.	4-3-1982	....	1,260	31,314	6,07,600	Do.
12	<i>Bombay—</i> Calico Dyeing Ptg. Mills Ltd., Industrial Estate, Dr. Ambedkar Road, Bombay 400 012.	Pvt.	L	Do.	22-12-1982	....	595	15,210	1,42,155	Do.
13	<i>Bombay—</i> The Malleable Iron & Steel Casting Co. Pvt. Ltd., Kurla-Andheri Road, Marol Bazar, Andheri (E), Bombay 400 050.	Pvt.	L	Labour unrest.	12-6-1983	....	811	21,086	77,856	Do.
14	<i>Thane—</i> Krishna Steel Industries Ltd., Thane-Belapur Rd., Thane.	Pvt.	L	Violence	31-8-1983	....	394	10,220	10,614	Do.

LABOUR

EMPLOYEES STATE INSURANCE CORPORATION
MAHARASHTRA REGION

PRESS NOTE SHOWING THE PROGRESS DURING
THE MONTHS OF AUGUST TO OCTOBER, 1983.

The Employees' State Insurance Scheme applies to Maharashtra Region and includes Bassein and Goa in Maharashtra Region and provides protection to 15,54,078 workers in the events of Employment injuries, Sickness and Maternity. This protection is made available in two ways namely by provision of Medical Care Benefits when needed. During the months of August to October, 1983; 60,554 Insured Persons received Rs. 1,23,19,712.11 cash Benefit due to Employment Injuries. This includes 19,782 persons who were in receipt of pension for Permanent Disablement Benefit and 7,649 persons who were in receipt of Dependents Benefits as dependents of deceased Insured Persons. During these month 24,040 accidents were reported.

Comparatively fewer persons need the employment injury benefits, but a fairly large number need cash benefit in the event of sickness. During August to October, 1983; 1,87,852 Claims were received and an amount of Rs. 1,63,61,249.88 was paid as Sickness Benefit.

Some Insured Persons suffering from T. B., Mental, Malignant and other long term diseases required more attention and they are being paid additional Benefits called Extended Sickness Benefit. During these months an amount of Rs. 18,89,032.95 paid towards this benefits.

During these months 1824 Insured Women claimed Rs. 12,14,356.50 by way of Maternity Benefit.

The attendance at the dispensaries as per certificates received was 5,99,204 during these months.

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During these months confinement charges in respect of wives of Insured Persons amounting to Rs. 94,920.00 was paid.

During these months an amount of Rs. 39,455.80 was paid as Enhanced Sickness Benefit to 205 Insured Persons who had undergone sterilisation Operation for Family Planning.

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